



# SFS Hiring Agency Toolkit

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A Guide for Federal Government Agencies  
and Related Organizations

(Updated December 19, 2008 for SFS Symposium and Job Fair 2009)

**Federal Cyber Service:  
Scholarship For Service**

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## Overview

This Toolkit will assist Federal hiring agencies and related organizations obtain a better understanding of the Federal Cyber Service: Scholarship For Service (SFS) program. It will explain how to successfully leverage the various resources that are available to fill vacant Information Assurance (IA) internship and permanent employment opportunities with SFS students.



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## General SFS-related FAQs for Hiring Organizations

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What is the Scholarship For Service (SFS) program, and why is it important to Federal agencies?

SFS is an Information Assurance (IA) education program for students. Through this program, a superbly qualified pool of students is available to Federal agencies for internships or permanent placement. These students have received scholarship funds and are obligated to serve in the Federal government for a period equivalent to the length of their scholarships (typically, two years).

What agency administers the SFS program?

The SFS program, offered by the National Science Foundation (NSF) and co-sponsored by the Department of Homeland Security (DHS), includes scholarship and capacity-building components that attract high-caliber students from institutions designated by the National Security Agency (NSA) and DHS as Centers of Academic Excellence in Information Assurance Education (CAE/IAE) and selected by NSF through a competitive process.

The U.S. Office of Personnel Management (OPM) Center for Talent Services works with NSF by providing placement assistance and coordinating student compliance with the program's service component. An Interagency Coordinating Committee (ICC) provides strategic support. ICC members include representatives from:

- NSF
- DHS
- OPM
- NSA
- Other Federal agency representatives
- SFS faculty representative

Can any college or university participate?

No. Colleges and universities are selected by NSF through a competitive process. In order to compete, they must be designated by NSA and DHS as a CAE/IAE or have a program deemed "equivalent" to CAE/IAEs. There are over 90 CAE/IAEs but only those selected through the NSF's competitive process may participate. Currently there are 25 SFS scholarship institutions.



Who pays for the scholarships?

NSF awards grants for the scholarships to selected colleges and universities.

What costs are covered by the SFS program?

Universities individually manage the funding portion of their grant. The scholarship could cover all or part of tuition, room and board, and books for up to two years of undergraduate-, graduate-, or doctoral-level study. In addition, undergraduates receive an annual stipend of \$8,000. The annual stipend for graduate students is \$12,000.

Are there any program-related costs to the agency?

Yes. Federal agencies must pay the students' salaries (and benefits, if applicable) during the internship and other periods of employment.

What other responsibilities do agencies have?

OPM highly recommends that the agency designate an official who will serve as the SFS contact and be responsible for ensuring the internship requirements are met. This official may also serve as mentor, or have the authority to procure and designate others as student mentors.

When, and for how long, can a student get a scholarship?

Students are funded up to two years during the final two years of their undergraduate, graduate, or doctorate degree programs.

What is the shortest period for which a student may be funded?

One semester. It would be during the final semester of their Information Assurance (IA) degree program.

Are students entitled to the full stipend during a year in which they are funded for less than a year?

No. The student is entitled to a prorated amount.

How long must a student serve at a Federal agency?

A student must serve for a period equivalent to the length of the scholarship or one year, whichever is longer. An academic year (i.e., the fall and spring semesters) is equivalent to a calendar year of employment. If the student is funded for two academic years, he or she must serve at a Federal agency in a covered position for two calendar years. If the student is funded for one academic year or less (e.g., only one semester), he or she must serve for one calendar year.

How are students selected for the program?

Students must apply to the program through a participating university. Students will be selected for the program in accordance with the process and screening criteria set forth by the participating university. There is a strict and highly competitive application process for students to be selected into the SFS program. Each university develops its own competitive criteria for selection. Principal Investigators (PIs), who serve as the SFS program leaders at each university, are responsible for reviewing all applications and selection of candidates. OPM follows with a final review and selected applicants are then notified.

What are the student eligibility requirements?

