Henry Collier, Ph.D.

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ACADEMIC ADMINISTRATION AND TEACHING EXPERIENCE

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Associate Professor, Director of Technology Programs for the College of Graduate and Continuing Studies
Norwich University, Northfield, VT   (September 2014 - Present)

- Champion diversity, equity, and inclusion initiatives, driving faculty and student recruitment strategies that foster a more inclusive academic environment.
- Member of the president's General Officer/Flag Officer/Senior Executive Service executive team.
- Develop sustainable new programs.
- Complete annual grant reports.
- Actively participate in the reaccreditation process through the New England Commission of Higher Education.
- Manage a departmental budget of $400,000.
- Secured $5.5 million in scholarship funding through the Army Reserve Minute Man Scholarship program.
- Secured $363,000 in scholarship funding through the Department of Defense Cyber Scholarship Program.
- Secured $199,758 in capacity-building funding through the Department of Defense Cyber Scholarship Program.
- Elevate student learning, engagement, and success across undergraduate and graduate levels, creating impactful educational experiences.
- Forge valuable external partnerships, cultivating community relationships to develop collaborative public-private partnerships.
- Complete program review and accreditation through the National Security Agency's Center for Academic Excellence program, affirming the quality of educational offerings.
- Provide visionary leadership and mentorship to students, ensuring their holistic development and achievement.
- Lead mentorship programs for adjunct faculty, establishing an enriching learning environment that bolsters student success and retention.
- Leverage alumni and corporate partners to expand access to educational programs and increase program growth.
- Hire, manage, and guide adjunct faculty, elevating the educational experiences of students.
- Oversee the comprehensive management of online technology programs, including MS Cybersecurity, MS Information Systems, BS Cybersecurity, BS Computer Science & Information Systems.
- Developed an innovative online Bachelor of Science in Cybersecurity program with two specialized concentrations, shaping skilled professionals in Computer Forensics and Vulnerability Management, as well as Information Warfare and Security Management.

- Developed a Bachelor of Science degree in Computer Science & Information Systems program, addressing the needs of working professionals.
- Lead curriculum development and teach classes within diverse programs, ensuring the highest standards of education.
- Supervise course developers throughout the course development lifecycle, ensuring quality and alignment with learning objectives.
- Review student applications, conduct transfer credit evaluations, and admit new students into programs, ensuring a diverse and qualified student body.
- Serve as Principal Investigator for the DoD Cyber Scholarship Program (CySP), spearheading strategic initiatives to advance cybersecurity education.
- Conduct multi-disciplinary research that intersects technology, social sciences, and humanities.
- Lead an international research team conducting cutting-edge interdisciplinary research.
- Organize and lead the Technology Programs Advisory Board.

Adjunct Instructor
University of North Georgia, Dahlonega, GA   (August 2022 – December 2022)

- Instructed students in Ethics of Information Technology and Introduction to Computer Programming.

Associate Professor, Program Director for Computer Technology and Cybersecurity & Healthcare IT
River Valley Community College, Claremont, NH   (August 2008-December 2014)
Full-Time

- Educated and empowered students in Computer Science/Technology and Cybersecurity & Healthcare IT programs, advancing academic excellence and student success.
- Managed a department budget of $250,000.
- Developed industry partnerships that resulted in program support, student internships and job opportunities.
- Participated in the collective bargaining process.
- Coordinated departmental initiatives to enhance learning experiences and align with the college's mission.
- Secured $400,000 in grant funding through the National Science Foundation.
- Oversaw student advisement, curricula development, and faculty mentorship.
- Developed and revised cutting-edge curricula, equipping students with relevant skills for the rapidly evolving technology landscape.
- Mentored both full-time and adjunct faculty to ensure consistent quality in program delivery and student engagement.
- Led as Project Investigator for a National Science Foundation grant (DUE# 1104106), driving the creation of an associate degree program in Cybersecurity and Healthcare IT.

