

# Shaji A. Khan, Ph.D.

Director of Cybersecurity Institute  
Assistant Professor of Information Systems and Technology  
College of Business Administration  
University of Missouri-Saint Louis

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[Google Scholar Profile](#) | [LinkedIn](#)

## EDUCATION

- **Doctor of Philosophy in Business Administration, 2012**  
*University of Missouri - St. Louis, MO*
- **Master of Science in Computer Science, 2001**  
*Governors State University, University Park, IL*
- **Bachelor of Arts, 2000**  
*Governors State University, University Park, IL*
- **Bachelor of Commerce, 1998**  
*Anwar-ul-uloom College, Hyderabad, India*

## PROFESSIONAL EXPERIENCE

- **Director of Cybersecurity Institute**, joint appointment through College of Business Administration and College of Arts and Science, University of Missouri-St. Louis (January 2018 - present)
- **Tenure-track Assistant Professor of Information Systems**, Department of Information Systems and Technology, College of Business Administration, University of Missouri-St. Louis (August 2014 - present)

- **Founding Executive Committee Member**, Gateway Higher Education Cybersecurity Consortium, Saint Louis, Missouri (March 2018 – present)
  
- **Tenure-track Assistant Professor of Management Information Systems**, Department of Entrepreneurship, Technology, and Law, Foster College of Business, Bradley University, Peoria IL (August 2013 – August 2014)
  
- **Lecturer**, Information Systems Department, University of Missouri - St. Louis, College of Business Administration, St. Louis, MO (June 2012 – June, 2013)
  
- **Graduate Research Assistant**, Information Systems Department, University of Missouri - St. Louis, College of Business Administration, St. Louis, MO (May 2006 – September, 2011)

## RESEARCH

### Grants

2017: “An Innovative, Flexible, and Multi-Purpose Lab Environment for Fostering Hands-on Skills Development in Cybersecurity Education”, *National Security Agency*, \$294,519.78, with Drs. Jianli Pan and Sanjiv Bhatia.

### Refereed Journal Publications

**Khan, S. A.**, Lacity, M., and Carmel, E. (2018), Entrepreneurial Impact Sourcing: A Conceptual Framework of Social and Commercial Institutional Logics, *Information Systems Journal, Special issue on Impact Sourcing*, Vol. 28, pp. 538-562

**Khan, S. A.** and Tang, J. (2017), The paradox of human resource analytics: Being mindful of employees, *Journal of General Management, Research Note*, Vol. 42, 2, pp. 57-66

Lacity, M., **Khan, S. A.**, and Carmel, E. (2016), Employing U.S. Military Families to Provide Business Process Outsourcing Services: A case study of Impact Sourcing and Reshoring, *Communications of the Association for Information Systems*, Vol. 39, Article 9, pp. 150-175  
**Winner of the Paul Gray Award for the Most Thought-Provoking Paper in 2016**

Lacity, M., and **Khan, S.A.** (2016), “Transaction Cost Economics on Trial Again: A Commentary,” *The Journal of Strategic Information Systems*, Vol. 25, 1, pp. 49-56

Lacity, M., **Khan, S. A.**, Yan, A. (2016) “Review of the Empirical Business Services Sourcing Literature: An Update and Future Directions,” *Journal of Information Technology*, Vol. 31, 3, pp. 269-328

**Khan, S. A.** and Lacity, M. (2014) “Organizational Responsiveness to Anti-offshoring Institutional Pressures,” *Journal of Strategic Information Systems*, Vol. 23, 3, pp. 190-209

**Khan, S. A.**, Tang, J., and Joshi, K. (2014) "Disengagement of nascent entrepreneurs from the startup process," *Journal of Small Business Management*, Vol. 52, 1, pp. 39-58

Lee, K., **Khan, S. A.**, Mirchandani, D. (2013) "Balancing Hierarchical Effects of Product Attributes on Actualized Innovativeness in the Context of High-Tech Products," *Journal of Business Research*, Vol. 66, 12, pp. 2634–2641

