

# Leadership Profile

## Dean, School of Engineering and Cyber Systems

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United States Coast Guard Academy



# Executive Summary



The U.S. Coast Guard Academy, located in New London, Connecticut, invites applications for the position of Dean of the School of Engineering and Cyber Systems. The Academy seeks a visionary leader, an educator-scholar, and an accomplished administrator dedicated to the intellectual development of cadets (students) and to the Coast Guard mission. Candidates must bring a distinguished record of achievement and senior leadership experience. The successful applicant will have strong academic experience, an earned doctoral degree, and scholarship or professional experience sufficient to qualify for appointment at the level of full Professor. The Dean will serve as an essential partner to the Provost/Chief Academic Officer of the Coast Guard Academy in shaping and advancing the Academy's strategic priorities and in directing day-to-day operations of an academic program at a military college. The Dean's vision and leadership will define the direction of the School well into the 21<sup>st</sup> century. This individual will substantially contribute to strategic planning, assessment, management, operation, and development efforts of the Academic Division, including the ability to leverage the intellectual capital of its faculty and program resources to meet the mission execution needs of the Coast Guard and the Nation. The Dean will collaborate with other school deans, department heads, faculty, staff and cadets to identify and implement transformational initiatives that will further strengthen the School.

The United States Coast Guard Academy is a top military college granting Bachelor of Science degrees in one of ten engineering or professional majors. Ranked among the nation's most prestigious and selective institutions of higher learning, the Coast Guard Academy is proud to educate future leaders of America's multi-mission, maritime military force. Each year, approximately 250 graduates are commissioned as Ensigns in the U.S. Coast Guard to help ensure the safety, security, and stewardship of our nation's waters.

The United States Coast Guard Academy's academics are rigorous, our faculty esteemed and our programs renowned. The Academy is ranked #1 by U.S. News & World Report in the "Top Public Schools" Regional Colleges North category and #12 in the "Best Undergraduate Engineering programs" category.

#### By the numbers:

- ✓ 8:1 student to faculty ratio
- ✓ 16 cadets per class average
- ✓ 1,069 cadets enrolled
- ✓ 62+% cadets on a varsity team
- ✓ 65% graduate in a STEM major
- ✓ 100% job placement
- ✓ 5 years obligated service
- ✓ 85% of grads stay longer than 5 years

#### Mission of the U.S. Coast Guard Academy

*To graduate young men and women with sound bodies, stout hearts, and alert minds, with a liking for the sea and its lore, and with that high sense of honor, loyalty, and obedience which goes with trained initiative and leadership; well-grounded in seamanship, the sciences, and amenities, and strong in the resolve to be worthy of the traditions of commissioned officers in the United States Coast Guard in the service of their country and humanity.*

# About the Academy



## Overview

The United States Coast Guard Academy, located in New London, Connecticut, is a highly selective four-year, federally funded service academy preparing young men and women for leadership positions in the U.S. Coast Guard. As one of the five U.S. service academies, the Academy provides a comprehensive education blending rigorous academics, character development, physical fitness, and professional training. The U.S. Coast Guard Academy is committed to building a talented faculty of teacher-scholars who collaborate to provide a multi-disciplinary and hands-on approach to learning and leadership development. Cadets participate in a demanding curriculum, practical leadership activities, and cultivated practical experiences, including annual summer training cruises aboard Coast Guard cutters. The Academy fosters a culture of service, integrity, and teamwork, instilling in its graduates the values necessary to lead with honor and distinction.

The U.S. Coast Guard Academy is accredited by the New England Commission of Higher Education (NECHE). The Academy and its Management degree program are accredited by the Association to Advance Collegiate Schools of Business (AACSB). Four engineering majors, the Cyber Systems major and the Marine and Environmental Sciences major are accredited by ABET under different commissions.

As the only institution of higher education in the Department of Homeland Security, the Academy works closely with DHS and the Coast Guard as a service. Each of the ten undergraduate academic majors (Government, Management, Marine and Environmental Science, Operations Research and Data Analytics, Civil and Environmental Engineering, Electrical Engineering, Mechanical Engineering, Naval Architecture and Marine Engineering and Interdisciplinary Engineering) work with components of the larger organization to build a more capable, responsive Coast Guard by engaging in projects that support Coast Guard missions.

# About the School of Engineering and Cyber Systems

The School of Engineering and Cyber Systems is a dynamic academic unit at the U.S. Coast Guard Academy, dedicated to providing future Coast Guard officers with a strong foundation in engineering principles and cutting-edge technologies. The School offers four engineering undergraduate degree programs that are accredited in ABET's engineering accreditation commission (EAC): Electrical Engineering, Mechanical Engineering, Naval Architecture & Marine Engineering, and Civil & Environmental Engineering. The School also includes a Cyber Systems major accredited in ABET's computing accreditation commission (CAC). A sixth program, launched in 2025, Interdisciplinary Engineering, is actively preparing for initial ABET accreditation in the EAC accreditation once the first cohort graduates in 2028.

