

# Dr. Kurt A. Hoffmaster

ADDRESS: San Angelo, Texas 76904 PHONE: 325.650.1565

EMAIL: kjhoffy@suddenlink.net

## COMPUTER SCIENCE AND BUSINESS ADMINISTRATION

Student Needs Assessment ~ Lesson Plan Creation ~ Resource Utilization  
Academic Training Evaluation ~ Information Technology Management ~ Quality Assurance

## QUALIFICATIONS PROFILE

---

Accomplished, goal-driven, and student-focused professional, with extensive experience in instructional design and execution, curriculum development, and course management. Adept at developing, analyzing, and improving effective and interactive multimedia instructional lessons for both classroom and online settings utilizing appropriate tools and technologies. Expert at educating and supporting students in creating websites, mobile applications, and desktop software with a focus on user experience and user interface across multi-platform environments. Equipped with strong background in establishing and leading training programs within the military setting. Armed with exceptional interpersonal and communication abilities in cultivating long-term working relationships with professionals at all levels. Technically proficient with Microsoft Office Suite and Adobe products.

## EDUCATION

---

### Doctor of Philosophy in Business Administration, 2020

*Concentration in Information Systems and Information Technology Management*

Trident University | Cypress CA

GPA: 3.60/4.00

### Master of Science in Information Technology Management

*Concentration in Business Intelligence*

Trident University | Cypress CA

GPA: 3.96/4.00

### Bachelor of Science in Management and Computer Information Systems

*Concentration in Website Design*

Park University | Parkville, MO

### Associate's Degree in Instructor of Technology and Military Science

Community College of the Air Force | Maxwell Air Force Base, AL

### Associate's Degree in Intelligence Collection

Community College of the Air Force | Maxwell Air Force Base, AL

## TEACHING EXPERIENCE

---

PARK UNIVERSITY | Parkville, MO

**Adjunct Faculty | Professor, MBA620, MBA695: Leadership in Organizations; Strategic Management** 2022–Present

- Provide support to students in principles and practices of management functions
- Deliver assistance to students in applying problem solving techniques, communications, coordination, and human relation skills for managerial success
- Guide students to build skills in strategy formulation implementation, evaluation, and control by applying a variety of tools and techniques related to strategic analysis

PARK UNIVERSITY | Parkville, MO

**Adjunct Faculty | Professor, MIS603, MIS605, MIS608, MIS609, AND MIS614** 2022–Present

- MIS603: Information security and Risk Management
- MIS605: Management Information Systems
- MIS608: Topics in Information Systems
- MIS609: Database Management Systems
- MIS614: Data Analysis and Business Analytics

# Dr. Kurt A. Hoffmaster

ADDRESS: 1446 Gleneagles Road, San Angelo, Texas 76904

PHONE: 325.650.1565 EMAIL: kjhobby@suddenlink.net

PARK UNIVERSITY | Parkville, MO

**Adjunct Faculty | Professor, CS130 Developing the User Experience** 2021–Present

- Provide support to students in devising website, mobile application, and desktop software with a focus on user experience and user interface across multi-platform environments
- Educate students on human factors, intuitive design, feedback, and rules for consistency
- Deliver assistance to students in applying the concepts into practice through current prototyping and software designing

**Adjunct Faculty | Professor, CS317 Web Animation** 2020–Present

- Facilitate course instruction which focuses on the creation of web-based animations through coding, which involve introduction to animation basics, developing animations with code, testing, debugging, and deployment within online setting utilizing Canvas learning management system
- Demonstrate expertise in JavaScript creation and Cascading Style Sheets with web animations in teaching the course to students through Codepen and GreenSock
- Teach basic animation concepts and development of the final project which is a fully animated website

## Earlier Positions Held:

UNITED STATES AIR FORCE | Goodfellow Air Force Base, TX

**Spanish Cryptologic Linguist Instructor, 316<sup>th</sup> Training Squadron**

**Teaching Practicum, Air Education and Training Command**

## CAREER-RELATED EXPERIENCE

---

ASU | San Angelo, TX

**Director, CCISS, Angelo State University** 2022-Current

*Kay Bailey Hutchison Center for Cyber Intelligence, Innovation, and Security Studies*

Delivers network security infrastructure that local governments can utilize and give university students hands-on experience to strengthen the cybersecurity workforce of tomorrow.

