

**Thomas A. Mattson**  
102 UR Drive  
University of Richmond, VA 23173  
[tmattson@richmond.edu](mailto:tmattson@richmond.edu)  
(518) 755-3928 or (804) 287-6895  
<https://facultystaff.richmond.edu/~tmattson/>

## **Education:**

### University of Hawai'i at Manoa, Shidler College of Business

*Degree:* PhD in International Management  
*Dissertation Advisor:* Dr. Elizabeth Davidson  
*Dissertation Title:* Social Dynamics within Electronic Networks of Practice  
*Completion Date:* Spring 2013

### University at Albany, State University of New York

*Degree:* Masters of Business Administration (MBA)  
*Concentration:* Management Information Systems  
*Completion Date:* May 2001

### The George Washington University

*Degree:* Bachelor of Arts  
*Major:* Political Communications  
*Completion Date:* December 1997

## **Academic Positions:**

### University of Richmond Robins School of Business

Assistant Professor (August 2013-August 2020)  
Associate Professor (August 2020 to Present)  
Department of Analytics & Operations

### University of Hawai'i at Manoa, Shidler College of Business

Graduate Assistant (August 2008-May 2013)  
Department of Information Technology Management

### University at Albany, State University of New York

Teaching Assistant (September 1999-May 2001)  
College of Business Department of Management Information Systems

## **Professional Positions:**

### Citigroup Private Bank

*Title:* Assistant Vice President of Business and Operational Risk  
*Employment Dates:* February 2007-July 2008  
*Description:* Designed, developed and implemented custom risk analysis software and database solutions for the private bank's operation risk management division, which included complaint management, internal control testing, and key risk indicators.

Deloitte & Touche LLP

*Title:* Enterprise Risk Management Consultant

*Employment Dates:* June 2005-January 2007

*Description:* Designed and developed custom software and relational databases to assist auditors in performing procedures related to Sarbanes Oxley in addition to performing external software development and database consulting services for a variety of clients across many different industries.

Information Resources (was renamed SymphonyIRI and now renamed back to Information Resources)

*Title:* Technology Management Consultant

*Employment Dates:* June 2001-June 2005

*Description:* Performed software consulting services (particularly related to multi-dimensional data-warehouse solutions) for clients in the consumer-packaged goods industry in addition to facilitating the outsourcing of certain functions to our partners in Bangalore, India.

**Refereed Journal Publications:**

My Google Scholar link with current citation counts may be found [here](#).

Mattson, T., Aurigemma, S., & Ren, J. (2023). Positively Fearful: Activating the Individual's HERO Within to Explain Volitional Security Technology Adoption. *Journal of the Association for Information Systems*, 24(3), 664-699.

Kam, H-J, Mattson, T., Kim, D. (2021). "The "Right" Recipes for Security Culture: A Competing Values Model Perspective", *Information Technology & People*. 34(5): pp. 1490-1512.

Kam, H-J, Mattson, T., Goel, S. (2020). A Cross Industry Study of Institutional Pressures on Organizational Effort to Raise Information Security Awareness. *Information Systems Frontiers*. 22, pp. 1241-1264.

Aurigemma, S., Mattson, T. (2019). Generally Speaking, Context Matters: Making the Case for Increased Emphasis on Specific Threat Contexts in Information Security Behavior Research. *Journal of the Association of Information Systems*, 20(12), Article 7.

Aurigemma, S., Mattson, T. (2019). Effect of Long-term Orientation on Voluntary Security Actions. *Information and Computer Security*, 27(1), pp. 122-142.

Aurigemma, S., Mattson, T., & Leonard, L. (2019). Evaluating the Core and Full Protection Motivation Theory Nomologies for the Voluntary Adoption of Password Manager Applications. *AIS Transactions on Replication Research*, Vol. 5, Article 3.

Mattson, T., Davidson, E. (2018). Promoting Domain-specific Forum Participation via Off-topic Forum Participation in Electronic Networks of Practice. *Communications of the Association for Information Systems*, 43(1), Article 35.

Aurigemma, S., Mattson, T. (2018). Exploring the Effect of Uncertainty Avoidance on Taking Voluntary Protective Security Actions. *Computers & Security*, 73(1), pp. 219-234.

Mattson, T., Aurigemma, S. (2018). Running with the Pack: The Impact of Middle-Status Conformity on the Post-Adoption Organizational Use of Twitter. *Journal of Organizational and End User Computing*, 30(1), pp. 23-43.

