



THE UNIVERSITY OF ARIZONA

College of Applied  
Science & Technology





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## Position Profile – Department Head Cyber, Intelligence & Information Operations

The University of Arizona's (UArizona) College of Applied Science and Technology (CAST) is seeking applicants for a Department Head with excellent leadership skills, enthusiasm for world class research, innovative teaching, and industry and government collaborations. The future CIIO Department Head must be an innovative and visionary academic leader who can spearhead the growth and transformation of the CIIO Department for the challenges of the 21<sup>st</sup> century and 4<sup>th</sup> Industrial Revolution. The Department Head is responsible for leading a dynamic department with a diverse group of faculty, staff, and students. This position will work in Sierra Vista, Arizona at the only Branch Campus of UArizona. This position will travel throughout the state.

CAST is committed to excellence in research and education in all its programs and equally committed to bridging the digital divide through accessible education for our diverse, post-traditional student population. Candidates are requested to include in their letter of interest and/or teaching philosophy how they will assist the college in furthering these goals.

The CIIO Department Head will report to the Associate Dean for Academic and Faculty Affairs. This position will be hired to a career-track Assistant or Associate Professor level, depending on the final candidate's level of education and experience.

Outstanding UArizona benefits include health, dental, and vision insurance plans; life insurance and disability programs; sick leave and holidays; UA/ASU/NAU tuition reduction for the employee and qualified family members; state and optional retirement plans; access to UA recreation and cultural activities; and more! The University of Arizona has been recognized for our innovative work-life programs. For more information, please [click here](#).

### Position Duties and Responsibilities

- Collaboratively lead the CIIO Department. Develop and regularly review department plans in support of the CAST Strategic Plan, Mission, and Vision and the UArizona Strategic Plan.
- Ensure stakeholders are informed on progress and changes.
- Make equity-informed decisions on faculty recruitment, diversity, development, performance, retention, and promotion.
- Lead the department in achieving student and faculty recruitment goals.



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- Keep the department focused on developing students that are equipped to be future focused and career ready in a 4<sup>th</sup> industrial revolution world.
- Demonstrate effective managerial leadership, clear communication, and a commitment to shared governance, community engagement, and diversity, equity, and inclusion.
- Demonstrate high ethical standards and operate in a transparent and collegial way.
- Be responsive in a timely manner to the needs of faculty, staff, and students in the department.
- Coordinate and foster faculty development and growth and conduct effective annual reviews of department staff and faculty with input from CAST Personnel Committee and college administration.
- Review and coordinate faculty course release, sabbatical, or leave of absence requests with the Associate Dean.
- Assure implementation of UArizona and CAST policies pertaining to faculty governance and evaluation.
- Manage departmental compliance of University and College policies and procedures; HLC and other accreditation guidelines; and CAE-CO/IC-CAE designation criteria. Lead the department's pursuit of Cybersecurity ABET accreditation.
- Working with the Associate Dean for Applied Research and Development, identify and promote undergraduate and graduate research opportunities and actively facilitate and participate in interdisciplinary research.
- Working with the Associate Dean for Applied Research and Development, maintain existing and create new relationships with alumni.
- Foster a sense of community and maintain an inclusive, positive workplace environment. Inspire and recruit a diverse group of exceptional students, faculty, and staff.
- Act entrepreneurially to manage and enhance the department's financial condition through increasing enrollments and initiating new programs that capitalize on other revenue streams.
- Implement new initiatives and oversee current commitments with respect to bachelor's degrees, international micro campus programs, online programs, and master's degree options.



- Build on existing ties and build new relationships with government and industry with respect to funded research such as laboratory testing and participation on research teams.
- Oversee the department's operations including budgets, resources, and fiscal management.

## Qualifications

Successful candidates are expected to have extensive teaching and research experience with broad online experience highly desired. The successful candidate should also demonstrate effective managerial leadership, strong verbal and written communication skills, and a commitment to shared governance, community engagement, and diversity, equity, and inclusion. The successful candidate must demonstrate high ethical standards and is expected to operate in a transparent and collegial way. The successful candidate must be responsive in a timely manner to the needs of faculty, staff, and students in the department and should be able to mentor and retain a diverse group of faculty, staff, and students.

