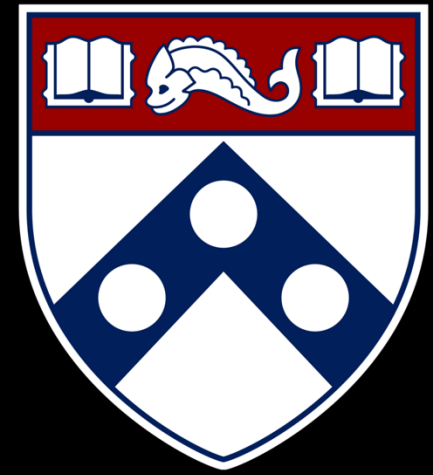


# Secure Systems Engineering and Management



A Data-driven Approach



## Introduction

Michael Hicks

UPenn CIS 7000-003  
Spring 2026

# How would you answer this question?

In the last decade, has the **security of computer systems**, generally,

- **improved**,
- **declined**, or
- **stayed the same?**

# To answer it, we need data

- Cybersecurity is improving if costs due to attacks are going down
  - Direct costs of the attack (e.g., lost or stolen assets)
  - Indirect costs of the attack (e.g., costs of downtime, recovery)
- Should also consider costs of defenses
  - Extra personnel and equipment, introduced inefficiencies (slower logins, dealing with false alarms, etc.)

# Cybercrime \$\$: Overall estimate

- “It is estimated that the cost of cybercrime will grow from an annual sum of **\$3 trillion in 2015 to \$6 trillion in 2021**” – cited 2016 report by Cybersecurity Ventures
- Evolve Security blog post (written 2023) agrees with those numbers, estimates **\$20 trillion cost by 2026**



The screenshot shows a web browser displaying the Evolve Security blog post. The URL in the address bar is [evolvesecurity.com/blog-posts/actual-cost-of-cybercrime](https://evolvesecurity.com/blog-posts/actual-cost-of-cybercrime). The page features a blue header with the Evolve Security logo and navigation links: Penetration Testing, Platform, Attack Surface Management, Strategic Advisory, Partners, and Co. A banner at the top right encourages registration for a complimentary CTEM Fast Track Assessment. The main content area is titled 'The Cost of Cybercrime in the U.S' and includes a 'Contents' sidebar with links to 'What Is the Impact of Cybercrime on Organizations?', 'Statistics of Cybercrime Costs', and 'Protect Your Organization's Financial Health from Cybercrime with Evolve Security'. The article text discusses statistics from NIST and the FBI, noting that cybercrime costs the U.S. hundreds of billions, potentially 1-4% of GDP, and that a 2021 FBI report shows losses of nearly \$7 billion from 847,376 cases. It also mentions that BEC schemes caused losses of nearly \$2.4 billion. The article further states that the global cost of cybercrime is expected to surpass \$8 trillion in 2022 and reach \$11 trillion by 2023, with a prediction of over \$20 trillion by 2026. The cybercrime industry is noted as growing year after year, with global damages reaching \$6 trillion in 2021 and expected to grow by 15% annually.

Register for your complimentary CTEM Fast Track Assessment →

**EVOLVE** SECURITY Penetration Testing Platform Attack Surface Management Strategic Advisory Partners Co

## Contents

- [What Is the Impact of Cybercrime on Organizations?](#)
- [Statistics of Cybercrime Costs](#)
- [Protect Your Organization's Financial Health from Cybercrime with Evolve Security](#)

## The Cost of Cybercrime in the U.S

Statistics from the National Institute of Standards and Technology (NIST) suggests that cybercrime costs the United States hundreds of billions, potentially as much as 1–4% of America's annual GDP (Source: [NIST](#)).

A 2021 FBI report says that out of 847,376 cybercrime cases reported in 2021, the losses amounted to nearly \$7 billion. Among the received cases, business e-mail compromise (BEC) schemes, ransomware, and cryptocurrency scams were among the reported incidents. Out of the amount, BEC caused losses of nearly \$2.4 billion. This figures skyrockets quickly if you factor in unreported incidents (Source: [FBI Internet Crime Report 2021](#)).

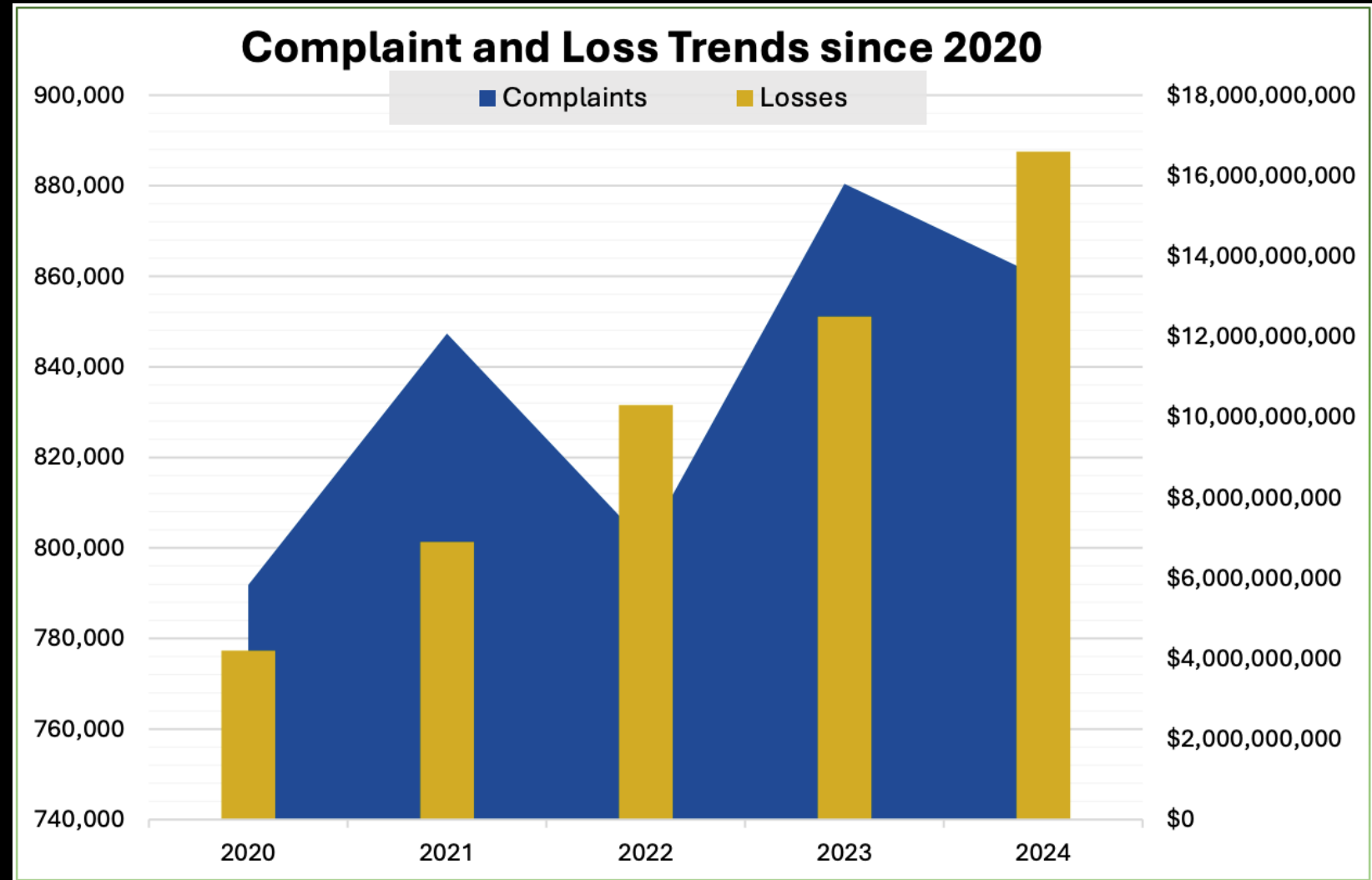
## The Global Cost of Cybercrime

The global cost of cybercrime was estimated to surpass \$8 trillion in 2022. The figure is expected to go beyond \$11 trillion in 2023. Statistics predict that cybercrime will cost the global economy more than 20 trillion U.S dollars by 2026, a 1.5 times increase compared to figures in 2022 (Source: [Statista](#)).

The cybercrime industry is growing year after year. In 2021, it caused global damages that costed \$6 trillion. The value is expected to grow by 15% annually over the next five years. By 2025, experts predict that the number will reach (and surpass) \$10.5 trillion, up from \$3 trillion in 2015 (Source: [Cybersecurity Ventures](#)).

# Cybercrime \$\$: FBI IC3 direct data

- Increasing cumulative cost
- Generally increasing number of incidents
- Varying trend on cost per incident

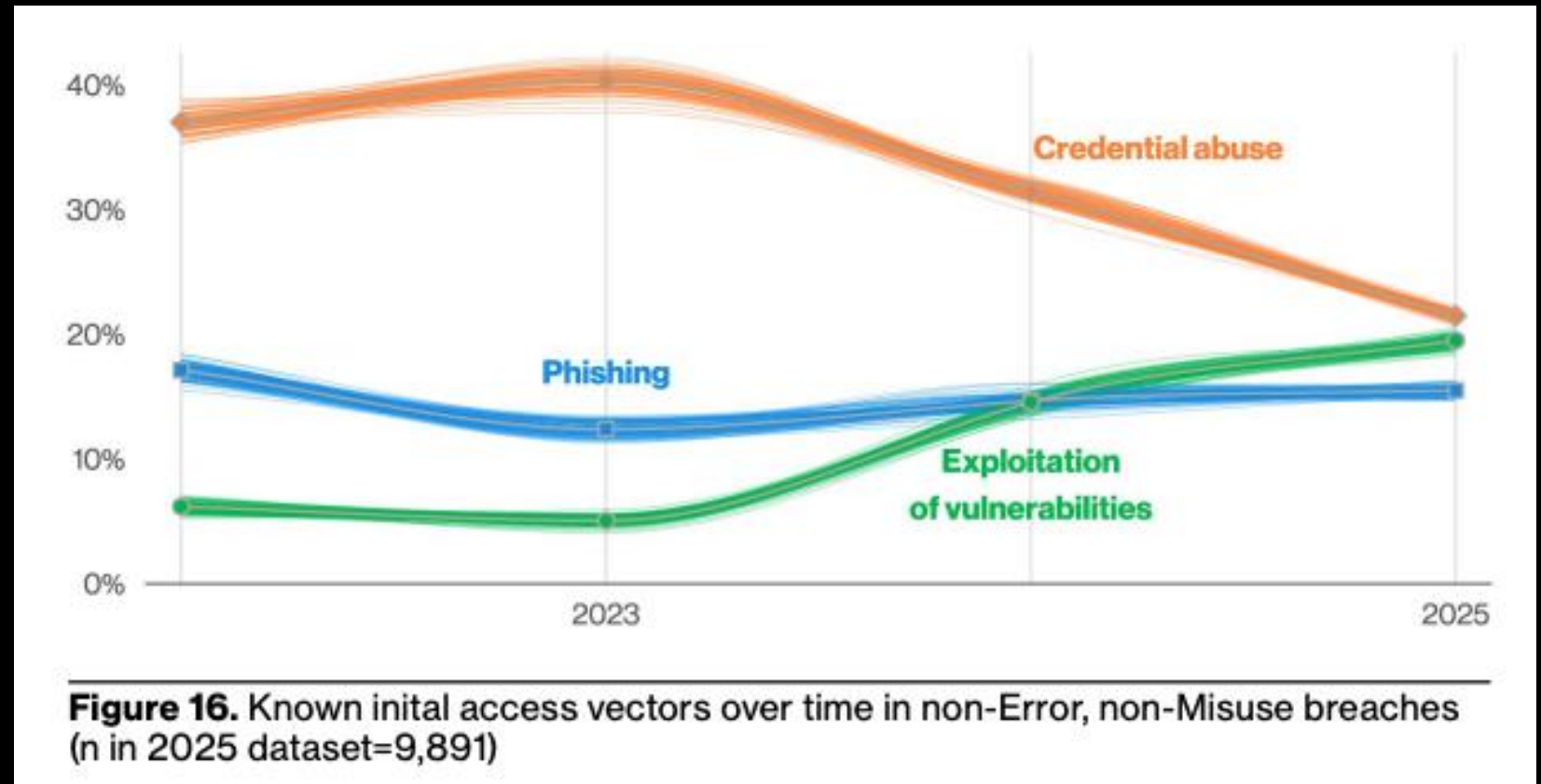
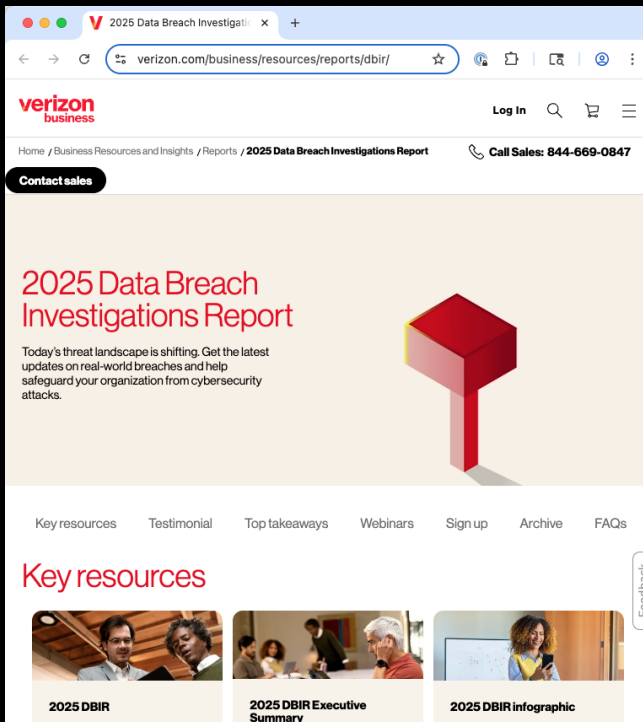


# How should we protect ourselves?

- **Prioritize** vectors of attack based on **risk**
- Work backwards from an attack chain:  
**Consider methods** that break a link
  - Example: Dev tools to address vulnerabilities
  - Example: Patch 3p vulnerabilities quickly
  - Example: Train users to avoid the phish
- **Assess** against direct and indirect measures of effectiveness
  - Local: Experiments, proofs, arguments
  - Global: Prevalence of types of exploitation



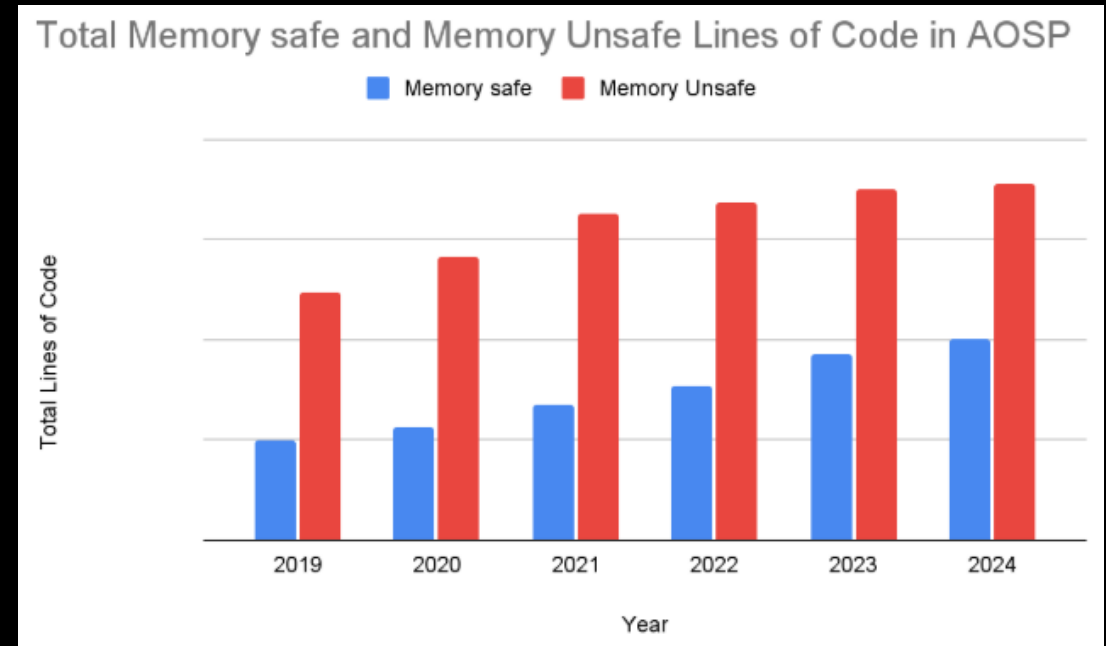
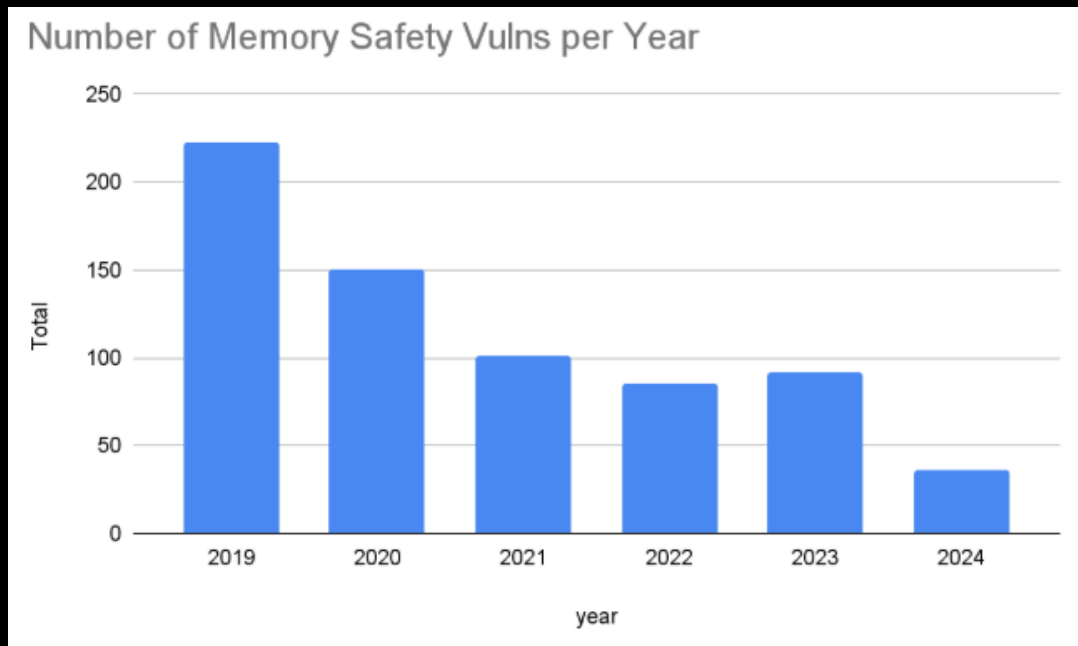
# Consider attack vectors in data breaches



