INSTITUTE FOR CYBER SECURITY
EXECUTIVE DIRECTOR SEARCH

Marshall University
Institute for Cyber Security
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INSTITUTE FOR CYBER SECURITY

Marshall University seeks an outstanding and experienced leader to serve as the inaugural Executive Director of the Institute for Cyber Security. Founded in 1837 and named after John Marshall, the fourth U.S. Supreme Court Chief Justice, the university is poised to build upon its past strengths and advance an enlightened future vision for its students and its region. The Executive Director of the Institute for Cyber Security will be an innovative, dynamic, and transformative leader who will be a change agent in assisting the university to rise to the next level.

THE INSTITUTE FOR CYBER SECURITY

The Institute for Cyber Security (ICS) is a university-level research, education, and workforce development center established in 2021 in collaboration with the College of Science and the College of Engineering and Computer Sciences. ICS is a stand-alone Interdisciplinary Center of Excellence that reports directly to the Office of Academic Affairs. With Marshall's growing student enrollment and established record of student success, the primary goal of the ICS is to facilitate nationally and internationally impactful research and education to support the growing cyber security and cyber forensics needs of West Virginia and the United States of America.

Marshall University is poised to become a national leader in cyber security and cyber forensics. Strategic partnerships with federal agencies have led to Marshall's selection as a National Center of Excellence for Cybersecurity of Critical Infrastructure by the U.S. Cyber Command and as a Center of Academic Excellence in Cyber Defense by the National Security Agency.
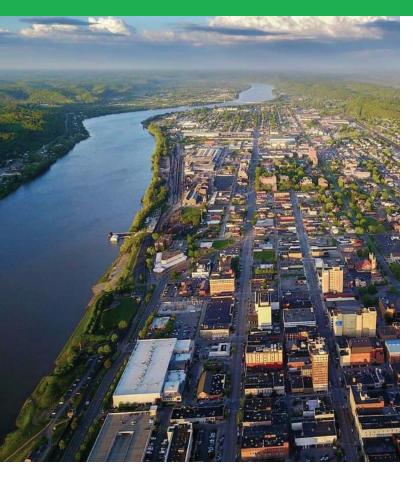
The ICS will have a presence in the arenas of cyber education, research, and outreach. Current educational programs at Marshall University include BS and MS degrees in cyber security. Current research efforts include funding from the Bureau of Justice Assistance, Department of Education, Department of Homeland Security, and Department of Defense. The Institute has a $45 million funding commitment from the State of West Virginia and expects an additional $30M to $35M in funding over the next three years.

THE UNIVERSITY

Marshall University is a public comprehensive research university with a rich 187-year history as one of the oldest institutions of higher learning in West Virginia. With its visionary president, Brad D. Smith, and provost, Avinandan Mukherjee, the university is poised to build upon its past strengths and develop its progressive vision for a bright and expanding future in support of its students and its region. Marshall advances the public good through innovative, accredited educational programs. The university is located in Huntington, West Virginia with additional campuses in South Charleston, Point Pleasant, and Beckley. The university enrolls over 11,000 students: more than 8,250 undergraduates and 3,000 graduate students in Fall 2023.

Marshall achieved Doctoral University, High Research Activity, R2 status in 2018 and offers more than 150 undergraduate, master's, professional, and doctoral degree programs organized into seven academic colleges and two schools. Athletically known as the Thundering Herd, the university participates in the NCAA Division I Sun Belt Conference in 16 sports. Marshall University is situated in a region of great natural beauty. Huntington is nestled in the heart of the Appalachian Mountain region, bordered by the Ohio River to the north and located close to a variety of state and national forests and parks.

THE COMMUNITY

Marshall University is situated in the tri-state region bordering Kentucky and Ohio, with a population of 356,581 in the Huntington-Ashland metropolitan area. Huntington is 50 minutes west of the state capital in Charleston and offers many amenities, including an active symphony orchestra, a vibrant museum of fine arts, and the second oldest university-based artist series in the country.