## Minimum Qualifications

- Master's degree in Cyber Operations, Electrical Engineering, Electrical & Computer Engineering, Computer Science, Intelligence Studies, Information Operations, or closely related field, plus:
- Demonstrated leadership skills with multidisciplinary teams
- Strong oral and written communication skills
- Strong technical cyber background regardless of academic degree to include qualifications in one or more of the following areas:
  - Demonstrated experience in Offensive and/or Defensive cyber operations
  - Demonstrated experience in Cyber Threat Intelligence
  - Demonstrated experience in Digital Forensics
  - Demonstrated experience in secure software development, analysis, and/or reverse engineering
  - Demonstrated experience in Tactical, Operational, Strategic and/or Law Enforcement Intelligence Operations
  - Demonstrated experience in Intelligence Collection, Analysis, Intelligence, Surveillance, and Reconnaissance (ISR) Synchronization



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- Demonstrated experience in Information Operations and/or Information Warfare
- Demonstrated online course development experience in areas related to Cyber, Intelligence & Information Operations.

### Preferred Qualifications

- Ph.D./D.Sc. in Cyber Operations, Electrical Engineering, Electrical & Computer Engineering, Intelligence Studies, Information Operations, Computer Science, or closely related field.
- Administrative experience as a head or associate head, center director, or equivalent leadership position.
- Experience teaching and directing online programs
- Experience working with industry through direct employment or cooperative research and development activities.
- Demonstrated successful cybersecurity or intelligence-based research or applied experience with the U.S. Government

## Procedure for Candidacy

Submit applications online at [talent.arizona.edu](https://talent.arizona.edu). Include the following:

- Cover Letter
- Curriculum Vitae
- Statement of teaching philosophy
- Leadership statement, including commitment to diversity

Questions should be directed to Melody Dugie, CAST HR Manager at [mdugie@arizona.edu](mailto:mdugie@arizona.edu). The initial review of applications will commence on or around December 1, 2021, until the position is filled.



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## College Profile

The University of Arizona's College of Applied Science and Technology (CAST) is the only college at UArizona that offers the Bachelor of Applied Science (BAS) Degree. CAST education is facilitated by the college's one-of-a-kind Virtual Learning Environment that includes CyberApolis, a unique virtual city of 15,000 AI-driven bots that conduct business, engage in cybermedia, and demonstrate human vulnerabilities that support scenarios in our classes. BAS students are transfer, post-traditional students who take all their course work in CAST's enhanced, online education model. This model offers a hybrid combination of synchronous and asynchronous online education with opportunities to have face-to-face interactions with student service staff and faculty at UArizona locations throughout the state. CAST's majors feature a common core of courses that develop writing, math, analysis, ethics, and critical thinking skills and include a senior capstone experience.

CAST's Cyber Operations program was ranked the #1 online, undergraduate cybersecurity program by Academic Influence in 2021. In addition, CAST is a National Security Agency (NSA) designated Center of Academic Excellence in Cyber Operations (CAE-CO) and an Office of the Director of National Intelligence (ODNI) designated Intelligence Community Center of Academic Excellence (IC-CAE).

CAST is the University of Arizona's only college headquartered in Sierra Vista. Sierra Vista is located 75 miles southeast of the Tucson campus and is the home to Fort Huachuca and the Army's Military Intelligence School. CAST enjoys a robust education and research partnership with city, county, state, and government partners to include multiple relationships with Fort Huachuca's many education, test, and evaluation organizations.



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CAST houses three unique departments across the college. Each department has its own exceptional set of programs with interdisciplinary work that crosses into each of the other departments. In addition to the college's exceptional program, it boasts 9 excellent Undergraduate Certificates.