**Khan, S. A.**, Tang, J., and Zhu, R. (2013), "The impact of environmental, firm, and relational factors on entrepreneurs' ethically suspect behaviors," *Journal of Small Business Management*, Vol. 51, 4, pp. 637-657

**Khan, S. A.**, Lederer, A., and Mirchandani, D. (2013) "Top Management Support, Collective Mindfulness, and Information Systems Performance," *Journal of International Technology and Information Management*, Vol. 22, 1, p. 93

Tang, J., **Khan, S. A.**, & Zhu, R. (2012) Entrepreneurs' ethically suspect behaviors and effective information acquisition: The moderating effects of impression management. *Journal of Developmental Entrepreneurship*, Vol. 17, 04, pp. 1-23

**Khan, S. A.** and Lacity, M. (2012) "Survey Results: Are Client Organizations Responding to Anti-Offshoring Pressures?" *Strategic Outsourcing an International Journal*, Vol. 5, 2, pp. 166-179

Lacity, M., Willcocks, L, and **Khan, S. A.** (2011), "Beyond Transaction Cost Economics: Towards an Endogenous Theory of Information Technology Outsourcing," *Journal of Strategic Information Systems* Vol. 20, 2, pp. 139-157

Lacity, M., **Khan, S. A.**, Yan, A., and Willcocks, L. (2010), "A Review of the IT Outsourcing Empirical Literature and Future Research Directions," *Journal of Information Technology*, Vol. 25, 4, pp. 395-433

Lacity, M., Rottman, J., and **Khan, S. A.** (2010), "Field of Dreams: Building IT Capabilities in Rural America," *Strategic Outsourcing an International Journal*, Vol. 3, 3, pp. 169-191

[This research has been featured in **Business Week, CNNMoney, ComputerWorld, Atlantic Journal, Fortune Magazine, and Entrepreneur Magazine**]

Lacity, M., **Khan, S. A.**, and Willcocks, L. (2009), "A Review of the IT Outsourcing Literature: Insights for Practice," *Journal of Strategic Information Systems*, Vol. 18, 3, pp. 130-146

[Ranked as the most downloaded paper in 2009, 2010, 2013 and 2014. Among the most downloaded in other years.]

Tang, J. and **Khan, S. A.** (2007), "Dynamic interactions between alertness and systematic search: A Yin and Yang perspective on opportunity recognition and innovation," *International Journal of Entrepreneurship and Innovation (Special Issue on Entrepreneurship and Innovation in China)*, Vol. 8, 3, pp. 175-187

### **Refereed Conference Proceedings/Presentations**

Lacity, M. and **Khan, S.A.** (2019), "Exploring Preliminary Challenges and Emerging Best Practices in the Use of Enterprise Blockchains Applications," Accepted: *52<sup>nd</sup> Hawaii International Conference on System Sciences*, Hawaii

Lacity, M., Yan, A., and **Khan, S.A.** (2017), "Review of 23 Years of Empirical Research on Information Technology Outsourcing Decisions and Outcomes," *Hawaii International Conference on System Sciences*, Hawaii, forthcoming

Lacity, M, Reynolds, P., **Khan, S. A.**, and Willcocks, L. (2013), "Outsourcing Cloud Services: The Great Equalizer for SMEs?" *4th International Conference on the Outsourcing of Information Services*, Mannheim, Germany

Tang, J., **Khan, S. A.**, and Zhu, R. (2011), "Entrepreneurs' Ethically Suspect Behaviors and Effective Information Acquisition," *Academy of Management Annual Meetings*, San Antonio, Texas

**Khan, S. A.** and Tang, J. (2011), "Disengagement of nascent entrepreneurs from the startup process," *Babson College Entrepreneurship Research Conference*, Syracuse, New York

**Khan, S. A.**, Tang, J., and Zhu, R. (2011), "The impact of environmental, firm, and relational factors on entrepreneurs' ethically suspect behaviors: An empirical study in the Chinese context" *Babson College Entrepreneurship Research Conference*, Syracuse, New York.

