

**Departmental BPC Plan  
Cybersecurity Program  
Stillman College**



**Effective dates of Plan:** 12/07/2021- 12/07/2023

**Contact:** Dr. Cynthia Warrick, President, [cwarrick@stillman.edu](mailto:cwarrick@stillman.edu)

Maria C. Laurent-Rice, Assistant Professor, Director of Cybersecurity Program,  
[mlaurentrice@stillman.edu](mailto:mlaurentrice@stillman.edu)

## **CONTEXT**

Stillman College (SC) is located on 105 acres in Tuscaloosa, Alabama. Stillman is an "Institution of Emerging Excellence," as defined by USC 42 Section 283k. Founded in 1876, it is a private institution of higher education and 501 (c)(3) non-profit organization. Stillman is a 4-year educational, historically black liberal arts institution (HBCU), committed to fostering academic excellence and providing high quality educational opportunities for diverse populations with disparate levels of academic preparation, with a legacy of producing teachers, scientists, and researchers. Stillman College student enrollment in 2019 was 861 of which 408 (47%) were male and 453 (53%) were female students. Most students come from low socio-economic backgrounds; 88% are Pell Grant eligible and 92% receive financial aid through federal student loans. Most students are from Alabama (597/76%). Most students identify as African American 87%; 6% are White, 2% Hispanic, and the remainder unknown.

In fall 2020, Stillman implemented a new Cybersecurity Program under the Business department that recruits students from all disciplines. The breakdown of student overall enrollment by discipline follows: Arts and Sciences 54%, Business 14%, Education 26%, other 6%. According to data from the United States Department of Labor which publishes the Bureau of Labor Statistics (BLS), African Americans represent only 3% of the cyber defense workforce which shows a lack of representation in this field. This program will fulfill a critical diversity need in the preparation of undergraduates to fill positions in the cybersecurity workforce.

## **GOALS**

- **G1.** Start a cybersecurity minor and enroll a minimum of 20 students at Stillman College in SY 2022-2023 that will include 50% female students producing at least 50 students with a minor degree in cybersecurity by the end of the 5th year.
- **G2.** Retain 85% of enrolled students annually in the Cybersecurity Program.

## **ACTIVITIES AND EVALUATION**

### **Outreach and Recruitment (G1)**

- **A1.** Conduct Cybersecurity Program orientations at the beginning of the semester to familiarize interested students with the program. (Dr. Boman)
- **A2.** Coordinate with ongoing education fairs at local community colleges and K-12 schools to recruit students for eventual enrollment into the Stillman Cybersecurity Program. (Dr. Boman)

➤ **A3.** Establish a collaborative agreement with Stillman's Veterans Resource Center (VRC) to recruit veteran students into the Cybersecurity program. (Major General (Ret.) Turner)

**Metrics:** Number of cybersecurity orientations held, number of education fairs participated in, and number and demographics of students reached. Establishment of a collaborative agreement with the VRC.

### **Retention of Enrolled Students (G2)**

➤ **A4.** Organize Cybersecurity Scholarship programs with NSA and OnRampII. Register students for fairs and technology conferences. (Ms. Bostic)

➤ **A5.** Make an annual assessment of the Cybersecurity Program based on program footprint and competitive dynamics. (Ms. Slaughter)

➤ **A6.** Establish a mentorship program for students to enhance professional development. (Prof. Laurent-Rice)

➤ **A7.** Establish a student Cyber Club. (Prof. Laurent-Rice)

➤ **A8.** Enroll students in state and national cyber competitions. (Prof. Laurent-Rice, Major General (Ret.) Turner)

➤ **A9.** Coordinate student internships and research opportunities with state and federal agencies. (Dr. Boman, Prof. Laurent-Rice, Major General (Ret.) Turner, Dr. Harris)

**Metrics:** Number and demographics of students participating in each activity. Completion of the annual assessment.