### Programs

#### Department of Applied Technology

- Applied Computing
- Computer Science

#### Department of Applied Science

- Government & Public Service
- Administration of Justice
- Early Childhood
- Human Services
- Organizational Leadership & Regional Commerce

#### Department of Cyber, Intelligence and Information Operations

- Cyber Operations
- Intelligence and Information Operations

### Undergraduate Certificates

- Cybersecurity
- Cyber Operations
- Cyber Defense
- Cloud Computing
- Digital Forensics
- Information Warfare
- Security Computing
- Organizational Leadership
- Military Families





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## Department Profile

### Cyber Operations

The National Security Agency designated the University of Arizona's Cyber Operations program as a Center of Academic Excellence in Cyber Operations (CAE-CO). With this designation, UA joins an extremely exclusive group of only 20 Cyber programs in the nation. The NSA's CAE-CO designation demonstrates that UA's Cyber program meets the most demanding academic and technical requirements.



UA offers the Cyber Operations BAS degree in Face-to-Face, Hybrid, and Fully Online formats. We have carefully crafted our courses to ensure that students receive the exact same learning experience regardless of which learning modality they choose. Every Cyber Operations course provides live-synchronous lectures and hands-on exercise, utilizing relevant and up to date course materials. All online lectures are recorded and made available for students whose schedules do not allow them to attend the synchronous class meetings. Moreover, our UA Cyber Operations faculty are available to support student learning through both scheduled office hours and online live support.

UA Cyber Operations courses are structured to maximize the ability to learn by doing. Cyber is a highly technical field that requires hands-on experience to master the material. UA Cyber courses maximize the opportunity for students to gain the hands-on experience they will need to be successful cyber professionals. Students not only have to learn the concepts and technologies, but they must also demonstrate they have mastered the course content through hands-on exercises and interactive assessments.

There is no need for high performance, expensive computer equipment. UA provides each student everything they will need through an advanced Cloud-based Virtual Learning Environment. Students only require a broadband Internet connection and either a Windows, Mac, or Linux computer to access their learning resources. High performance desktops, advanced Cyber tools, and the world class CyberApolis virtual city are all preconfigured and provided to each student so they can focus on learning.

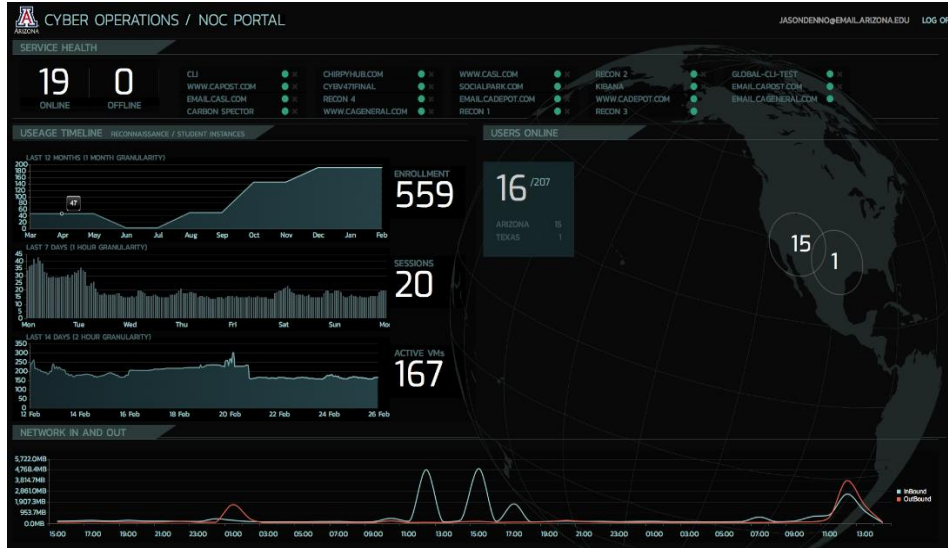
CyberApolis is an unstructured synthetic live environment designed to replicate the real internet.





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It provides a realistic non-scripted training environment that forces the student to synthesize and apply what they have learned.

CyberApolis also has a robust web presence to support Cyber-related learning activities. Each website has a full network presence with

integrated vulnerabilities designed to support specific learning objectives. Moreover, each site has an organizational structure with assigned virtual personas. CyberApolis currently has a bank, hospital, large retailer, water company, power company, shipping company, two online media sites, a Facebook-like social media site, a Twitter-like social media site, four IRC chat servers, an underground hacker community, an organized crime element, and a growing number of small retailers. CyberApolis's population and infrastructure were specifically designed to support the scenarios necessary to verify and validate that our students have gained the knowledge, skills, and abilities required to be successful in the Cyber field.