- Provides Immediate response to counter security activity that exposes participating entities and the residents of this state to risk, including remote and on-site cybersecurity incident responders
- Provides guidance and training to 9 team member staff on cybersecurity best practices, emerging trends, and technologies to enhance the organization's security posture
- Developed and delivered cybersecurity training programs, workshops, and seminars to student professionals (400 hours) via Blackboard to 20+ student interns annually
- Conducted research and analysis of industry trends and technologies to ensure that curriculum content was relevant and aligned with industry best practices
- **Achievement: Stood up state's first Regional Security Operations Center providing network security infrastructure that local governments can access, including real-time network security monitoring, network security alerts, incident response and cybersecurity educational services**

LEIDOS | Goodfellow Air Force Base, TX

**Subject Matter Expert, 17<sup>th</sup> Training Support Squadron** 2020–2022

*Live Virtual Constructive Intelligence Surveillance and Reconnaissance Training*

- Assist with Air Combat Command's virtual reality training exercises or scenarios for training exercises, wargames, and other activities through virtual and constructive system tools and capabilities to ensure preparedness of personnel for operational environments
- Effectively conducted executive-level evaluations in applied principles, theories, and concepts to a wide range of scenarios in the optimization of advanced virtual reality training technology for the Intelligence, Surveillance, and Reconnaissance (ISR) enterprise
- Keenly assess and determine material and non-material solutions for the advancement of the enterprise
- Manage training from strategic through operational and tactical levels down to the individual airmen levels
- Produce content for virtual reality gaming environments for training scenarios focusing on the overall ISR mission
- Coordinate training to Air Force personnel through mobile applications and games for intelligence courseware such as MAGIC while delivering MAGIC updates, briefings, and reports as requested to generate training feedback and reviews of individual unit

# Dr. Kurt A. Hoffmaster

ADDRESS: 1446 Gleneagles Road, San Angelo, Texas 76904

PHONE: 325.650.1565 EMAIL: kjhoffy@suddenlink.net

- **Strategically handled complex problems and developed innovative solutions to form new theories and practices, which resulted to new and creative technical solutions processes**

UNITED STATES AIR FORCE | Goodfellow Air Force Base, TX

**Management and Quality Training Evaluator (GS-12), 17<sup>th</sup> Training Group** 2009–2012

- Took charge of designing, updating, and examining evaluation surveys on intelligence graduates to gather relevant feedback and data to identify the effectiveness of training
- Carried out analyses on curriculum, computer equipment, software utilization, resources, and manpower to recognize adequacy and utilization of more than 30 technical training courses for 250 employees
- Efficiently led group training units or staff with regard to training evaluation
- Performed numerous instructor evaluations in guaranteeing instruction of all objectives and compliance of instructor core with strict school house standards
- **Served as the key auditor for force development evaluation of \$35M intelligence training system examining 537 test measures that led to the full operational capability of the system**

Earlier Positions Held:

**Design or Development Team Chief, Education Technology (GS-2210-12), 316<sup>th</sup> Training Squadron**

**Cryptologic Linguist Training Manager, 316<sup>th</sup> Training Squadron**

# Dr. Kurt A. Hoffmaster

ADDRESS: 1446 Gleneagles Road, San Angelo, Texas 76904

PHONE: 325.650.1565 EMAIL: kjhobby@suddenlink.net

## LEADERSHIP EXPERIENCE

UNITED STATES AIR FORCE | Goodfellow Air Force Base, TX

**Chief, Information Technology Unit (GS-1750-13), 17<sup>th</sup> Training Support Squadron** 2012–2015; 2017–2020

- Provided direct oversight to 35 multimillion-dollar government projects
- Implemented guidance and procedures for the development and management of Shareable Content Object Reference Model (SCORM) compliant interactive multimedia instruction (IMI), computer-based training, and distance learning to support cost-effective delivery methods for more than 30 technical training courses on \$35M internal network
- Rendered exceptional computer support to over 10,000 students annually on multiple internal and external networks
- Supervised overall development process through deployment by using Agile methodology process, which involved interaction with senior management and support organizations for project plan and budget
- Exhibited leadership abilities in leading 23 personnel, which comprised of course designers, programmers, system integrators, project managers, and 3 contractors
- Executed front-end analyses in assessing training requirements as well as technology and performance
- **Played a vital role in conceptualizing the first ever online web-based career development course for Air Force intelligence professionals, servicing 6,000 students annually**
- **Served as key driving force in designing the first ever 3D fire rescue game which obtained Air Education and Training Command (AETC) runner up designation for innovative technology**

**Director of Operations (GS-1750-13), 17<sup>th</sup> Training Support Squadron** 2015–2017

- Oversaw day-to-day operations of more than 30 military career field initial skills training programs for over 10,000 students annually by using 7 training facilities and 14 training networks
- Functioned as deputy squadron commander and senior civilian, as well as the overall project manager for computer networks, computer training, facilities, budget, and contracts for an international intelligence training center
- Performed quality assessments of faculty instructor training, encompassing instructional system design and computer-based training courses
- Demonstrated expertise in formulating renovation and modernization plan worth \$1.7M for training international intelligence students
- Organized the transition of Marine Corps analysis training to Goodfellow Air Force Base
- Spearheaded building upgrade, classroom renovations, and hardware or software installation as well as courseware conversion for a \$500K project

## PROFESSIONAL DEVELOPMENT

### Certification

Occupational Instructor Certification | Community College of the Air Force

### Training/Course

Air Command Staff College | Air University, Maxwell Air Force Base

Data Collection and Analysis, Program Management Analysis Course | Graduate School

Executive Leadership and Management Course | United States Air Force Senior Non-Commissioned Officer Academy

Spanish Language Course, 26 Weeks, Honor Graduate | Defense Language Institute

Korean Language Course, 47 Weeks, Honor Graduate | Defense Language Institute

## AWARDS AND HONORS

### UNITED STATES AIR FORCE

Air Force Civil Service Meritorious Service Medal (2020)

17<sup>th</sup> Training Group Flight Commander of the Year (2018)

17<sup>th</sup> Training Squadron Flight Commander of the Year (2018)

17<sup>th</sup> Training Wing Civilian of the Quarter, Category II, (2009)

17<sup>th</sup> Training Group Civilian of the Quarter, Category II (2009)

316<sup>th</sup> Training Squadron Civilian of the Quarter, Category II, (2009)

316<sup>th</sup> Training Squadron Civilian of the Year, Category II, (2008 and 2009)

National Security Agency Learning Innovator of the Year (2008)

# Dr. Kurt A. Hoffmaster

ADDRESS: 1446 Gleneagles Road, San Angelo, Texas 76904

PHONE: 325.650.1565 EMAIL: kjhoffy@suddenlink.net

## PUBLICATIONS

---

### Conference Paper

**Hoffmaster, K.**, Angeles, J., Guzman, I., & Cromer, K. (2020, June 19). *Job-leisure and work-family conflict: Do they really matter in IT professional turnover?* [Conference paper]. Association for Computing Machinery Computer People Research Conference, New York, NY. <https://dl.acm.org/doi/abs/10.1145/3378539.3393867>

### Dissertation

**Hoffmaster, K. A.** (2020). *Job-leisure conflict: Moderation effect on job satisfaction and turnover intention in information technology professionals* (Publication No. 27740711) [Doctoral dissertation, Trident University International]. ProQuestLLC. <https://www.proquest.com/openview/6e921bfd7a129a8a2a3320d9ee66a290/1?pq-origsite=gscholar&cbl=51922&diss=y>