**Khan, S. A.** and Mirchandani, D. (2008), "The moderating effect of top management's collective mindfulness on the relationship between top management support and IS function performance," *Americas Conference on Information Systems*, Toronto, Canada.

**Khan, S. A.** and Tang, J. (2008), "User involvement and Information Systems success: A review of the construct and meta-analysis," *Academy of Management Annual Meetings*, Anaheim, California.

Tang, J. and **Khan, S. A.** (2008), "Do ethically suspect behaviors prevent or promote firm growth: Evidence from Chinese entrepreneurs," *Academy of Management Annual Meetings*, Anaheim, California.

Lee, K. and **Khan, S. A.** (2007), "Technology adoption at the consumer Level: Focus on internet based communication technology," *Americas Conference on Information Systems*, Keystone, Colorado.

Tang, J. and **Khan, S. A.** (2007), "Dynamic interactions between alertness and systematic search: A Yin and Yang perspective on opportunity recognition and innovation," *Academy of Management Annual Meetings*, Philadelphia, Pennsylvania.

Tang, J. and **Khan, S. A.** (2006), "Entrepreneurial environment, self-efficacy, alertness and commitment," *Babson-Nankai International Entrepreneurship Research Conference*, Tianjin, China.

### Invited/Editor Reviewed Journal Publications

Hoffman, C., **Khan, S. A.**, and Mirchandani, D. (2015) “Developing an Interdisciplinary Cybersecurity Program in the Business School: Reflections and a View to the Future,” *Regional Business Review*, Vol. 34 (May), pp. 51-57

### Book Chapters

Lacity, M., **Khan, S. A.**, and Yan, A. (2017), “Review of the Empirical Business Services Sourcing Literature: An Update and Future Directions,” (eds. Willcocks, L., Lacity, M., and Sauer, C.) *Outsourcing and Offshoring Business Services*, Palgrave Macmillan, Chapter 14, pp. 499 - 651

Lacity, M., Yan, A., and **Khan, S. A.** (2017), “Sourcing Information Technology Services: Past Research and Future Research Directions,” (eds. Galliers, R., Stein, MK) *Routledge Companion to Management Information Systems: Managing Organizational IS, Knowledge and Innovation*, Vol 3, Chapter 5.

Lacity, M., **Khan, S. A.**, and Willcocks, L. (2012), “Transaction Cost Economics and After: Addressing the New Theory Challenge”, in “The New IT Outsourcing Landscape: From Innovation to Cloud Services,” (Willcocks, L. and Lacity, M. eds), Palgrave Macmillan, London, p. 89. REPRINT *Journal of Strategic Information Systems* Vol. 20, 2, pp. 139-157

Lacity, M., **Khan, S. A.**, Yan, A., and Willcocks, L. (2012), “Mapping the IT Outsourcing Landscape: Review and Future Directions”, in “The New IT Outsourcing Landscape: From Innovation to Cloud Services,” (Willcocks, L. and Lacity, M. eds), Palgrave Macmillan, London, p. 25. REPRINT of *Journal of Information Technology*, Vol. 25, 4, pp. 395-433

Lacity, M., Rottman, J. and **Khan, S. A.**, “Onshore: What about Rural Sourcing,” in “The New IT Outsourcing Landscape: From Innovation to Cloud Services,” (Willcocks, L. and Lacity, M. eds),

Palgrave Macmillan, London, p. 222. REPRINT of Strategic Outsourcing and International Journal, Vol. 3, 3., pp. 169-191

