RISE 2030

Identity First

The Roadmap to Modern Security & Access at FSU

Presented by Jose Rodriguez and Martin Schaefer

80% of all Cyber Attacks Involve Compromised Digital Identities

2025 Crowdstrike Global Threat Report:

- 79% of cyberattack detections were malware-free.
  - This signals tactics like credential abuse and hands-on-keyboard attacks.
- Identity based intrusions consisted of 35% of cloud incidents.
  - Facilitated by access broker markets which grew 50% year-over-year.
- Iran Hacks Stryker in Michigan (March 11, 2026)
  - Admin Identity was hacked
  - Over 200,000 devices remotely wiped
    - Laptops, servers, and smart phones

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Your FSU Digital Identity

Consists of information like:

- SSN
- Home address
- Bank information
- Personal Information

May have access to:

- Administrative/Financial Systems
- Confidential Data

It represents who you are online to other institutions

- It determines your reputation

A breach of identity also puts the University's finances and reputation at risk.

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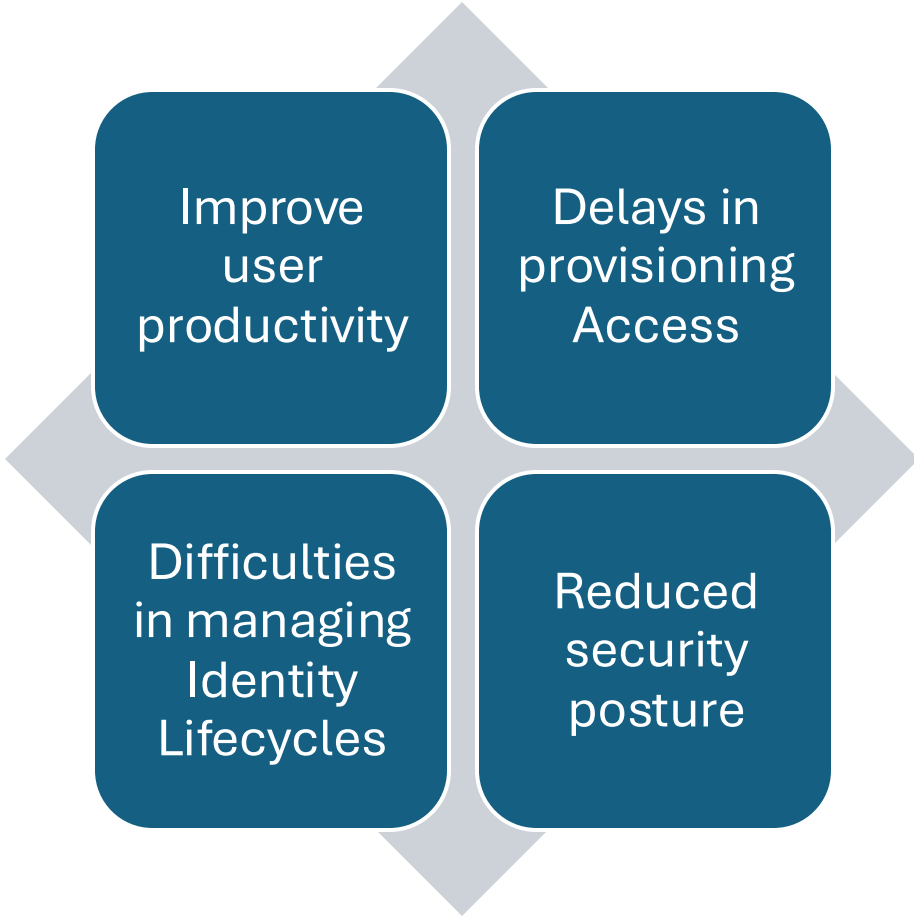
IAM Modernization Project

Project Drivers



Conducted an Identity Assessment (KeyData)

- We engaged within ITS and with our Campus Partners
  - We conducted over 100 workshops
    - Architecture
    - Challenges
  - We engaged with 39 unique groups at FSU

