



Arkansas Department of Higher Education

423 Main Street, Suite 400 • Little Rock, Arkansas • 72201-3818 • (501) 371-2000 • Fax (501) 371-2001

Asa Hutchinson
Governor

Maria Markham, Ph.D.
Director

January 21, 2019

The Honorable John Cooper, Co-Chair
The Honorable Les Eaves, Co-Chair
Personnel Committee of the Arkansas Legislative Council
State Capitol Building
Little Rock, AR 72201

Dear Senator Cooper and Representative Eaves:

University Central Arkansas (UCA) requests the establishment of two (2) non-classified positions from the Higher Education Central Pool authorized by Act 599 of 2017, ACA §21-5-1415. In accordance with the provisions of the act, we are forwarding our recommendation to you for consideration.

We recommend that the following be established from the Higher Education Central Pool:

Requested

Title: Director of Computer Services
LIM – FY19: \$148,507
Salary – FY19: \$70,000 - \$90,000
Number of Positions: 2

Recommendation

Title: Director of Computer Services
LIM – FY19: \$148,507
Salary – FY19: \$70,000 - \$90,000
Number of Positions: 2

The Director of Computer Services positions are requested due to restructuring. Other institutions currently use this title.

One of the Director of Computer Services positions will direct strategy, operations and budget for the protection of enterprise information assets and the ongoing management of that program. He/she will be responsible for communications, applications and infrastructure, including the policies and procedures, which ensure UCA’s compliance with all data regulations.

The second Director of Computer Services will be responsible for the overall direction of the staff, infrastructure, and operations for the UCA network including the daily delivery of relevant network services. He/she will ensure that network operations and support meet

Personnel Committee of the ALC

March 1, 2019

Page 2

current and future requirements. The Director of Computer Services will be the primary leader of UCA's complete network infrastructure upgrade project.

Sincerely,

A handwritten signature in black ink that reads "Maria Markham". The signature is written in a cursive style with a large, prominent initial "M".

Maria Markham, Ph.D.
Director

January 3, 2019

Dr. Maria Markham, Director Arkansas Department of Higher Education
423 Main Street, suite 400
Little Rock, AR 72201

RE: Request for Two Non-classified Positions from Central Pool

Dear Dr. Markham:

In accordance with Act 599 of 2017, ACA §21-5-1415, the University of Central Arkansas (UCA) is respectfully requesting (2) non-classified positions from the Higher Education Central Pool to serve our students. The positions requested are Director of Information Security and Director of Networking.

JUSTIFICATION:

Director of Information Security: UCA requires a Chief Information Security Officer to direct strategy, operations and the budget for the protection of enterprise information assets and the ongoing management of that program. The scope of responsibility will encompass communications, applications and infrastructure, including the policies and procedures which ensure UCA's compliance with all data regulations such as HIPAA, and PCI. Additionally this position will provide management oversight to: create and maintain security policies, manage firewall appliances & rulesets, monitor IDS & syslog for indications of security events, coordinate response to security incidents, design and manage encrypted IPsec networks for HIPAA & PCI compliance, manage VPN remote user access, implement and maintain site-to-site VPN connections with external vendors, supervise response to audits by both Legislative Audit and security contractors, lead network & user support teams in implementing secure solutions, assist in designing secure wireless network for faculty/staff users, implement and maintain two-factor authentication system, design security controls and networks for academic lab environments, design and implement failover security infrastructure for disaster recovery, train IT staff and users in security concepts/operations, conduct vulnerability scans to assess network security weaknesses, and manage daily operations of the Information Security staff.

Director of Networking: UCA requires a Director of Networking to be responsible for the overall direction of the staff, infrastructure, and operations for the UCA network including the daily delivery of relevant network services. The Director of Networking

works closely with the Chief Information Officer and other Information Technology leadership to implement the strategic direction of network technology and solutions. This position will also ensure that network operations and support meet current and future requirements. Services include network/internet connectivity, distribution and access of both wired and wireless layers of the UCA campus area network, critical network services such as fiber optic and copper network infrastructure, static IP address management, and Network Access Control/Registrations (NAC). Additionally, UCA is undertaking a complete network infrastructure upgrade project in 2019 that encompasses upgrading the core infrastructure, border routers, edge building switches, wireless access points, and new fiber optics. This role will take primary leadership for the program.

If you have any questions, or would like additional information, please contact Mike Lloyd, Chief Information Officer at (501) 450-3321 or mllloyd3@uca.edu. Thank you for your consideration of this request.

