Computing & Information Technology Advisory Committee

College of Southern Nevada – October 3, 2025 Meeting

Overview

The College of Southern Nevada (CSN) reconvened its Computing and Information Technology Advisory Committee for the second meeting of the academic year on October 3, 2025. The committee, comprised of industry professionals and educators aims to guide program development and ensure that CSN students acquire the relevant technology skills needed for successful IT careers.

Key Objectives of the Committee

- Review and provide feedback on the agenda for the current semester's activities.
- Advise on proposed updates to the Network Security AAS 2-year degree program.
- Identify current and emerging industry trends that should be incorporated into the curriculum.
- Assess the IT labor market to determine opportunities and challenges for CSN graduates.

Continue engagement activities such as guest speaking, organizing field trips, and mentoring students.

Name	**Organization**
Joe Leavitt	Boyd Gaming
Fairbairn, Spencer	IGT
Kevin Uren	UNLV School of Medicine
Leo Bletnitsky	Healthy Technology Solutions
Debbie Banko	Link Technologies
Dylan Mlynarczyk	Healthy Technology Solutions
Pedro Flores	Beazley Security
Michael Herring	City of North Las Vegas
Glen Sutphin	KLA Labs
Aakin Patel	Greenwalker Security
Khaled Elzayyat	Dean, Advanced and Applied Technology
Lori Scheuerman	Cybersecurity Program Director/Faculty
Naser Heravi	CSN CIT Department Chair
Jay Jackson	Networking Program Director
James Pristas	Software Program Director
Lily Morningstar	CSN Faculty
Larry Rodis	CSN Faculty

Name	Organization
Eve Taghva	CSN Faculty
Karen Ahern	CSN Faculty
Lina Shoshani	CSN Faculty

Notes from meeting:

- **Industry Hiring Outlook and Impact of AI:** Karen led a discussion with Spencer, Aakin, Debbie, Leo, Michael, Pedro, and others on current hiring trends, the influence of economic factors, and the evolving impact of AI on IT job roles, with participants sharing perspectives from both private and public sectors.
    - **Current Hiring Trends:** Spencer, Aakin, Debbie, and Michael described a cautious hiring environment, with Spencer noting reluctance to open new headcount due to mergers and internal reallocations, while Aakin and Michael observed hesitancy in both private and public sectors, often tied to anticipated budget constraints and economic uncertainty.
        - While some members stated hiring is slow or stalled for now, Leo, Debbie, Pedro, and Glen indicated that they are still hiring so the outlook appears to be good for IT students.
    - **AI's Influence on Job Roles:** Debbie, Leo, and Spencer discussed how AI is shifting job requirements, with Debbie emphasizing that AI is creating new roles to support and develop AI systems. Leo highlighted concerns about entry-level software development positions being reduced due to automation. Spencer and James agreed that AI will change, but not eliminate, the need for skilled professionals to include software developers.
    - **Sector-Specific Observations:**
        - Michael provided insights from the public sector, explaining that municipalities like North Las Vegas are slowing hiring due to fiscal prudence and reliance on consolidated tax revenues.
        - Pedro noted that cybersecurity and incident response roles remain in demand, especially as remote work expands opportunities beyond local markets.
    - **Advice for Students and Educators:** Participants advised students to focus on acquiring hands-on experience and certifications, with Leo and Debbie cautioning about the future of certain roles and emphasizing the importance of adaptability, while Spencer and James reassured that foundational skills in computer science and cybersecurity remain valuable despite technological changes.
- **Development and Feedback on AI Certificate Curriculum:** James, Karen, Naser, Aakin, Joe, Spencer, and others discussed the structure, goals, and industry alignment of the new

AI certificate at CSN, seeking feedback on curriculum domains, required skills, and the balance between general and specialized training.

  - **Curriculum Structure and Domains:** James outlined the AI certificate's focus on domains such as machine learning, natural language processing, computer vision, and AI for business solutions, explaining that the curriculum includes foundational math, programming (Python), and data analytics, with a capstone project to integrate learning.
  - **Industry Feedback on Skills and Requirements:** Spencer, Joe, and Aakin provided feedback, with Spencer supporting the domain-based approach and noting the scarcity of AI talent, Joe questioning the necessity of pre-calculus as a prerequisite, and Aakin distinguishing between skills needed for AI tool usage versus formal AI development, suggesting that advanced roles will require higher degrees.
  - **Integration of Industry Tools and Certifications:** Jay, Joe, and Larry discussed the value of including modules on widely used AI tools like Microsoft Copilot and offering Microsoft AI certifications, with consensus that exposure to such tools would enhance student employability and align with current industry practices.
  - Aakin stated he know of companies that require their developers to work with Claude Code. I know of very large companies that use very specific Agentic AI programs - often Palantir, and are shifting their development to that as a basis. So the tools ARE being used. But they absolutely want their developers to understand the fundamentals; they use the tools as an assist, not as a skills replacement. And the tools require a LOT of babysitting. For skilled people, this means they can develop a lot faster. For unskilled people without a good understanding of the fundamentals, they end up being WAY slower, and that won't serve them well.