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Participating Partners

- Admissions
- Athletics
- Business Services
- Campus Recreation
- Career Center
- Center for Global Engagement
- Chief Auditor
- College of Arts and Sciences
- College of Medicine
- College of Nursing
- Compliance and Risk
- FAMU/FSU College of Engineering
- Florida High (High schools)
- Foundation
- FSU Controller's Office
- FSU Health
- Human Resources
- General Counsel
- Graduate School
- Housing
- Institutional Research
- Information and Security Policy Office
- ITAPP/CEHHS
- ITAPP/Facilities
- ITAPP/International Programs
- ITAPP/Law
- ITAPP/Panama City/ PC School
- Information Technology Services
- Mag Lab
- Office of Compliance and Ethics
- Office of Research
- Police Department / Ccure
- RAMP / Research
- Registrar Research Development
- Ringling
- Student Affairs
- Undergraduate Studies
- University Centers and Institutes
- University Health Services

Identity Assessment Findings (KeyData)

- Lack of Business-Driven Roles and Central Governance
- Manual Provisioning Processes
  - Access is given after someone has access to their account
- Decentralized Identity Management
  - Residual Access for Separated Employees
- Inefficient Access Certification/Recertification

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IAM vs IGA

What is the difference?

Identity and Access Management (IAM)

- Focused on Real-time Access
- Logging In (Authentication)
- Granting Access (Authorization)

Identity Governance and Administration (IGA)

- Focused on Governance
- Central User Management
- Policies
- Compliance & Audits

Identity Assessment Recommendations (KeyData)

- Implement a Modern Identity Governance & Administration (IGA) Solution
  - Central Identity Warehouse –Gives visibility over all identities
  - Enables centralized role management
  - Allows automating on-boarding, off-boarding, and cross-boarding based on source triggers.
  - Automated access reviews
  - Single pane of glass for metrics, KPIs, and KRIs around identity
  - Centralized audit trail for all user
- KeyData helped us develop an Identity Road Map