Source: 2025 Verizon Data Breach Investigations Report

# Method: Use PL that prevents vulnerabilities

Android is writing most new code in Rust, and fixing vulns in its C/C++.  
Result: A roughly exponential drop in vulnerabilities reported

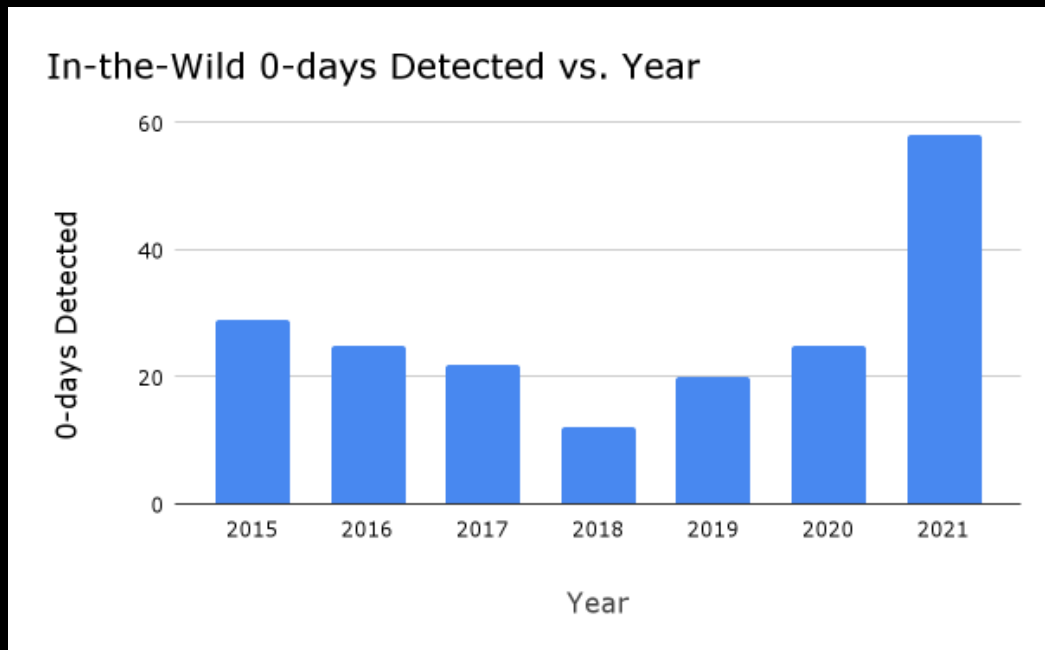


Source: Google Security Blog

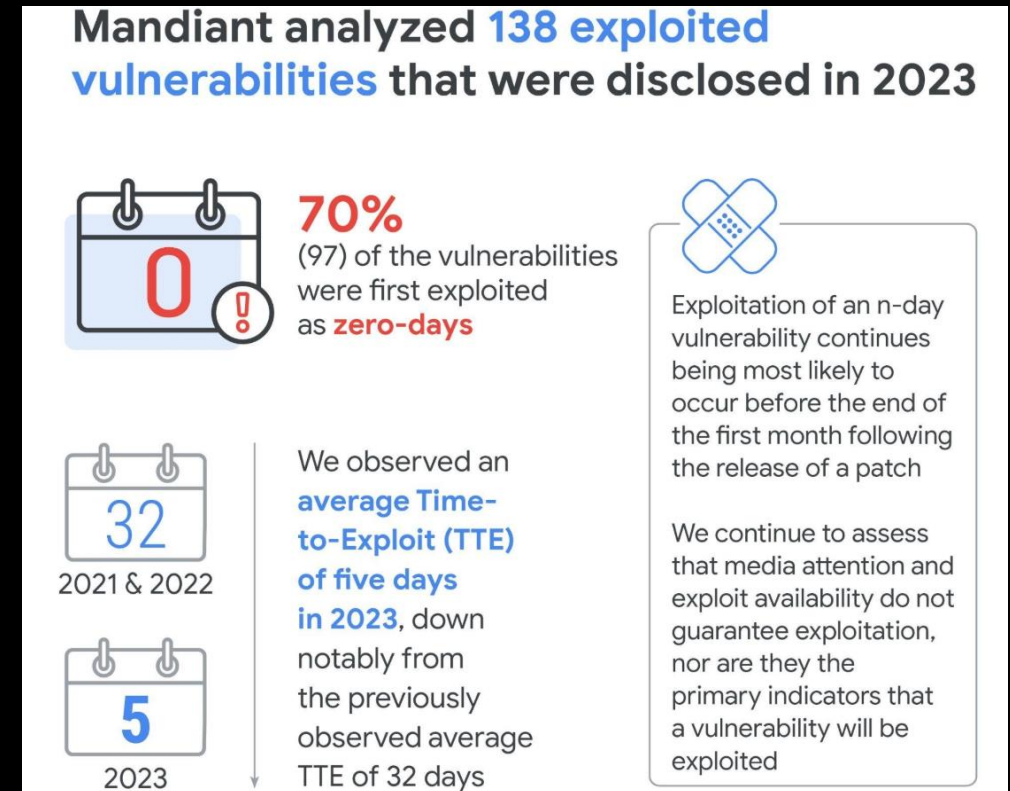


# Method: Patch bugs faster

So: Attackers cannot keep exploiting the same vulnerabilities year after year



Source: Google Project Zero



Source: Mandiant 2024 Threat Intelligence Report

Evidence: Adversaries shifting to greater use of 0-day vulnerabilities and exploiting them sooner

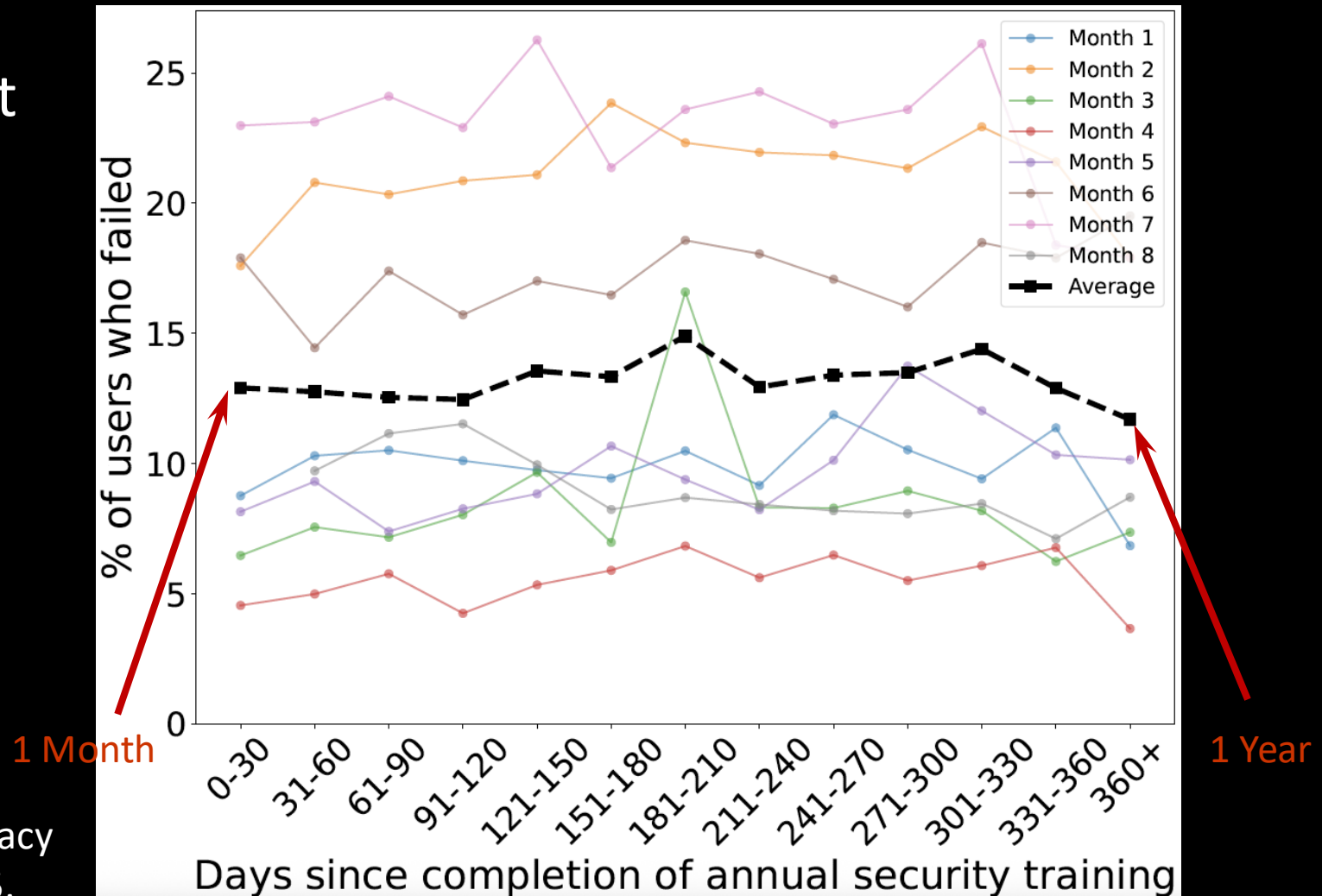
# Method: Annual security awareness training

Can help address prevalent phishing attacks?

Evidence: Data and statistical models (GLME) find **no association** between:

1. how long ago a user completed training (KnowBe4) and
2. their likelihood of failing a phishing simulation

Source: Ho et al, "Understanding the efficacy of phishing training in practice." S&P 2025.



# Evidence-based security

## Outcomes

- Data breached,
- Vulnerabilities exploited,
- Revenue lost,
- ...



## Analysis

- What are the (still) successful vectors of attack?
- Where is risk (still) greatest?
- What interventions could be deployed cost-effectively?

## Intervention

- Engineering,
- Operations,
- Policy,
- Education, ...

If it's working,  
we should see:

- A decline in successful attacks, according to a consistent data collection system
- Updated best practices to remove demonstrably ineffective techniques, like password rotation

# Course goals: You will be able to

- **Understand cybersecurity from a data-driven and economic perspective**, learning to make decisions based on empirical evidence, following good science
- **Identify key vulnerabilities and threats**, especially when considering the **impact of humans**, both when they are attack targets and when they play a role in ensuring a system's security
- **Follow a well-designed process for secure systems construction**, from threat modeling to building to testing to maintenance
- **Manage security operations** – preventing, detecting, mitigating, and recovering from incidents – and gather data to improve future posture
- **Make risk-informed decisions**: Assess designs and technologies according to how they mitigate security risk, while leveraging **insurance** and responding to **regulation**
- **Communicate effectively and with empathy** to key stakeholders about security options and recommendations

All while taking a data-informed approach



# Schedule

## **Today – 12 Feb (weeks 1-6)**

- Threat review: vulnerabilities and social engineering
- Speaking and writing well
- Empirical cybersecurity
  - Economics of cybersecurity
  - Cybersecurity as a scientific pursuit
  - Measuring and analyzing security

## **17 Feb – 24 Mar (weeks 6-10)**

- Secure software development
  - Threat modeling
  - Secure system design
  - Programming (memory safety!)
  - Pen testing (fuzzing)
  - Supply chain, patching, vulnerability remediation

# Schedule

## **17 Feb – 24 Mar (weeks 6-10)**

- Secure software development
  - Threat modeling
  - Secure system design
  - Programming (memory safety!)
  - Pen testing (fuzzing)
  - Supply chain, patching, vulnerability remediation

## **26 Mar – 28 Apr (weeks 10-14)**

- Security operations
  - Incident detection and response
  - Management
  - Making risk informed decisions
  - The role and activities of the CISO
- Cyber regulation and insurance

Bonus content week 10 (and throughout): Impact of AI/ML on security

# Main WWW site

<https://mhicks.me/courses/cis-7000-spring2026/>

The screenshot shows a web browser window with the address bar displaying [mhicks.me/courses/cis-7000-spring2026/](https://mhicks.me/courses/cis-7000-spring2026/). The page features a large title "Secure System Engineering and Management: A Data-Driven Approach" in a blue serif font, followed by the subtitle "UPenn CIS 7000, Spring 2026" in a smaller blue sans-serif font. Below this, it says "By Mike Hicks in [Security Research](#)" and "JANUARY 1, 2026". A horizontal row of four buttons with icons and text labels is present: "SYLLABUS" (book icon), "SCHEDULE" (calendar icon), "RESOURCES" (graduation cap icon), and "CANVAS" (laptop icon). The "About" section, indicated by a link icon, contains a paragraph about the course's focus on building secure systems and a bulleted list of learning objectives.

## Secure System Engineering and Management: A Data-Driven Approach

UPenn CIS 7000, Spring 2026

By Mike Hicks in [Security Research](#)  
JANUARY 1, 2026

[SYLLABUS](#) [SCHEDULE](#) [RESOURCES](#) [CANVAS](#)

### About [↗](#)

In this course, students learn techniques for building, deploying, and maintaining secure systems. As computer security is a constantly evolving field, the course places particular emphasis on means to empirically evaluate security technology, processes, and operational practices. As security is always in support of a primary activity and resources are limited, the course also places emphasis on strong communications, using evidence and empathy to explain and collaborate on security needs. Course activities include reading and discussing technical papers and other communications; carrying out five homework projects, on technical and non-technical topics; and taking a midterm and final exam.

By the end of the course, students should be able to:

- Understand cybersecurity from a data-driven and economic perspective.
- Think like an attacker, and thereby develop high-quality threat models

# Canvas site

<https://canvas.upenn.edu/courses/1911047>

The screenshot shows the Canvas LMS interface for the course **BAN\_CIS-7000-003 202610**. The browser address bar shows [canvas.upenn.edu/courses/1911047](https://canvas.upenn.edu/courses/1911047). On the left is a navigation sidebar with icons and labels for Account, Dashboard, Courses (highlighted in red), Calendar, Inbox, History, and Help. The main content area has a top header with a hamburger menu and the course ID. Below this is a sub-header for the 202610 (Spring 2026) session. A central navigation menu lists Home, Discussions, Grades, People, Pages, Syllabus, BigBlueButton, Collaborations, and Search. The main content area features the course title **CIS 7000-003 202610 Secure System Engineering And Management: A Data-Driven Approach**. The description states that students learn techniques for building, deploying, and maintaining secure systems, with an emphasis on empirical evaluation, processes, and operational practices. It mentions five homework projects, technical and non-technical topics, and a midterm and final exam. A link to the public course site is provided: <https://mhicks.me/courses/cis-7000-spring2026/>. The final note states that this Canvas site is used for turning in assignments and keeping grades.

← → ↻ 📄 canvas.upenn.edu/courses/1911047

🏠 BAN\_CIS-7000-003 202610

🔊 Immersive Reader

202610 (Spring 2026)

Home  
Discussions  
Grades  
People  
Pages  
Syllabus  
BigBlueButton  
Collaborations  
Search

## CIS 7000-003 202610 Secure System Engineering And Management: A Data-Driven Approach

In this course, students learn techniques for building, deploying, and maintaining secure systems. As computer security is a constantly evolving field, the course places particular emphasis on means to empirically evaluate security technology, processes, and operational practices. As security is always in support of a primary activity and resources are limited, the course also places emphasis on strong communications, using evidence and empathy to explain and collaborate on security needs. Course activities include reading and discussing technical papers and other communications; carrying out five homework projects, on technical and non-technical topics; and taking a midterm and final exam.

The syllabus, readings, assignments, projects, and basically all important course information is at the publicly visible course site, <https://mhicks.me/courses/cis-7000-spring2026/>.

This Canvas site is used for turning in assignments and for keeping grades.



# Graded activities

- Read and critically review research papers, other sources
- Discuss them, and course topics generally, in class
- Do 5 (solo) projects
  - Communication
  - Data analysis
  - Threat modeling
  - Fuzzing
  - SecOps
- Take 2 exams (midterm and final)

# Read papers: Question, understand, improve

Good practice  
for the future!



## How to Read a Paper

S. Keshav

David R. Cheriton School of Computer Science, University of Waterloo  
Waterloo, ON, Canada  
keshav@uwaterloo.ca

### ABSTRACT

Researchers spend a great deal of time reading research papers. However, this skill is rarely taught, leading to much wasted effort. This article outlines a practical and efficient *three-pass method* for reading research papers. I also describe how to use this method to do a literature survey.

**Categories and Subject Descriptors:** A.1 [Introductory and Survey]

**General Terms:** Documentation.

**Keywords:** Paper, Reading, Hints.

### 1. INTRODUCTION

Researchers must read papers for several reasons: to review them for a conference or a class, to keep current in their field, or for a literature survey of a new field. A typical researcher will likely spend hundreds of hours every year reading papers.

