Panel Session:
Certification, Education and Training –
A combined approach to security management

Moderator:
Dr. Loyce Pailen, CISSP
University of Maryland University College

Panel Participants:
Mrs. Gretchen Ann Morris, CISSP
WYLE Information Systems/NASA

Mr. George Bieber
Department of Defense

Mr. John Ippolito, CISSP
Allied Technology Group, Inc.

Abstract:

In the information assurance and technology arenas debates abound on the value of industry and vendor certifications, training, experience, college credits and university degrees. The questions include:

- Whether or not IT professionals are more valuable, hirable, promotable, or productive if they have one or a combination of these career and educational experiences.
- Where does hands-on experience play a role with a more fundamental question, how can real-life experiences be integrated within training, certification preparation and college courses?
- Are the additional, peripheral courses and topics taught in the academic environment valuable or are employers looking for the specialist with specific training that targeted certification preparation courses create?
- Does having either of the credentials or a combination of the credentials really lead to higher salaries and the ability to be more marketable for the individual?
- Is there a tendency to accept only certification, with no equivalent experience?

This session will bring together experts who have specific opinions about each angle discussed here. Let's see if they can agree on definitive answers to the questions surrounding the debate of certification vs. education vs. training vs. experience. The overarching goals will be to define the balance for IT professionals and managers where all of these approaches are treated as complimentary.

Biographies:

Moderator:
Dr. Loyce Pailen, CISSP
University of Maryland University College

Dr. Pailen holds the position of Interim Associate Provost – Office of Instructional Support and Services, Director - Center for Support of Instruction and Associate Professor at the University of Maryland University College (UMUC).   Dr. Pailen's team provides instructional technology assistance, and develops course content and innovative tools and technologies used in synchronous and asynchronous

online environments. At UMUC she also provided support to students, faculty, and staff; developed online technology courses; and coordinated course design and implementation of instructional technology with specific emphasis on distance education and network security virtual laboratories.

Dr. Pailen came to UMUC in 2002 after working at The Washington Post Company for over 20 years in various programming, management and directorial positions in newspaper and corporate information technology where she was responsible for selecting hardware, software, business applications and telecommunications services.

Dr. Pailen received a Doctor of Management degree from UMUC in 2005. Her timely research "*A Framework for Developing and Managing Information Technology Online Laboratories at Institutions of Higher Education"* culminated in the development of a useful tool for educators and instructional technologists as they contemplate the inclusion of virtual laboratories into the distance education environment. Dr. Pailen holds several technical industry certifications including the ISC^2 Certified Information Systems Security Professional. She is the president of the Maryland Association for Higher Education and a board member of the Federal Information Systems Security Educators' Association.

Panelists:
Mrs. Gretchen Ann Morris, CISSP
WYLE Information Systems/NASA

Mrs. Morris has fifteen years teaching and troubleshooting experience on a variety of software packages and hardware configurations. She has a solid and diverse background in computer software/hardware, electronics troubleshooting, training, course development, and management. Most recently, she has seven years experience with on-line course development. Training difficult concepts is her area of expertise. She has a Bachelor of Applied Science in Resource Management degree from Troy State University, and a Master of Arts degree in Biblical Counseling from Trinity Theological Seminary. She is a CISSP and earned the Master Training Specialist designation while serving as a Navy Instructor. In her current position with WYLE Information Systems as a Consultant II, she is a vital part of the NASA IT Security Awareness and Training Center team which supports over 55,000 users across the Agency.

Mr. John Ippolito, CISSP
Allied Technology Group, Inc.

Mr. Ippolito has more than 35 years experience in project management and in design, implementation, and evaluation of large-scale information systems. He has worked with almost every major type of computer and operating system. His Technical experience includes in-depth knowledge of computer and communications security and risk management and risk avoidance. He has served as an expert witness in the application of Federal IT security law, policies, and guidelines. He frequently participates on government-industry IT committees and has provided support to a variety of Federal agencies over his career. He is experienced in the design and review of systems and computer facilities. Mr. Ippolito helped develop and implement FISMA-compliant IT security programs for several federal agencies including the Nuclear Regulatory Agency and the Corporation for National and Community Service. He also participated with the Forum of Federal Computer Security Managers which wrote the guidelines for development of IT security plans that ultimately became NIST Special Publication 800-18 and was a named author of NIST Special Publication 800-16. During his government service, he assisted GAO in its initial efforts to standardize the audit/review procedures for IT systems.

Mr. Ippolito has presented a variety of technical and managerial topics at government and non-government forums such as designing Internet based applications, selecting the right contract vehicle for IT services, quality assurance and configuration management approaches, and training needs of IT users and professionals. Mr. Ippolito was named Federal Information System Security Educator of the Year for 1997. Mr. Ippolito has a BS, Information Systems Management, University of Maryland.

Mr. George Bieber
Department of Defense

Mr. Bieber is the Director, IA Workforce Improvement Program, Defense-wide Information Assurance (IA) Program under the DoD CIO. He oversees implementation of the Department-wide IA Workforce Improvement Program, the Defense IA Scholarship Program (IASP), and the DoD Shared Service Center, for Tier 1 Awareness Training under the OMB mandated Information System Security Line of Business (ISS LoB).

He served on the President's Critical Infrastructure Protection Board Education Standing Committee, and is a past executive board member of the Federal Information System Security Educators Association (FISSEA). He currently serves on the American National Standards Institute (ANSI) Personnel Certification Accreditation Committee (PCAC).

He is the recipient of the FISSEA 2000 Educator of the Year, award, Federal Computer Week's 2003 Federal 100, and the (ISC)^2 2007 Government Information Security Leadership "Senior IT Security Manager" award.