**Departmental BPC Plan**  
**Cybersecurity Program**  
**Stillman College**

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

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.