Students participating in the SFS program must be:

- a) Enrolled in the final two years of a bachelor's, master's, or doctorate degree program at an NSF-selected CAE/IAE;
- b) Attending school on a full-time basis while receiving a scholarship under the SFS program;
- c) A United States citizen;
- d) Eligible for Federal employment; and
- e) Able to obtain a security clearance, if necessary.

Students are selected to participate in the SFS program based on merit, evidence of intensive academic training in the information assurance field, and clear indicators they can apply their education to real-world work experiences.



What is the process for “matching” students with Federal agencies?

A match occurs when a student receives an offer from an agency. To facilitate the matching process, students are required to register on the SFS program website ([www.sfs.opm.gov](http://www.sfs.opm.gov)) and complete a resume online. Through the SFS website, they are able to search for, and contact, participating agencies to explore internship and long-term placement opportunities.

Federal agencies are strongly encouraged to register on the SFS website to conduct student and resume searches. Once registered, Federal agency officials gain full access to the SFS website where they may view, download, and/or print resumes of participating students available for internships and post-graduation placement. All resumes may be retrieved based on different search criteria such as employment availability date or degree program. Once they view and download resumes, agency officials can contact students directly for the purpose of facilitating student/agency matches (i.e., to explore making internship or post-graduation placement offers). When a match is made, this website allows the agency to report the match to the SFS Program Office.

Why is it important that offers be made early?

Early offers allow more time for getting security clearances processed, if needed.

After the match is made, what is the Federal agency to do?

After the match is made, the agency’s immediate next step is to report the match to the SFS Program Office and select an employment avenue to provide the student the opportunity to fill the internship or employment vacancy.

Federal agencies under title 5, United States Code, may use the direct-hire authority issued by OPM on June 20, 2003 to appoint students who qualify to GS-2210 information assurance positions at the GS-9 level and above. For information assurance positions classified to other series or GS-2210 positions at lower grade levels, numerous avenues are available “to appoint” SFS students to internship or long-term positions.

These include:

- competitive examining;
- merit promotion;
- the Federal Career Intern Program;
- the Student Career Experience Program;
- the authority for hiring individuals in fellowship and intern programs (5 CFR 213.3102(r)); and
- any appropriate noncompetitive placement authority for which the student may be eligible.

Using the “r” authority (5 CFR 213.3102(r)) has several advantages:

- Public notice is not required;
- There is no limit on the grade level to which individuals may be appointed (provided they qualify);
- There is no limitation on promotion potential (provided they qualify); and
- Agencies can develop their own qualifications for positions filled through this authority because it is a schedule A excepted authority, and time-in-grade restrictions do not apply.

Federal agencies under other titles, whose employment system is governed by other titles, should use whatever appointing authorities are appropriate under the regulations that govern their employment practices.

Is it recommended that agencies communicate often with their placed student?

Yes. Agencies should maintain contact with the student throughout the scholarship period. The designated mentor should remain in contact with the student and collaborate with the Principal Investigator to ensure the student’s academic focus is in line with agency and program expectations.

Are students required to serve internships, and how long must the internship last?

Yes. Students funded more than one year are required to serve an internship at a Federal agency. This internship must be at least 10 weeks in length and will normally occur during the intervening summer.



Can students apply their internship time towards fulfilling their post-graduate Federal agency obligations?

No. A student's time spent in an internship cannot be credited towards their post-graduate commitment.

Does the student have to serve the internship at the Federal agency that will employ him or her upon graduation?

No. As long as the nature of the internship meets the SFS program requirements, a student may serve his or her internship at an agency different from the one he or she targets for full-time time work following graduation. However, it is strongly encouraged that the internship be served at the agency that will ultimately hire the student as the internship provides the environment that helps create a bond between the student and the employer. It also helps create a sense of belonging, of being a part of that agency's cadre of information assurance professionals. More importantly, the summer internship should be an integral part of a mentoring process that should span throughout the entire academic and employment phases of the program.

May an agency make an offer of employment to a student who served the internship at another agency?

There is no legal or regulatory basis to prevent an agency from making an offer of employment to a student who served the internship at another Federal agency even if the student is currently on the latter's rolls.

What is the typical starting salary for someone graduating from this program?