Huntington was named "America's Best Community" in the America's Best Communities competition in 2017. In addition, the city was named #66 in the "Best Places to Live in the U.S. 2023-2024" by U.S. News. The American Planning Association named the city's 100-acre-plus Ritter Park one of the country's 10 Great Public Spaces in 2017.

Huntington also features a pedestrian trail system, an outstanding variety of fine restaurants, numerous local festivals, the Central City antique district, and the West Edge factory with impressive theater and event spaces. Huntington has received a perfect score in the Municipal Equality Index for the past five years, and its Open to All campaign reaffirms the city's commitment to diversity, equity, and inclusion.

Although Huntington is only a few hours' drive from highly-populated metropolitan areas (e.g., Cincinnati, Columbus, Nashville, Lexington, Louisville, and Pittsburgh), West Virginia's population density is considerably less than the national average and the state is considered one of the nation's safest. The cost of living is, on average, lower than that of the rest of the country.

The relationship between the university and Huntington is extraordinarily positive and mutually beneficial. Marshall serves as a major culture center while also playing a significant role in rural health care delivery, improvement of elementary and secondary education, and regional economic development. Marshall's economic impact in the region is estimated at more than $1.5 billion annually, a 20:1 return on public dollars invested in the university.

THE CYBER SECURITY CENTER

In an unprecedented move that will bolster national cybersecurity capabilities in protecting the nation's critical infrastructure, Marshall will build a new state-of-the-art facility, the Marshall Cyber Security Center. The new building will house the Institute for Cyber Security and will be a gateway to downtown Huntington. Located in the Fourth Avenue Innovation District of Huntington, this facility will serve as an important anchor for the transformational, innovation-led, mixed-use area strategically located between downtown Huntington and Marshall's Huntington campus. The building will be funded by the recent, substantial investment of $45 million from the state of West Virginia.

The new facility will comprise 78,000 square feet with laboratories for academic work and space for external cyber security firms to co-locate within the building. The building will house state-of-the-art cyber security and forensics technology and training programs and become the cyber locus to serve industry from throughout Appalachia and the country. Leaders and researchers from the cyber industry will be trained, mentored, and apprised of the most up-to-date cyber trends. This new facility and the associated programming in the ICS will position Marshall at the forefront of cyber defense research, education, and training.

POSITION DESCRIPTION

The Executive Director of the Institute for Cyber Security will provide leadership for the Institute and will report directly to the Provost and Senior Vice President for Academic Affairs. The Executive Director will be an outstanding administrator to lead and grow the cyber security focus of Marshall University. Candidates should have a record of effective leadership at the senior academic, senior executive, or senior military officer level and a passion for facilitating the development of faculty researchers. The successful candidate will have a passion for working with faculty members and will foster their development as faculty fellows working in and with the Institute. Successful candidates must have an established history of extramural support and an interest in cultivating opportunities for industrial outreach and collaboration.

POSITION RESPONSIBILITIES

- Provide executive-level management of the ICS and related staff and facilities.

- Develop and manage the ICS budget, membership recruitment and retention. Manage fundraising efforts and build connections with private corporations and donors to ensure resources meet current and projected needs.

- Develop and advance the ICS research development direction and create value for the ICS collaborative partnership ecosystem.

- Develop successful proposals to programs such as centers of excellence, university-affiliated research centers, and cooperative agreements to sustain cyber security and cyber forensics oriented research and development initiatives in support of the ICS.

- Engage with local, state, and national leaders, legislatures, policy makers, national security agencies, and industry executives to influence policy and security support for the ICS ecosystem.

- Develop and lead the ICS innovation efforts to facilitate a full range of research and development activities, including the demonstration of capabilities to a broad range of stakeholders.

- Engage with industry partners and Marshall faculty and staff to develop industry-specific training, certification, and microcertification programs.

- Develop engagement activities to enhance the visibility of ICS' broad portfolio of cyber security initiatives.