Learning to efficiently read a paper is a critical but rarely taught skill. Beginning graduate students, therefore, must learn on their own using trial and error. Students waste much effort in the process and are frequently driven to frustra-

4. Glance over the references, mentally ticking off the ones you've already read

At the end of the first pass, you should be able to answer the *five Cs*:

1. *Category*: What type of paper is this? A measurement paper? An analysis of an existing system? A description of a research prototype?
2. *Context*: Which other papers is it related to? Which theoretical bases were used to analyze the problem?
3. *Correctness*: Do the assumptions appear to be valid?
4. *Contributions*: What are the paper's main contributions?
5. *Clarity*: Is the paper well written?

Using this information, you may choose not to read further. This could be because the paper doesn't interest you, or you don't know enough about the area to understand the paper, or that the authors make invalid assumptions. The first pass is adequate for papers that aren't in your research



# Personnel



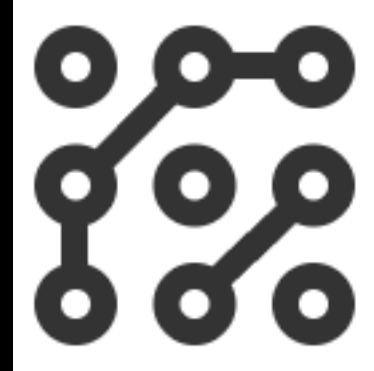
Professor in CIS  
Director of Schlein Center for Cybersecurity



Teaching assistant  
PhD student in CIS, focus on cybersecurity

# About me

- Prof (2002-present): Research in **Software Security**, Programming Languages, Software Engineering, Usability, Cryptography
- Startup (2018-2021): Building tools for secure software development
  - Binary analysis
  - Migration to memory-safe C
- AWS (2022-2025)
  - Cedar authorization language
  - Fuzzing/automated test generation
  - Formal/mechanized proofs of security



## Cedar: a new authorization language

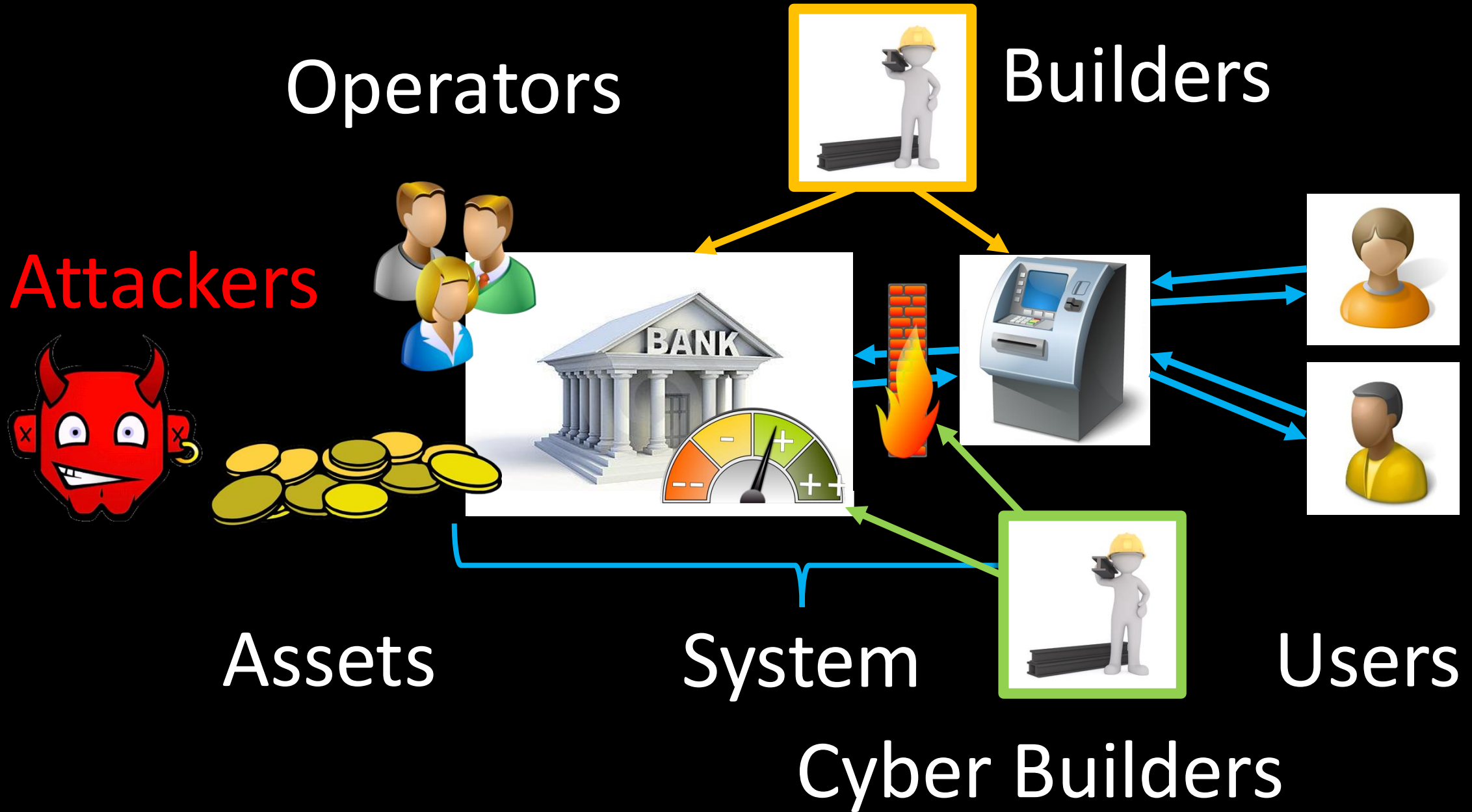
Focuses on **centralized** decision-making

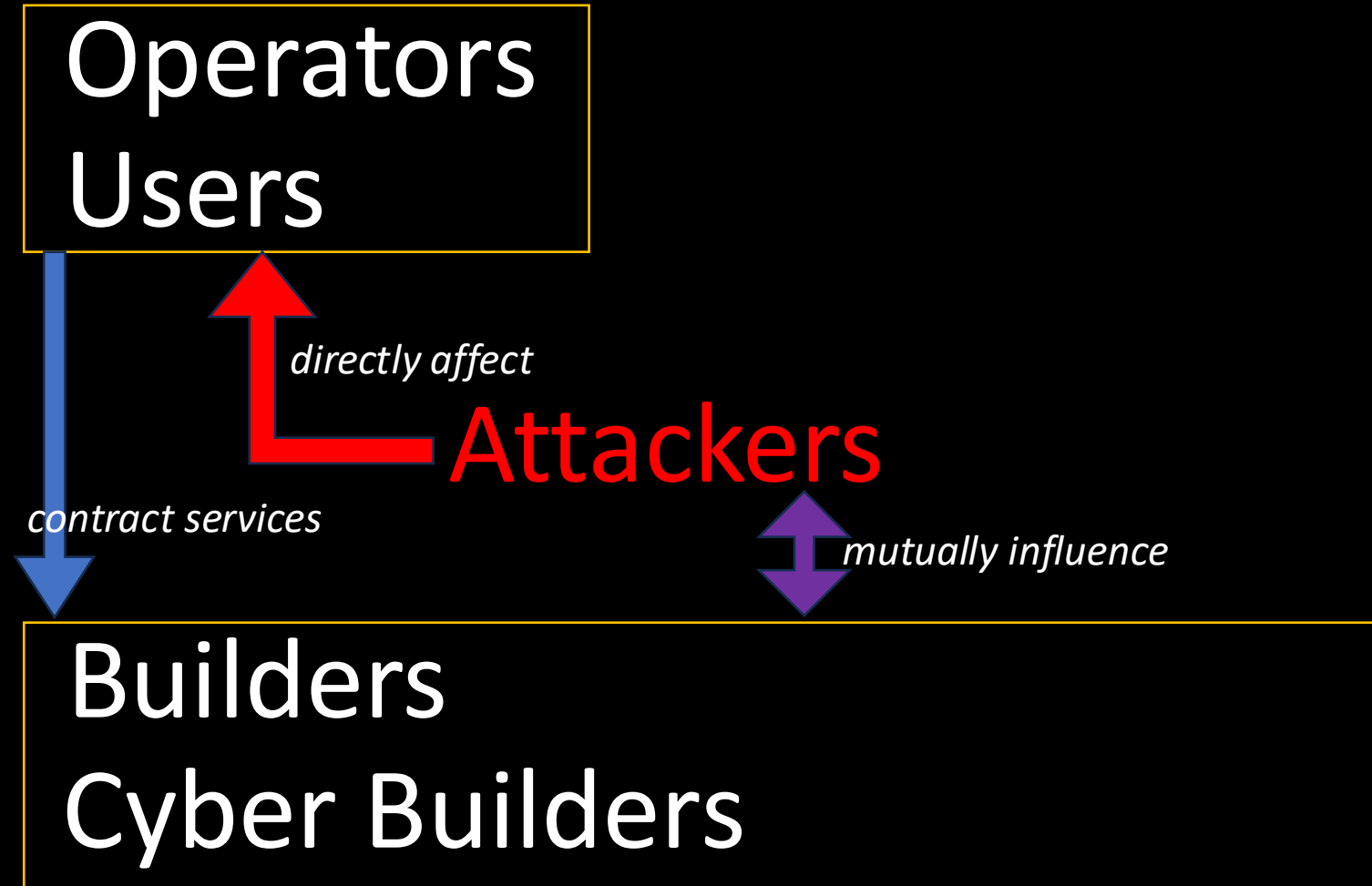


Powers **Amazon** Verified Permissions and **AWS** Verified Access  
Powers **StrongDM** and **Common Fate** access solutions

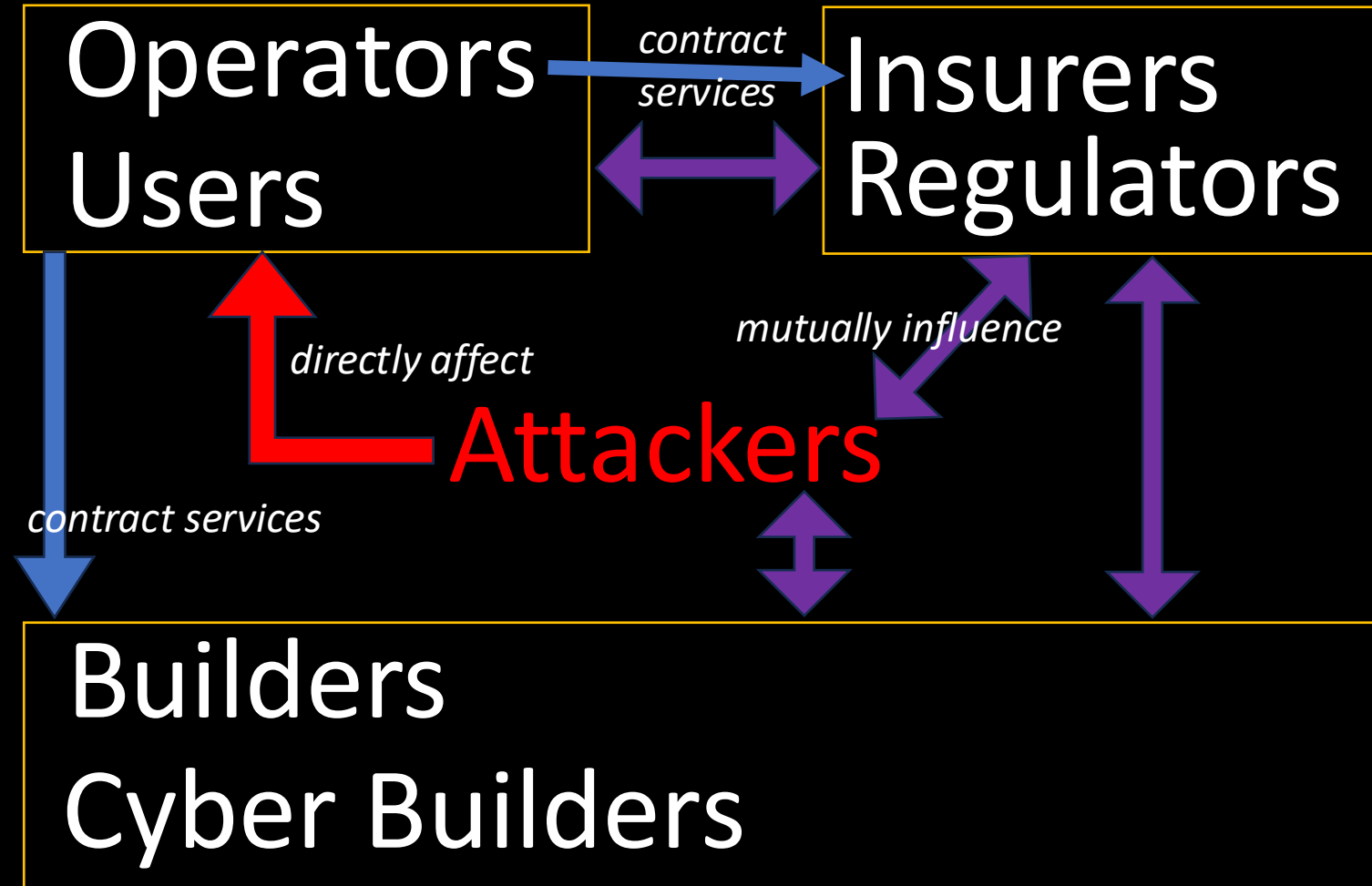
Open source at  
<https://github.com/cedar-policy>

# Course overview









Consider:

- Relationships induce incentives
- (Cyber)builders are users and operators too!

# Attackers

- Overwhelming reason for attacks: Cybercrime
  - But also: national-state activities, such as espionage and cyber-war
- Value proposition: Is the expected cost of developing and carrying out the attack worth the expected reward?
  - Costs and benefits are both monetary and non-monetary
  - As the world has become more cyber-enabled, the rewards have increased
  - But defenses have made **carrying out attacks much harder**, too!

# Ukraine power grid attack (2015)

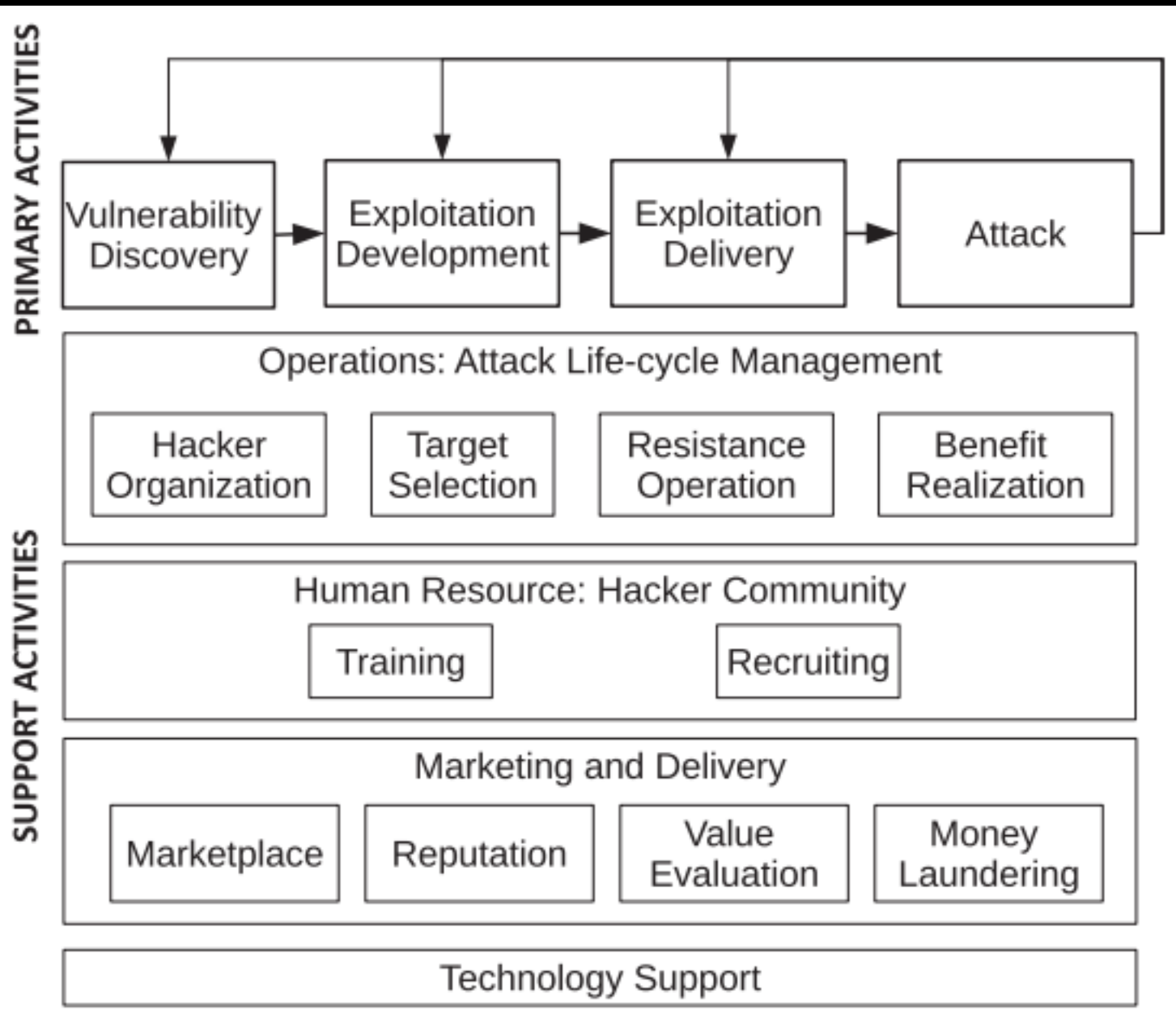
In the Ukraine power grid cyber attack,

- **spear-fishing emails**,
- an **exploit kit targeting vulnerabilities**,
- the KillDisk, a destructive **data-wiping utility**, and
- an **SSH backdoor** to maintain persistent access,

were used in tandem to successfully break into the system.