## Academic Programs

**Civil and Environmental Engineering** has a long, proud tradition of preparing civil engineers who are knowledgeable and skilled in the areas of structural, construction, environmental, and geotechnical engineering.

**Cyber Systems** majors acquire a strong technical computing foundation with a balanced managerial cyber emphasis further enhanced by interdisciplinary studies to meet the cyber needs of the Coast Guard and the United States. Cyber Systems majors focus on developing and applying cutting-edge cyber technologies in the operational domain to conduct and enable Coast Guard missions, defend Coast Guard and governmental cyber systems, protect critical national infrastructure from cyber attacks, manage information technology for the Coast Guard and design, develop and support software and secure computer networks.

**Electrical Engineering** (EE) prepares future officers for exciting careers with a focus on developing and implementing cutting-edge technologies. The program challenges cadets to become critical thinkers who can use computer systems and analytical methods to solve real-world technical problems.

**Mechanical Engineering** (ME) students apply scientific principles in the design and improvement of mechanical and energy/power systems. Students are challenged with design problems that provide opportunities for developing creativity in solving real-world problems. The ME major provides a solid foundation for service as a Coast Guard Officer, professional engineering practice and further graduate study in the field.

**Naval Architecture and Marine Engineering** (NAME) provides a strong education in engineering, mathematics and the sciences, focused on the design and analysis of ships and boats. Sharing much in common with mechanical engineering, the NA&ME program instead has a heavy focus on ship design and ship systems during the 2/c and 1/c (junior and senior) years.

**Interdisciplinary Engineering** prepares future officers for careers across a wide spectrum of CG missions. This major draws from multiple disciplines and provides students with a broad background to work in numerous engineering fields, while also preparing graduates for service in most other CG and civilian career paths.

These accredited programs emphasize a hands-on, project-based learning approach, integrating theoretical knowledge with practical application. Faculty are actively engaged in research and capstone projects that address the missions of the Department of Homeland Security (DHS) and the U.S. Coast Guard and are related to innovative technologies within the maritime, aerospace, and shore-based support facility domains including ship design, marine safety, shore infrastructure and robotics/autonomous systems. Research related to addressing critical national security challenges, including maritime domain awareness and cybersecurity threats and undergraduate projects designed to foster interdisciplinary collaboration are sought by our faculty and students.

# Position Description



Deans are responsible for overseeing the academic functions of their respective School and for upholding academic standards necessary to accomplish the Academy's mission to graduate fleet-ready Ensigns in the United States Coast Guard. The Dean's primary concern is the totality of teaching and learning support in the School, including the effective operation of Academic Departments, execution of all Academic programs in the School, faculty development, and opportunities for the faculty and cadets to be involved in appropriate scholarly and co-curricular activities. Key responsibilities of the Dean of the School of Engineering and Cyber Systems include:

- **Academic Leadership:** Provide visionary leadership in curriculum development, program innovation, faculty development and program accreditation.
- **Strategic Planning:** Develop and implement a strategic plan for the School, aligning with the Academy's overall strategic goals and the Coast Guard's Force Design 2028 initiative (<https://www.uscg.mil/leadership/commandants-initiatives/forcedesign2028/>).
- **Resource Management:** Manage the School's budget, personnel, and facilities effectively and efficiently.
- **Faculty Development:** Recruit, mentor, and evaluate faculty, fostering a culture of excellence in teaching, research, and service.
- **Accreditation & Assessment:** Ensure the School maintains accreditation standards and implements effective assessment processes.
- **External Relations:** Cultivate relationships with industry, government, and academic partners to enhance the School's research and educational programs.
- **Recruiting and retaining an engineering and cyber workforce for the US Coast Guard:** CGA develops the majority of engineering and cyber professionals for the USCG. The Dean is a key partner with Admissions and the greater USCG to ensure a technical workforce.
- **Engineering and Cyber Advisory Council:** Foster and maintain a close relationship with School-relevant CG stakeholder communities to ensure CGA meets the human capital needs of the USCG, annually review and update Program Educational Objectives (PEOs) as part of the ABET accreditation process, and prepare graduates to meet current and emerging technical challenges in Engineering and Cyber Security

# Candidate Qualifications



The Dean of Engineering and Cyber Systems at the United States Coast Guard Academy is an innovative, strategic and collegial academic leader who understands the distinctive mission of the Academy and is committed to student success. The Academy seeks a Dean with the energy and enthusiasm to inspire the faculty to drive curricular innovation, ensuring the highest quality education for its students.