In general, students with a bachelor's degree and superior academic achievement may be appointed at the GS-7 level. Master's degree recipients may be appointed at the GS-9 level. Recipients of a doctorate degree may be appointed at the GS-11 level. It is important to note that the pay rates for information technology professionals are higher than for other jobs and pay rates may also differ based on geographic location.

What happens if the student leaves the Federal position before he or she serves the required period?

The student must repay a prorated amount equivalent to the length of the period not served. For example, if the student received funds for two years and serves for one-and-a-half years, he or she must repay 25% of the funds received. Federal agencies must notify the SFS Program Office immediately when this occurs. The SFS Program Office is responsible for initiating the repayment process.

Does the SFS program pay for or conduct any type of security background investigation on SFS students?

No. The SFS Program Office does not conduct any type of security background investigation on SFS students. It is the responsibility of the agencies to initiate and conduct whatever security clearance/investigation or background check that is appropriate for determining suitability for employment with that agency. In addition, the Federal agency will bear the cost of the background investigation (if needed), case adjudication, and other expenses associated with obtaining the required level of security clearance.

Where can I obtain additional information regarding the SFS program?

Additional information and questions regarding the SFS program can be answered by contacting Kathy Roberson, SFS Program Manager, at [kathy.roberson@opm.gov](mailto:kathy.roberson@opm.gov) or (202) 369-1011. Or, you may also visit the SFS website at [www.sfs.opm.gov](http://www.sfs.opm.gov).

In addition, the NSF Program Director can be reached at [sfs@nsf.gov](mailto:sfs@nsf.gov) or (703) 292-5141.



## Human Resources-specific FAQs for Hiring Organizations

How do I access the SFS program website to review resumes and view the student database?

Step 1: Log onto the SFS website at [www.sfs.opm.gov](http://www.sfs.opm.gov) and register as an agency official.

Step 2: Once registered you will gain full access to the SFS website where you may view, download, and/or print resumes of participating students available for internships and post-graduation placement and retrieve the information you will need to contact those in which you are interested so that you may interview them on the phone or set up in-person interviews. (Students are not funded to defray the cost of travel for in-person interviews. Agencies may have to pay travel expenses if they wish to conduct in-person interviews). All resumes may be retrieved based on different search criteria such as employment availability date or degree program.

How do I post internship or permanent employment opportunities to the USAJOBS.gov website?

The following guides have been created to assist in explaining the process of posting a job vacancy or internship on the USAJOBS.gov website:

### [Creating and Posting a Job Vacancy](#)

([http://www.usajobs.opm.gov/employer\\_guides/Creating\\_Posting\\_a\\_Job.pdf](http://www.usajobs.opm.gov/employer_guides/Creating_Posting_a_Job.pdf))

### [Managing Your Job Postings](#)

([http://www.usajobs.opm.gov/employer\\_guides/Managing\\_Your\\_Jobs.pdf](http://www.usajobs.opm.gov/employer_guides/Managing_Your_Jobs.pdf))

### [Searching for Resumes](#)

([http://www.usajobs.opm.gov/employer\\_guides/Searching\\_Resumes.pdf](http://www.usajobs.opm.gov/employer_guides/Searching_Resumes.pdf))

During what time of the year is it “best” that I post information on an internship or permanent employment opportunity at my agency?

As soon as they become available, since students are continuously seeking opportunities.

Can I use the direct-hire authority for Information Technology Management (Information Security), GS-2210, GS-9 and above, to fill internships and permanent employment vacancies?

Yes. In support of the Administration's critical reconstruction efforts in Iraq and government-wide efforts to carry out the requirements of the Government Information Security Reform Act and the Federal Information Security Management Act, OPM, on June 20, 2003, authorized a government-wide direct-hire authority and determined that there is a government-wide critical hiring need for GS-2210, Information Technology Management Specialists (Information Security) at the GS-9 level and higher.

Why should I use the direct-hire authority to fill vacant GS-2210-9 and above positions available at my agency?

The direct-hire authority was implemented in order to streamline the recruitment process. It authorizes hiring without regard to certain competitive procedural requirements. The direct-hire authority:

- Allows applicants to be selected without first being "rated" or "ranked";
- Allows applicants to be appointed without regard to the "rule of three";
- Allows applicants to be hired without applying veterans' preference;
- Requires adherence to career transition assistance program requirements (CTAP/ICTAP); and
- Requires that the vacancy be announced to the public.