The Cyber program has three tracks for students to choose from.

## **ENGINEERING TRACK**

The Engineering Track is a deeply technical, interdisciplinary, security focused Computer Science program. The Engineering Track meets the National Security Agency (NSA) Center of Academic Excellence in Cyber Operations (CAE-CO) academic requirements.

## **DEFENSE AND FORENSICS TRACK**

The Defense & Forensics Track is an interdisciplinary Cyber education program. The Defense & Forensics Track conforms to academic requirements from both the National Security Agency's Centers of Academic Excellence in Cyber Operations (CAE-CO) and Cyber Defense (CAE-CD).

## **LAW & POLICY TRACK**

The Law & Policy track is a multidisciplinary Cyber education program that lays a strong technical foundation, integrated with the legal and policy knowledge necessary to interact at the executive level. The Law & Policy track conforms with academic requirements from both the National Security Agency's Centers of Academic Excellence in Cyber Operations (CAE-CO) and Cyber Defense (CAE-CD).

## **Intelligence and Information Operations**

The U.S. Intelligence Community designated the University of Arizona's Intelligence and Information Operations Program as an Intelligence Community Center of Academic Excellence (ICCAE). For the University of Arizona, the ICCAE designation demonstrates that its Intelligence and Information Operations program not only meets the most demanding and rigorous intelligence academic requirements but is one of the nationally designated ICCAE programs that prepares graduates for successful employment in the U.S. Intelligence Community.

Led by world class faculty and practiced intelligence experts, our program provides a challenging and practical curriculum with three areas of concentration to enhance students' critical, analytical, and cultural skills. Students are presented unique scholarship, language and overseas cultural immersion opportunities and afforded exclusive internship and career placements assistance, intimate networking sessions with leaders and practitioners of the United States IC and professional development summits.

The Intelligence and Information Operations program has three tracks for students to choose from.

### **OPERATIONAL INTELLIGENCE TRACK**

The Operational Intelligence track is a defense focused intelligence collection, synchronization, and analysis program that prepares graduates for immediate employment within the Intelligence Community. The Operational Intelligence track meets all of the Defense Intelligence Agency (DIA) Intelligence Community - Center of Academic Excellence (IC-CAE) academic requirements.

### **INFORMATION WARFARE TRACK**

The Information Warfare track is focused on both offensive and defensive Information Operations. This track provides graduates with the skills necessary to detect, protect, and craft advanced information operation campaigns. The Operational Intelligence track meets all of the Defense Intelligence Agency (DIA) Intelligence Community - Center of Academic Excellence (IC-CAE) academic requirements.

### **LAW ENFORCEMENT INTELLIGENCE TRACK**

The Law Enforcement Intelligence track is focused on Intelligence driven policing, forensic analysis, and information sharing. The Law Enforcement Intelligence track conforms to major Federal, State, and Local law enforcement agency academic requirements while also meeting the Defense Intelligence Agency (DIA) Intelligence Community - Center of Academic Excellence (IC-CAE) academic requirements.

## Commitment to Diversity and Inclusion

At the College of Applied Science and Technology (CAST), we believe it is crucial for the success of the College to have a diverse community comprised of individuals with different ideas, strengths, interests and backgrounds that embrace efforts towards diversity in experience, thought, and action.