In the second step of the same attack, **malicious firmware** developed based on domain knowledge collected from the distribution management system and was tested by the **simulated power grid system**, was uploaded to the system and to attack the ICS components.

# Cybercriminal Value Chain Model



## Systematically Understanding the Cyber Attack Business: A Survey

KEMAN HUANG, MICHAEL SIEGEL, and STUART MADNICK,  
Massachusetts Institute of Technology

Cyber attacks are increasingly menacing businesses. Based on the literature review and publicly available reports, this article conducts an extensive and consistent survey of the services used by the cybercrime business, organized using the value chain perspective, to understand cyber attack in a systematic way. Understanding the specialization, commercialization, and cooperation for cyber attacks helps us to identify 34 key value-added activities and their relations. These can be offered "as a service" for use in a cyber attack. This framework helps to understand the cybercriminal service ecosystem and hacking innovations. Finally, a few examples are provided showing how this framework can help to build a more cyber immune system, like targeting cybercrime control-points and assigning defense responsibilities to encourage collaboration.

CCS Concepts • Social and professional topics → Computing and business: Socio-technical systems; Computer crime • Security and privacy → Social aspects of security and privacy: Systems security; Social network security and privacy

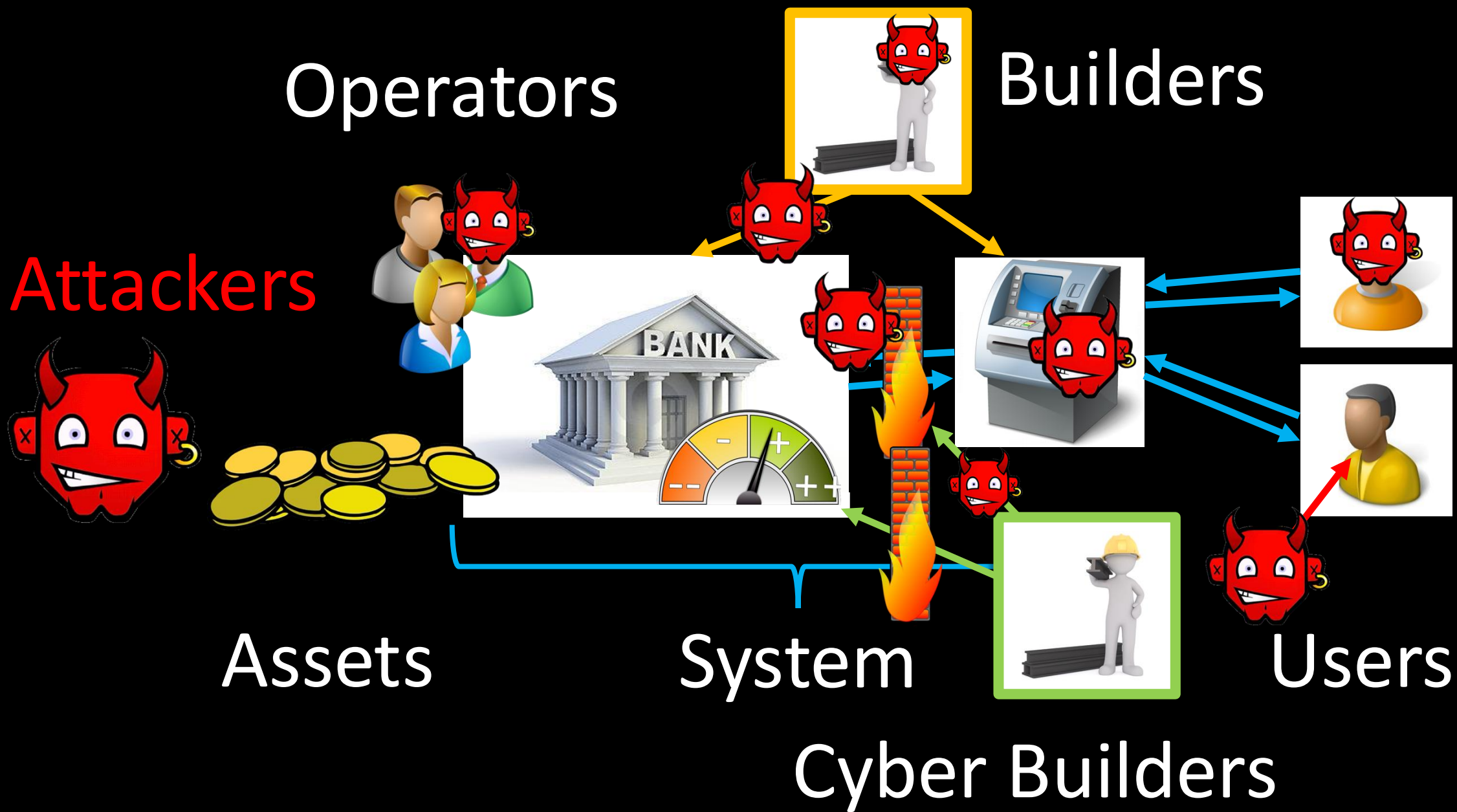
Additional Key Words and Phrases: Cyber attack business, cyber crime, value chain model, cyber-crime-as-a-service, hacking innovation, control point, sharing responsibility

ACM Reference format:  
Keman Huang, Michael Siegel, and Stuart Madnick. 2018. Systematically Understanding the Cyber Attack Business: A Survey. *ACM Comput. Surv.* 51, 4, Article 70 (July 2018), 36 pages.  
<https://doi.org/10.1145/3199674>

## 1 INTRODUCTION

"Where there is commerce, there is also the risk for cybercrime" [131].

Cybercrime is a tremendous threat to today's digital society. It is estimated that the cost of cybercrime will grow from an annual sum of \$3 trillion in 2015 to \$6 trillion by the year 2021 [109]. Nearly one-third of companies are affected by cybercrime (32%). Indeed, 61% of CEOs are concerned with the state of the cyber security of their company [124]. It has become generally accepted that, "there are only two types of companies: those that have been hacked and those that



# Attack methods

Introduction - OWASP Top 10 x + Gemini

owasp.org/Top10/2025/0x00\_2025-Introduction/

Search

OWASP/Top10  
☆ 5.1k ▼ 1k

# OWASP TOP10

## The Ten Most Critical Web Application Security Risks

### Introduction

Welcome to the 8th installment of the OWASP Top Ten!

A huge thank you to everyone who contributed data and perspectives in the survey. Without you, this installment would not have been possible. **THANK YOU!**

Introducing the OWASP Top 10:2025

- [A05:2025 - Injection](#)

Attack methods

Vulnerability based:  
Exploiting design and implementation flaws

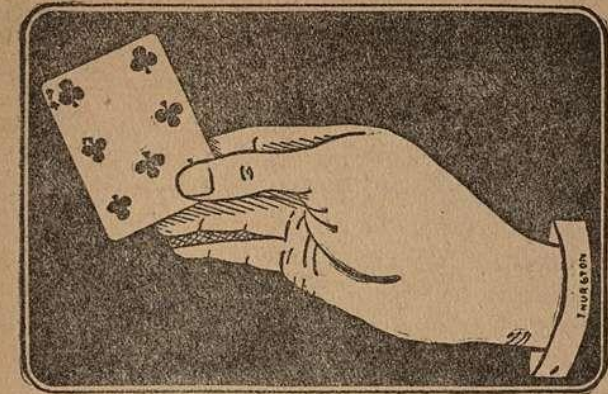
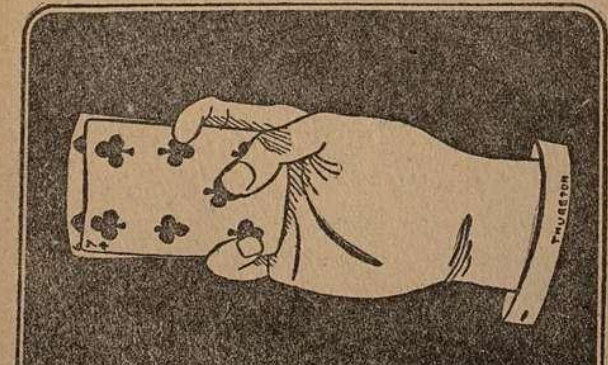


FIG. 15.

This is accomplished in the following manner:  
When it is desired to produce one card from the back of the hand, the thumb bends round to the



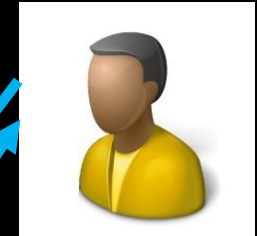
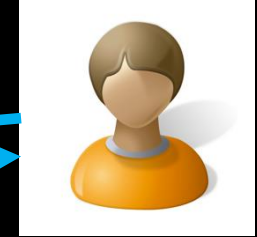
Social engineering-based:  
Exploiting the human



# Operators



# Builders

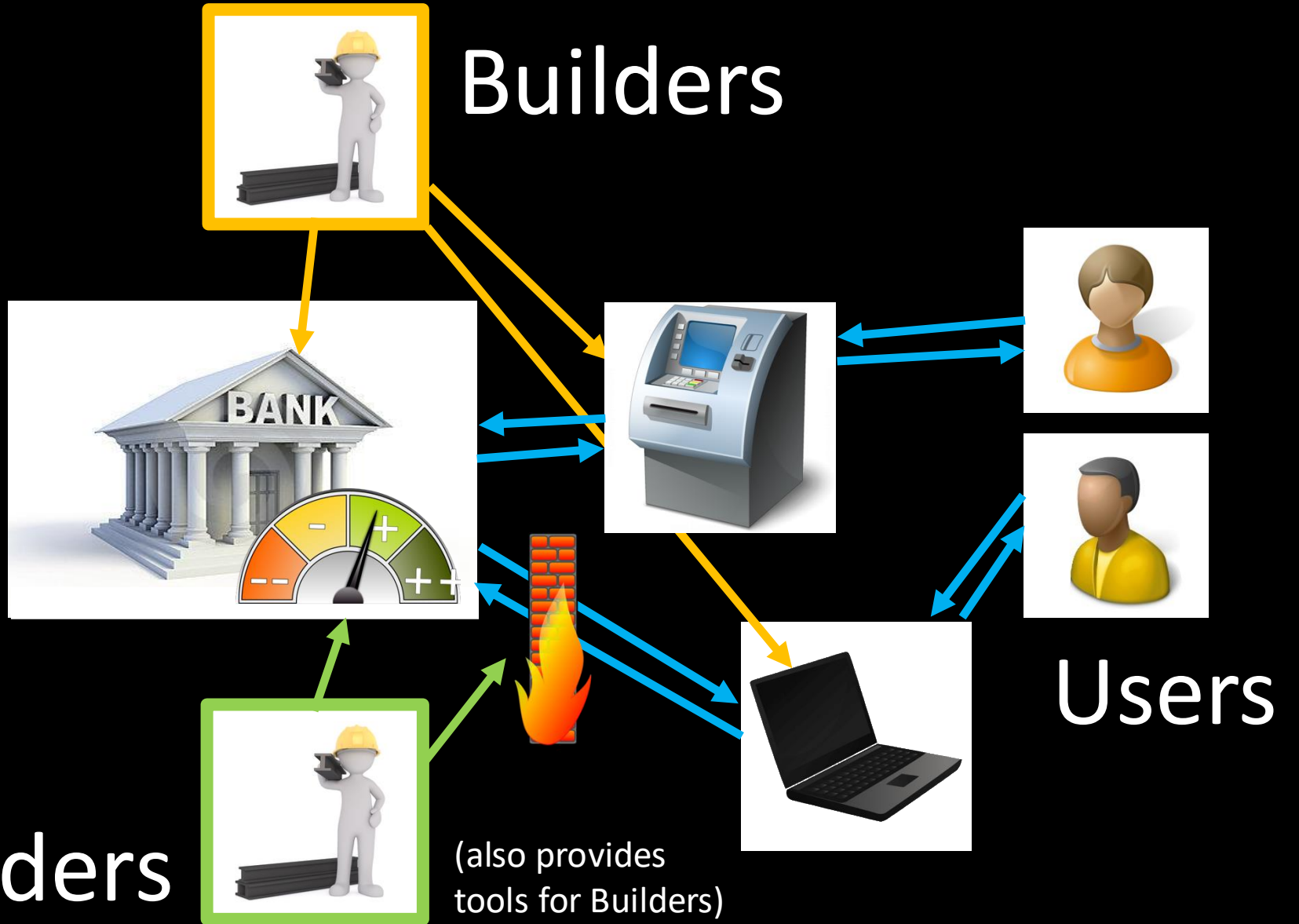


# Users

# Cyber Builders



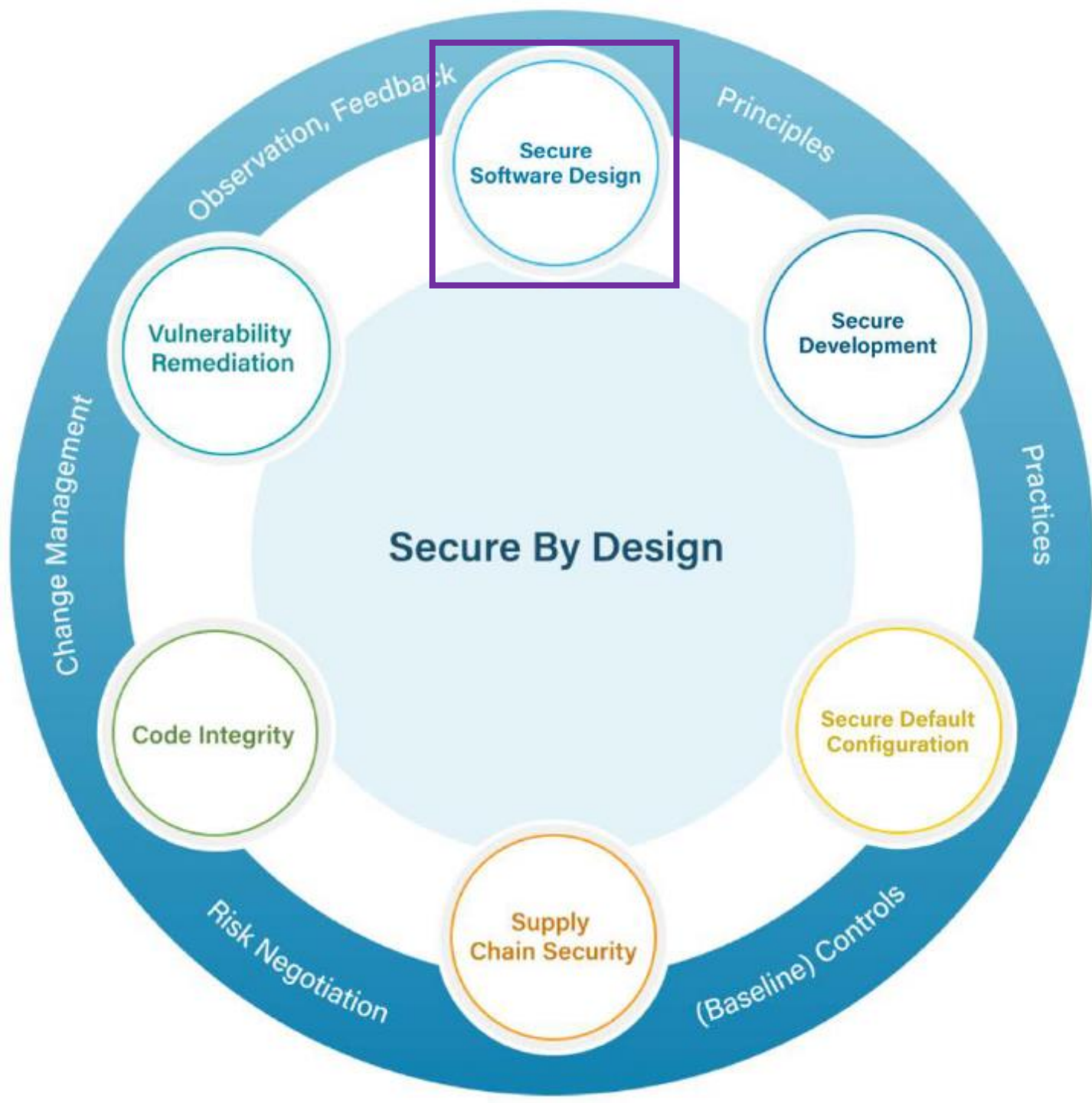
(also provides tools for Builders)



# Builders

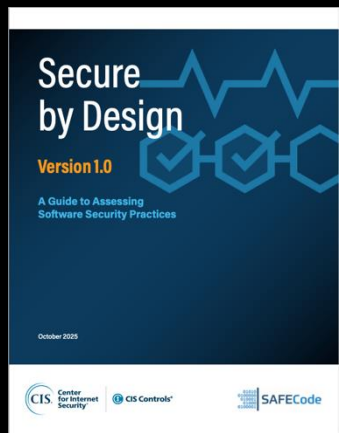
- Create bespoke (first-party) software and services ...
  - Developers within a bank, e.g., Capitol One
- ... and commodity (third party) software or services
  - Software: Android OS, Linux, Google Chrome, Microsoft Word, ...
  - Services: AWS, Azure, Workday, Google Suite, ...
- Responsible for the product, and its security
  - Often rely on collaborating dev and security engineering teams

