Paul Zimmerman, Ed.D.

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CURRICULUM VITAE

SPECIALTIES:

– Intelligence, security, research, and analysis
– Organizational leadership
– Education program management
– Counseling, advising, and mentorship
– Distance learning
– Instructional systems design

EDUCATION:

Ed.D. (Leadership in Higher Education), Grand Canyon University, 2014
M.A. (Interdisciplinary Studies), Angelo State University, 1999
B.A. (Film), San Francisco State University, 1986

CURRENT POSITIONS:

2012-Present   Adjunct Faculty, Department of Security Studies and Criminal Justice, Angelo State University, San Angelo, TX. Develops and instructs on-line distance education courses on general intelligence topics, intelligence collection sources and techniques, computer system security, and critical communications infrastructure.

2015-Present   Russian Language Courseware Development Manager, CACI/NS, Arlington, VA. Provided linguistic and technical training program expertise as the Russian language courseware development manager for the Air Force and Marine Corps Russian language courses at Goodfellow Air Force Base, TX.

PREVIOUS EXPERIENCE:

2011-2015   Courseware Development Manager and Instructor, SRA International, Inc., Fairfax, VA. As a Courseware Development Manager, oversaw the development and implementation of technical training courseware for both online and traditional classroom delivery for intelligence analysis and foreign language courses at Goodfellow Air Force Base, TX.

       - Developed formal plans of instruction, lesson sequence charts, student working materials, and testing materials for the in-residence US Navy Journeyman Analysis and Reporting course, and Air Force Digital Network Intelligence Analyst course, while maintaining Air

Education and Training Command and Naval Education and Training Command standards.

- Conducted daily liaison with the Training Development Element Chief, military course supervisors, and subject matter experts to ensure the accuracy of information presented, adherence to learning objectives, and the highest standards of quality.

- Coordinated with outside agencies to ensure that teaching material is up to date and satisfies Air Force, Navy, and National Security Agency requirements.

- Thoroughly researched and drafted more than two dozen detailed lesson plans and oversaw the revision of more than 30 sets of tests, answer keys, check lists, and test control documents.

Additionally, as a technical training instructor for the Air Force Digital Network Intelligence Analyst and Intelligence Analysis and Reporting courses at Goodfellow Air Force Base, Texas, was responsible for training Air Force personnel in Community College of the Air Force accredited technical training courses.

- Planned, developed, and delivered in-residence technical instruction in digital network analysis and signals intelligence analysis and reporting. Developed training products to provide military students with realistic and relevant "hands-on" training.

- Over a period of two years, delivered 2,800 hours of classroom instruction as the primary instructor to 210 students in the Navy Analysis and Reporting Course and the Air Force Intelligence Fundamentals, Digital Network Intelligence Analyst, and Analysis and Production Apprentice courses.

- Lectured on general course orientation, an introduction to intelligence, security, geography, communications technologies, critical thinking, analysis techniques and procedures, reporting, digital network operations, and information research and collection management.

1996-1999   Course Curriculum Manager and Russian Language Instructor, Navy Detachment, Goodfellow Air Force Base, San Angelo, TX. Managed the development and implementation of the Navy Russian, Spanish, French, Arabic, and Persian-Farsi foreign language curricula per Air Education and Training Command policy and procedures. Instructed Navy students in Russian language, history, culture, and applied cryptologic intelligence collection techniques.

OTHER PERTINENT EXPERIECE:

2006-2011   Senior Enlisted Leader, US Navy Detachment, Goodfellow Air Force Base, San Angelo, TX. Led educational program development with Naval Education and Training Command and Air Education and Training

Command elements, managing diverse instructional program design, development, and implementation projects.

- Managed administrative support programs, developed and executed the training budget, oversaw maintenance and improvement to classroom facilities, and conducted daily liaison with military-service support entities and higher commands.

- Provided guidance, mentorship and counseling to staff and student personnel to maximize their personal and professional development, job satisfaction, and effectiveness.

- Developed innovative programs to maximize resources, increasing student throughput while reducing student attrition.

- Coordinated Navy Detachment morale, welfare and recreation programs, and personnel involvement in volunteer activities supporting the local community.

2003-2006   Operations Department Chief, Navy Detachment, Defense Language Institute, Monterey, CA. Foreign Language Training. Oversaw Navy instructional staff development, student enrollment, professional education, foreign language instruction and mentorship, remediation programs, and military discipline at the Defense Language Institute in Monterey, California.

1989-2003   Direct Support Mission Supervisor, Naval Security Group Activity, Misawa, Japan & Rota, Spain. Led Airborne, Surface, and Subsurface deployed fleet direct support teams. Coordinated the training, qualification, and deployment of airborne, ship and submarine cryptologic direct support teams throughout the western Pacific Ocean, Indian Ocean, Caribbean, Mediterranean and Persian Gulf regions. Developed ad-hoc lectures in Russian, Balkan, Middle Eastern and North African history, religion, language and culture.

