



Minutes

Committee Name: Industry Professionals Program Review

Date: March 1, 2023

Time: 10:00-2:00

Location: Room 704

Attendees	
Karnes, Valeries	Professor, Cerro Coso Community College
Kuttig, Paul	Professor, Cerro Coso Community College
Wainscott, Stephen	Booz Allen Hamilton
Klamt, Kyle	Booz Allen Hamilton
Hawkins, Scott	NAVAIR
Ward, Dawn	Professor, Cerro Coso Community College
Brewer, David	Saalex
Barney, Neil	NAVAIR, China Lake
Maclean, Kumi	JT4/NDTI
Bowen, Jarrod	Professor, Cerro Coso Community College
Bowen, Melissa	Professor, Cerro Coso Community College
Vigneault, Kyla	NAVAIR, China Lake
Hancock, Sean	President, Cerro Coso Community College
Allen, Denise	Administrative Secretary, CTE – Cerro Coso Community College
Griffin, Nicole	Dean, CTE Cerro Coso Community College – Zoom
Bradley, John	Adjunct Professor, Cerro Coso Community College
Ama, Suzanne	Chair, Professor, Cerro Coso Community College
Coston, Todd	Associate Vice Chancellor, KCCD
Rozell, Liz	Program Director Energy Technology Transfer and Workforce Development – Bakersfield College

Agenda Items	Presenter	Time Allotment
I. Welcome	Valerie Karnes	Meeting called to order at 10:00 a.m.
II. Introductions	Valerie Karnes	10 min
III. History of Bachelor of Science	Todd Coston, Liz Rozell	10 min

	Degrees in the Community College		
IV.	Development Process	Valerie Karnes – the team developing the programs was introduced, as well as the courses they were assigned to develop.	10 min
V.	Other Steps/Break	Valerie Karnes – letters of support from employers will need to be obtained and interest surveys will be sent to students.	10 min
VI.	Cyber Security Associate of Science Degree Modifications	Valerie Karnes highlighted the changes made based off based advisory discussions.	10 min
VII.	Cyber Security Defense & Operations Bachelor of Science Degree	There needs to be an addition on the government side to add the Cyber Security Defense & Operations BS program to their Human Resources titles for pay scales. They currently use time and experience as a determination for incoming pay. The volume of the current need is driving pay and the government is losing employees to contractors as they move to contractors that will pay them up to \$20,000 more to move their employment. At this time, applicants that have Security+ certification, a security clearance some time on the job can demand higher pay rates and jump from one position to another. Their level and depth of understanding of cyber security can be very limited. Employers will welcome a leveling out of this type of competitive environment with a more stable and well equipped cyber workforce. The government and contractors were fully	15 min

	<p>supportive of our program and area willing to support employees in the completion of the program by funding fees and books. They currently do increase pay rates when employees obtain certificates and degrees. The prospect of the BS program will drive wages up once the title is added to the federal government accepted cyber job classifications. The first completers of the BS program will likely be able to obtain \$80,000 as an entry salary due to the shortage and thorough preparation in the field. They are interested in working with the college on internships and placements while students are in the program.</p> <p>Additionally, Jarrod brought up the Administration of Justice and police officers require a Bachelor's degree for promotion. If they do not have a bachelors, in some categories police employees cannot even apply. It is not an option for that field, it is a requirement. Dawn brought up that in the legal field, the move to cloud storage necessitates a workforce that is managing private and protected information in all the legal offices. This BS would fit the requirements would meet the need to protect the data and private information in all professions.</p>	
VIII. Lunch	Working lunch	15 mins to get food
IX. Cyber Security Defense & Operations Bachelor of	Discussions were had – grammatical errors and additional topics for instruction were notated.	2 hr. 30 min

	Science Degree Course Review		
X.	Next Step	Valerie Karnes	5 min
XI.	Adjournment	Valerie Karnes	2:45 p.m.