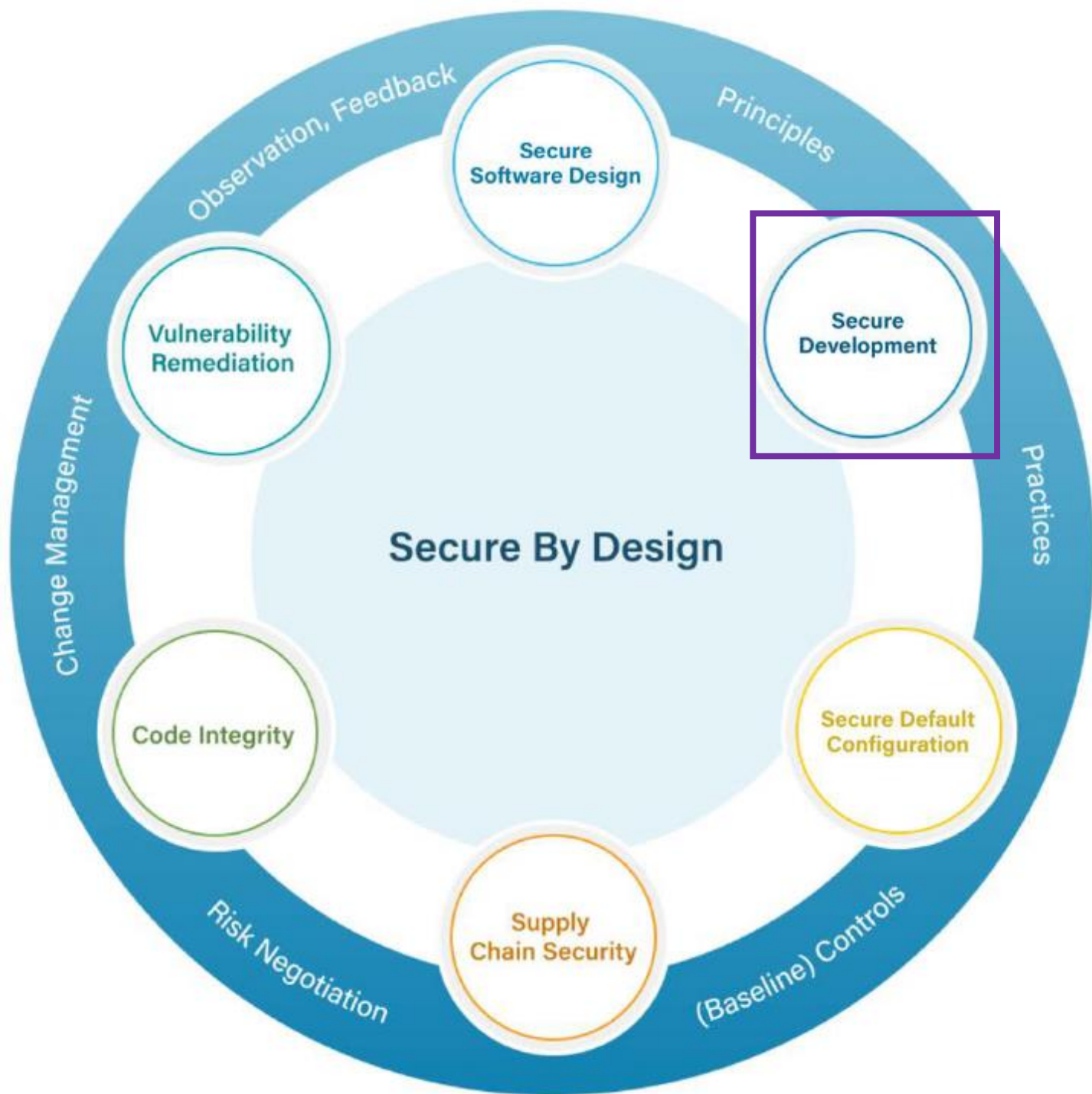




# Builders

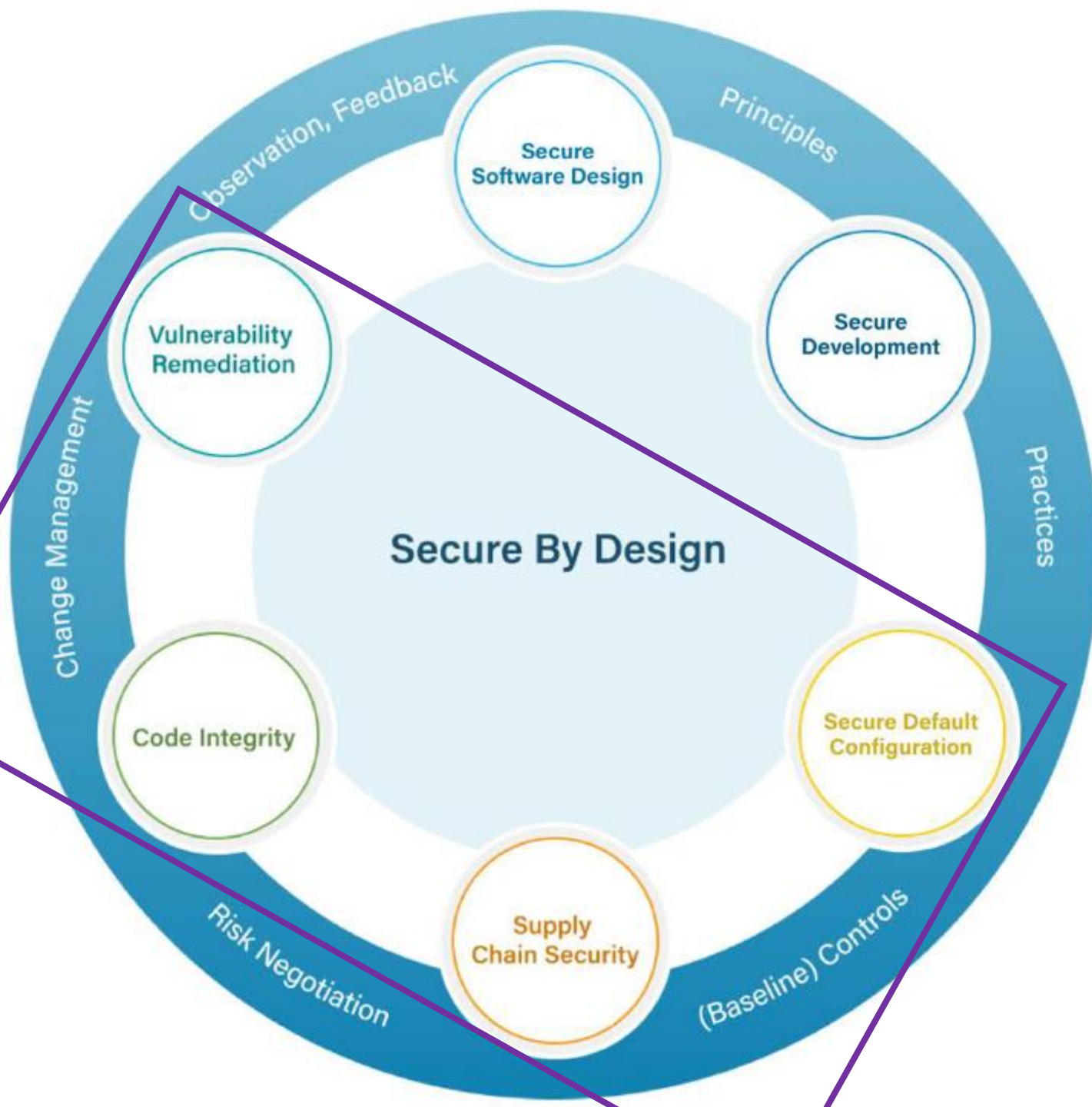
- Threat modeling
- Secure architectural design





# Builders

- Threat modeling
- Secure architectural design
- Secure programming
- Security testing (e.g., fuzzing)



# Builders

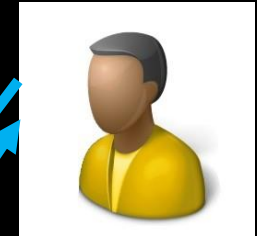
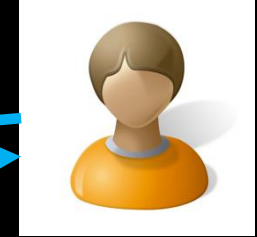
- Threat modeling
- Secure architectural design
- Secure programming
- Security testing (e.g., fuzzing)
- Secure deployment and management



# Operators



# Builders



# Users

# Cyber Builders



(also provides tools for Builders)

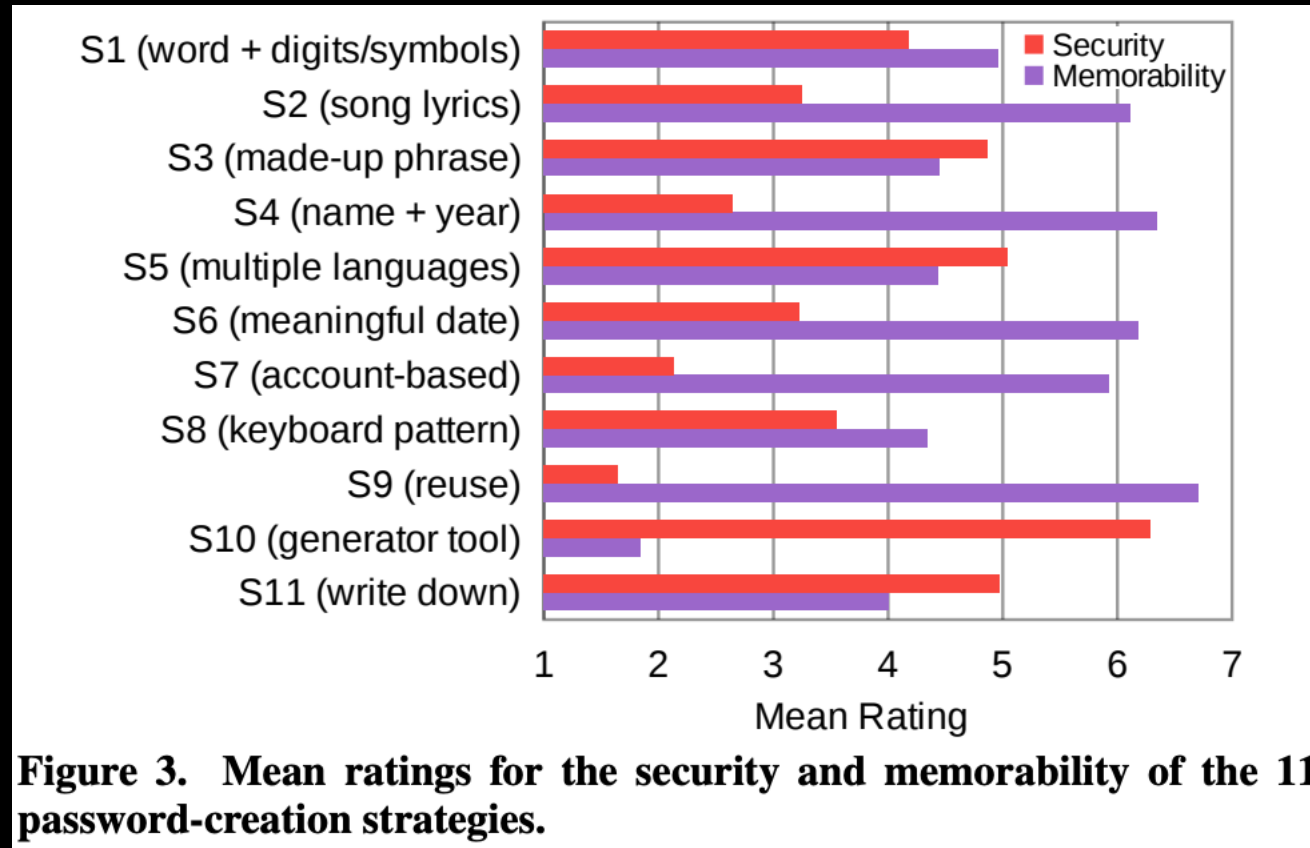




# Users

- Target (direct or indirect) of attackers
- Participant in system security
  - Setting passwords, setting a security policy, not clicking phishing links, ...
- ... but not necessarily motivated or capable
  - May share or reuse passwords, set over-permissive policies, click suspicious links, ignore security training, ...

# Passwords: Security v. memorability



## Do Users' Perceptions of Password Security Match Reality?

Blass Ur, Jonathan Bees\*, Sean M. Segreti, Lajo Bauer, Nicolas Christin, Lorrie Faith Cranor  
Carnegie Mellon University, \*The Pennsylvania State University  
{bur, ssegreti, lbauer, nicolasc, lorrie}@cmu.edu, \*jfh5406@psu.edu

**ABSTRACT**  
Although many users create predictable passwords, the extent to which users realize these passwords are predictable is not well understood. We investigate the relationship between users' perceptions of the strength of specific passwords and their actual strength. In this 165-participant online study, we ask participants to rate the comparative security of carefully juxtaposed pairs of passwords, as well as the security and memorability of both existing passwords and common password-creation strategies. Participants had serious misconceptions about the impact of basing passwords on common phrases and including digits and keyboard patterns in passwords. However, in most other cases, participants' perceptions of what characteristics make a password secure were consistent with the performance of current password-cracking tools. We find large variance in participants' understanding of how passwords may be attacked, potentially explaining why users nonetheless make predictable passwords. We conclude with design directions for helping users make better passwords.

**Author Keywords**  
User behavior; perceptions of security; passwords; authentication; users' folk models; usable security

**ACM Classification Keywords**  
H.5.m Information Interfaces and Presentation (e.g., HCI); Miscellaneous; K.6.5 Security and Protection: Authentication

**INTRODUCTION**  
For better or worse, passwords remain today's dominant form of user authentication [11]. While the predictability of user-chosen passwords has been widely documented [9, 37, 51, 72, 74, 77, 80], very little research has investigated users' perceptions of password security. That is, do users realize they are selecting terrible passwords and choose to do so intentionally, or are they unwittingly creating weak passwords when they believe they are making secure ones?

In this paper, we report on a 165-participant study of users' perceptions of password security. Participants provided their perceptions about the security and memorability of passwords

chosen to exhibit particular characteristics, as well as common strategies for password creation and management. We compare participants' perceptions to the passwords' actual resilience to a variety of large-scale password-guessing attacks. In the first of four tasks, we showed participants 25 pairs of passwords differing in specific characteristics (e.g., appending a digit, as opposed to a letter, to the end of the password). We asked participants to rate which password was more secure, if any, and to justify their rating in free text. In the second and third tasks, we showed participants a selection of passwords from the well-studied breach of the website RockYou [72], as well as descriptions of common password-creation strategies. We asked participants to rate both the security and the memorability of each password or strategy. In the fourth task, we had participants articulate their model of password attackers and their expectations for how attackers try to guess passwords. We observed some serious misconceptions about password security. Many participants overestimated the benefits of including digits, as opposed to other characters, in a password. Many participants also underestimated the poor security properties of building a password around common keyboard patterns and common phrases. In most other cases, however, participants' perceptions of what characteristics make a password more secure matched the performance of today's password-cracking tools. This result calls into question why users often fail to follow their (correct) understanding when crafting passwords. However, most participants displayed an unrealistic mental model of attackers, which may prevent them from fully accounting for the actual spectrum of threats to their passwords. Although much has been written about text passwords in recent years, our study is the first to focus specifically on users' perceptions of security. The main outcome of our work is to inform design directions for helping users both make stronger passwords and better understand the implications of their password-creation decisions.

**BACKGROUND AND RELATED WORK**  
We summarize related work examining users' perceptions of security and discuss the most closely related studies on passwords. We then discuss the actual threats to password security and approaches to measuring password strength.

**Users' Perceptions of Security**  
Hundreds of research studies have been conducted at the ges-

# Password reuse: Vector of attack

- Guessed 32% of passwords in historical DB by leveraging reuse
  - As compared to 6.5% without considering reuse
  - 35.5% of valid guesses were for current passwords
- Of those guessed by reuse
  - 54.7% were verbatim reuse, vs. 45.3% based on tweaks
- Vulnerability is real
  - Some historical observed exploits seemed to coincide with data breaches
  - Passwords were vulnerable for long after a breach (median of 5 years)

## A Two-Decade Retrospective Analysis of a University's Vulnerability to Attacks Exploiting Reused Passwords

Alexandra Niseno<sup>1\*</sup>, Maximilian Golla<sup>1,2</sup>, Miranda Wei<sup>1\*</sup>, Juliette Hainline<sup>1</sup>, Hayley Szymanski<sup>1</sup>, Annika Braun<sup>1</sup>, Annika Hildebrandt<sup>1</sup>, Blair Christensen<sup>1</sup>, David Langenberg<sup>1</sup>, Blaise Ur<sup>1</sup>  
<sup>1</sup> University of Chicago, <sup>2</sup> Carnegie Mellon University,  
<sup>3</sup> Max Planck Institute for Security and Privacy, <sup>4</sup> University of Washington

### Abstract

Credential-guessing attacks often exploit passwords that were reused across a user's online accounts. To learn how organizations can better protect users, we retrospectively analyzed our university's vulnerability to credential-guessing attacks across twenty years. Given a list of university usernames, we searched for matches in both data breaches from hundreds of websites and a dozen large compilations of breaches. After cracking hashed passwords and tweaking guesses, we successfully guessed passwords for 32.0% of accounts matched to a university email address in a data breach, as well as 6.5% of accounts where the username (but not necessarily the domain) matched. Many of these accounts remained vulnerable for years after the breached data was leaked, and passwords found verbatim in breaches were nearly four times as likely to have been exploited (i.e., suspicious account activity was observed) than tweaked guesses. Over 70 different data breaches and various username-matching strategies bootstrapped correct guesses. In surveys of 40 users whose passwords we guessed, many users were unaware of the risks to their university account or that their credentials had been breached. This analysis of password reuse at our university provides pragmatic advice for organizations to protect accounts.