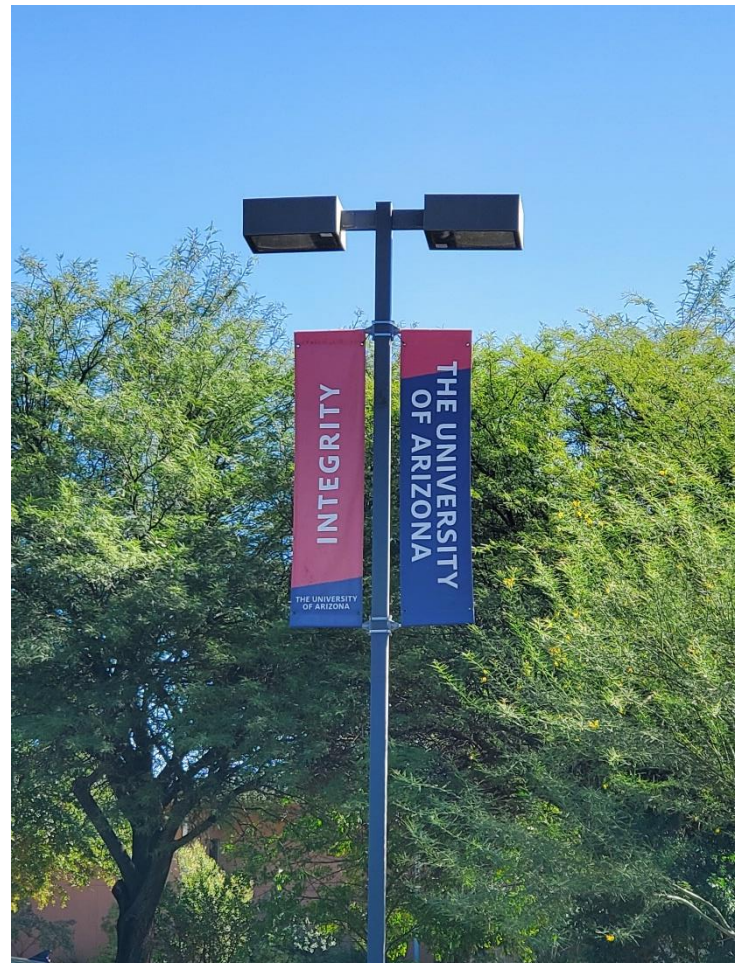
We see great benefit in the diversity of our students, faculty, and staff, as this helps us to better fulfill the wishes and multi-faceted demands of our students, faculty, staff, and communities, to provide a dynamic environment that yields academic excellence.

We strive to create an environment where all our students, faculty and staff are heard and appreciated – regardless of gender, nationality, ethnic origin, religion, world view, differently-abled abilities, age, sexual orientation or identity, or military affiliation. In action, we will work hard to create policies, programs, and opportunities that will ensure that diversity, equity, and inclusion thrive and are at the center of all that we do.

Our goal is to assist all CAST stakeholders by facilitating efforts that address critical issues related to diversity, equity and inclusion that result in positive outcomes where students, faculty and staff feel respected, are treated fairly, provided work-life balance, and have opportunities for professional development at CAST and throughout the University of Arizona community.

Our CAST values are aligned with the values of the University as a whole.

- INTEGRITY – Be honest, respectful, and just.
- COMPASSION – Choose to care.
- EXPLORATION – Be insatiably curious.
- ADAPTATION – Stay open-minded and eager for what's next.
- INCLUSION – Harness the power of diversity.
- DETERMINATION – Bear Down.





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At the University of Arizona, we value our inclusive climate because we know that diversity in experiences and perspectives is vital to advancing innovation, critical thinking, solving complex problems, and creating an inclusive academic community. As a Hispanic-serving institution and a Native American/Alaska Native-serving institution, we translate these values into action by seeking individuals who have experience and expertise working with diverse students, colleagues, and constituencies. Because we seek a workforce with a wide range of perspectives and experiences, we provide equal employment opportunities to applicants and employees without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information. As an Employer of National Service, we also welcome alumni of AmeriCorps, Peace Corps, and other national service programs and others who will help us advance our Inclusive Excellence initiative aimed at creating a university that values student, staff, and faculty engagement in addressing issues of diversity and inclusiveness.

### Community Profile

Sierra Vista is located 75 miles southeast of the Tucson campus and is the home to Fort Huachuca and the Army's Military Intelligence School. CAST enjoys a robust education and research partnership with city, county, state, and government partners to include multiple relationships with Fort Huachuca's many education, test, and evaluation organizations. Sierra Vista sits at 4,600 feet at the foot of the Huachuca mountains and enjoys a moderate climate, extensive parks and trails, and a reputation as one of the best birding locations in the state. Here is a snapshot of our community. You can learn more at <https://www.sierravistaaz.gov/>.