PROFESSIONAL EXPERIENCE
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Executive Officer, Cyber Operations Technician, Chief Warrant Officer 3
United States Army Reserves- 75th Innovation Command   (May 1991 - Present)
Clearance-TS/SCI

- Support the Commanding General, Command Chief Warrant Officer, and Command Sergeant Major as the executive team's executive officer.
- Support Army Futures Command as a member of the only innovation command in the Army.
- Support innovation efforts as a member of the strategic initiatives group.
- Manage and ensure the continuous availability of network and servers, proactively investigating deviations from established metrics.
- Direct daily operations of network and servers, upholding high standards of performance and security.
- Led and managed an IT team of 25 highly skilled technical personnel, demonstrating effective team leadership.
- Serve as a trusted advisor and technical resource to the Commander and command staff officers, providing expert guidance.
- Review and recommend enhancements to policies, procedures, processes, and operational guidelines, optimizing efficiency.
- Exhibit exemplary leadership skills by overseeing and directing personnel and guiding training and skill development.
- Demonstrate expertise in installation, administration, management, maintenance, operation, and integration of tactical AIS, intranets, and VTC systems.
- Proactively manage information system assets for optimal performance and security of AIS and IP LANs.
- Successfully plan, develop, and implement advanced real-time voice and data tactical information systems, showcasing innovation.
- Lead seamless system integration and administration while spearheading the development and implementation of robust Cyber Security/Information Assurance (CS/IA) programs.
- Develop and provide policy recommendations to commanders and staff for information systems management and security in complex network environments.

EDUCATION
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Doctor of Philosophy, Engineering: Security
University of Colorado, Colorado Springs   (May 2021)

Master of Science, Managing Innovation & Information Technology
Champlain College, Burlington, VT   (May 2011)

Bachelor of Science, Information Technology, Magna Cum Laude
Granite State College, Claremont, NH   (June 2008)

Associate of Science, Computer Networking, Cum Laude
New Hampshire Community Technical College Claremont, Claremont, NH   (May 2007)

DISSERTATION

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Enhancing Information Security by Identifying and Embracing Executive Functioning and The Human Behaviors Related to Susceptibility. Developed an interdisciplinary approach to information security. Identified human behaviors and social media usage factors related to susceptibility. Designed a new method of assessing susceptibility, incorporating behavioral and social media factors.

RESEARCH INTERESTS

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- Human Factors in Information Security.
- Human Computer Interaction.
- Network Security.
- Computer Networking
- AI implications on cybersecurity

AWARDS AND HONORS

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- University of Colorado, Colorado Springs College of Engineering and Applied Science Outstanding Student Award AY 2020-2021 for Ph.D. Security.
- Norwich University Excellence in Research 2021, 2022, 2023.
- SALUTE Veterans National Honor Society Member.
- Nominated for "Teacher of the Year"—River Valley Community College 2009 & 2014

JOURNAL REVIEWER

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- Information Warfare Journal
- IFIP Working Group 11.9 on Digital Forensics
- Colloquium on Information Systems Security Education

TEACHING/COURSE DEVELOPMENT EXPERIENCE

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Courses developed and taught include:

- Data Communications and Networks
- Advanced Computer Networking with Network Security
- Windows Server Administration
- Network Forensics
- Introduction to Information Warfare
- Politics in Cyberspace
- Introduction to Information Assurance
- Management of Information Assurance
- Cyber Law and Cybercrime
- Fundamentals of Computer Networking
- Software Engineering
- Vulnerability Testing, I & II
- Cyber Investigations
- Cyber Law and Cybercrime
- Introduction to Computer Forensics,
- Capstone course P.C. Assembly
- Networking I, II, III, IV (CCNA)
- IT Ethics
- Communications Infrastructure
- Introduction to C++
- Administering Windows Server
- Computer Network Security (CCNAS)
- Principles of Information Assurance
- Network Security
- Secure Electronic Commerce
- Digital Forensics
- Topics in Healthcare IT

- Fundamentals of Computer Networking
- Electronic Medical Records Systems/Information Accreditation and Certification Process
- Advanced Programming Seminar
- Computer Technology Capstone

COMMITTEE ASSIGNMENTS

- Committee for Academic Technology (CAT)-Norwich University
- River Valley Community College Computer Technology/Cybersecurity Advisory Committee
- Information Security Team- Norwich University, 2015-2018
- Academic Integrity Committee
- Faculty Advisor Norwich University Tactical Society
- Army Reserve Liaison- President's General Officer/Flag Officer/SES Panel
- Faculty Senate

