

**Laura C. Amo**  
Assistant Professor  
Management Science and Systems  
University at Buffalo  
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[Google Scholar](#)

### **Education**

- Ph.D. **University at Buffalo**  
Educational Psychology and Quantitative Methods  
Buffalo, New York  
2015  
PhD Advisors: Jeremy Finn and Jaekyung Lee
- M.A. **University at Buffalo**  
Educational Psychology and Quantitative Methods  
Buffalo, New York  
2010
- B.A. **Canisius College**  
Psychology with concentration in Industrial/Organizational Psychology  
2004

### **Publications**

- Amo, L.C.**, et al. (2024). Primary and secondary control as antecedents to the Dark Traits in predicting attraction to hacking behavior. *Journal of Organizational Psychology*, 23(3).
- Zhou, J.,\* Kishore, R.,\* **Amo, L.C.\*** & Lu, C. (2022). Description and demonstration signals as complements and substitutes in an online market for mental healthcare. *MIS Quarterly*, 46(4), 2055-2080. <https://doi.org/10.25300/MISQ/2022/16122>  
\* denotes shared first authorship
- Amo, L.C.**, Grijalva, E., Herath, T., Lemoine, G.J., Rao, H.R. (2022). Technological Entitlement: It's my technology and I'll (ab)use it how I want to. *MIS Quarterly*, 46(3), 1395- 1420.  
<https://doi.org/10.25300/MISQ/2022/15499>
- Amo, L.C.**, Liao, R., Kishore, R., & Rao, H.R. (2020). Effects of structural and trait competitiveness stimulated by points and leaderboard on user engagement and performance growth: A natural experiment in an informal learning environment. *European Journal of Information Systems*, 29(6), 704 – 730. <https://doi.org/10.1080/0960085X.2020.1808540>
- Giddens, L., **Amo, L.C.**, & Cichocki, D. (2020). Gender bias and the impact on managerial evaluation of insider security threats. *Computers and Security*. <https://doi.org/10.1016/j.cose.2020.102066>
- Amo, L.C.**, Liao, R., Frank, E., Rao, H.R., Upadhyaya, S. (2019). Cybersecurity education interventions for teens: Two time-based approaches. *IEEE Transactions on Education*, 62(2), 134 - 140.  
<https://doi.org/10.1109/TE.2018.2877182>
- Amo, L.C.** (2016). Education-based gaps in eHealth: A weighted logistic regression approach. *Journal of Medical Internet Research*, 18(10), [DOI: 10.2196/jmir.5188](https://doi.org/10.2196/jmir.5188)
- Amo, L.C.** (2016). Addressing gender gaps in teens' cybersecurity engagement and self-efficacy. *IEEE Security & Privacy*, January/February, 2 - 5. <https://doi.org/10.1109/MSP.2016.12>
- Aloe, A.M., **Amo, L.C.**, & Shanahan, M. (2014). Multivariate meta-analysis of teacher classroom management self-efficacy and burnout. *Educational Psychology Review*, 26, 101-126,  
<http://dx.doi.org/10.1007/s10648-013-9244-0>
- Lee, J. & **Amo, L.C.** (2016). High-stakes testing for what and for whom? International and interstate analyses of student- and school-targeted accountability policy effects. *Handbook of Comparative Education* (Ed. Don Sharpes). Information Age Publishers.

**Publications (cont'd)**

**Amo, L.C.** & Lee, J. (2013). Review of SAT Wars: The Case for Test Optional College Admissions. *Review of Higher Education*.

Lee, J., Shin, H., & **Amo, L.C.** (2013). Tracking the impact of school AYP interventions under NCLB in New York State. *Education Policy Analysis Archives*.

Lee, J., Liu, X., **Amo, L.C.**, and Wang, W.C. (2013). Multilevel linkages between state standards, teacher standards, and student achievement: Testing external vs. internal standards-based education models. *Educational Policy*. <https://doi.org/10.1177/0895904813475708>

**Amo, L.C.**, Ada, S., and Sharman, R. (2012). The role of scholar status in the academic publication process. *International Journal of Doctoral Studies*, 7, 79-92.

**Research Under Review and in Progress**

**Amo, L.C.** “From protection to provocation: How information security policies foster computer abuse through injustice perceptions and incivility.” Under review at *Journal of Management Information Systems*

Zhang, Y. & **Amo, L.C.** “Promoting performance and proactivity in procrastinators through personalized nudges.” Targeting *Computers & Education*.