SKILLS AND QUALIFICATIONS:

- Microsoft Windows and Office Suite (multiple versions)

- Blackboard Learning Management System

- Meridian Learning Management System

- Mac OS X and Standard Applications

- Professional fluency in the Russian language

LICENSES and CERTIFICATIONS:

- National Cryptologic School Adjunct Faculty

- Air Education and Training Command Master Instructor

- Naval Education and Training Command Master Training Specialist

- Community College of the Air Force Occupational Instructor

PUBLICATIONS AND PROFESSIONAL WRITING:

Zimmerman, P. A. (2014). Cultural Tradition and Cultural Change in Post-Communist Poland: A Secondary Data Analysis, ProQuest Dissertations and Theses, Retrieved from: http://pdqopen.proquest.com/pubnum/3617584.html

Researched and wrote several academic lessons for various classified topics, among them:

- All-Source Research and Technical Analysis

- Safeguarding Classified Information and Security

- The U.S. Cryptologic System and Intelligence Community

- Customers and the Intelligence Requirements Process

CONFERENCE/SYMPOSIUM PRESENTATIONS:

Presentation: Russian Folk Beliefs: Sprits, Gods and Superstitions. Presented for the Russian seminar series at Angelo State University, TX, 26 March 2019.

Presentation: Russian Folktales and Hero Legends. Presented for the Russian seminar series at Angelo State University, TX, 15 February 2018.

Presentation: Engaging Millennial Learners. Presented at the CACI/NS Conference on Learning Innovations, Annapolis Junction, MD, 30 June 2017.

Presentation: Learning Innovations. Presented at the Cryptologic Training Group Executive Council, Linthicum Heights, MD, 27 June 2017.

Paper: Cultural Tradition and Cultural Change in Post-Communist Poland, the Czech Republic and Slovenia. Presented at the American Sociological Association annual conference in Chicago, IL, 23 August 2015.

COURSES TAUGHT:

Angelo State University, Kay Bailey Hutchison Center for Security Studies

BOR3307/INA3307 Introduction to Cybersecurity (online)

This Border Security course introduces students to the wide range of modern communications technologies, discusses common uses of these technologies, their limitations, and vulnerabilities. Additionally, a brief overview of law and policy concerning cyber communications are discussed beginning with the National Security Act of 1947.

INA4381 Cyber Vulnerability (online)

Cyber vulnerabilities pose devastating consequences to the U.S. critical infrastructure systems such as water systems, power lines, transportations, communications systems, agriculture, and others. There are over 18 different national critical systems in the U.S. and protecting these critical systems is a paramount job for all cybersecurity stakeholders involved. This class discusses many of these cyber vulnerabilities throughout the course to recognize current threats and explore possible mitigating strategies for any future attacks.

BOR4301/INA4304 Critical Communications Infrastructure (online)

This course focuses on how cyber communication systems function, their interconnectivity, and vulnerabilities. The course materials focus on processes and policies associated with hardening and protecting critical communications infrastructure from natural hazards, potential terrorist threats, and attacks associated with modern warfare.

INA3310 Introduction to the Discipline of Intelligence (online)

This Security Studies and Analysis course focuses on the theory and practice of the disciplines of intelligence to include the intelligence process, the key functions of the intelligence cycle, intelligence technology, analysis, collection capabilities, covert action, and policy support. Students examine the role of intelligence in national security, policy formation, diplomacy, homeland security, and other national priorities.

Goodfellow Air Force Base

Air Force Intelligence Fundaments course 2011-2012

This course teaches Air Force intelligence fundamentals, including the mission and organization the U.S. intelligence community, the intelligence cycle, and administration and data-handling systems.

Air Force Fusion Analyst course 2012-2013

This course emphasizes the identification of essential elements of information, the selection of a reporting vehicle, and the production of concise, timely and technical intelligence summaries. This includes the application of critical and creative thinking, analytic methodology, structured analytic techniques, and advanced intelligence estimating and reporting skills to extrapolate intelligence problems and create decision point products and other intelligence reports.

Air Force Digital Network Intelligence Analyst course 2012-2013

This course introduces Air Force students to the fundamentals of digital network exploitation. It introduces the Internet and transmission technologies, communication networks, and collection and targeting concepts, as well as restrictions governing information collection and processing.

Navy Intermediate Technical Russian Language Course 1996-1999

This course focuses on the application of technical foreign language terminology used to describe military equipment, operations and control procedures. It emphasizes the development of interpretation skills, and the translation of oral and written communications.

OTHER ACTIVITIES AND INTERESTS

Volunteer teach two-hour sessions twice a week on citizenship, geography, U.S. Government and U.S. history at the Concho Valley Adult Literacy Counsel to prepare resident aliens for their naturalization interviews.