### 1 Introduction

Despite their disadvantages, passwords remain widely used for authentication [7]. Organizations must protect against large-scale attacks on users' passwords. An adversary may leverage reused passwords—when the same individual picks similar or identical passwords for different services [10, 40] to cope with having to remember numerous passwords [16]. If any one of these services suffers a data breach, attackers typically try to log into another service with the same email address alongside a password that is either the same as the leaked password, or tweaked in small ways. Such credential-stuffing attacks are this paper's focus. Additionally, attackers

The ability to conduct attacks that exploit reused password has increased as hundreds of websites have had their password databases stolen and leaked over the last decade [34]. We term the breach of a single service an **individual service breach**. In recent years, hackers have also packaged credentials from many different services into **breach compilations** containing hundreds of millions or even billions of credentials [24].

To protect an organization against attacks exploiting common passwords, system administrators can institute straightforward blocklists [25, 70]. Protecting an organization from reused passwords, however, is far more complex. A vulnerable password is specific to one user based on their credentials on other sites at any past or future time. Furthermore, prospective attackers often have far more information than system administrators. Attackers may know about a successful breach that system administrators may not hear about for years, or even. Further, attackers may pool resources to crack hashes and reveal the plaintext needed for an attack, while the system administrator may be left only with uncracked hashes [9].

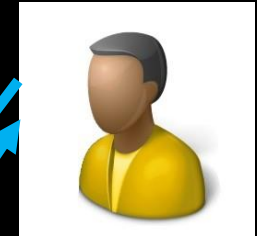
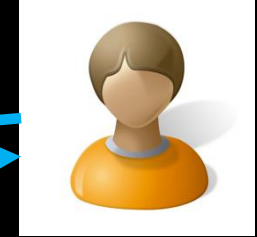
In recent years, researchers and practitioners have developed compromised-credential-checking tools to try to defend users. For instance, Chrome [73], Firefox [55], and Safari [12] notify users if their passwords appear in a data breach. The Have I Been Pwned (HIBP) service [32], itself integrated with Password [13], enables users to check for their appearance in a data breach. Supporting these efforts, academic work has proposed protocols that underpin compromised-credential-checking tools [40, 43, 44, 59, 62, 83] and sought to improve the usability of data breach notifications [22, 31, 53, 79, 90, 92].

Despite prior work, many questions remain for system administrators trying to protect their organizations from attacks exploiting reused passwords. For what amount of time are accounts vulnerable? Out of hundreds of data breaches, how important is it to account for these after? Should defenders devote resources to trying to crack hashes to protect users? Is it sufficient to look for matching email addresses, or should they also search for matching usernames? How often do attackers appear to have exploited reused passwords, and what factors make them more likely to succeed?

# Operators



# Builders



# Users

# Cyber Builders



(also provides tools for Builders)



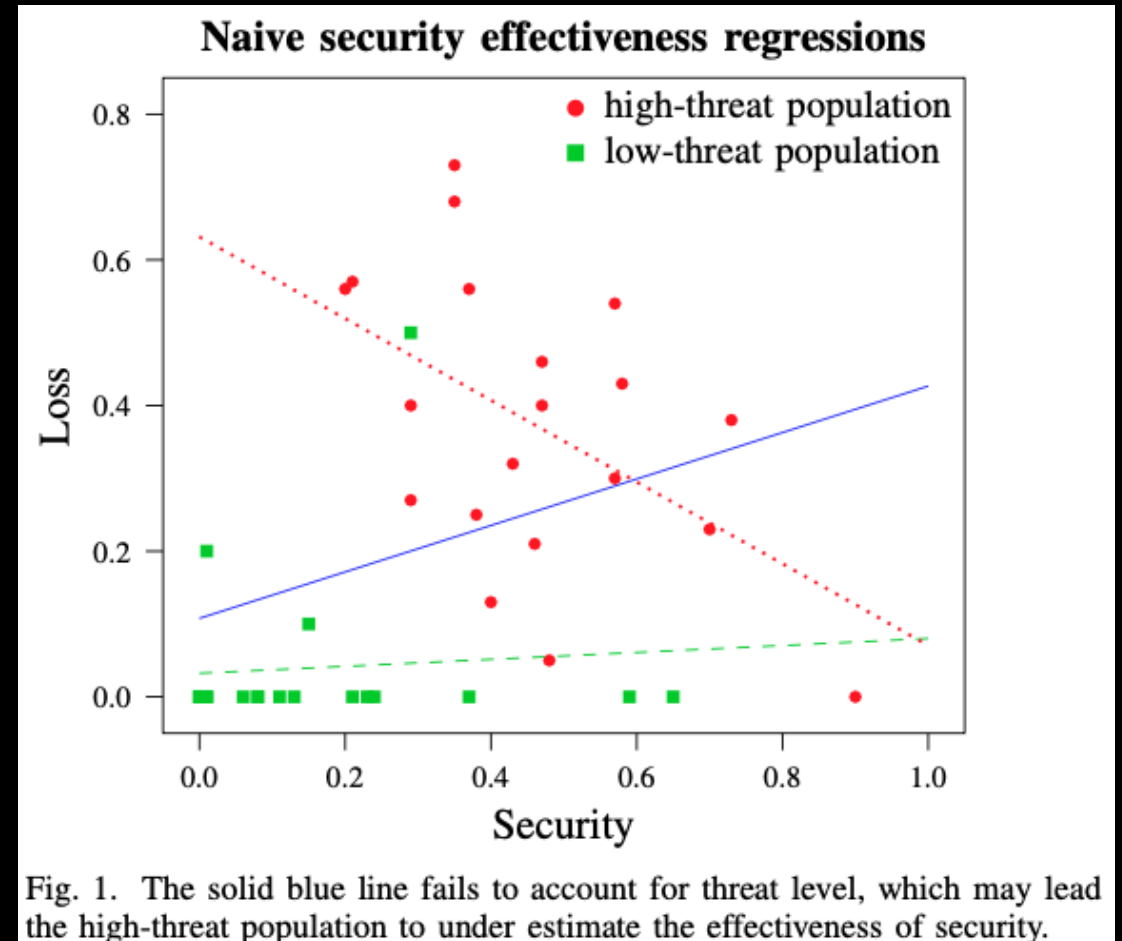


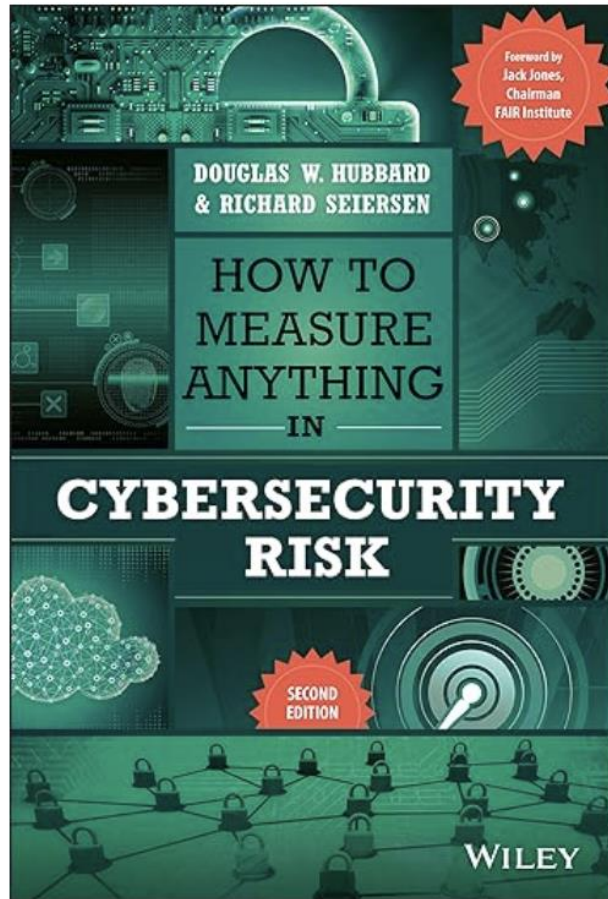
# Operators

- Manage and operate systems for a user community
  - Examples: Companies that have an online presence, nonprofits such as universities and social services, and on-line service providers like Workday
  - In addition to core services/systems they may provide, they maintain internal network, email, personnel and financial records, etc.
- Ultimately responsible for cybersecurity: prevention, detection, mitigation, response, recovery
  - Many technologies for these. Challenge: How to decide which to use in an evidence-based manner?

# A naïve model relating loss to security level

- Simple regression (blue line): more security implies more losses?!
- Problem: Confounding variables (especially threat level)





# How to Measure Anything in Cybersecurity Risk 2nd



Edition

by [Douglas W. Hubbard](#) (Author), [Richard Seiersen](#) (Author)

4.5 ★★★★★ ▼ 88 ratings

[See all formats and editions](#)

## A start-to-finish guide for realistically measuring cybersecurity risk

In the newly revised *How to Measure Anything in Cybersecurity Risk, Second Edition*, a pioneering information security professional and a leader in quantitative analysis methods delivers yet another eye-opening text applying the quantitative language of risk analysis to cybersecurity. In the book, the authors demonstrate how to quantify uncertainty and shed light on how to measure seemingly intangible goals. It's a practical guide to improving risk assessment with a straightforward and simple framework.

Advanced methods and detailed advice for a variety of use cases round out the book, which also includes:

- A new "Rapid Risk Audit" for a first quick quantitative risk assessment.
- New research on the real impact of reputation damage



with other portfolios. The aggregation process is typically some form of invented mathematics unfamiliar to actuaries, statisticians, and mathematicians.

Just over 50% of respondents plot risks on a two-dimensional matrix. In this approach, "likelihood" and "impact" will be rated subjectively, perhaps on a 1 to 5 scale, and those two values will be used to plot a particular risk on a matrix (variously called a "risk matrix," "heat map," "risk map," etc.). The matrix—similar to the one shown in Figure 1.1—is then often further divided into sections of low, medium, and high risk. Events with high likelihood and high impact would be in the upper-right "high risk" corner, while those with low likelihood and low impact would be in the opposite "low risk" corner. The idea is that the higher the score, the more important something is and the sooner you should address it. You may intuitively think such an approach is reasonable, and if you thought so, you would be in good company.

Various versions of scores and risk maps are endorsed and promoted by several major organizations, standards, and frameworks such as the National Institute of Standards and Technology (NIST), the International Standards Organization (ISO), MITRE.org, and the Open Web Application Security Project (OWASP). Most organizations with a cybersecurity function claim at least one of these as part of their framework for assessing risk. In fact, most major software organizations such as Oracle, Microsoft, and Adobe rate their vulnerabilities using a NIST-supported scoring system called the "Common Vulnerability Scoring System" (CVSS). Many security solutions also include CVSS ratings, be it for vulnerability and/or attack related. While the control recommendations made by many of these frameworks are good,

			Impact				
			Negligible	Minor	Moderate	Critical	Catastrophic
			1	2	3	4	5
Likelihood	Frequent	5	Medium	Medium	High	High	High
	Likely	4	Medium	Medium	Medium	High	High
	Occasional	3	Low	Medium	Medium	Medium	High
	Seldom	2	Low	Low	Medium	Medium	Medium
	Improbable	1	Low	Low	Low	Medium	Medium

FIGURE 1.1 The Familiar Risk Matrix (aka Heat Map or Risk Map)

it's how we are guided to prioritize risk management on an enterprise scale that is amplifying risk.

Literally hundreds of security vendors and even standards bodies have come to adopt some form of scoring system including the risk matrix. Indeed, scoring approaches and risk matrices are at the core of the security industry's risk management approaches.

In all cases, they are based on the idea that such methods are beneficial to some degree. That is, they are assumed to be at least an improvement over not using such a method. As one of the standards organizations has put it, rating risk this way is adequate:

*Once the tester has identified a potential risk and wants to figure out how serious it is, the first step is to estimate the likelihood. At the highest level, this is a rough measure of how likely this particular vulnerability is to be uncovered and exploited by an attacker. It is not necessary to be over-precise in this estimate. Generally, identifying whether the likelihood is low, medium, or high is sufficient. (emphasis added)*

—OWASP<sup>20</sup>

Does this last phrase, stating "low, medium, or high is sufficient," need to be taken on faith? Considering the critical nature of the decisions such methods will guide, we argue that it should not. This is a testable hypothesis, and it actually *has been* tested in many different ways. The growing trends of cybersecurity attacks alone indicate it might be high time to try something else.

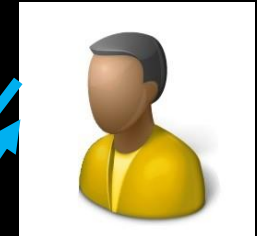
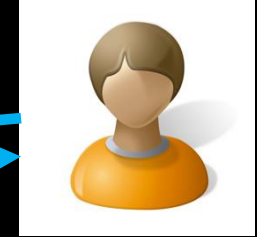
So, let's be clear about our position on current methods: *They are a failure. They do not work.* A thorough investigation of the research on these methods and decision-making methods in general indicates the following (all of this will be discussed in detail in later chapters):

- There is no evidence that the types of scoring and risk matrix methods widely used in cybersecurity improve judgment.
- On the contrary, there is evidence these methods add noise and error to the judgment process. One researcher we will discuss more—Tony Cox—goes as far as to say they can be "worse than random."
- Any appearance of "working" is probably a type of "analysis placebo." That is, a method may make you feel better even though the activity provides no measurable improvement in estimating risks (or even adds error).
- There is overwhelming evidence in published research that quantitative, probabilistic methods are an improvement over unaided expert intuition.

# Operators



# Builders



# Users

# Cyber Builders



(also provides tools for Builders)



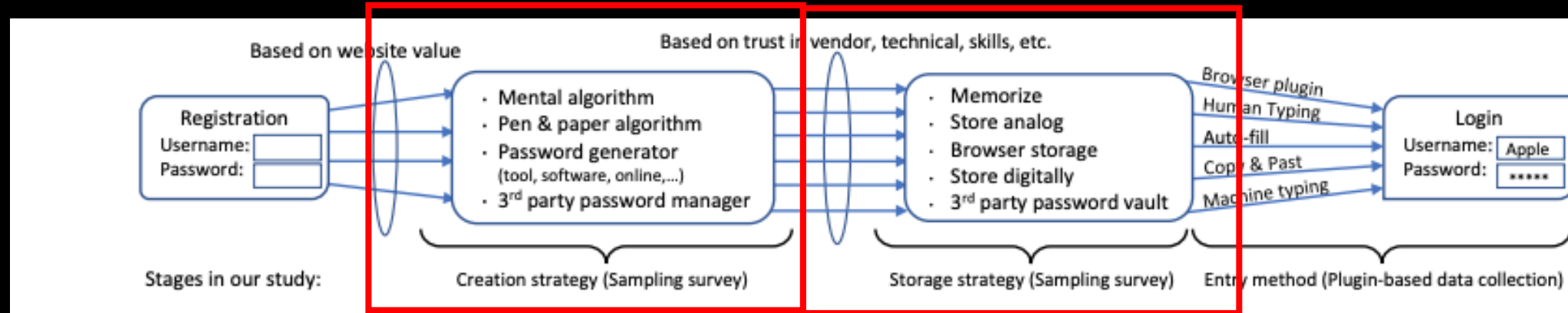
# Cyber Builders

- Build products and services to enhance cybersecurity
  - Usability is extremely important: May reduce security benefits to increase it!
- Customer: Operators
  - Firewalls, EDR (Endpoint Detection and Response), email security, pen testing services, threat intelligence, ...
- Customer: Users
  - Password managers, antivirus, cloud-hosted encrypted backups, ...
- Customer: Builders
  - Code management, dependency tracking, code analysis, automated testing, ...
- Customer: Attacker (!!)
  - Use builder services (code analysis), learn from defenses (malware scans)

# For Operators: Key technologies and activities

- Preventing and detecting attacks
  - Antivirus
  - Firewalls
  - Host-based intrusion detection/prevention (HIDS/HIPS)
  - Endpoint detection and response (EDR)
  - Security Information and Event Management (SIEM)
- Mitigating effects of an attack
  - Containerization, cloud backups, MAC
- Threat intelligence: leverage security researchers, CERTs and ISACs, media/journalists

# For Users: Password managers



**Figure 1:** Users' strategies for password creation and storage plus the stages of our study to investigate managers' influence.

- Password **creation** – with algorithm, by hand, using service, ...
- Password **storage** – memorized, in file, in service, ...
- Password **entry** – typed, cut&paste, auto-filled, ...

Better managed than memorized?  
Studying the Impact of Managers on Password Strength and Reuse

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Michael Schilling  
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Sascha Fahl  
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## Abstract

Despite their well-known security problems, passwords are still the incumbent authentication method for virtually all online services. To remedy the situation, users are very often referred to password managers as a solution to the password reuse and weakness problems. However, to date the actual impact of password managers on password strength and reuse has not been studied systematically. We provide the first large-scale study of the password managers' influence on users' real-life passwords. By combining qualitative data on users' password creation and management strategies, collected from 476 participants of an online survey, with quantitative data (incl. password metrics and entry methods) collected in situ with a browser plugin from 170 users, we were able to gain a more complete picture of the factors that influence our participants' password strength and reuse. Our approach allows us to quantify for the first time that password managers indeed influence the password security, however, whether this influence is beneficial or aggravating existing problems depends on the users' strategies and how well the manager supports the users' password management right from the time of password creation. Given our results, we think research should further investigate how managers can better support users' password strategies in order to improve password security as well as stop aggravating the existing problems.