Aurigemma, S. & Mattson, T. (2017). Deterrence and punishment experience impacts on ISP compliance attitudes. *Information & Computer Security*, 25(4), pp. 421-436.

Aurigemma, S., Mattson, T. (2017). Privilege or Procedure: Evaluating the Effect of Employee Status on Intent to Comply with Socially Interactive Information Security Threats and Controls. *Computers & Security*, 66(1): 218-234.

Mattson, T. (2017). Noise or Quality? Cross-Nested Hierarchical Effects of Culture on Online Ratings. *Communications of the Association for Information Systems*. 40(1), Article 25.

Vaast, E., Davidson, E. J., Mattson, T. A. (2013). Talking about Technology: The Emergence of a New Actor Category Through New Media. *MIS Quarterly*, 37(4), 1069-1092.

### **Refereed Conference Publications/Proceedings:**

Mattson, T., Weng, Q., Ren, J. (2024). Curse or Cure: Exploring Responses to Mental Health Related Posts in Reddit and ChatGPT Using Terror Management Theory. *Proceedings of the Fifty-Seventh Annual Hawaii International Conference on System Sciences*, Honolulu, HI, January 3-6, 2024, Computer Society Press.

Mattson, T., Aurigemma, S., & Ren, J. (2023). Close the Intention-Behavior Gap via Attitudes: Case Study of the Volitional Adoption of a Two-Factor Authentication Service, *Proceedings of the Fifty-Sixth Annual Hawaii International Conference on System Sciences*, Maui, HI, January 2-6, 2023, Computer Society Press.

Aurigemma, S., Mattson, T., Ren, J. (2021). Behavioral Inhibitors of Voluntary Security Actions (Extended Abstract Only), *20th Annual Security Conference (Information Institute)*, Las Vegas, NV, March 2021.

Aurigemma, S., Mattson, T., Leonard, L. (2018). Does an individual's ethical preference impact their decision to take voluntary security actions? (Extended Abstract Only), *17th Annual Security Conference (Information Institute)*, Las Vegas, NV, April 2018.

Kam, H-J., Mattson, T., Katerattanakul, P. (2017). How to make them Listen?: Motivation and Incentives of Secure Software Development, *Proceedings of the 2017 International Conference on Information Systems (ICIS 2017 - WISP)*, Seoul, KR, December 10-12, 2017.

Aurigemma, S., Mattson, T., Leonard, L. (2017). Enhancing End-user Psychological Capital to Motivate Voluntary Security Actions (Extended Abstract Only), *16th Annual Security Conference (Information Institute)*, Las Vegas, NV, April 2017.

Aurigemma, S., Mattson, T., Leonard, L., Ackerman, P. (2017). Motivating Multifactor Authentication Use Among Millennial End-Users (Extended Abstract Only), *16th Annual Security Conference (Information Institute)*, Las Vegas, NV, April 2017.

Aurigemma, S., Mattson, T., Leonard, L. (2017). So Much Promise, So Little Use: What is Stopping Home End-Users from Using Password Manager Applications? *Proceedings of the Fiftieth Annual Hawaii International Conference on System Sciences*, Waikoloa, HI, January 4-7, 2017, Computer Society Press.

Aurigemma, S., Leonard, L., Mattson, T. (2015). A Research Study to Understand & Improve Fundamental Information Security Practices in Very Small Enterprises (VSEs), *Proceedings of the 2015 International Conference on Information Systems (ICIS 2015 - WISP)*, Ft. Worth, TX, December 13-16, 2015.

Aurigemma, S., Mattson, T. (2015). The Role of Social Status and Controllability on Employee Intent to Follow Organizational Information Security Requirements, *Proceedings of the Forty-Eighth Annual Hawaii International Conference on System Sciences*, Kauai, HI, January 5-8, 2015, Computer Society Press.

Aurigemma, S., Mattson, T. (2014). Do it OR ELSE! Exploring the Effectiveness of Deterrence on Employee Compliance with Information Security Policies, *Proceedings of the 20th Americas Conference on Information Systems*, Savannah, GA, August 7-9, 2014.

Mattson, T., Aurigemma, S. (2014). Re-tweeting and the Theory of Middle-Status Conformity in the Post-Adoption Use of Twitter, *Proceedings of the Forty-Seventh Annual Hawaii International Conference on System Sciences*, Waikoloa, HI, January 6-9, 2014, Computer Society Press.