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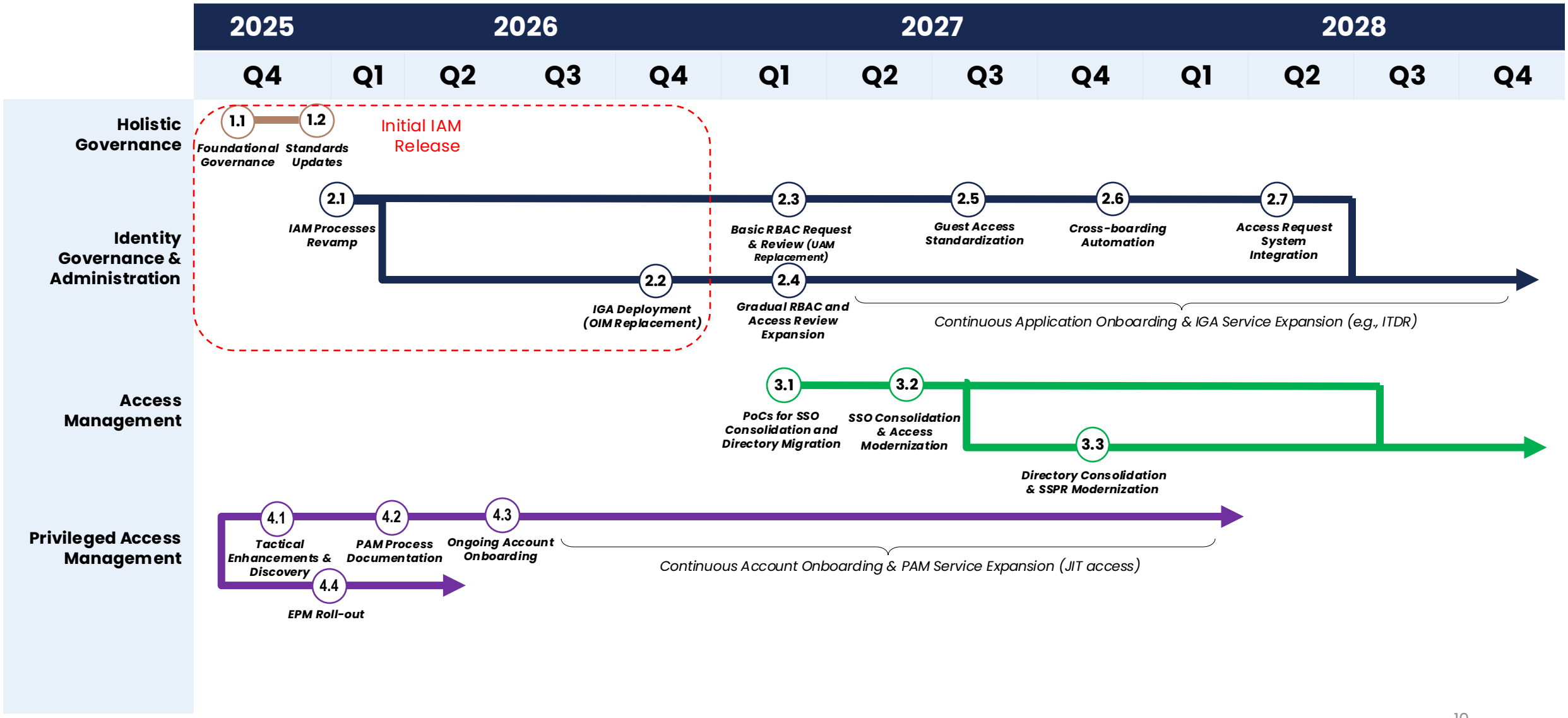
2025
2026
2027
2028
Q4
Q1
Q2
Q3
Q4
Q1
Q2
Q3
Q4
Q1
Q2
Q3
Q4
Holistic Governance
Identity Governance & Administration
Access Management
Privileged Access Management
1.1
Foundational Governance
1.2
Standards Updates
Initial IAM Release
2.1
IAM Processes Revamp
2.2
IGA Deployment (OIM Replacement)
2.3
Basic RBAC Request & Review (UAM Replacement)
2.4
Gradual RBAC and Access Review Expansion
2.5
Guest Access Standardization
2.6
Cross-boarding Automation
2.7
Access Request System Integration
Continuous Application Onboarding & IGA Service Expansion (e.g., ITDR)
3.1
PoCs for SSO Consolidation and Directory Migration
3.2
SSO Consolidation & Access Modernization
3.3
Directory Consolidation & SSPR Modernization
4.1
Tactical Enhancements & Discovery
4.2
PAM Process Documentation
4.3
Ongoing Account Onboarding
4.4
EPM Roll-out
Continuous Account Onboarding & PAM Service Expansion (JIT access)

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IGA Implementation

Road Map

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We Purchased an IGA Solution

CDW

- Our Contract is through CDW
- Established relationship with FSU
- CDW will perform project management and business analyst role

Fischer Identity

- 20+ Years of IAM Expertise with Higher Ed
- First IGA provider in the cloud(2006)
- 80% of their customers are in higher education
- 97% Customer Retention Rate
- Offered the best prices and the most complete package
- They had some of the best customer referrals.

CDW | Education

FISCHER IDENTITY

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IGA Sets the Foundation

- **Sets the Foundation for FSU's Identity Management Roadmap**
  - Provides the strategic control to simplify our environment and deliver on future roadmap goals.
- **Establishes a Unified Identity Fabric**
  - Delivers true extensibility through 100+ native connectors and a no-code configuration platform—enabling us to seamlessly integrate with our entire ecosystem, from PeopleSoft and Canvas to Salesforce, without custom development.
  - Provides actionable insights and reporting capabilities for identity governance.
- **Centralized Role Management**
  - Allows defining and managing roles and policies centrally ensuring consistency across the organization.
  - Can recommend optimal roles based on what similar users have, leveraging user pattern analysis.
- **Enables Automated Lifecycle Management**
  - Integrates with source systems like our HR and Student systems and can use data to automate on-boarding, change-boarding, and off-boarding.
- **Facilitates Automated Access Reviews**
  - Automated campaigns are possible and should be easier to manage and track.
  - Allows delegation of review to the appropriate owners while still providing full visibility.
- **Comprehensive Audit & Compliance**
  - Captures every access decision, approval, and lifecycle event.