Lacity, M., **Khan, S. A.**, and Willcocks, L. (2011), "A Review of the IT Outsourcing Literature: Insights for Practice," in The Oxford Handbook of Management Information Systems, (Galliers, R., and Currie, W. eds), Oxford University Press, Oxford, pp. 496-528. REPRINT of *Journal of Strategic Information Systems*, Vol. 18, pp.130-146

Lacity, M., Willcocks, L. and **Khan, S. A.** (2014), 'Beyond Transaction Cost Economics: Towards an Endogenous Theory of Information Technology Outsourcing' in Willcocks, L., and Lacity, M. (editors) (2014), *The Economics of Outsourcing*, Edward Elgar Publishing, Camberley, United Kingdom. REPRINT of *Journal of Strategic Information Systems*, 20 (2), June, 139–57

### Industry Reports

Hindle, J., Lacity, M., Willcocks, L., **Khan, S. A.**, (2018), "Robotic Process Automation: Benchmarking the Client Experience, Final Report," *Knowledge Capital Partners*

Hindle, J., Lacity, M., Willcocks, L., **Khan, S. A.**, (2017), "Robotic Process Automation: Benchmarking the Client Experience, Interim Report," *Knowledge Capital Partners*

**Khan, S. A.** and Lacity, M. C. (March 2012), "Anti-offshoring pressures and offshoring of Information Technology and business processes," *Everest Group Research*: Available online at <https://research.everestgrp.com/Product/11664>

### Invited Presentations

**Khan, S. A.** (November 2018) "Tackling the tough problems through research and education: Cybersecurity programs at the University of Missouri–St. Louis", *Presentation to Missouri's State Legislators and other public officials*, University of Missouri–St. Louis



**Khan, S. A.** (March 2015) “Basics of Information Security (InfoSec): Safeguarding private data of students and helping them do the same” –*Advanced Credit Program Professional Development Event for High School Teachers*, University of Missouri – St. Louis

**Khan, S. A.** (Jan 2015) “Developing Information Security (InfoSec) Talent in the Saint Louis Region” – *Accounting Advisory Board, College of Business Administration*, University of Missouri – St. Louis

**Khan, S. A.** (Dec 2014) “Developing Information Security (InfoSec) Talent in the Saint Louis Region” – *Dean’s Advisory Council, College of Business Administration*, University of Missouri – St. Louis

**Khan, S. A.** and Dawson, M. (Nov 2014) “Cybersecurity Efforts at UMSL” – *Information Systems Advisory Board, College of Business Administration*, University of Missouri – St. Louis

**Khan, S. A.** (May 2014) “Information Security Basics – Why should Individuals, startups and small businesses care?” – *Build for STL – a National Day of Civic Hacking event*, The T-Rex startup center, Saint Louis

### **Acknowledged Research Contributions**

- Research Assistance for “Business Intelligence: practices, technologies, and management,” by Sabherwal, R. and Becerra-Fernandez, I., John Wiley & Sons, 2010.
- Research Assistance for “Knowledge Management: Systems and Processes,” by I. Becerra-Fernandez, and R. Sabherwal, M.E. Sharpe, 2009.
- Research Support for “Information Technology Outsourcing: A Taxonomy of Prior Studies and Directions for Future Research,” *Journal of Information Systems*, by Blaskovich, J. and Mintchik, N. 2010, Vol. 25: 1, pp. 1-36

## TEACHING EXPERIENCE

### University of Missouri–St. Louis, St. Louis MO

#### ***Graduate Courses:***

1. Information Systems 6836 – *Management of Data networking and security*
2. Information Systems 6828 – *Principles of Information Security*
3. Information Systems 5800 / Public Policy Administration 6800 (Combined Section) –  
*Management Information Systems*  
Information Systems 6808 – *Object-Oriented Programming for Business Solutions*  
(advanced Java)
4. Information Systems 6805 – *Developing Business Applications in .net (programming language VB.net)*