## 1 Introduction

For several decades passwords prevail as the default authentication scheme for virtually all online services [14, 11, 30]. At the same time, research has again and again demonstrated that passwords perform extremely poor in terms of security [18]. For instance, various attacks exploit that humans fail to create strong passwords themselves [18, 19, 45, 31, 34]. Even worse, there is an observable trend towards an increasing number of online ser-

vices that users register to. This increasing number of required passwords in combination with the limited human capacity to remember passwords leads to the bad practice of re-using passwords across accounts [26, 51, 16, 66]. In the past, different solutions have been implemented to help users creating stronger passwords, such as password meters and policies, which are also still subject of active research [41, 54, 17, 45, 48]. Among the most often recommended solutions [28, 39, 53, 62, 56] to these problems for end-users is technical support in the form of password management software. These password managers come built in to our browsers, as a browser plugin, or as separate applications. Password managers are being recommended as a solution because they fulfill important usability and security aspects at the same time. They store all the users' passwords so the users do not have to memorize them; they can also help users entering their passwords by automatically filling them into log-in forms, and they can also offer help in creating unique, random passwords. By today, there are several examples of third party password managers that fit this description, such as Lastpass [15], 1Password [11], and even seemingly unrelated security software, such as anti-virus [17] solutions. Unfortunately, it has not been sufficiently studied in the past whether password managers fulfill their promise and indeed have a positive influence on password security or not? To break this question down, we are interested in 1) whether password managers actually store strong passwords that are likely auto-generated by, for instance, password generators, or if they really are just storage where users store their self-made, likely weak passwords? Further, we are interested whether 2) users, despite using password managers, still reuse passwords across different websites or if they use the managers' support to maintain a large set of unique passwords for every distinct service? Prior works [46, 51] that studied password reuse and strength in situ have also considered password managers as factors, but did not find an influence by managers and could not conclusively answer those questions.



# Study: Password managers may not help!

	Estimate	Std. Error	z value	Pr(> z )
(Intercept)	2.62	0.45	5.80	<0.001
em:chrome	0.46	0.16	2.81	<0.01
em:copy/paste	-2.68	0.41	-6.54	<0.001
em:lastpass	-1.05	0.37	-2.86	<0.01
em:unknownplugin	0.76	0.51	1.51	0.13
in-situ:value	-0.13	0.06	-2.01	<0.05
in-situ:strength	-0.21	0.08	-2.50	<0.05
user:entries	0.06	0.02	2.67	<0.01
q9:generator	-1.31	0.40	-3.24	<0.01
q14:memorize	0.22	0.25	0.88	0.38
q14:analog	-0.48	0.24	-1.98	<0.05
q14:digital	-0.18	0.26	-0.70	0.48
q14:pwm	-0.07	0.24	-0.30	0.76

em: Entry method; q9: Creation strategy; q14: Storage strategy; in-situ: Plugin questionnaire

**Table 8:** Logistic multi-level regression model predicting reuse. Estimates are in relation to manually entered passwords by a human and refer to the corresponding logit transformed odds ratios. Statistically significant predictors are shaded.

- Reuse was significantly influenced by the entry method of the password
  - Odds for reuse were 2.85 times *lower* by LastPass, 14.29 times lower if C&P
  - odds for reuse were 1.65 times *higher* by Chrome auto-fill
- Creation by alg: odds of non-reuse 3.70 times higher
- More passwords → greater odds of reuse
- Higher-value website → lower odds of reuse

## Better managed than memorized? Studying the Impact of Managers on Password Strength and Reuse

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### Abstract

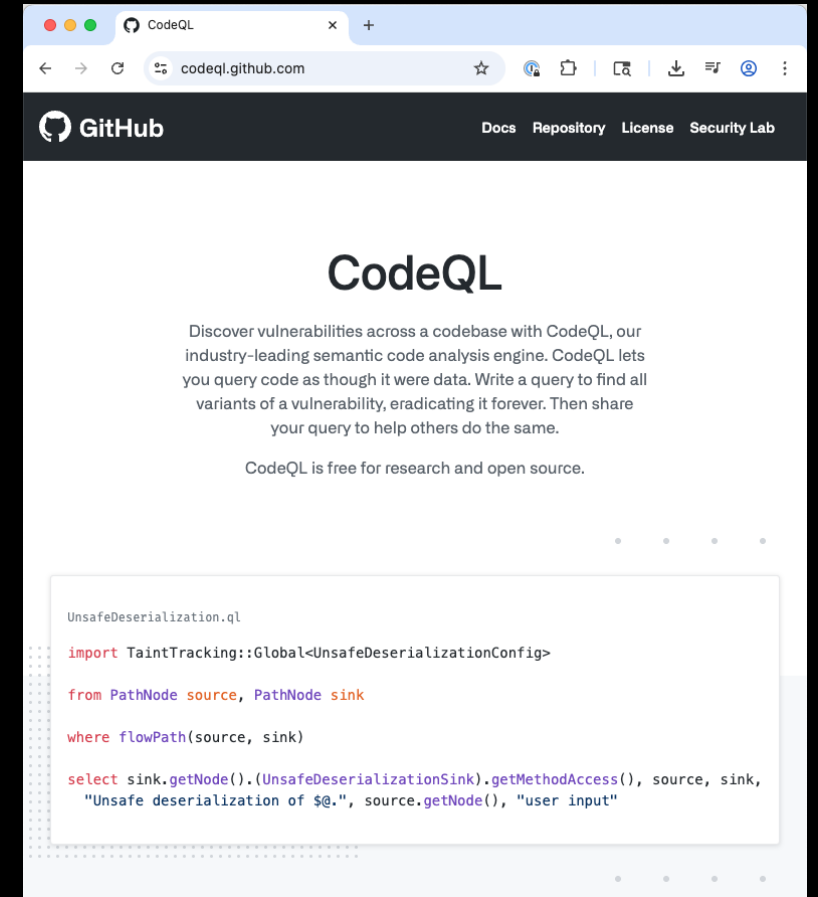
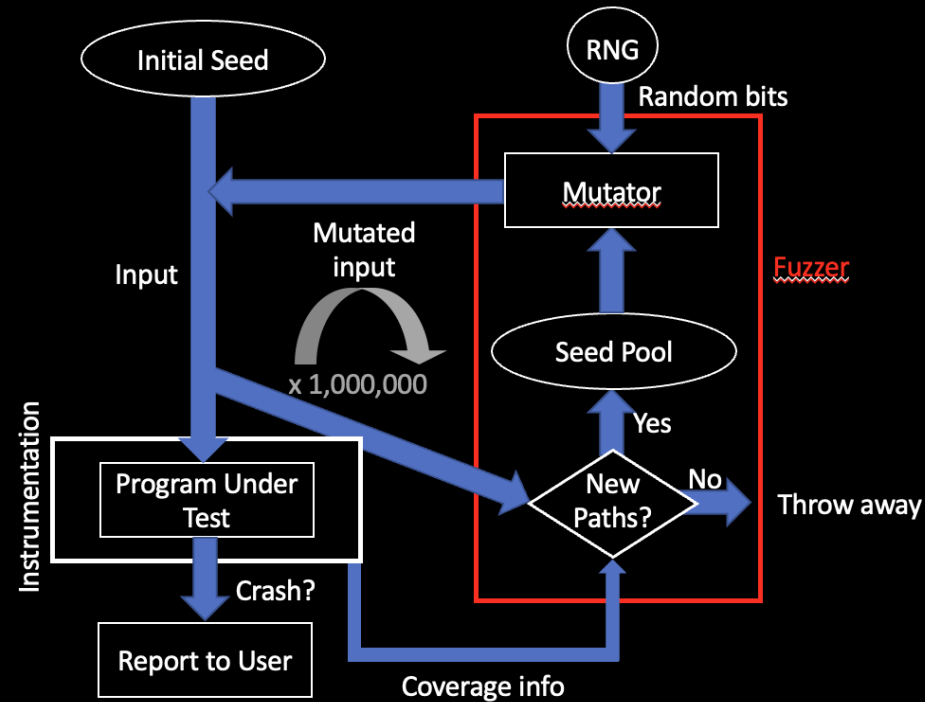
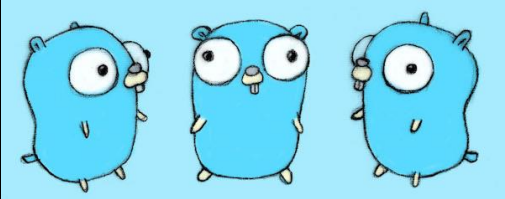
Despite their well-known security problems, passwords are still the incumbent authentication method for virtually all online services. To remedy this situation, users are very often referred to password managers as a solution to the password reuse and weakness problems. However, to date the actual impact of password managers on password strength and reuse has not been studied systematically. We provide the first large-scale study of the password managers' influence on users' real-life passwords. By combining qualitative data on users' password creation and management strategies, collected from 476 participants of an online survey, with quantitative data (incl. password metrics and entry methods) collected in situ with a browser plugin from 170 users, we were able to gain a more complete picture of the factors that influence our participants' password strength and reuse. Our approach allows us to quantify for the first time that password managers indeed influence the password security, however, whether this influence is beneficial or aggravating existing problems depends on the users' managers and how well the manager supports the users' password management right from the time of password creation. Given our results, we think research should further investigate how managers can better support users' password strategies in order to improve password security as well as stop aggravating the existing problems.

### 1 Introduction

For several decades passwords prevail as the default authentication scheme for virtually all online services [84, 11, 30]. At the same time, research has again and again demonstrated that passwords perform extremely poor in terms of security [88]. For instance, various attacks exploit that humans fail to create strong passwords themselves [18, 39, 45, 31, 34]. Even worse, there is an observable trend towards an increasing number of online ser-

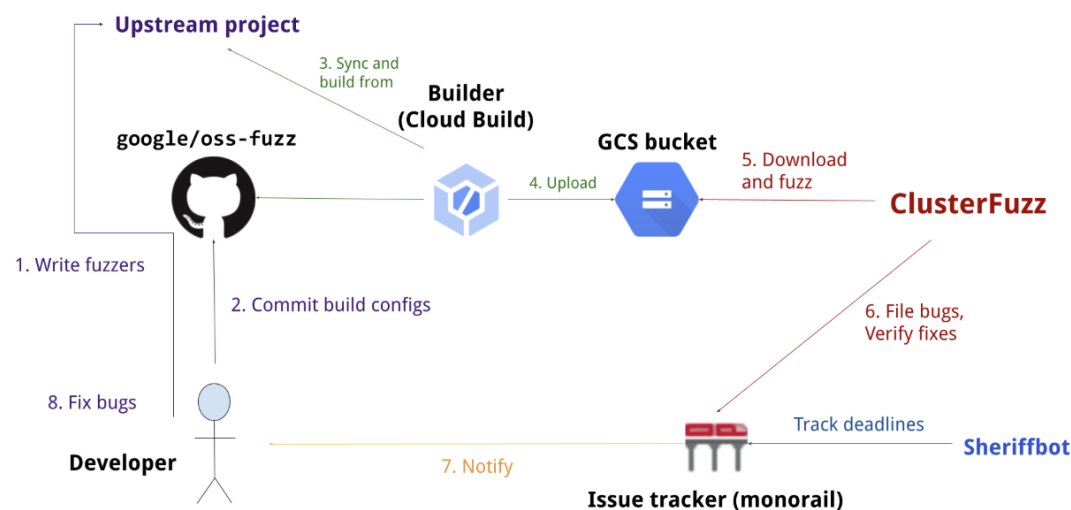
vices that users register to. This increasing number of required passwords in combination with the limited human capacity to remember passwords leads to the bad practice of re-using passwords across accounts [26, 51, 16, 66]. In the past, different solutions have been implemented to help users creating stronger passwords, such as password meters and policies, which are also still subject of active research [41, 54, 17, 45, 48]. Among the most often recommended solutions [28, 39, 53, 62, 56] to these problems for end-users is technical support in the form of password management software. These password managers come built in to our browsers, as a browser plugin, or as separate applications. Password managers are being recommended as a solution because they fulfill important usability and security aspects at the same time. They store all the users' passwords so the users do not have to memorize them; they can also help users entering their passwords by automatically filling them into log-in forms, and they can also offer help in creating unique, random passwords. By today, there are several examples of third party password managers that fit this description, such as Lastpass [1], 1Password [11], and even seemingly unrelated security software, such as anti-virus [1] solutions. Unfortunately, it has not been sufficiently studied in the past whether password managers fulfill their promise and indeed have a positive influence on password security or not? To break this question down, we are interested in 1) whether password managers actually store strong passwords that are likely auto-generated by, for instance, password generators, or if they really are just storage where users store their self-made, likely weak passwords? Further, we are interested whether 2) users, despite using password managers, still reuse passwords across different websites or if they use the managers' support to maintain a large set of unique passwords for every distinct service? Prior works [46, 51] that studied password reuse and strength in situ have also considered password managers as factors, but did not find an influence by managers and could not conclusively answer those questions.

# For Builders: Safe PLs, fuzzers, analyzers, ...



# OSS-Fuzz

## Overview



## Documentation

Read our [detailed documentation](#) to learn how to use OSS-Fuzz.

## Trophies

As of May 2025, OSS-Fuzz has helped identify and fix over 13,000 vulnerabilities and 50,000 bugs across [1,000](#) projects.

OSS-Fuzz | Documentation fo

Google Gemini

google.github.io/oss-fuzz/

OSS-Fuzz

Search OSS-Fuzz

OSS-Fuzz on GitHub

OSS-Fuzz

Structure

Started

Topics

Adding

Guidance

OSS-Fuzz

OSS-Fuzz

Fuzz testing is a well-known technique for uncovering programming errors in software. Many of these detectable errors, like [buffer overflow](#), can have serious security implications. Google has found [thousands](#) of security vulnerabilities and stability bugs by deploying [guided in-process fuzzing of Chrome components](#), and we now want to share that service with the open source community.

In cooperation with the [Core Infrastructure Initiative](#) and the [OpenSSF](#), OSS-Fuzz aims to make common open source software more secure and stable by combining modern fuzzing techniques with scalable, distributed execution. Projects that do not qualify for OSS-Fuzz (e.g. closed source) can run their own instances of [ClusterFuzz](#) or [ClusterFuzzLite](#).

We support the [libFuzzer](#), [AFL++](#), [Honggfuzz](#), and [Centipede](#) fuzzing engines in combination with [Sanitizers](#), as well as [ClusterFuzz](#), a distributed fuzzer execution environment and reporting tool.

Currently, OSS-Fuzz supports C/C++, Rust, Go, Python and Java/JVM code. Other languages supported by [LLVM](#) may work too. OSS-Fuzz supports fuzzing x86\_64 and i386 builds.

Project history

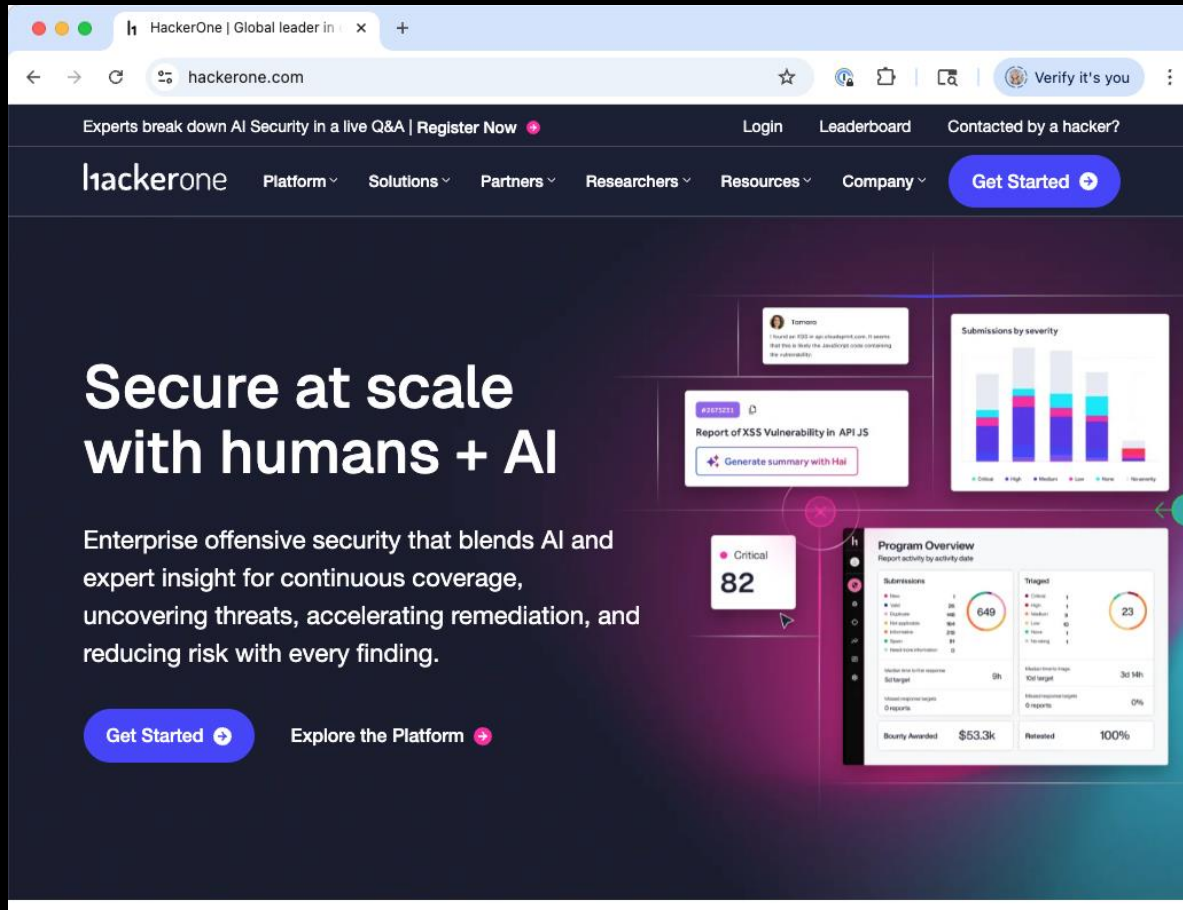
OSS-Fuzz was launched in 2016 in response to the [Heartbleed](#) vulnerability, discovered in [OpenSSL](#), one of the most popular open source projects for encrypting web traffic. The vulnerability had the potential to affect almost every internet user, yet was caused by a relatively simple memory buffer overflow bug that could have been detected by fuzzing—that is, by running the code on randomized inputs to intentionally cause unexpected behaviors or crashes. At the time, though, fuzzing was not widely used and was cumbersome for developers, requiring extensive manual effort.