Implementation and Road Map

Implementation

Road Map 2.2

Current versus New

Building the Foundation

Enhancing Existing Functionality

Improving User Experience

- "Lift and Shift" +

- Extensible Framework
- Building a richer dataset
- Collecting Use Cases

- External User Intake
- Attribute and Role Based Provisioning
- Enhanced Approvals and Workflows
- Certifications and Audits

- Activation and Password Management
- User Self Service and User Management
- Helpdesk Features

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RBAC Request and Review

Road Map 2.3

Attribute Based
and
Requestable Roles

Where are we today?

- Case management
- e-ORR

Fischer Features

- Supports **hybrid RBAC + ABAC** models using authoritative identity attributes (HR, SIS, ERP)
- Dynamic role assignment driven by **identity attributes** such as job code, department, affiliation, location, and status
- Role lifecycle management (create, modify, retire roles) with approval workflows
- Policy-based access rules evaluated continuously, not just at provisioning time
- Requestable roles with ability to provision just-in-time or with limited lifetimes
- Role simulation and impact analysis prior to deployment

Value Provided

- Accelerates onboarding by automatically assigning correct access based on attributes
- Ensures access aligns with **least privilege** and **business intent**
- Reduces role sprawl while preserving flexibility through attribute-driven access
- Improves scalability as populations grow or change frequently (students, employees, contractors)
- Simplifies audits by clearly mapping access to business rules and attributes

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RBAC Request and Review

Road Map 2.3 (supporting ongoing initiative)

Elevated Privilege Accounts and Privileged Account Management (PAM)

Features

- Identification and governance of **privileged, admin, and service accounts**
- Separation of standard user identities from elevated privilege identities
- Workflow-driven request and approval for elevated access
- Time-bound and purpose-based assignment of elevated privileges
- Integration with directories (AD, LDAP) and privileged groups
- Certification campaigns targeting privileged access specifically

Value Provided

- Reduces risk associated with standing administrative privileges
- Improves compliance with security and audit requirements
- Provides visibility into **who has elevated access and why**
- Supports segregation of duties (SoD) for high-risk functions
- Enables faster incident response by clearly identifying privileged identities

RBAC Request and Review

Road Map 2.3

AD/Entra Group Management and Automation

Features

- Automated creation, update, and removal of directory and application groups
- Attribute-driven and role-driven group membership rules
- Lifecycle-aware group management (joiner, mover, leaver)
- Approval workflows for manual or exception-based group assignments
- Synchronization with Active Directory, LDAP, and application-specific groups
- Group ownership and accountability tracking

Value Provided

- Eliminates manual group maintenance and associated errors
- Ensures group membership always reflects current business context
- Improves operational efficiency for IT and application teams
- Reduces over-provisioning and orphaned access
- Enhances transparency and accountability for group-based access

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Access Management

Road Map 2.4

Certification and Auditing

Features

- Scheduled and event-driven **access certification campaigns**
- Role, entitlement, group, and privileged access reviews
- Reviewer delegation and escalation support
- Attestation tracking with reviewer comments and decisions
- Automated remediation for revoked access
- Comprehensive audit logs and reportin

Value Provided

- Demonstrates compliance with regulatory and institutional policies
- Reduces audit preparation time through centralized evidence
- Ensures ongoing validation of access appropriateness
- Improves accountability by involving business owners in access decisions
- Lowers risk of toxic access combinations and access creep

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Directories and SSO Consolidation

Road Map 3.1, 3.2

Todays Architecture

- Active Directory
- Oracle LDAP
- Entra / CAS
- Not a unified login experience
- Supporting legacy systems

Future Architecture

- Modern Standards
- Active Directory
- Entra

Systems Integrations

Road Map 2.7

Extending Security Across the Enterprise

- Connecting to downstream systems
- API
- File Integration
- Other Connections
- Administrative Provisioning to disconnected systems

How can you prepare?

Questions?

THANK YOU!

- How to Follow the Project:
  - https://its.fsu.edu/iam
- How to Reach the Project Team:
  - IAM-Project@fsu.edu