#### ***Undergraduate Courses:***

1. Supervised Information Systems 3899 – *Independent Study in Information Systems*
2. Information Systems 3848 – *Introduction to Information Security*
3. Information Systems 3842 – *Data networking and security*
4. Information Systems 3806 – *Object Oriented Programming – Java I*
5. Information Systems 3816 – *Object Oriented Programming – Java II*
6. Information Systems 2800 – *Information Systems Concepts and Applications*

## **University of Missouri, Columbia, MO**

*INFOINST 8640 – Big Data Security (New course for the Master of Data Science and Analytics Degree) – Spring 2017, 2018, 2019*

## **Invited Visiting Professor, Nankai University, Tianjin, China**

IMBA-2015-Business Competitive Intelligence – (MBA Program Special Topic: *Business Competitive Intelligence: Exploring the “Dark Side” and Protecting Confidential Information through Information Security*) – Summer 2016

## **Bradley University, Peoria IL**

1. Business Management & Administration 173 – *Information Systems Concepts and Applications*
2. Business Management & Administration 373 – *Business Data Communications*
3. Business Management & Administration 379 – *Information Systems Security*

## **Internships, Independent Studies, Dissertations, and Thesis Direction**

- Doctoral Dissertation Committee Member, *Svetlana Krasteva*, Doctoral Candidate, Ph.D. in Business Administration with Information Systems Emphasis, College of Business Administration, expected graduation 2019.
- Doctoral Dissertation Committee Member, *Rooji Sugathan*, Doctoral Candidate, Ph.D. in Business Administration with Information Systems Emphasis, College of Business Administration, expected graduation 2019
- Graduate Individual Research in Information Systems, Danielle T., Spring 2019
- Graduate Individual Research in Information Systems, Scott S., Spring 2019
- Undergraduate Independent Study Advisor, *Ian F.*, Fall 2018

- Undergraduate Independent Study Advisor, *Miguel D.*, Summer 2018
- Undergraduate Internship Advisor, *Marc W.*, Spring 2018
- Undergraduate Internship Advisor, *Nino O.*, Spring 2018
- Undergraduate Independent Study Advisor, *Michael T.*, Fall 2017
- Undergraduate Internship Advisor, *Thomas W.*, Spring 2017
- Graduate Independent Study Advisor, *Richard H.*, Spring 2016
- Undergraduate Internship Advisor, *Michael S.*, Spring 2016
- Undergraduate Independent Study Advisor, *Jasmin P.*, Fall-2014

## SERVICE

### University of Missouri – St. Louis

#### **Workshops:**

- October 19, 2017, “Cybersecurity: A Strategic Priority for Nonprofits”, Non-credit class organized by the Nonprofit Management & Leadership Program, University of Missouri-St. Louis, Target Audience: Executives of Non-profits.

#### **Program/Curriculum Development:**

- Redesign two new courses for Cybersecurity Curriculum
- Develop Cybersecurity programs from scratch during the first semester of joining the department. Work done in collaboration with Computer Science department. Programs created include:
  - Graduate Certificate in Cybersecurity (interdisciplinary)
  - Undergraduate Certificate in Cybersecurity (interdisciplinary)
  - Undergraduate Minor in Cybersecurity (Information Systems Department, College of Business)
- Submit proposals to obtain funds for a dedicated Cybersecurity laboratory
- Design sandboxed virtual Cybersecurity lab to facilitate new programs
- Present to various boards on campus to make the business case and seek help to develop the new Cybersecurity programs

#### **Cybersecurity Website @ UMSL**

- Design and maintain [cybersecurity.umsl.edu](http://cybersecurity.umsl.edu) website featuring UMSL’s cybersecurity programs and the Cybersecurity blog