Mattson, T. (2012). Electronic Networks of Practice as Third Places: Social Embeddedness, Membership Longevity and Contribution Quality, *Proceedings of the Americas Conference on Information Systems*, Seattle, WA, August 9-12, 2012.

Mattson, T. and Davidson, E. (2009). The A-List vs. the Long Tail: Technology Bloggers and Reputation, *Proceedings of the Americas Conference on Information Systems*, San Francisco, CA, August 6-9, 2009.

### **Refereed Papers Presented at Conferences (no published proceedings):**

Courtney, C. & Mattson, T. Friends & Family Backers: One Project and Done? Paper presented at PDW at the 2019 Academy of Management, Boston, MA, August 9-13, 2019.

Kam, H-J, Mattson, T., Goel, S. A Cross Industry Study of Institutional Pressures on Organizational Effort to Raise Information Security Awareness. INFORMS, Phoenix, AZ, November 4-7, 2018.

Aurigemma, S., Mattson, T., Leonard, L. (2016). Exploring the Gap Between Intent and Actual Security Behavior by Evaluating the Use of Password Manager Applications Among Home End-Users. Dewald Roode Workshop (IFIP 8.11/11.13), Albuquerque, NM, October 7-8, 2016.

Vaast, E., Davidson, E., Mattson, T. (2015). Self- and Peer-Narratives in the Social Construction of a New Category, *Academy of Management Conference*, Vancouver, Canada, August 7-12, 2015.

Mattson, T. A. (2013). A Cultural Sociology Perspective on Voting Practices in Peer-to-Peer Feedback Systems, *Academy of Management Conference*, Orlando, FL, August 9-13, 2013.

Mattson, T. (2010). Who Do You Know? A Social Constructivist Analysis of Selective Professional Service Auctions. *Academy of Management Conference*, Montreal, QC, CA. August 6-10, 2010.

Mattson, T. (2010). Online Information Seeking: Proposed Effects of Self Construal and Systems of Thought. *Academy of Management Conference*, Montreal, QC, CAN. August 6-10, 2010.

### **Research-in-Progress:**

I classify each paper/project in this section using the following three stage coding system:

*Stage 3:* Under review at a journal.

*Stage 2:* Completed manuscript that is being revised (either theoretical reframing, enhancing data analyses, clarifying theoretical arguments, or gathering additional data) due primarily to a prior journal rejection or feedback from an informal peer review.

*Stage 1:* Working paper that has not been submitted to a journal yet. These papers have the data gathered and initial analyses run but the manuscripts are not yet ready to submit to a journal.

*Stage 3:* Aurigemma, S., Mattson, T., & Ren, J. A Qualitative Analysis of Password Manager Application Adoption: Why are Actual Adoption Rates so Low?

*Stage 3:* Weng, Q., Mattson, T., & Ren, J. Curse or Cure: Empathy & Compassion on Social Media and LLM Chatbots

*Stage 2:* Mattson, T., Aurigemma, S., & Ren, J. Enough is Enough with Intentions: Anxiety Buffers Intention-Behavior Gap.

*Stage 2:* Mattson, T., Aurigemma, S., & Ren, J. A Novel Data Quality Check for Likert Items.

*Stage 1:* Mattson, T., Aurigemma, S., & Ren, J. Measurement Adaptation is a Problem in Information Systems Research: Need for Increased Diligence

*Stage 1:* Mattson, T., Weng, Q., Ren, J.

*Stage 1:* Thompson, S., Morrison, J., Mattson, T. Integrating Generative AI on Project Teams.

### **Teaching Experience:**

- Undergraduate Global IT Management at the University of Hawai'i at Manoa
- Undergraduate Business Information Systems at the University of Richmond
- MBA Business Analytics at the University of Richmond
- Undergraduate Business Analytics at the University of Richmond
- Undergraduate IT Project Management at Rochester Institute of Technology WeiHai, China
- Undergraduate Business Intelligence at Rochester Institute of Technology WeiHai, China
- Undergraduate SQL and Process Automation at the University of Richmond
- Undergraduate Machine Learning for the Business Analyst
- Supervised multiple MBA Capstone projects at the University of Richmond
- Supervised multiple Undergraduate independent studies at the University of Richmond

University of Richmond teaching evaluations may be found [here](#).