GRANTS

- Project Investigator 2022 DoD Cyber Scholarship Program (CySP) scholarship grant.
- Project Investigator 2021 DoD Cyber Scholarship Program (CySP) scholarship grant.
- Co-project Investigator 2021 DoD Cyber Scholarship Program capacity building grant
- Project Investigator 2020 DoD Cyber Scholarship Program (CySP) Grant.
- Co-Project Investigator 2020 DoD Cyber Scholarship Program capacity building grant
- Project Investigator 2019 DoD Cyber Scholarship Program (CySP) Grant.
- Co-Project Investigator 2019 DoD Cyber Scholarship Program capacity building grant
- Cyber P3i
- Project Investigator for National Science Foundation Advanced Technological Education grant DUE-1104106.
- Co-Project Investigator National Science Foundation Scholarship for Service 2023-2024

PROFESSIONAL ORGANIZATIONS

Order of the Engineer.
Infragard
MILCYBR

Phoenix InfoSec Group.
Air Force Association-Cyber Patriot

Association for Computing Machinery

INDUSTRY CERTIFICATIONS

CompTIA A + certified.
CompTIA Network + certified.

CompTIA Security + certified.
Cisco CCENT Certified

SKILLS

Adaptable	Teaching	SQL
Personnel Management	Interpersonal	Python
Disciplined	Communication	C
Dedicated	Public Speaking	C++
Continuing Education	New Program Development	Basic
Workforce Development	Problem-Solving	Pascal
Budget Oversight	Collaboration	Visual Basic
Partnership Development	Project Management	Adobe Pro
Fundraising/Grant	Cyber Operation	MS Office
Acquisition	Cyber Management	MS Windows Server
Leadership	Computer Networking	MS Windows
Operations Management	Penetration Testing	Linux
Mentorship	Information Warfare	DOS
Management	Software Development	

COMMUNITY SERVICE
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Cyber Patriot Mentor Northfield Middle Highschool
Basketball Coach, Cornish Elementary School

SELECTED PUBLICATIONS AND PRESENTATIONS
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(2007) "As One Soul Slips" *Visions Unlimited*, River Valley Community College

(2017) "Teenagers Lack of Understanding Privacy Allows for Social Engineering and Identity Theft", *21st Colloquium Conference,* The Colloquium for Information Systems Security Education (CISSE). Round Table Discussion.

(2018) "REACH Model: Reinforcing Student Learning Through Abstraction and Distraction," *22nd Colloquium Conference,* The Colloquium for Information Systems Security Education (CISSE). Lightning Round Discussion

(2019) "Human Behavioral Factors in Information Security" presentation for the Cybersecurity for Educational Leaders course, School of Education, *Wilkes University*

(2019) "Human Behavioral Factors in Information Security" presentation for *Cybersecurity Awareness Month, Norwich University*

(2020) Social Media: A Social Engineer's Goldmine, *7th European Conference on Social Media (ECSM),* Larnaca Cyprus, conference presentation and conference publication.

(2020) The Port Z3r0 Effect: The Human Behaviors Related to Susceptibility *6th International Conference on Advances in Computer Science and Information Technology (ACSTY-2020),* Copenhagen Denmark conference presentation and conference publication.

(2021) Enhancing Information Security by Identifying and Embracing Executive Functioning and The Human Behaviors Related to Susceptibility, *ProQuest.*

(2022) AvengerCon VII, The Future of Defensive Cyber Operations, Maryland Innovation and Security Institute of Technology and the 780th MI BN

(2022) Including Human Behaviors into IA Training Assessment: A Better Way Forward!, European Conference on Cyber Warfare and Security (ECCWS 2022), Chester UK conference presentation and conference publication.

(2022) Whittery: A Password Training Tool!, European Conference on Cyber Warfare and Security (ECCWS 2022), Chester UK conference poster presentation

(2023) Cultural Influences on Information Security, European Conference on Cyber Warfare and Security (ECCWS 2023), Athens Greece conference presentation and conference publication.

(2024) Teenagers: A Social Media Threat Vector, 19th International Conference on Cyber Warfare and Security (ICCWS 20224), Johannesburg, South Africa.

(2024) AI: The Future of Social Engineering!, 23rd European Conference on Cyber Warfare and Security (ECCWS 2024) Jyväskylä, Finland

(2024) AvengerCon VIII, WO Panel: Hacking Cyber Operations and Network Defender Training, A Bold Step Toward Army Modernization. Georgia Cyber Institute, Army Cyber Institute, 780th MI BN, USCYBERCOM. Augusta GA