***STLCyberCon:***

- STLCyberCon – 2018, Cybersecurity Conference and Career Fair
  - Master of ceremonies, conference organizer, for 700 attendees
  - Maintain/update website for 2018 conference (STLCyberCon.org)
  - Recruit speakers, career fair employers
- STLCyberCon – 2017, Cybersecurity Conference and Career Fair
  - Master of ceremonies
  - Maintain/update website for 2017 conference (STLCyberCon.org)
  - Recruit keynote, speakers, career fair employers
  - Help in organizing conference and conduct events for 700 attendees
- STLCyberCon – 2016, Cybersecurity Conference and Career Fair
  - Independently create website for 2017 conference (STLCyberCon.org)
  - Recruit speakers, career fair employers
  - Help in organizing conference and conduct events
- STLCyberCon – 2015, Cybersecurity Conference and Career Fair
  - Recruit speakers, panelists, career fair employers
  - Help in organizing conference and conduct events

***College of Business Administration Committees:***

- Graduate Studies Committee, College of Business Administration – Spring 2019
- Graduate Studies Committee, College of Business Administration – Fall 2018
- Graduate Studies Committee, College of Business Administration – Spring 2018
- Graduate Studies Committee, College of Business Administration – Fall 2017
- Graduate Studies Committee, College of Business Administration – Spring 2017
- Graduate Assurance of Learning Committee, College of Business Administration (Fall 2014)

### **International Conference on Information Systems (ICIS) 2010 Conference Committee:**

- ***Review Coordinator ICIS 2010***

Administrator of 'ManuscriptCentral' system for the conference. Coordinated smooth submissions, reviews, decisions, and publication of more than 800 paper submissions.

- ***Webmaster ICIS 2010***

Independently developed and managed the *International Conference on Information Systems (ICIS) 2010* website.

### **Ad Hoc Reviewer:**

- *Journal of Information Systems*
- *European Journal of Operational Research*
- *IEEE-Transactions on Engineering Management*
- *Journal of Strategic Information Systems*
- *Journal of Information Technology*
- *International Conference on Information Systems (ICIS)*
- *Journal of Information Technology Case and Application Research*
- *Strategic Outsourcing an International Journal*

## AWARDS AND RECOGNITIONS

- Anheuser-Busch Excellence in Teaching Award, College of Business Administration, University of Missouri-St. Louis, 2018
- Nominee for Doug Durand Excellence in Research Award, College of Business Administration, University of Missouri-St. Louis, 2017
- Paul Gray, Most Thought-Provoking Paper award, Communications of the Association for Information Systems, 2016
- Nominee for Innovative Teaching Award, Focus on Teaching and Technology Conference, Saint Louis, 2015
- Student Success Tutoring (SST) Grant - \$3000 – Fall 2018, University of Missouri-St. Louis to hire tutors and assistants for Cybersecurity Courses
- Access to Success (A2S) Grant - \$3000 – Spring 2018 awarded by Associate Provost, Planning and Assessment, University of Missouri-St. Louis to hire tutors and assistants for Cybersecurity Courses
- Access to Success (A2S) Grant - \$6000 – Fall 2017 awarded by Associate Provost, Planning and Assessment, University of Missouri-St. Louis to hire tutors and assistants for Cybersecurity Courses
- Access to Success (A2S) Grant - \$6000 – Spring 2017 awarded by Associate Provost, Planning and Assessment, University of Missouri-St. Louis to hire tutors and assistants for Cybersecurity Courses
- Access to Success (A2S) Grant - \$6000 - Fall 2016 awarded by Associate Provost, Planning and Assessment, University of Missouri-St. Louis to hire tutors and assistants for Cybersecurity Courses.
- Access to Success (A2S) Grant - \$6000 - Spring 2016 awarded by Associate Provost, Planning and Assessment, University of Missouri-St. Louis to hire tutors and assistants for Cybersecurity Courses.