The ideal candidate will possess the following professional and personal qualities:

- **Academic credentials:** An earned doctorate or terminal degree in engineering, computer science or a closely related field from an accredited institution.
- **Professional Record:** Distinguished academic record with evidence of effective leadership at an accredited higher education institution, with a successful record of progressive responsibility. A record of achievement in teaching, research and service that merits appointment as a tenured Full Professor in one of the School's academic departments.
- **Commitment to public service, undergraduate education and leadership development.**
- **Communication:** Demonstrated ability to clearly and effectively communicate objectives, priorities, and challenges to faculty, students, and a variety of internal and external stakeholders
- **Leadership:** Exceptional leadership skills demonstrated by proven ability to effectively steer meaningful enhancements to curriculum, organizational structure, culture, and utilization of physical space
- **Values:** Evidence of alignment to USCG Core Values of honor, respect and devotion to duty
- **Supportive:** Experience supporting faculty professional growth and scholarship
- **Collaborative:** A record of fostering interdisciplinary collaboration
- **Management:** Demonstrated ability to manage budgets, personnel, and facilities effectively.
- **Engagement:** Documented history of successful stakeholder engagement/support
- **Experience with Accreditation:** Understanding of ABET accreditation processes and assessment methodologies.
- **Adaptive:** A demonstrated ability to adapt to unique educational environments such as exists at a small service academy
- **Forward-leaning:** Experience adapting curriculum and research to advance emerging technologies within the maritime, aerospace, shore-based facility and cyber security domains
- **Leading organizational change:** Ability to lead organizational changes/major academic initiatives



# Opportunities



**The Leadership Opportunity.** The Dean of Engineering and Cyber Systems is a senior academic leader of the United States Coast Guard Academy, reporting directly to the Provost and serving at the nexus of engineering education, cyber capability, and national service. This role offers a distinctive opportunity to shape an academic enterprise whose graduates move immediately from classroom to operational leadership in complex, high-consequence environments.

**Lead Engineering and Cyber Education at the Core of National Service.** The Coast Guard is actively adapting to a rapidly evolving maritime operational landscape marked by technological acceleration, cyber risk, and increased mission complexity. As the Academy's hub for engineering and cyber systems, SECS plays a central role in preparing officers who will operate immediately upon graduation. The Dean will guide academic programs that balance disciplinary rigor with operational relevance, ensuring graduates are prepared to lead, adapt, and make consequential decisions from the outset of their careers.

**Shape and Grow an Evolving Academic Portfolio.** SECS is in a period of purposeful growth. The Dean will oversee the continued development of new academic offerings—including a recently launched interdisciplinary engineering major—and assess future opportunities for curricular expansion and refinement. The Dean will shepherd emerging minors and program innovations and continuously assess the School's portfolio to ensure alignment with Coast Guard mission needs, workforce demands, and future operational concepts. This work requires both strategic vision and academic judgment: strengthening established programs while thoughtfully building new pathways aligned with mission needs and emerging technologies.

**Drive Innovation in Teaching, Learning, and Infrastructure.** With significant investment planned in STEM facilities and instructional resources, the Dean will help define how physical space, educational technology, and pedagogy combine to support modern engineering and cyber education. The Academy seeks a Dean who will champion forward-looking approaches to engineering and cyber education—leveraging advances in simulation, immersive technologies, data-enabled learning, and experiential pedagogy in ways that translate innovation into practice—enhancing learning outcomes while preserving the rigor and coherence expected of an accredited engineering enterprise.

**Lead and Sustain a High-Performing Faculty Community.** SECS faculty and staff operate in a uniquely demanding environment, balancing teaching excellence, scholarship, accreditation requirements, and the Academy's 24/7 residential and military context. The Dean will recruit, develop, and retain exceptional faculty, foster a collaborative and mission-driven culture, and ensure that academic talent is supported, valued, and positioned to thrive over time.

**Exercise Strategic Leadership with Institutional Visibility and Service Impact.** This role offers unusual visibility and influence within both the Academy and the broader Coast Guard. The Dean will work closely with Academy leadership and Coast Guard stakeholders to align academic priorities with long-term organizational strategy. For a leader motivated by impact, this position provides the opportunity to see academic decisions translate directly into operational capability and public service.

**In sum,** the Dean of Engineering and Cyber Systems will join the Coast Guard Academy at a moment of opportunity and responsibility—leading a school whose work has immediate and enduring consequences for the Service and the nation. For candidates seeking a senior academic role defined by purpose, influence, and the chance to build something that matters, this position offers a distinctive and compelling leadership challenge.

