

**ZEYNEP SAHIN**  
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## EDUCATION

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**Ph.D., Business Information Technology** (2021–Present)  
Virginia Tech, Pamplin College of Business, Blacksburg, VA, USA

**Dissertation:** “Exploring Challenges of the Cybersecurity Workforce: Perspectives from Legitimacy and Professional Identity Theories”

**Committee:** Anthony Vance (Chair), Viswanath Venkatesh, Jason Bennett Thatcher, Michelle R. Lowry

**M.S., Information Technology Auditing and Cybersecurity** (2019–2020)  
Temple University, Fox School of Business and Management, Philadelphia, PA, USA

**B.S., Electrical and Electronics Engineering** (2008–2013)  
Anadolu University, Faculty of Engineering, Eskisehir, Turkey

## RESEARCH INTERESTS

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Organizational and behavioral aspects of cybersecurity, with a particular focus on cybersecurity management at the managerial and executive levels and cybersecurity workforce issues.

## JOURNAL PUBLICATIONS

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**Sahin, Z.**, and Vance, A. (2025). “What Do We Need to Know about the Chief Information Security Officer? A Literature Review and Research Agenda.” *Computers & Security*, 148, 104063, pp. 1-19. <https://doi.org/10.1016/j.cose.2024.104063>

## MANUSCRIPTS UNDER REVIEW

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**Sahin, Z.**, Vance, A., and Thatcher, J. B. “Security is a Noble Cause”: How Calling Drives Meaningfulness and Identity in the Cybersecurity Profession. Invited for **second round** of review at *MIS Quarterly*.

Lowry, M.R., **Sahin, Z.**, and Vance, A. “Chief” in Name Only: The Legitimation of the Chief Information Security Officer. Under **second round** of review at *MIS Quarterly*.

## CONFERENCE AND WORKSHOP PUBLICATIONS

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**Sahin, Z.**, Vance, A., and Thatcher, J. B. “‘Security is a Noble Cause’: How Calling Drives Meaningfulness and Identity in the Cybersecurity Profession,” **2025 IFIP Working Group 8.11/11.13 Dewald Roode Information Security Workshop**, Nairobi, Kenya.

Lowry, M. R., **Sahin, Z.**, and Vance, A. (2024). "Running Up That Hill: The Legitimacy of the Chief Information Security Officer," *2nd International Workshop on Organizational Legitimacy*, Amsterdam, Netherlands.

**Sahin, Z.**, Vance, A., and Thatcher, J. B. (2023). "The Problem of CISO Turnover: Toward a Theory of CISO Turnover," *Proceedings of 2023 IFIP 8.11/11.13 Dewald Roode Information Security Research Workshop*, Glasgow, Scotland, UK.

Lowry, M. R., **Sahin, Z.**, and Vance, A. (2022). "Taking a Seat at the Table: The Quest for CISO Legitimacy." *ICIS 2022 Proceedings*. 14.

## POPULAR PRESS

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Anthony Vance and **Zeynep Sahin**. "Why Do Employees Keep Ignoring Workplace Cybersecurity Rules?" *The Wall Street Journal*, September 26, 2023,  
<https://wsj.com/tech/cybersecurity/cybersecurity-risks-employees-training-c7415183>.

## CONFERENCE AND WORKSHOP PARTICIPATION

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2025 The International Conference on Information Systems (ICIS), Nashville, TN

2025 Conference on Information Systems and Technology (CIST), Atlanta, GA

2025 IFIP 8.11/11.13 Dewald Roode Information Security Research Workshop, Nairobi, Kenya

2024 AMCIS Doctoral Consortium (late stage), Salt Lake City, Utah

2024 QCA Workshop, University of St. Gallen, Switzerland

2024 QCA Conference of the Americas, Northwestern University, Chicago, IL

2023 MISQ Reviewer Development Workshop, Virtual

2023 Security and Human Behavior Workshop, Carnegie Mellon University, Pittsburgh, PA

## ACADEMIC SERVICE

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**Reviewer:** *MIS Quarterly*, *European Journal of Information Systems*, *Information Systems Journal*, *Computers & Security*, *HICSS*, *IFIP 8.11/11.13 Dewald Roode Information Security Research Workshop*.

## AWARDS

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Pamplin College of Business Scholarship and Fellowship Awards, Ph.D. program, Virginia Tech, (2021–2026)

Dean's Merit-Based Tuition Scholarship Award, Fox School of Business and Management, M.S. Program, Temple University, (2019–2020)

High Distinction Graduation Award—Graduated with honors and ranked 3rd in the Electrical and Electronics Engineering Department, B.S. program at Anadolu University (2013), Turkey.

## SKILLS

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**Software & Tools:** SPSS, R, SAS JMP, NVivo

## TEACHING EXPERIENCE

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**Instructor:** **BIT 4604**—Data Governance, Privacy, and Ethics, Virginia Tech, Pamplin College of Business, Summer 2025.

**Teaching effectiveness score:** 5.75/6.00

Students learned to analyze the security, economic, ethical, and privacy dimensions of data analytics and AI across various technological and business domains.

**Teaching Assistant:** **BIT 5534**—Applied Business Intelligence and Analytics, Virginia Tech, Pamplin College of Business, Fall 2024, Spring 2025, and Fall 2025.

Graded data analytics assignments completed in SAS JMP.

## WORK EXPERIENCE

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**Graduate Research Assistant**, Business Information Technology Department, Virginia Tech (Aug 2021–present)

- Research assistant to Dr. Anthony Vance, researching cybersecurity governance and workforce issues.

**Research Assistant**, Management Information Systems Department, Temple University (Oct 2020–Aug 2021)

- Research assistant to Dr. Anthony Vance, researching cybersecurity governance and workforce.

**Internal Auditor**, Informatics and Information Security Research Center of Turkey (TUBITAK-BILGEM), Kocaeli, Turkey (Apr 2015–Sep 2016)

- Planned and conducted ISO 9001 and AQAP 2110 NATO Quality Assurance compliance audits across all departments and laboratories.
- Prepared audit reports and followed up on corrective actions.
- Coordinated with external auditors on audit scope and timelines; provided on-site support during audits.
- Led business process modeling and improvement initiatives in collaboration with all institutional units.

## PROFESSIONAL AFFILIATIONS

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AIS, Association for Information Systems, SIG SEC (Special Interest Group on Security), SIG PHIL, SIG GTM, IFIP Working Group 8.11/11.13, “Information Systems Security Research, INFORMS Information Systems Society.

## REFERENCES

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**Dr. Anthony Vance**, Ralph Medinger Lenz Professor at the Pamplin College of Business at Virginia Tech

Email: [tony@anthonyvance.com](mailto:tony@anthonyvance.com)

**Dr. Jason Bennett Thatcher**, Tandean Rustandy Esteemed Endowed Chair Professor at the Leeds School of Business at the University of Colorado-Boulder

Email: [jason.thatcher@colorado.edu](mailto:jason.thatcher@colorado.edu)

**Dr. Viswanath Venkatesh**, Eminent Scholar and Verizon Chair Professor at the Pamplin College of Business at Virginia Tech

Email: [vvenkatesh@vt.edu](mailto:vvenkatesh@vt.edu)

## **PERSONAL**

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U.S. Permanent Resident (Green Card Holder; authorized to work in the U.S. without visa sponsorship)