At what level(s) can I hire an individual under the GS-2210 direct-hire authority?

The government-wide direct-hire authority for Information Technology Management Specialists (Information Security) may be used to appoint individuals to competitive service career, career-conditional, term, temporary, emergency indefinite, and overseas limited appointments at GS-9 or higher positions.

How do I document a direct-hire appointment?

When documenting direct-hire authority appointments on the SF-50/52, Notification of Personnel Action or Request for Personnel Action, HR personnel must use two Nature of Action authority codes. First, they must use AYM as the first authority, entering the specific OPM issued direct-hire authority number and date; and second, BAC as the second authority which will automatically reflect 5 CFR Part 337.201. For example: AYM GW001 6/20/03 and BAC 5 CFR Part 337.201.



When making direct-hire appointments, it is imperative that both authority codes be used to enable OPM to evaluate the use of this authority without requiring agency reports.

What if the only GS-2210 positions and internships I have available at my agency for SFS students are BELOW the GS-9 levels?

For agencies under title 5, United States Code, numerous avenues are available “to appoint” SFS students to internship or long-term positions for information assurance positions classified as GS-2210 at lower grade levels. These include:

- competitive examining;
- merit promotion;
- the Federal Career Intern Program;
- the Student Career Experience Program;
- the authority for hiring individuals in fellowship and intern programs (5 CFR 213.3102(r)); and
- any appropriate noncompetitive placement for which the student may be eligible.

Using the “r” authority (5 CFR 213.3102(r)) has several advantages:

- Public notice is not required;
- There is no limit on the grade level to which individuals may be appointed (providing they qualify);
- There is no limitation on promotion potential (provided they qualify);
- Agencies can develop their own qualifications for positions filled through this authority because it is a schedule A excepted authority; and
- Time-in-grade restrictions do not apply.

Federal agencies whose employment system is governed by other titles should use whatever appointing authorities are appropriate under the regulations that govern their employment practices.

Note: Regardless of the appointing authority used for the internship, the agency should maintain contact with the student throughout the scholarship period. The designated mentor should remain in contact with the student and collaborate with the Principal Investigator to ensure the student’s academic focus is in line with agency and program expectations.

What authority may agencies use to appoint SFS program students upon graduation?

There is no special hiring authority created for the placement of SFS students for agencies under title 5. However, there are several avenues open to the agencies to afford students the opportunity to fulfill their post-graduation employment commitment. More importantly, in general, the length of the employment commitment will provide agencies plenty of time to seek the permanent placement of students under time-limited appointments. However, there are two caveats to remember. The agency must comply with the regulatory requirements applicable to whatever authority is used; and the appointment must be of sufficient duration to permit the participant to serve for a period equivalent to the length of the scholarship period or one year, whichever is longer.

- a) If the agency used the SCEP at the outset, it may convert the student to a term or permanent appointment provided all conditions were met.
- b) If the agency did not make a SCEP appointment, it may appoint the participant using any existing authority under which the participant is appointable. For example, the agency may announce the position using competitive procedures; reinstate or transfer the person into its ranks if eligible for reinstatement or transfer; or make a Career Intern appointment. In all instances, the agency must adhere to the provisions in the rules and regulations that govern the appointing authority used.
- c) If the person is not appointable under any other authority, the agency may make an appointment under 5 CFR 213.3102(r) and seek conversion to a permanent competitive appointment at a later date. This authority allows the appointee to serve in the excepted service for up to four years.

Should I remind students that a background check may be needed in order to obtain the security clearance they'll need to fulfill the responsibilities and tasks assigned to them at the internship or job?

Yes. We encourage that you inform students about the need for them to obtain a security clearance so that they may begin to compile all the information and data they will be required to submit.

What are Principal Investigators (PIs), what role do they play within the SFS program, and how can they assist me in finding a student to fill my internship or job vacancy?