- Nominee for Innovative Teaching Award, 2015 at the Focus on Teaching and Technology Conference, Saint Louis.
- Access to Success (A2S) Grant - \$3000 - Fall 2015 awarded by Associate Provost, Planning and Assessment, University of Missouri-St. Louis to hire tutors and assistants for Cybersecurity Courses.
- Graduate school doctoral recruitment fellowship, University of Missouri – St. Louis (2009-2010)
- Graduate school doctoral recruitment fellowship, University of Missouri – St. Louis (2008-2009)
- Performance based bonus award, College of Business, University of Missouri – St. Louis (2008-2009)
- Graduate School Travel Award, University of Missouri – St. Louis (2008)
- College of Business Travel Award, University of Missouri – St. Louis (2008)
- Graduate school doctoral recruitment fellowship, University of Missouri – St. Louis (2007-2008)
- Performance based bonus award, College of Business, University of Missouri – St. Louis (2007-2008)
- Graduate School Travel Award, University of Missouri – St. Louis (2007)
- College of Business Travel Award, University of Missouri – St. Louis (2007)
- Graduate school doctoral recruitment fellowship, University of Missouri – St. Louis (2006-2007)
- Performance based bonus award, College of Business, University of Missouri – St. Louis (2006-2007)

## MEDIA MENTIONS/APPEARANCES

### TV/Radio/Print

- January, 2019, STL Public Radio 90.7 KMST, Rolla, expert opinion on internal threats to cybersecurity
- November 11, 2017, 4pm to 7pm, Fox2 News - St. Louis, appeared on a show taking calls from community regarding impact from the 2017 Equifax Data Breach
- October 9, 2017, 12-1pm, STL Public Radio 90.7 KWMU, “St. Louis on the Air with Don Marsh”, explained security breaches, took calls from listeners ([Link as of Oct. 2017](#))
- September 14, 2017, KSDK News Channel 5 St. Louis, provided expert guidance to investigative reporter on how consumers can deal with fallout from the 2017 Equifax Data Breach ([Link as of Sep. 2017](#))
- September 9, 2017, KMOV News Channel 4 St. Louis, appeared on 5pm news report on the implications of the 2017 Equifax Data Breach for consumers
- May 15, 2017, St. Louis Magazine, “St. Louis cybersecurity expert talks recent global cyber-attack”, explained the massive Ransomware Attacks dubbed WannaCry, provided advice on protection/recovery ([Link as of May 2017](#))
- February 13, 2017, AOA Focus, American Optometric Association Magazine, answered inquiry related to information security in the health care sector, especially as it pertains to smaller clinics/service providers
- February 7, 2017, 12-1pm, STL Public Radio, “St. Louis on the Air with Don Marsh”, “*Cyber is the new domain of warfare:’ Local experts discuss cybersecurity steps you should take,*” took calls and explained key cybersecurity issues ([Link as of Feb 2017](#))
- July 15, 2017, WalletHub.com, answered media inquiry on causes and consequences of data breaches

## University News/Publications

- UMSL Daily, STLCyberCon 2018, November 2018, <https://blogs.umsl.edu/news/2018/11/19/stlcybercon-18/>
- UMSL Daily, U.S. Bank Cybersecurity Scholarships, October 2018, <https://blogs.umsl.edu/news/2018/10/22/cybersecurity-scholarships-2018/>
- UMSL Daily, Cybersecurity Capture the Flag event for High School students, April 2018, <https://blogs.umsl.edu/news/2018/04/09/cybersecurity-jennings/>
- UMSL Daily, for STLCyberCon 2017, <https://blogs.umsl.edu/news/2017/11/20/stlcybercon-2017/>
- UMSL Current, <http://thecurrent-online.com/features/nsa-grant-awarded-professors-focus-cybersecurity/>
- UMSL Daily, for advice on cybersecurity and feature on public radio <https://blogs.umsl.edu/news/2017/10/12/cybersecurity-stlonair/>
- UMSL Daily, for news and feature on cybersecurity grants <https://blogs.umsl.edu/news/2017/10/16/cybersecurity-grants/>
- UMSL Daily, for advice on cybersecurity and feature on public radio <http://blogs.umsl.edu/news/2017/02/12/khan-stlonair/>
- *UMSL Magazine*, for work on UMSL's cybersecurity programs and the *Cybersecurity and Information Technology Innovation Lab* (CITIL), December 2015.
- Featured in UMSL Daily for work on cybersecurity lab and new programs at UMSL <http://blogs.umsl.edu/news/2015/12/01/shaji-khan/>
- Featured in UMSL Daily, for work on Cybersecurity Lab <http://blogs.umsl.edu/news/2015/11/19/cybersecurity/>
- Nominee for Innovative Teaching Award, 2015 at the Focus on Teaching and Technology Conference, Saint Louis.
- UMSL Daily, for work on UMSL's designation as a National Center of Academic Excellence in Cyber Defense Education, <http://blogs.umsl.edu/news/2016/05/09/excellence-cybersecurity/>