Architect's rendering of the new Cyber Security Center Facility on the corner of Hal Greer Boulevard and 4th Avenue, Huntington, WV

- Develop, lead, and exercise a continuous improvement examination of the ICS progress to include internal/external processes, funding and budget, research projects, partnerships, facilities, marketing, etc.

- Serve as the Marshall University cyber security/forensics subject matter expert to mentor and engage faculty in ICS-related activities.

- Organize and lead the ICS advisory board, and work with college deans and participating faculty.

- Inform and educate the university campus community about cyber security and the value of the Institute to the overall mission of the university.

Priority tasks for the position include:

- Coordinate the planning and construction of the new Cyber Security building, ensuring it will provide outstanding facilities for the Institute, affiliated research labs, co-located private companies, and faculty, with avenues for student participation.

- Establish a sustainable and forward-looking financial model for the Institute.

- Develop and administer private, industry, and governmental funding.

- Build and maintain partnerships with private corporations and donors.

- Partner with faculty and deans to develop faculty affiliations with the Institute.

- Develop external business and industry affiliates to co-locate within Institute facilities.

- Work with all stakeholders to develop the initial strategic plan for the Institute.

QUALIFICATIONS

The Executive Director position is a full-time, twelve-month administrative (non-faculty) position. Salary is commensurate with qualifications and experience. The candidate will have the following attributes and experiences:

- The ideal candidate must possess at least a master's degree in a related discipline.

- The applicant must have at least 10 years of relevant experience supporting the national security, and cyber security/forensics industry.

- Experience with external funding in a governmental, business, or academic setting.

- The applicant must possess an understanding of the higher education environment and the ability to lead effectively in an academic setting.

- Applications are welcomed from individuals with a background in any discipline with relevance to cyber security and cyber forensics.

- Candidates must be a citizen of the United States.

- Candidates must have previously possessed, currently possess, or be capable of securing a Top Security/Special Compartmented Information (TS/SCI) security clearance. Continued employment will be contingent on successful attainment of the required security clearance.

Additional desired characteristics include:

- Demonstrated visionary leadership in administrative position(s)

- An entrepreneurial approach in defining the scope of an organization

- Ability to form and nurture highly integrated teams

- Excellent grant writing ability

- Disciplined and appropriate approach to time management

- Considerable experience managing complex budgets

- Capacity to develop a strategic vision and gain wide support for that vision

- Deep appreciation and respect for the structure and complexities of higher education

- High level of energy and a strong work ethic

- Unquestionable personal integrity

- Strong interpersonal and communication skills

- Commitment to continued excellence and innovation in research and teaching

- Experience with economic development and private fund raising

OPPORTUNITIES AND CHALLENGES

The inaugural Executive Director (ED) of the Institute for Cyber Security has the opportunity to provide decisive leadership in establishing Marshall University as one of the premier universities in the country in the area of critical infrastructure cyber security. The ED will guide and oversee the construction and eventual management of the new 78,000 square foot facility to house the Institute in the Fourth Avenue Innovation District in Huntington, adjacent to the university's main campus.

The ED will be the spokesperson and advocate for the cyber security effort at Marshall University. Working with the Vice Presidents of Government Relations, Research, and Academic Affairs, the ED will interface with federal, state, and local agencies and funders, partner with industry, develop research agenda(s) for cyber security, and work with academic units to promote undergraduate and graduate student success. It is expected that the Executive Director will be successful in attracting industry to locate as tenants in the new Cyber Security building. Even though there will be basic cyber security research at the Institute, applied research will be an emphasis as well as workforce training and industrial outreach.

The successful expansion of cyber security funding will be expected of the ED, with the majority of the budget of the Institute coming from external funds. Faculty members and academic leadership will look to the ED for guidance in setting the cyber security research agenda for Marshall. The ED will have close association with the academic degree programs in cyber security and will help promote an increase in students majoring in the cyber security degree programs at Marshall. Additionally, research internships, co-operative education positions, and industry placement will be made available for students.