### **Professional Associations:**

International Academy for Intercultural Research, Academy of Management, Association for Information Systems, and Microsoft Certified Professionals

### **Service to the Field:**

Served as mini-track chair for HICSS-57.

Served as a conference reviewer for HICSS, AMCIS, ICIS, EJIS, PACIS, CSCW, and AoM.

Served as a journal reviewer for *Journal of Strategy and Management*, *Journal of the Association of Information Systems*, *Information & Management*, *Information & Organization*, *MIS Quarterly*, *Information Systems Research*, *Information Systems Journal*, *Computers & Security*, and others.

Served as an Associate Editor for the OCIS division of the 2016-2024 Academy of Management annual meetings.

Actively participated in the Virginia Association of Information Systems Scholars group.

### **Service to the University of Richmond:**

Served as a member of the University Scholars committee (Fall 2022 to present) and chair from Fall 2023 to present.

Served as a member of the University academic integrity committee (August 2016 to 2021). I was the chair of this committee from the Fall 2019 semester to Spring 2021.

Served as a member of the University technology committee (Fall 2019 semester to Spring 2021).

Worked with career services and the Greater Washington Partnership on their analytics initiative from the Spring 2018 semester to Spring 2021 semester.

Advised pre-business students and business school majors (beginning in the 2015-16 academic year but I do not get assigned new Freshmen and/or new Sophomores each academic year).

Helped lead a case interview workshop sponsored by career services in the spring 2015 and spring 2016 semesters.

Gave a lecture on big data in the spring 2016 semester to support the alumni speaker series.

### **Service to the Robins School of Business:**

Served on the research committee from 2021 until present.

Served as Faculty supervisor for the analytics sports club from 2021 until present.

Served on the Assessment & Accreditation Task Force for the 2019-20 academic year.

Designed and coded the School's Excel competency exam in the summer of 2018 and revised the exam in the summer of 2019.

Served as the Excel Course Coordinator from Fall 2019 until Fall 2021.

Served as a member of the data analytics task force to develop a proposal for a new data analytics concentration during the 2017-18 academic year.

Served as a member of the School's technology committee during the 2015-16 academic year.

Chaired the School's technology committee during the 2016-17 & 2017-18 academic years.

Served as a member of the School's entrepreneurship committee during the 2015-16 academic year.

Served as a judge for the Robins School debate during the 2013-14 and 2014-15 academic years.

Helped assess (for AACSB purposes) the ethics course during the 2014-15 academic year.

Served as an etiquette table host for Q-Camps in 2014, 2015, 2016, and 2018.

Actively participated in one or more of the Sr. Dinner, Sr. Wine & Cheese, Undergraduate Graduation, and/or MBA Graduation during each academic year since 2013-14.

Supervised the following MBA capstone consulting projects:

- o Xenith Bank Capstone by Sean Bielawski (completed in May 2015).
- o Luck Stone Capstone by Thereza Morris (completed in July 2015).
- o Impact Makers Capstone by Trip Humphrey (completed in August 2015).
- o Co-supervised with Jeff Harrison: Afton/New Market by Ryan Stuhldreier & John Bell (completed in September 2016).
- o Spinnaker Consulting Group by Jan-Albert Schutte (completed in August 2022).
- o Transact Capital by Chris Circeo & Stuart MacSwain (completed in August 2023).
- o Pharmacy Data Solutions by Jared Konikoff, Mary Davidson, & Dante Bosnic (started in Fall 2023).

### **Service to the Department:**

Served as MGMT 225 course coordinator from Fall 2020 to present.

Served as Concentration coordinator from Fall 2023 to present.

Served as a member of the 2020-21 information systems & data analytics faculty search committee.

Served as a member of the 2019-20 information systems & data analytics faculty search committee.

In the spring 2019 semester, I gave part of a simulated lecture to perspective students.

Helped design and launch the new data analytics concentration (Fall 2019 rollout).

Participated as a non-committee member of the 2018-19 information systems & data analytics faculty search committee.

Served as a management student advisor beginning in the 2015-16 academic year (but I did not have any students during my Fall 2018 professional leave).

Served as the faculty representative on the consulting road trip to Washington, DC over fall break in 2014.

Served as a member of the 2014-15 strategy/entrepreneurship faculty search committee.

Judged one round of the McWick Case Competition in each academic year beginning in 2013-14 until COVID academic year (2019-20).