PIs are the SFS program leaders at each university. Each participating university has a PI. They are responsible for mentoring each SFS student throughout their



scholastic tenure and assisting them in finding Federal internship and employment opportunities. PIs are the individuals most knowledgeable about each student and can therefore answer any questions you may have about any specific SFS student you are interested in hiring.

## Available Contacts Who Have Successfully Placed / Hired SFS Students

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The following individuals have agreed to make themselves available to you to provide guidance, suggestions, or counsel regarding placement.

### H.R. Professionals

Susan Gearhart  
Drug Enforcement Administration  
Phone: 202-307-1796  
e-mail: [susan.gearhart@usdoj.gov](mailto:susan.gearhart@usdoj.gov)

Jennifer Dooley  
U.S. Government Printing Office  
Phone: 202-512-1051  
e-mail: [jdooley@gpo.gov](mailto:jdooley@gpo.gov)

### Line Managers

Michael Phelan  
Drug Enforcement Administration  
Phone: 703-495-6787  
e-mail: [michael.j.phelan@usdoj.gov](mailto:michael.j.phelan@usdoj.gov)

Barbara Sauter  
Government Accountability Office  
Phone: 202-512-9515  
e-mail: [sauterb@gao.gov](mailto:sauterb@gao.gov)

For additional information, contact:

Victor P. Piotrowski, Ph.D.  
National Science Foundation  
Phone: 703-292-5141  
e-mail: [sfs@nsf.gov](mailto:sfs@nsf.gov)

Kathy Roberson  
Office of Personnel Management  
Phone: 202-369-1011  
e-mail: [kathy.roberson@opm.gov](mailto:kathy.roberson@opm.gov)

Brenda Oldfield  
Cyber Education Director  
National Cyber Security Division  
Department of Homeland Security  
Phone: 703-235-5184  
e-mail: [brenda.oldfield@dhs.gov](mailto:brenda.oldfield@dhs.gov)



## University Profile and Principal Investigator Contact Information

### Air Force Institute of Technology

Program Degree(s): Graduate  
Emphasis: Focuses on providing a substantial technical foundation in computer operating systems, networks, data security, and design and analysis.

PI: Richard Raines, Ph.D.  
AFIT/ENR  
2950 Hobson Way  
Wright-Patterson AFB, OH 45433

Phone: 937-255-6565 ext. 4278  
e-mail: [Richard.Raines@afit.edu](mailto:Richard.Raines@afit.edu)

### Carnegie Mellon University

Program Degree(s): Graduate  
Emphasis: Prepares students to succeed as InfoSec managers by blending education in information security technology, business management, and policy.

PI: Dean Haritos Tsamitis  
Center for Computer and Communications Security  
4616 Henry Street  
Pittsburgh, PA 15213

Phone: 412-268-3297  
e-mail: [denat@cmu.edu](mailto:denat@cmu.edu)

Alternate Contact: Linda Whipkey  
Phone: 412-268-1870  
e-mail: [LJWhipkey@andrew.cmu.edu](mailto:LJWhipkey@andrew.cmu.edu)

### Florida State University

Program Degree(s): Undergraduate and Graduate  
Emphasis: Seeks to provide a sound combination of applied and theoretical skills in computer science and enterprise security, reinforced with hands-on experience.

PI: Mike Burmester, Ph.D.  
Computer Science Department  
269 James Jay Love Building  
Tallahassee, FL 32306

Phone: 850-644-6410  
e-mail: [burmester@cs.fsu.edu](mailto:burmester@cs.fsu.edu)

Alternate Contact: Julie Hawkins  
e-mail: [JHawkins@cs.fsu.edu](mailto:JHawkins@cs.fsu.edu)

### George Washington University

Program Degree(s): Undergraduate and Graduate  
Emphasis: Security and information assurance students have specialties in computer science, forensics, electrical engineering, engineering management, and business.

PI: Lance Hoffman, Ph.D.  
Computer Science Department  
703 Phillips Hall  
Washington, DC 20052

Phone: 202-994-4955  
e-mail: [lanceh@gwu.edu](mailto:lanceh@gwu.edu)

## Georgia Institute of Technology

Program Degree(s): Graduate and Doctorate  
Emphasis: Provides a background and insight into general knowledge issues before concentrating on either technical or policy coverage of key elements of information security.