# USCG Academy Leadership



**Rear Admiral Gregory C. Rothrock** assumed command as the 44th Superintendent of the U.S. Coast Guard Academy in New London, Connecticut, on July 16, 2025. As Superintendent, he oversees the mission to train, inspire, and educate future leaders for the service. Most recently, he served as the J7 Director of Force Development at United States Cyber Command, where he oversaw the Joint Force Development mission, ensuring readiness through collective and individual cyberspace training in support of national defense objectives. Rear Admiral Rothrock previously served as Chief of the Coast Guard's Office of Budget and Programs. As Budget Director, he led the development and execution of the Service's budget, managing Program Review, Budget Formulation, and external coordination with the Department of Homeland Security, the Office of Management and Budget, and Congress. His operational experience includes over nine years in key acquisition leadership roles. He commanded the U.S. Coast Guard Research and Development Center, led the Response Boat Medium Project Resident Office, and served as Executive Officer of the Legacy Sustainment Support Unit. His afloat assignments include service as Engineer Officer aboard USCGC Spencer (WMEC 905), and as Student Engineer, Damage Control Assistant, and Deck Watch Officer aboard USCGC Confidence (WMEC 619). Rear Admiral Rothrock's staff include Director of the Commandant's Action Group; Program Reviewer for the Deputy Commandant for Mission Support; Cadet Character Development Officer at the Coast Guard Academy; Human Resource Manager in the Office of Acquisitions; and Section Chief and Type Desk Manager for the Patrol Boat Type Desk under Maintenance and Logistics Command Pacific. A 1995 graduate of the U.S. Coast Guard Academy, Rear Admiral Rothrock holds a Bachelor of Science degree in Mechanical Engineering. He also earned a Master of Science degree in Engineering Management from Northeastern University. Rear Admiral Rothrock hails from Bethlehem, Pennsylvania. He is married to the former Lori Stroosnyder of New Milford, New Jersey. They are the proud parents of two children, Egan and Elly.



**Dr. Amy Donahue** is Provost and Chief Academic Officer at the U.S. Coast Guard Academy. As Provost and Chief Academic Officer, Dr. Donahue is responsible for ensuring the academic enterprise fulfills its mission to educate and graduate leaders of character to serve as officers in the U. S. Coast Guard. Dr. Donahue is a Commissioner of the New England Commission of Higher Education and a fellow of the National Academy of Public Administration. She serves on NASA's Aerospace Safety Advisory Panel, advising the NASA Administrator and Congress on safety and risk management. She is also professor emeritus of public policy at the University of Connecticut. As a social scientist, her research has focused on executive leadership, homeland security, and disaster preparedness. Previously, Dr. Donahue served as UConn's Vice Provost for

Academic Operations, responsible for operational decision-making, labor-management relations, financial resource oversight, crisis planning and response, and capital planning for fourteen schools and five regional campuses. She was Senior Advisor to the Administrator for Homeland Security at NASA and had a major leadership role in the field response to the crash of Space Shuttle Columbia. She began her career serving in the U.S. Army on active duty in the 6th Infantry Division at Fort Wainwright, Alaska. Her military assignments included serving as Officer in Charge of a Forward Surgical Team, as the Training and Operations Officer (S3) for the 706th Main Support Battalion, and as Chief of Mobilization, Education, Training, and Security for Bassett Army Hospital. She moved on to manage a 911 communications center, and to volunteer and work part-time as a firefighter and medic in Fairbanks, Alaska and upstate New York. When she and her husband Tim are not on board the Academy, the Donahues may be found at their home in the White Mountains of New Hampshire.

# Procedure for Candidacy

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Applications, nominations, and inquiries are invited. Interested candidates should include, as separate documents, a curriculum vitae and a letter of interest explaining how they meet the qualifications above and will bring them to bear to lead the School.

Applications should be sent to [CGAEngineeringDean@uscga.edu](mailto:CGAEngineeringDean@uscga.edu).

Buffkin/Baker, an executive search firm, is assisting the U.S. Coast Guard Academy in the search. Inquiries and nominations can be sent to Buffkin/Baker at:

Mr. Ken Carrick, Partner – 980-296-5401

Ms. Janny DeLoache, Associate Partner – 704-377-7828

[USCGADeanSECS@buffkinbaker.com](mailto:USCGADeanSECS@buffkinbaker.com)

While applications and nominations will be accepted until a successful candidate has been appointed, interested individuals are encouraged to submit their materials by April 1, 2026 for full consideration. Review of submitted materials will begin immediately. Finalists for the position will be required to provide proof of their educational qualifications, such as unofficial transcripts. Applicants may submit this information with their application. If tentatively selected for this position, the selectee must submit official transcripts to the Human Resources office prior to receiving a firm offer of employment. Finalists will also be required to provide contact information for five professional references.