Gonzalez, V., **Amo, L.C.**, and Smith, S. “Signaling effects in AI trust outcomes.” Data analysis stage, (Study 3). Targeting *Journal of Management Information Systems*

Hunt, K., **Amo, L.C.**, Zhang, Y., & Smith, S., “Information Search and Stopping Behaviors in Community-based Platforms.” Data collection (Study 3). Targeting *Management Science*

**Funded External Projects**

<b>Year</b>	<b>Project</b>	<b>Project ID</b>	<b>Funding Source</b>	<b>Role</b>	<b>Amount</b>
2024-2025	GenCyber CLEAR-Cybersecurity Learning, Education, Awareness and Readiness		National Science Foundation, National Security Agency	Co-PI	\$124,313.00
2022-2023	UB Cybersecurity	DGE-1754085	National Science Foundation	Co-PI	\$51,000
2021-2022	GenCyber CLEAR-Cybersecurity Learning, Education, Awareness and Readiness	88662-1162559-1	National Science Foundation, National Security Agency	Co-PI	\$126,577.00
2020-2022	UB GenCyber CLEAR-Cybersecurity Learning, Education, Awareness and Readiness	99320-1172624-1	National Science Foundation, National Security Agency	Co-PI	\$97,128.00
2019-2020	UB GenCyber CLEAR-Cybersecurity Learning, Education, Awareness and Readiness	84808-1154131-1	National Science Foundation, National Security Agency	Co-PI	\$96,420.00
2018-2019	UB GenCyber CLEAR-Cybersecurity Learning, Education, Awareness and Readiness	81337-1146552-1	National Science Foundation, National Security Agency	Co-PI	\$94,519.27
2018-2019	School Security: Identifying and Addressing Sources of Inequity	#201800144	Spencer Foundation	Co-PI	\$43,260.00

**Funded External Projects (cont'd)**

2016-2017	UB GenCyber 2016	H982301710 268 (Award 74809)	National Security Agency	Senior Personnel	\$99,452.61
2015-2018	SaTC EDU Collaborative: Cybersecurity for Middle School students at Museums: An Informal Learning Approach,	DGE-1523174	National Science Foundation	Co-PI	\$199,759.00
2015-2016	GenCyber pilot year	Supplement to NSF Grant, DGE- 1241709	National Science Foundation, National Security Agency	Senior Personnel	\$86,393.00

**Selected Conference Presentations & Workshops**

Amo, L.C. & Zhang, Y. (2025). *Technology restriction and computer abuse behavior: Exploring the roles of technology policy injustice and incivility*. Proceedings of the IFIP 8.11/11.13 Dewald Roode Information Security Research Workshop in Nairobi, Kenya in 2025

Gonzalez, V., Amo, L.C., and Smith, S.D. (2025). *Building Trust in AI: Exploring the Impact of AI Competence Framing*. Hawaii International Conference on System Sciences, 2025.

Amo, L.C. et al. (2024). *Economic Incentives and Perceptions as Critical Factors for Understanding Insider Hacking Behavior*, Hawaii International Conference on System Sciences, 2024.

Zhang, Y., Amo, L.C., Cichocki, D. (2023). *Personalized Nudging Predicting Task Completion and Performance*. Presented at International Conference for Information Systems (ICIS) 2023.

Amo, L.C. (2023). *Bosses behaving badly: Managers committing computer abuse*. Proceedings of 2023 IFIP 8.11/11.13 Dewald Roode Information Security Research Workshop in Glasgow, Scotland. June 21 – 23, 2023.

Amo, L.C. et al. (2022). *Primary and secondary control as antecedents to the dark traits in predicting attraction to hacking behavior*. Paper presented at Workshop on Information Technology and Systems [WITS 2022], Copenhagen, Denmark.

Amo, L.C. (2021). *IT Workers' Negative Work Experiences and Targeted Withholding of Effort*. IFIP Workshop, 2021, online.

Amo, L.C. and Cichocki, D. M. (2019). *Disgruntled yet deft with IT: Employees who pose information security risk*. Paper accepted at the ACM SIGMIS Annual Meeting, June 20 -22, 2019 in Nashville, Tennessee.

Amo, L.C., Gaia, J., Aluri, S., Higgins, J., Murray, D., Cleary, K., Upadhyaya, S. (2018) *Addressing the cybersecurity talent gap through a serious games approach with young adults (Prototype Submission)*. WITS Annual Meeting, San Jose, CA, December 16 – 18.

Amo, L.C., Liao, R., Rao, H.R. & Walker, G. (2018) *Effects of gamification: A natural experiment*. ACM SIGMIS Annual Meeting.

Lemoine, G.J., Gamze, Jin, & Amo, L.C. (2018). *Love at First Sight*. Professional Development Workshop for the Academy of Management Annual Meeting, Atlanta, GA.

Lemoine, G.J., Gamze, Jin, & Amo, L.C. (2017). *Strangelove, the professor: How I learned to stop worrying and love teaching (Part II)*. Professional Development Workshop for the Academy of Management Annual Meeting, Atlanta, GA.

Amo, L.C., Liao, R., & Pearson, C. (2016). *Analytics to inform and improve user experiences in a museum*. Decision Sciences Institute annual meeting, November 12th, 2016, Austin, Texas.

Amo, L.C. (2016). *Using Excel and R to teach introductory analytics*. Accepted presentation for Data Analysis and Statistics Instruction SIG, Decision Sciences Institute annual meeting, November 12<sup>th</sup>, 2016, Austin, Texas.