In connecting the Institute with the external cyber security community, the ED will be an active liaison to the federal, state, and local law enforcement; the cyber industry; West Virginia's state leadership and its federal delegation; and federal funding and cyber security organizations.

NOMINATIONS AND APPLICATIONS

AGB Search is pleased to assist Marshall University with this leadership search.

To ensure full consideration, applications should be received by **February 16, 2024**, and must include:

- a letter of interest addressing the qualifications and attributes identified in the profile.
- a curriculum vitae or resume.
- and five professional references with email addresses and telephone numbers, including their relationship to the candidate.

Application materials should be submitted through the AGB Search portal system here:
ED, Institute for Cyber Security, Marshall University

Please direct questions regarding the application process to MarshallEDCyber@agbsearch.com.

To learn more about Marshall University and the Institute for Cybersecurity, prospective candidates and nominators are encouraged to visit the university's website at www.marshall.edu and the institute's webpage at www.marshall.edu/cyber/.

Nominations and expressions of interest in the Executive Director position are encouraged. Please direct them to MarshallEDCyber@agbsearch.com or the AGB Search team listed below.

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Marshall University is an Affirmative Action, Equal Opportunity Employer and encourages applications from women, minorities, and persons with disabilities.

LEADERSHIP

President Brad D. Smith

Brad D. Smith serves as the 38th president of Marshall University, a position he assumed in January 2022. He is the first alumnus in the university's 187-year history to serve as its president.

A proud West Virginian with a passion for leadership and philanthropy, Brad is focused on helping facilitate change by developing, supporting and investing in people. At Marshall, Brad has led an effort to define a strategic roadmap called "Marshall For All, Marshall Forever." The strategy expands access to a more affordable, flexible and achievement-oriented education that offers an in-demand curriculum, available on-demand and showcases signature programs that are distinctive. The 10 year aspiration is for students to earn their degree completely debt-free through a unique combination of scholarships, grants, work opportunities and family contributions.

Before returning to serve his home state and his Alma Mater, Brad enjoyed a 36-year business career that included leadership positions across four industries, leading large global organizations. His private industry career culminated with an 11-year tenure as CEO of Intuit, during which the company transformed from a North American desktop software company to a global could-based platform. The transformation was born from an innovation culture built around data-driven decision-making and rapid experimentation, positioning Intuit as the leader in their industry and one of the top 100 Best Places to Work each year.

Before his time at Intuit, Brad's career included stints at PepsiCo, 7-UP, ADVO and ADP. He has served on multiple corporate boards including the executive chair of the board of Intuit, as chair of the Nordstrom board, as well as various board leadership roles for Momentive and Yahoo. He presently serves on the board of directors for Humana, as well as Amazon.

Brad earned his bachelor's degree in business administration from Marshall University and his master's degree in management from Aquinas College in Grand Rapids, Michigan.

Provost and Senior Vice President for Academic Affairs Avi Mukherjee

As Provost and Senior Vice President for Academic Affairs, Dr. Mukherjee is responsible for all Academic Affairs (including 12 colleges and schools as well as new Interdisciplinary Centers of Excellence), Student Affairs, Research, and Enrollment Management, with 564 full-time faculty and 370 staff/administrators. The Provost is responsible for $97.5M in academic expenditures and slightly over $66M in research expenditures.

From 2017 to 2021, Dr. Mukherjee served as the Dean of the Lewis College of Business at Marshall University.

Prior to joining Marshall, he served as the Dean of the College of Business at Clayton State University in Metro Atlanta.

Before his Deanship, Avi served as the Chair of the Marketing Department in the School of Business for six years at Montclair State University. Dr. Mukherjee provided leadership as the President of the Society for Advancement of Management from 2019 to 2021. He has been a member and leader in a number of a number of civic, community, and professional organizations. He is a tenured Professor of Marketing and a distinguished researcher, with his published research having been cited more than 6,700 times, with an H-index of 33 and i10-index of 45.

In Search *of*
Excellence