## INDUSTRY EXPERIENCE

### ***Information Systems Lead, TechQED, Inc. Chicago, IL (March 2003 - August 2006)***

- Founded TechQED, Inc. and managed all aspects of information technology design, development, and deployment at TechQED and for clients
- Analyzed, designed, developed and deployed web based order processing, customer management and record keeping systems for small businesses. Made extensive use of open source software to keep costs low. Obtained and managed support contracts.
- Performed detailed systems analysis for clients' needs and offered direct and scalable solutions
- Developed, maintained and promoted various data driven Web sites.
- Developed various Web based applications in PHP/MySQL providing clients with efficient and user-friendly solutions
- Analyzed systems requirements for many retail stores, installed POS hardware and software, provided training and technical support to clients

### ***Web Developer, Sivan Web Developers, South Holland, IL (April 2001 – June 2002)***

- Independently developed/maintained Web Sites for a variety of clients.
- Developed a Web based mailing list administration suite
- Developed an online marketing giveaway program
- Created an easy to install/configure Web based customer information management solution

### ***Technical Support / Webmaster, Office of Career Services, Governors State University, University Park, IL (July 2000 – December 2003)***

- Provided network, hardware, and application support to end users
- Designed and maintained the Web site for Career Services Department

- Administered ‘*e-recruiting*’ database, an online job posting, student/employer management and scheduling system
- Created various reports and ran custom queries to facilitate management decision making
- Provided training to students, faculty, staff members and employers

***Principal and Head Administrator/IT Manager, Peace Angels High School, Hyderabad, India  
(October 1997 – July 1999)***

- Managed daily activities of a high school with 800 students
- Responsible for hiring/firing, evaluating, and scheduling of 60 teachers and staff
- Developed school into a profit-making venture
- Initiated the use of Information Technology for administration and for students
- Taught high school level Computer Science and English courses
- Designed a database application for the School to manage students, tuition, and performance
- Acted as Chief Technology Officer for organization

## TECHNICAL SKILLS

### ***Data Analysis Tools***

Base SAS, SAS Enterprise Miner, SPSS, MPLUS, LISREL, PLS-Graph, R

### ***Information Security***

Networking concepts/tools/firewalls, Kali Linux and tools such as Metasploit, vulnerabilities scanners, and various other penetration testing/security tools

### ***Application Development***

Java, Visual Basic .NET, PHP, C++, C#.NET, ASP.NET, HTML, CSS, JavaScript. Familiarity with web frameworks and libraries.

### ***Operating Systems***

Windows 95/98/00/NT/XP/Vista/7/8/10, Server 2012R2, 2016, Unix (SunOS, FreeBSD), Linux (Ubuntu Desktop/Server, CentOS)

### ***Virtualization / Cloud***

VirtualBox, Hyper-V, KVM, VMware, OpenStack (deploy and administer)

### ***Database***

MySQL, MongoDB, Oracle, SQL Server, MS Access

### ***Application Software***

Microsoft SharePoint, Adobe CS4/5 Suite; Microsoft Visio, Microsoft Project, Microsoft Office