Sincerely,

Dr. Houston D. Davis
President, University of Central Arkansas

Non-Classified Central Pool Justification Form



Institution:	University of Central Arkansas	Date:	1/3/2019
Requested Authorized Title:	Director of Computer Services	LIM:	148,507
Working Title:	Director of Networking	Estimated Salary Range:	\$70,000 - \$90,000

Board Approval Date	2-15-19
----------------------------	----------------

Justification

UCA requires a Director of Networking to be responsible for the overall direction of the staff, infrastructure, and operations for the UCA network including the daily delivery of relevant network services. The Director of Networking works closely with the Chief Information Officer and other Information Technology leadership to implement the strategic direction of network technology and solutions. This position will also ensure that network operations and support meet current and future requirements. Services include network/internet connectivity, distribution and access of both wired and wireless layers of the UCA campus area network, critical network services such as fiber optic and copper network infrastructure, static IP address management, and Network Access Control/Registrations (NAC). Additionally, UCA is undertaking a complete network infrastructure upgrade project in 2019 that encompasses upgrading the core infrastructure, border routers, edge building switches, wireless access points, and new fiber optics. This role will take primary leadership for the program.

Educational Requirements

B.B.A. Computer Information Systems or BS Computer Science
 Fiber Optic Certification
 National Incident Management System (NIMS) Certification, FEMA
 Introduction to the Incident Command System (ICS) Certification, FEMA
 Extreme Fabric Workshop, Extreme Networks

Duties

Manage Networking Team staff
 Project management of all network projects
 Direct maintenance, updates, and operation of all layers of the UCA campus area network
 Oversee maintenance of critical network services
 Oversee high profile implementations/conversions, including Google Apps and Microsoft Active Directory
 Plan and implement updates and expansions to the campus wireless network
 Manage the updating of campus fiber connections
 Manage infrastructure upgrades

Non-Classified Central Pool Justification Form



--

Additional Information

As a result of a recent restructure, this role will be filled by an existing employee who has been serving in this capacity over several months. The employee is currently in a classified position where he served the university as an individual contributor. This position reports directly to the VP of Information Technology and CIO.

Decision (for official use only)

<input type="checkbox"/> Approved	<input type="checkbox"/> Rejected
<input type="checkbox"/> Approved with modifications	<input type="checkbox"/> Deferred

Justifications

--

Signatures (for official use only)

Institutional Finance		Date:	
ADHE Director		Date:	

Non-Classified Central Pool Justification Form



Institution:	University of Central Arkansas	Date:	1/2/2019
Requested Authorized Title:	Director of Computer Services	LIM:	148,507
Working Title:	Director of Information Security & CISO	Estimated Salary Range:	\$70,000 - \$90,000

Board Approval Date	2-15-19
----------------------------	----------------

Justification

UCA requires a Chief Information Security Officer to direct strategy, operations and the budget for the protection of enterprise information assets and the ongoing management of that program. The scope of responsibility will encompass communications, applications and infrastructure, including the policies and procedures which ensure UCA's compliance with all data regulations such as HIPAA, and PCI.

Educational Requirements

B.B.A. Computer Information Systems or BS Computer Science

SANS GAWN (Auditing Wireless Networks) certification
 CompTIA Network+ certification
 CompTIA Security+ certification
 Palo Alto Networks Essentials 1 Firewall Management
 Palo Alto Networks Essentials 2 Extended Firewall Management
 Palo Alto Networks Panorama Essentials
 Palo Alto Networks Advanced Threat Management
 Cisco CCENT/CCNA 100-105 ICND1
 Cisco CCNA Routing and Switching 200-105 ICND2
 Cisco CCNA Wireless 640-722
 Juniper JNCIA-Junos (JN0-102)
 Microsoft Windows Security Fundamentals
 Certified Ethical Hacking
 Dept. of Homeland Security SENTINEL - Cybersecurity: Incident Handling and Response
 FEMA Emergency Management Institute ICS-100 certification
 FEMA Emergency Management Institute IS-700 certification

Duties

This position will provide management oversight to: create and maintain security policies, manage firewall appliances & rulesets, monitor IDS & syslog for indications of security events, coordinate response to security incidents, design and manage encrypted IPsec networks for HIPAA & PCI compliance, manage VPN remote user access, implement and

Non-Classified Central Pool Justification Form



maintain site-to-site VPN connections with external vendors, supervise response to audits by both Legislative Audit and security contractors, lead network & user support teams in implementing secure solutions, assist in designing secure wireless network for faculty/staff users, implement and maintain two-factor authentication system, design security controls and networks for academic lab environments, design and implement failover security infrastructure for disaster recovery, train IT staff and users in security concepts/operations, conduct vulnerability scans to assess network security weaknesses, and manage daily operations of the Information Security staff.

Additional Information

As a result of a recent restructure, this role will be filled by an existing employee who has been serving in this capacity over several months. The employee is currently in a classified position where he served the university as an individual contributor. This position reports directly to the VP of Information Technology and CIO.

Decision (for official use only)

- | | |
|--|-----------------------------------|
| <input type="checkbox"/> Approved | <input type="checkbox"/> Rejected |
| <input type="checkbox"/> Approved with modifications | <input type="checkbox"/> Deferred |

Justifications

Signatures (for official use only)

Institutional Finance		Date:	
ADHE Director		Date:	