PI: Seymour Goodman, Ph.D.  
College of Computing and the Sam Nunn School  
781 Marietta Street, NW  
Atlanta, GA 30332

Phone: 404-385-1461  
e-mail: [goodman@cc.gatech.edu](mailto:goodman@cc.gatech.edu)

## Idaho State University

Program Degree(s): Undergraduate  
Emphasis: Building technical skills and knowledge with formal concentrations in information assurance and network security.

PI: Corey Schou, Ph.D.  
Informatics Research Institute/NIATEC  
Box 4043  
Pocatello, ID 83205

Phone: 208-282-3194  
e-mail: [schou@mentor.net](mailto:schou@mentor.net)

## University of Idaho

Program Degree(s): Undergraduate and Graduate  
Emphasis: Building technical knowledge and abilities with concentrations on information assurance.

PI: Paul Oman, Ph.D.  
Computer Science Department  
Janssen Engineering Building  
Room 233  
Moscow, ID 83844

Phone: 208-885-6899  
e-mail: [oman@cs.uidaho.edu](mailto:oman@cs.uidaho.edu)

## Illinois at Urbana-Champaign, University of

Program Degree(s): Undergraduate and Graduate  
Emphasis: The Information Trust Institute and the NSA Center for Information Assurance Education and Research jointly coordinate educational activities in information assurance and trust across the University of Illinois at Urbana-Champaign.

PI: Roy Campbell, Ph.D.  
Department of Computer Science  
Urbana, IL 61801

Phone: 217-333-0215  
e-mail: [rhc@illinois.edu](mailto:rhc@illinois.edu)

Co-PI: Masooda Bashir, Ph.D.  
Information Trust Institute  
Urbana, IL 61801

Phone: 217-244-1139  
e-mail: [mnb@illinois.edu](mailto:mnb@illinois.edu)

Co-PI: William Sanders, Ph.D.  
Department of Electrical and Computer Engineering  
Urbana, IL 61801

Phone: 217-333-0345  
e-mail: [whs@illinois.edu](mailto:whs@illinois.edu)

## Iowa State University

Program Degree(s): Graduate  
Emphasis: Focuses on technical areas such as network security, computer forensics, and cryptology. Includes political issues related to digital government such as privacy.

PI: Doug Jacobson, Ph.D.  
Electrical and Computer Engineering  
2419 Coover Hall  
Ames, IA 50011

Phone: 515-294-8307  
e-mail: [dougj@iastate.edu](mailto:dougj@iastate.edu)



## Jackson State University

Program Degree(s): Undergraduate and Graduate  
Emphasis: Preparation in the fundamentals of information technology with advanced technical work in computer science, information systems, and computational science.

PI: Loretta Moore, Ph.D.  
Computer Science Department  
Jackson, MS 39217

Phone: 601-968-2105  
e-mail: [moorela@stallion.jsums.edu](mailto:moorela@stallion.jsums.edu)

## Johns Hopkins University

Program Degree(s): Graduate  
Emphasis: Offers an MS in Security Informatics degree balanced across four core areas: technology, policy, health informatics, and management.

PI: Gerald Masson, Ph.D.  
Information Security Institute  
3400 North Charles Street  
Baltimore, MD 21218

Phone: 410-516-7013  
e-mail: [masson@jhu.edu](mailto:masson@jhu.edu)

Alternate Contact: Deborah Higgins, Ph.D.  
Phone: 410-516-8521  
e-mail: [dhiggins@jhu.edu](mailto:dhiggins@jhu.edu)

## Marymount University

Program Degree(s): Undergraduate and Graduate  
Emphasis: Building technical knowledge and skills.

PI: Diane Murphy, Ph.D.  
Computer Science Department  
Marymount University  
Arlington, VA 22207

Phone: 703-284-5958  
e-mail: [diane.murphy@marymount.edu](mailto:diane.murphy@marymount.edu)

## Mississippi State University

Program Degree(s): Undergraduate and Graduate  
Emphasis: Emphasizes highly technical areas with extra coursework in information and computer security, computer forensics, and network security/cryptography.