- **Redesign of Cybersecurity and Network Security Degree:** Lily, Lori, Karen, Pedro, Joe, Aakin, and others reviewed the redesign of the cybersecurity and network security degree, focusing on aligning core courses with industry certifications, incorporating AI and cloud fundamentals, and refining specialization tracks based on industry needs.
  - **Core Curriculum Changes:** Lily explained that the redesigned degree will ensure students earn core certifications (A+, Network+, Security+) within their coursework, address gaps in foundational knowledge, and add required courses in AI, cloud computing, and programming to better prepare students for the job market.
  - **Specialization Tracks and Certifications:** The program now offers tracks in networking (Cisco), offensive security (ethical hacking), and forensics, with partnerships such as EC Council for hands-on labs and certifications like CEH and CHFI, and plans to split complex certifications into multiple courses for deeper coverage.
  - **Industry Feedback on Curriculum Alignment:** Pedro inquired about the inclusion of cause-and-effect analysis in attack and defense modules, and Lily confirmed that reporting and hands-on skills are emphasized; Joe and Aakin questioned the

placement of compliance and incident response, suggesting a clearer distinction between compliance, business continuity, and blue team (defensive) roles.

    - **Suggestions for Further Improvement:** Aakin recommended adding a blue team or defensive architecture track to reflect the majority of cybersecurity job opportunities, while Spencer and Lori discussed renaming compliance modules to business continuity.
    - Aakin suggested introductory PCI certifications to strengthen the program's relevance.
    - Joe stated that soft skills should be included in courses.
- **Internship, Job Placement, and Industry Partnerships:** Karen, Glen, Debbie, Naser, and others discussed ongoing efforts to connect students with internships and job opportunities, highlighted recent successes, and explored ways to expand partnerships and scholarship funding through industry and professional organizations.
    - **Student Placement and Success Stories:** Karen shared examples of students securing internships and jobs with organizations like KLA Laboratories, Clark County Water Reclamation, and the NFL IT team, facilitated through faculty recommendations and industry contacts.
    - **Industry Partnership Opportunities:** Debbie and Glen described their organizations' approaches to internships, including donation of margin dollars to scholarships and collaboration with non-profits.
    - **Professional Organization Involvement:** Karen and Glen promoted the SIM golf tournament as a source of scholarship funds for IT students, and Joe highlighted the benefits of ISSA membership and training opportunities for students, encouraging continued engagement with professional associations.

Follow-up tasks:

- **Guest Speaker Scheduling:** Coordinate with Spencer to schedule a guest speaking session on fintech for students when he is available. (Karen)
- **Internship and Job Opportunities:**
    - Send resumes of potential networking interns to Leo for consideration at Healthy Technology Solutions. (Karen)
    - Glen Sutphin mentioned he may have opportunities for students (Karen)
- **Scholarship/Internship Collaboration:** Discuss with Debbie and Naser the possibility of creating a scholarship or donation program using margin dollars from internships provided through Link. (Debbie, Naser)
- **AI Certificate Curriculum Feedback:** Review the AI certificate curriculum and provide feedback on math prerequisites and skills alignment to James.

- **Cybersecurity Curriculum Feedback:** Review the redesigned cybersecurity degree tracks and provide detailed feedback, especially on the compliance and incident response components, to Lily and Lori. (Joe, Aakin, Pedro)
    - **Blue Team Track Proposal:** Propose the addition of a blue team or defensive architecture track to the cybersecurity degree to better align with industry job requirements. Lily and Lori to follow up on this from Aakin. (Lily, Lori)
    - **PCI Certification Track Research:** Research and suggest the appropriate introductory PCI certification to include as a track in the compliance/business continuity curriculum. (Aakin, Joe, Lori)
    - **Soft Skills Integration:** Karen to follow up with Joe on suggestions for integrating soft skills into the core cybersecurity curriculum. (Karen)
- **Follow-up Meetings Cybersecurity & AI:** Organize two follow-up meeting for further discussion and feedback on AI and cybersecurity degree changes before the fall curriculum deadline. Karen, Lily, Lori for Cyber, James Pristas for AI.
    - Industry members please add your name to the form for the AI or Cyber degree review below and emails will go out to schedule meetings:

Cyber/Networking https://forms.office.com/r/BJn62mXKLE

Software/CS/AI https://forms.office.com/r/gXfQb91xJ7