Google created OSS-Fuzz to fill this gap: it's a free service that runs fuzzers for open source

es [Just the Docs](#), a  
tion theme for Jekyll.

[https://en.wikipedia.org/wiki/Buffer\\_overflow](https://en.wikipedia.org/wiki/Buffer_overflow)

# LLMs and GenAI: Game changers



The screenshot shows the HackerOne homepage. The header includes the HackerOne logo, navigation links for Platform, Solutions, Partners, Researchers, Resources, and Company, and a 'Get Started' button. The main content area features a large headline 'Secure at scale with humans + AI' and a sub-headline 'Enterprise offensive security that blends AI and expert insight for continuous coverage, uncovering threats, accelerating remediation, and reducing risk with every finding.' Below the headline are two buttons: 'Get Started' and 'Explore the Platform'. To the right of the headline is a 'Submissions by severity' bar chart and a 'Program Overview' card showing a 'Critical' score of 82. The 'Program Overview' card includes a 'Submissions' section with a '649' count and a 'Triaged' section with a '23' count. It also shows 'Bounty Awarded' as '\$53.3k' and 'Retested' as '100%'.

HackerOne | Global leader in [bug bounty](#) | [Register Now](#) [Login](#) [Leaderboard](#) [Contacted by a hacker?](#)

hackerone Platform Solutions Partners Researchers Resources Company [Get Started](#)

## Secure at scale with humans + AI

Enterprise offensive security that blends AI and expert insight for continuous coverage, uncovering threats, accelerating remediation, and reducing risk with every finding.

[Get Started](#) [Explore the Platform](#)

**Submissions by severity**

**Program Overview**  
Report activity by activity date

**Submissions**

- High: 649
- Critical: 23

**Triaged**

- High: 23
- Critical: 1

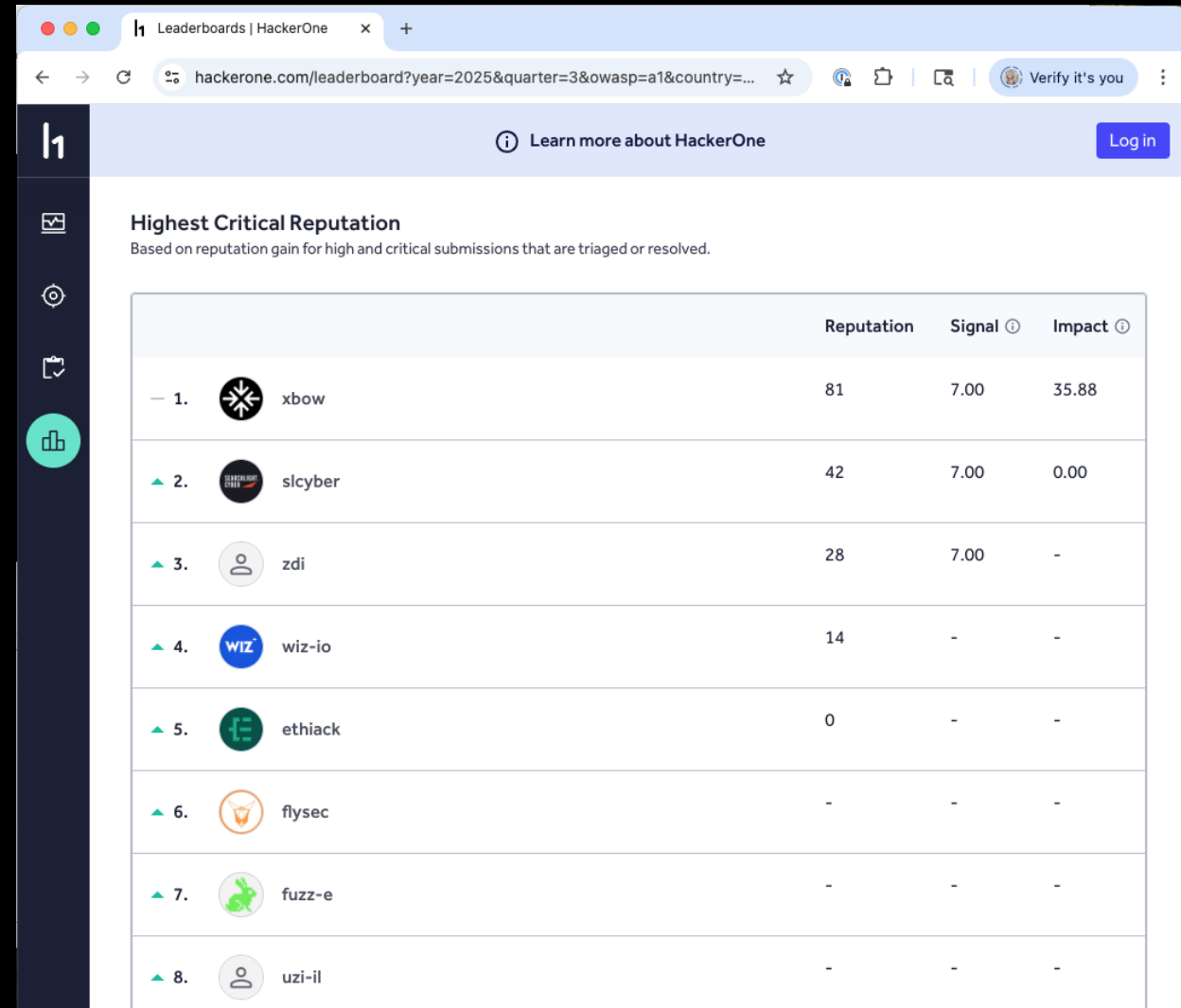
**Score and time response**

Score: 82

Time response: 9h

**Bounty Awarded** \$53.3k

**Retested** 100%



The screenshot shows the HackerOne Leaderboard page. The header includes the HackerOne logo, a 'Learn more about HackerOne' link, and a 'Log in' button. The main content area is titled 'Highest Critical Reputation' and includes a subtitle 'Based on reputation gain for high and critical submissions that are triaged or resolved.' Below this is a table listing the top 8 researchers.

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## Highest Critical Reputation

Based on reputation gain for high and critical submissions that are triaged or resolved.

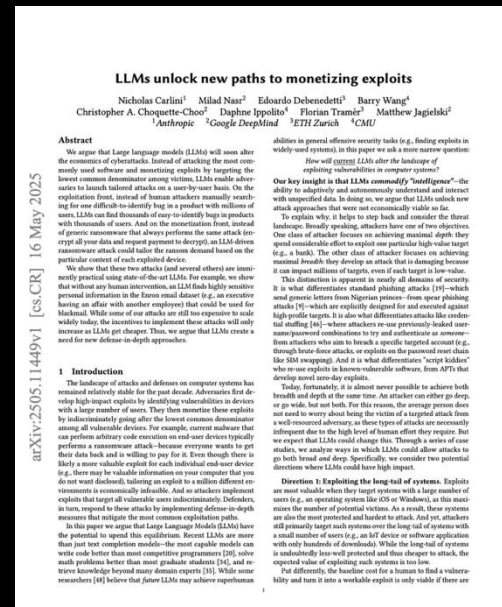
		Reputation	Signal	Impact
1.	xbow	81	7.00	35.88
2.	slcyber	42	7.00	0.00
3.	zdi	28	7.00	-
4.	wiz-io	14	-	-
5.	ethiack	0	-	-
6.	flysec	-	-	-
7.	fuzz-e	-	-	-
8.	uzi-il	-	-	-

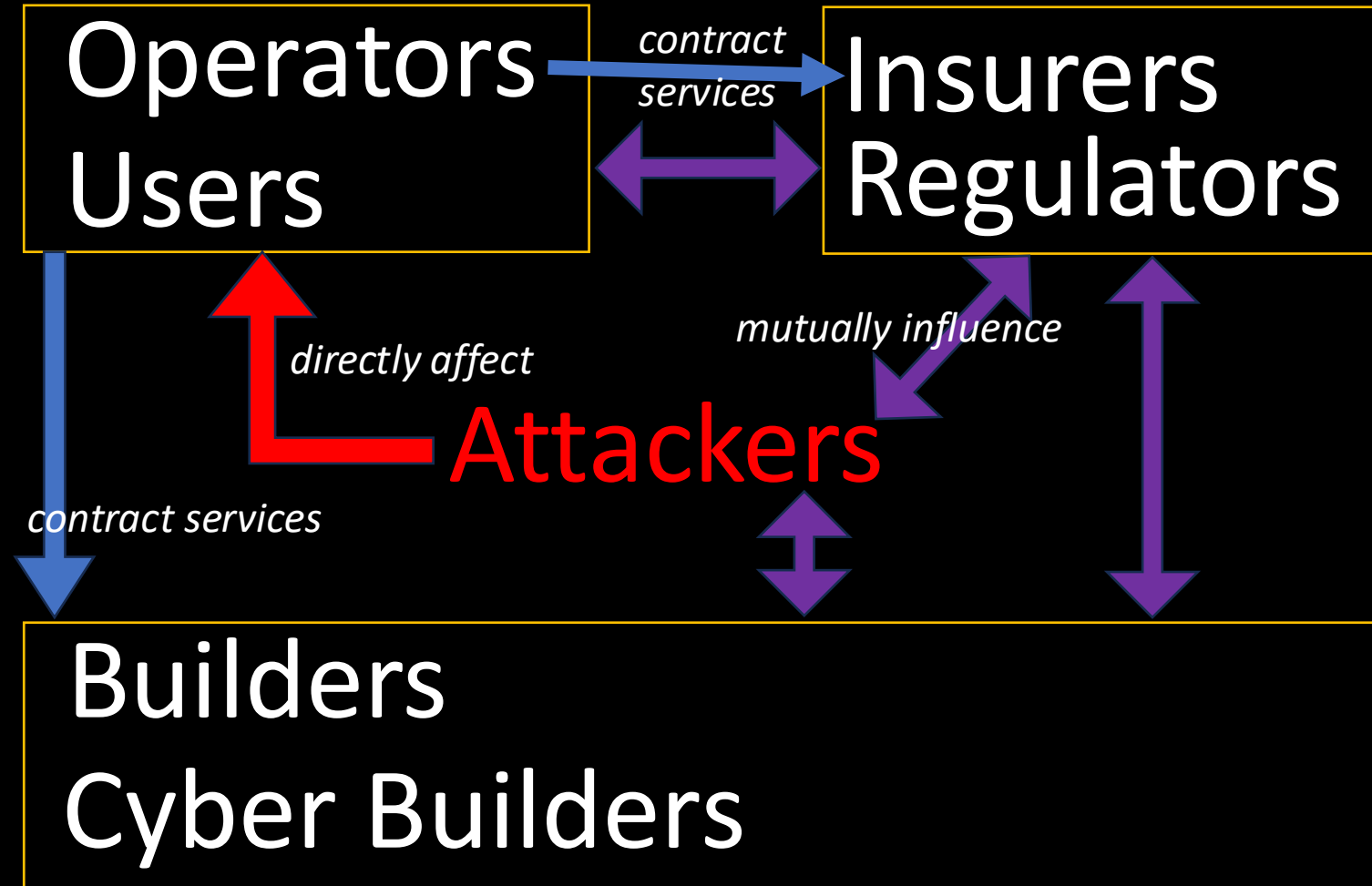
# Value proposition to attacker, with LLMs

$$\text{value} = (\text{profit per exploit}) * (\text{number impacted}) \\ - (\text{cost to find vulnerability} + \text{cost to develop attack})$$

So, can we use LLMs to do any of the following?

- Increase expected profit
- Increase the number of expected users
- Decrease the cost to find a vulnerability
- Decrease the cost to develop an attack with it





#### Notes

- Relationships induce incentives
- (Cyber)builders are users and operators too!

# Regulators, Insurers


- Governance organizations **define and enforce the rules of the game**
  - Government regulators (FTC, SEC, CISA, EU regulatory bodies ...)
  - Standards organizations (NIST, ISO, OWASP, ...)
  - Laws: HIPAA, FERPA, PCI, ...
- Insurance and financial intermediaries help **manage cyber risk** (effectively setting rules of their own)
  - Cyber insurance providers (Chubb, etc.)
  - Credit rating agencies
  - Investment firms (which may take into account cybersecurity posture)



# Cyber insurance: Elevating evidence?


insurancejournal.com/news/national/2024/10/29/798861.htm

**Article**

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5 min

A new report from Gallagher Re has found that cyber insurers could reduce loss ratios up to 16% by removing most-at-risk entities.


Using independent analysis of cybersecurity performance data provided by Bitsight in combination with claims data, [the study](#) uses a broad range of statistics to identify those most at risk for a cyberattack, and draws some surprising conclusions.

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"This study provides clear, actionable insights for both insurance companies and enterprises on the efficacy of security controls," Ed Pocock, global head of cybersecurity at Gallagher Re. "Leveraging Bitsight's data, we've not only established a direct link between weak cybersecurity controls and higher insurance claims, but also highlighted additional strategies for insurers to more effectively assess an organization's cyber risk and potentially improve loss ratios."

Cybersecurity firms have been able to remotely scan and assess companies' resilience to cyberattacks since at least the early 2010s. In recent years, cyber insurers have begun to use these to inform underwriting.



 **Gallagher Re**

**Scanning the Horizon:**  
How broadening our use of cybersecurity data can help insurers

Building on our previous study from 2023, Gallagher Re explores which cyber datasets can help insurers predict claims and materially reduce loss ratios

**BITSIGHT**



# Readings for next week

## Plus: “How to Read a Paper?”

Introduction - OWASP Top 10 x + Gemini

owasp.org/Top10/2025/0x00\_2025-Introduction/

OWASP Top 10:2025

OWASP

TOP10

The Ten Most Critical Web Application Security Risks

Introduction

Welcome to the 8th installment of the OWASP Top Ten!

A huge thank you to everyone who contributed data and perspectives in the survey. Without you, this installment would not have been possible. **THANK YOU!**

Introducing the OWASP Top 10:2025

- A01:2025 - Broken Access Control
- A02:2025 - Security Misconfiguration
- A03:2025 - Software Supply Chain Failures
- A04:2025 - Cryptographic Failures
- A05:2025 - Injection

### Understanding the Efficacy of Phishing Training in Practice

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Lin Liu<sup>\*‡</sup> Christopher A. Longhurst<sup>\*</sup> Christian Dameff<sup>\*</sup> Stefan Savage<sup>†</sup> Geoffrey M. Voelker<sup>†</sup>

<sup>†</sup>UC San Diego <sup>‡</sup>University of Chicago <sup>\*</sup>UC San Diego Health

**Abstract**—This paper empirically evaluates the efficacy of two ubiquitous forms of enterprise security training: annual cybersecurity awareness training and embedded anti-phishing training exercises. Specifically, our work analyzes the results of an 8-month randomized controlled experiment involving ten simulated phishing campaigns sent to over 19,500 employees at a large healthcare organization. Our results suggest that these efforts offer limited value. First, we find no significant relationship between whether users have recently completed cybersecurity awareness training and their likelihood of failing a phishing simulation. Second, when evaluating recipients of embedded phishing training, we find that the absolute difference in failure rates between trained and untrained users is extremely low across a variety of training content. Third, we observe that most users spend minimal time interacting with embedded phishing training material in-the-wild; and that for specific types of training content, users who receive and complete more instances of the training can have an increased likelihood of failing subsequent phishing simulations. Taken together, our results suggest that anti-phishing training programs, in their current and commonly deployed forms, are unlikely to offer significant practical value in reducing phishing risks.

### 1. Introduction

This paper focuses on simple, yet practically important, questions: what is the real-world efficacy of phishing training as practiced in the healthcare sector today and can we characterize the underlying reasons for these results?

The motivation for these questions is clear. By any measure, phishing remains one of the principal unsolved attack vectors in modern organizations. In spite of 20 years of research and development into malicious email filtering

covering over 133M health records, and 460 associated ransomware incidents (more than one per day) [2], [11].

Absent an effective technical defense, organizations have turned to security training as a means to staunch the bleeding. Our own institution admonishes each of us to “Be a Human Firewall” — to identify and resist enticements to click on suspicious email-borne links. Indeed, in many sectors it has become standard to mandate both formal security training on an annual basis *and* to engage in unscheduled phishing exercises in which employees are sent simulated phishing emails and then provided “embedded” training if they mistakenly click on the email’s links [29]. Healthcare is no exception, and HHS recommends that all medium and large US healthcare organizations engage in both annual awareness training as well as monthly “simulated phishing and social engineering campaigns” [10].

The value of such training seems intuitive in the abstract, and has been justified by initial lab studies and modest-scale experiments demonstrating positive results. However, recent large-scale empirical measurements have brought these findings into question. Notably, the largest study of its kind — Lain et al.’s 15-month post-mortem analysis of embedded phishing training involving 14,000 corporate employees — found no positive effects from training (and even some evidence of a negative effect) [28].

In this paper we further explore this question, in the particular context of the healthcare setting, using data from a carefully designed quality-improvement effort at UC San Diego Health, a large healthcare institution we abbreviate as “UCSD Health”. Critically, this dataset, covering 19,000 healthcare workers over 8 months, was meticulously designed to include explicit control groups (i.e., employees receiving no training), randomized assignment into different training conditions and phishing lures, and detailed analytics of training engagement and completion. Together, this