PI: Rayford Vaughn, Ph.D.  
Computer Science and Engineering Department  
PO Box 9637  
Mississippi State, MS 39762

Phone: 662-325-7450  
e-mail: [vaughn@cse.msstate.edu](mailto:vaughn@cse.msstate.edu)

## Naval Postgraduate School

Program Degree(s): Graduate and Doctorate  
Emphasis: Delivers graduate level education in military computer science and information science and technology, in response to the needs of naval and military customers.

PI: Cynthia Irvine, Ph.D.  
Computer Science Department, Code CS/IC  
833 Dyer Road  
Monterey, CA 93943

Phone: 831-656-7700  
e-mail: [irvine@nps.edu](mailto:irvine@nps.edu)

## Nebraska – Omaha, University of

Program Degree(s): Undergraduate  
Emphasis: An Information Assurance concentration extends the MIS curriculum by focusing on the principles and skills necessary to analyze, design, and construct secure systems.

PI: Blaine Burnham, Ph.D.  
College of Information Science and Technology  
Peter Kiewit Institute, 280  
Omaha, NE 68182

Phone: 402-554-2039  
e-mail: [blaine\\_burnham@unomaha.edu](mailto:blaine_burnham@unomaha.edu)

Alternate Contact: Stephanie Jensen  
Phone: 402-554-4902  
e-mail: [sjensen@mail.unomaha.edu](mailto:sjensen@mail.unomaha.edu)

## New Mexico Institute of Mining and Technology

Program Degree(s): Undergraduate and Graduate  
Emphasis: Students work across disciplines to focus on specialties within information assurance, including forensics, network security, cryptography, secure software development, etc.

PI: Lorie Liebrock, Ph.D.  
Computer Science Department  
801 Leroy Place  
Socorro, NM 87801

Phone: 575-835-6729  
e-mail: [liebrock@nmt.edu](mailto:liebrock@nmt.edu)

## North Carolina – Charlotte, University of

Program Degree(s): Undergraduate and Graduate  
Emphasis: A concentration in information security and privacy focuses on technical as well as policy issues related to confidentiality, integrity, and availability.

PI: Bei-Tseng (Bill) Chu, Ph.D.  
Software and Information Systems Department  
9201 University City Boulevard  
Charlotte, NC 28223

Phone: 704-687-4568  
e-mail: [billchu@uncc.edu](mailto:billchu@uncc.edu)

## North Carolina Agriculture and Technical State University

Program Degree(s): Undergraduate and Graduate  
Emphasis: Offers a concentration in information assurance. Research topics include intrusion detection, web security, wireless network security, and multi-agent system security.

PI: Anna Yu, Ph.D.  
College of Engineering  
1601 East Market Street  
Greensboro, NC 27411

Phone: 336-334-7245  
e-mail: [compsci@ncat.edu](mailto:compsci@ncat.edu)

## Norwich University

Program Degree(s): Undergraduate and Graduate  
Emphasis: Offers an undergraduate degree in computer security and information assurance that focuses on business and management issues as well as technical issues.

PI: Phil Susman, Ph.D.  
IA Department  
158 Harmon Drive  
Northfield, VT 05663

Phone: 802-485-2007  
e-mail: [susmann@norwich.edu](mailto:susmann@norwich.edu)

## Polytechnic Institute of New York University

Program Degree(s): Undergraduate and Graduate  
Emphasis: Offers NSA-approved certificates in information assurance to students pursuing degrees in computer science, computer engineering, telecommunications, or electrical engineering.

PI: Nasir Memon, Ph.D.  
Computer Science Department  
Six MetroTech Center  
Brooklyn, NY 01121

Phone: 718-260-3970  
e-mail: [memon@poly.edu](mailto:memon@poly.edu)

## Purdue University

Program Degree(s): Undergraduate and Graduate  
Emphasis: Discipline-specific programs focus on technical and research aspects of IA. A cross discipline program includes specializations in management, policy, forensics, etc.