- Amo, L.C. (2016). *Lessons learned from GenCyber 2015*. Bi-annual conference for the National Security Agency in San Francisco, California, May 16, 2016.
- Lemoine, G.J., Gamze, Jin, & Amo, L.C. (2016). *Strangelove, the professor: How I learned to stop worrying and love teaching*. Professional Development Workshop for the Academy of Management Annual Meeting, Anaheim, CA.
- Amo, L.C. (2015). *Bootstrapping Confidence Intervals*. Invited guest lecture at Purdue University's Discovery Advancement through Analytics (DATA) lab. December 2, 2105.
- Amo, L.C. (2015). *Gender Differences in Cybersecurity Engagement and Self-Efficacy Growth Trajectory*. Invited talk for at Purdue University's Center for Education and Research in Information Assurance and Security [CERIAS]. Available for online viewing at [https://www.cerias.purdue.edu/news\\_and\\_events/events/security\\_seminar/details/index/1lgcp94s271lnar63hl3lub41g](https://www.cerias.purdue.edu/news_and_events/events/security_seminar/details/index/1lgcp94s271lnar63hl3lub41g)
- Amo, L.C. (2015). *Establishing Reliability and Validity of the Cybersecurity Engagement and Self-Efficacy Scale*. Invited speaker at the plenary session at the annual conference for the National Initiative for Cybersecurity Education, San Diego, CA.
- Amo, L.C. (2015). Birds of a Feather presenter. Annual conference for the National Initiative for Cybersecurity Education, San Diego, CA.
- Amo, L.C. (2015). *Pre-assessment in GenCyber camps*. Invited panelist for the semi-annual NSA conference on GenCyber in New Orleans, Louisiana, September 19, 2015.

### **Editorial and Service Experience**

- Program co-chair for the IFIP 8.11/11.13 Dewald Roode Information Security Research Workshop in Nairobi, Kenya in 2025
- Associate Editor for 2025 European Conference on Information Systems, General Track
- Associate Editor for 2024 European Conference on Information Systems, General Track
- Associate Editor for 2023 International Conference on Information Systems, Security and Privacy in IS
- Associate Editor for the 2018 International Conference on Information Systems, track 5.17, IS in Healthcare
- Reviewer for *MIS Quarterly*, *AIS Transactions on Replication Research, Information and Management*, *IEEE Security and Privacy*, *Journal of Medical Internet Research*, *Communications of the Association of Information Systems*
- Program Committee member for 2017, 2018, 2019, 2022 *Workshop on Information Technology and Systems*
- Program Committee member for 2018, 2019 *ACM SIGMIS Annual Meeting*

### **Awards, Honors, and Scholarships**

2018	Selected participant in 2018 International Conference for Information Systems (ICIS) Junior Faculty Consortium
2018	Selected participant in 2018 Academy of Management Junior Faculty Consortium
2017	Undergraduate Mentor of the Year School of Management Deal Expo
2013	Recipient of University at Buffalo Graduate School of Education Department of Counseling, School, and Educational Psychology and Quantitative Methods Student Scholar Award
2013	Recipient of Paul A. & Margaret E. Bacon Scholarship
2012	Recipient of University at Buffalo Graduate Student Association (GSA) grant for conference funding
2009-10	Recipient of the Peter Drapiekiwski award through the Educational Psychology program in the CSEP department in the Graduate School of Education at the University at Buffalo

2006-07 Recipient of the New York State Graduate Student Employee Union [NYS-GSEU] Professional Development award

**Professional Appointments**

*Assistant Professor (2017 – Current)*

University at Buffalo  
 School of Management  
 Department of Management Science and Systems

*Visiting Assistant Professor (2013 – 2017)*

University at Buffalo  
 School of Management  
 Department of Management Science and Systems

*Learning Outcomes Assessment Manager (2007 – 2013)*

University at Buffalo  
 School of Management

*Graduate Assistantship (2005 – 2007)*

University at Buffalo  
 Office of the Vice Provost for Undergraduate Education

**Teaching**

**UB School of Management**

<b>Classes</b>	<b>Dates</b>	<b>Enrollment</b>
MGQ201: Introduction to Statistics for Analytics	2013 - current	Average enrollment ~ 1,000 per year
MGQ301: Statistical Decisions for Managers	Summer 2013	<i>N</i> = 40
MGM675	Spring 2018	<i>N</i> = 12
MGS788	Spring 2022	<i>N</i> = 3
MGS786	Spring 2023	<i>N</i> = 3

**UB Graduate School of Education**

<b>Classes</b>	<b>Dates</b>	<b>Enrollment</b>
CEP 400: Introduction to Educational Psychology	Spring 2007, Fall 2007, Spring 2008, Fall 2008, Spring 2010, Fall 2011, Spring 2012, Spring 2013	Average enrollment was 40 students per semester
CEP 541: Human Growth and Development	Fall 2012, Spring 2013	Average enrollment was 5 students per semester
CEP500: Introduction to Educational Research	Fall 2008, Fall 2010, Fall 2012	Average enrollment was 12 students per semester
CEP501: Educational Psychology	Summer 2008	<i>N</i> = 40