Discover soaring mountain peaks under extraordinary skies, rich history, and room to roam. With 275 days of sunshine and a temperate climate, Sierra Vista is a year 'round destination for outdoor adventure, authentic history, and global cuisine.

With picturesque mountain views in all directions and a temperate four-season climate, Sierra Vista beckons visitors with clear skies, fascinating history, and world-class birding.

Surrounded by towering 10,000-foot mountains and known as the "Hummingbird Capital of the U.S.," Sierra Vista is primed for outdoor exploration.

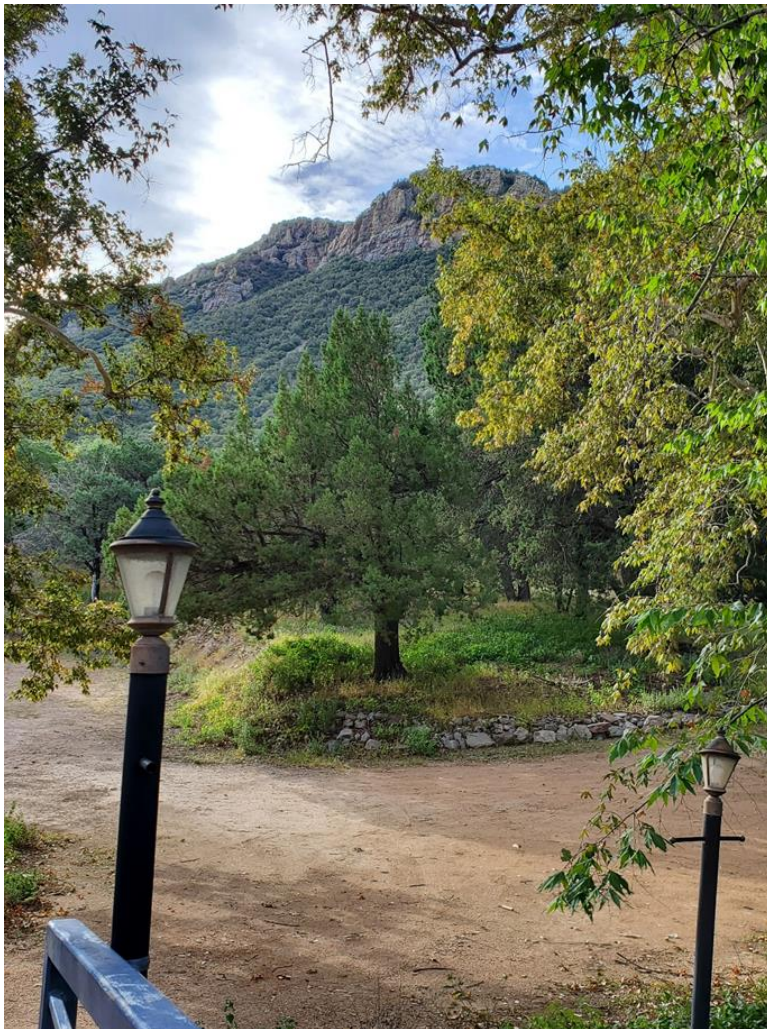


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From its early days as a community growing under the protective wing of neighboring [Fort Huachuca](#) during the Apache Wars, Sierra Vista has blossomed into the recreational and cultural hub of Cochise County. Thanks to the Fort, Sierra Vista is a melting pot of ethnic cuisine, where independent restaurants serve authentic dishes from around the globe.

Sierra Vista's climate and southern location make it a major stop for rare birds. Though you can spot resident and migrating birds year-round, the annual Christmas Bird Count regularly records one of the nation's highest tallies of inland species.



While you're outside, take in the scenic panoramas, rolling byways, and outdoor trails by bike, boot, or hoof. With a 360-degree mountain view, you'll see why Sierra Vista (literally "mountain view" in Spanish) is so aptly named.

When the sun sets, a thick blanket of stars blaze across the dark night. These views have paved the way for Sierra Vista as a center for amateur astronomy; the city has more than a dozen amateur observatories as well as the Patterson Observatory at University of Arizona's Sierra Vista Campus, which offers public viewing.