PI: Eugene Spafford, Ph.D.  
CERIAS  
656 Oval Drive  
West Lafayette, IN 47907

Phone: 765-494-7805  
e-mail: [spaf@cerias.purdue.edu](mailto:spaf@cerias.purdue.edu)

Alternate Contact: Marlene Walls, Ph.D.  
Phone: 765-494-7805  
e-mail: [walls@cerias.purdue.edu](mailto:walls@cerias.purdue.edu)



## Stony Brook University

Program Degree(s): Undergraduate and Graduate  
Emphasis: Offers BS and MS degrees with specializations in information assurance. Emphasis is on technical knowledge and skills.

PI: R. Sekar, Ph.D.  
Department of Computer Science  
Stony Brook, NY 11794

Phone: 631-632-5758  
e-mail: [sekar@cs.sunysb.edu](mailto:sekar@cs.sunysb.edu)

## Syracuse University

Program Degree(s): Undergraduate and Graduate  
Emphasis: Provides certificates of advance study with a technical focus in systems assurance and with a policy and decision-making focus in information security management.

PI: Scott A. Bernard, Ph.D.  
Syracuse University School of Information Studies  
Hinds Hall, Room 334  
Syracuse, NY 13244-4100

Phone: 703-532-1007  
e-mail: [sabernar@syr.edu](mailto:sabernar@syr.edu)

## Tulsa, University of

Program Degree(s): Undergraduate and Graduate  
Emphasis: All students must take at least six advanced courses in information assurance and forensics. Emphasis is on technical expertise as well as management skills.

PI: Sujeet Shenoj, Ph.D.  
Computer Science Department  
Keplinger Hall  
Tulsa, OK 74104

Phone: 918-631-3269  
e-mail: [sujeet@utulsa.edu](mailto:sujeet@utulsa.edu)

You may access a list of any updates and changes to contacts and the institutions currently participating by visiting the SFS Principal Investigators' information website (<http://www.sfs.opm.gov/ContactsPI.asp>).

Additional information on universities participating in the SFS program can be found at the CAE/IAE website (<https://www.nsa.gov/ia/academia/caemap.cfm>).

**SALARY TABLE 2008-GS  
INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE**

**EFFECTIVE JANUARY 2008**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GS-1	\$17,046	\$17,615	\$18,182	\$18,746	\$19,313	\$19,646
2	19,165	19,621	20,255	20,793	21,025	21,643
3	20,911	21,608	22,305	23,002	23,699	24,396
4	23,475	24,258	25,041	25,824	26,607	27,390
5	26,264	27,139	28,014	28,889	29,764	30,639
6	29,276	30,252	31,228	32,204	33,180	34,156
7	32,534	33,618	34,702	35,786	36,870	37,954
8	36,030	37,231	38,432	39,633	40,834	42,035
9	39,795	41,122	42,449	43,776	45,103	46,430
10	43,824	45,285	46,746	48,207	49,668	51,129
11	48,148	49,753	51,358	52,963	54,568	56,173
12	57,709	59,633	61,557	63,481	65,405	67,329
13	68,625	70,913	73,201	75,489	77,777	80,065
14	81,093	83,796	86,499	89,202	91,905	94,608
15	95,390	98,570	101,750	104,930	108,110	111,290

Grade	Step 7	Step 8	Step 9	Step 10	WITHIN GRADE AMOUNTS
GS-1	\$20,206	\$20,771	\$20,793	\$21,324	VARIES
2	22,261	22,879	23,497	24,115	VARIES
3	25,093	25,790	26,487	27,184	697
4	28,173	28,956	29,739	30,522	783
5	31,514	32,389	33,264	34,139	875
6	35,132	36,108	37,084	38,060	976
7	39,038	40,122	41,206	42,290	1084
8	43,236	44,437	45,638	46,839	1201
9	47,757	49,084	50,411	51,738	1327
10	52,590	54,051	55,512	56,973	1461
11	57,778	59,383	60,988	62,593	1605
12	69,253	71,177	73,101	75,025	1924
13	82,353	84,641	86,929	89,217	2288
14	97,311	100,014	102,717	105,420	2703
15	114,470	117,650	120,830	124,010	3180

Note: Current and complete salary information is available on OPM's website: [www.opm.gov](http://www.opm.gov). Additional pay and bonus may be available based on job classification.





