



Cyber Maryland Board Meeting Minutes

Date: October 31, 2025

MINUTES OF THE MEETING OF THE CYBER MARYLAND BOARD OF DIRECTORS

MEETING DETAILS

Chair - Roger Austin, Security and Risk Director, Boston Consulting Group [HERE](#)

Vice Co-Chairs - Supro Ghose, Graphene Security Inc. [HERE](#)

Members

Allen Kachalia, Private Sector with Cybersecurity Needs N/A

Amy Pearlman, Superintendent of Schools [HERE](#)

Anne Kaiser, House of Delegates co-chair of the Joint Committee N/A

Craig Hunter, Maryland National Guard [HERE](#)

Derrek Dunn, University of Maryland Eastern Shore [HERE](#)

Gregg Smith, Cybersecurity Association of Maryland, Inc. [HERE](#)

Katie Fry Hester, Senate co-chair of the Joint Committee on Cybersecurity, Information Technology, and Biotechnology N/A

Kenneth Allman, Garrett Community College [HERE](#)

Kim Mentzell, Maryland Department of Commerce [HERE](#)

Kirkland Murray, Anne Arundel Workforce Development Corporation [HERE](#)

Laura Nelson, National Cryptologic Foundation [HERE](#)

Loyce Best Pailen, University of Maryland Global Campus [HERE](#)

Mike Kerley (Designee), Maryland Department of Veterans Affairs [HERE](#)

Portia Wu, Maryland Department of Labor [HERE](#)

Sanjay Rai, Secretary of MHEC [HERE](#)

Tami Watkins, Comcast [HERE](#)

Thomas Byrd, T. Rowe Price [HERE](#)

Troy LeMaile-Stovall, TEDCO. Alex Choi standing in.

Call to Order

The meeting was called to order by Chair Austin at 11.33 am. A roll call was conducted by the Cyber Maryland staff.

Presentation — Howard Community College (HCC) Apprenticeship Program

Presenter: Dr. Minah Woo, Vice President of Workforce, Innovation, and Strategic Partnerships, HCC

Dr. Woo thanked the Board for its continued support and provided an update on HCC's Tier 1 Cybersecurity Apprenticeship Program.

Key Discussion Points:

Program Progress: Dr. Woo shared that HCC is focusing on expanding employer engagement and has touched approximately 100 employers for awareness, with a goal of bringing 10 employers on board. Currently, two to three employers are active partners.

Funding and Flexibility: Jeff Richmond confirmed there is no limit on funding or deadlines for employer participation and emphasized that more employer partners are needed.

Barriers to Growth: Dr. Woo identified several barriers, including the ongoing Department of Energy (DOE) shutdown and general employer uncertainty about apprenticeship processes.

Outreach Materials: HCC is developing informational materials and a roadmap to guide employer participation. A white paper is also in progress.

Sector Expansion: In response to a question from Seeyew Mo, Dr. Woo noted that HCC recently received an NSF grant in Health IT and is prioritizing Energy and Education as emerging apprenticeship sectors beyond the federal contracting space.

Higher Education Partnerships: Secretary Sanjay Rai emphasized opportunities for apprenticeships within higher education institutions and offered to help connect HCC with the Tech Council of Maryland and Lockheed Martin to explore new partnerships.

Community College Sponsorship Model: Dr. Woo explained that HCC is leveraging the broader community college network as apprenticeship sponsors, enabling colleges to conduct outreach and provide related technical instruction (RTI).

Action Item — Approval of September 25, 2025, Meeting Minutes

The Board reviewed the minutes from the previous meeting held on September 25, 2025.

A motion was made and seconded to approve the minutes as submitted. The motion passed unanimously.

Discussion — Bylaws Update and Measurements

Presenter: Roger Austin, Chair

Mr. Austin reported that the most recent draft of the Board bylaws had been circulated to members the previous day.

Discussion Highlights:

Feedback Summary: Hearing no objections, members agreed the bylaws were straightforward.

Clarifications:

Amy Pearlman noted that the provisions appeared clear and concise.

Laura Nelson raised a question about term rotations and whether that detail should appear in the bylaws.

Abby Olson clarified that term limits for gubernatorial appointees—three years—are prescribed by statute and will self-execute.

Discussion - Cyber Education

Key Points:

Kirkland Murray discussed efforts in Anne Arundel County to connect cyber education to career coaching and evaluate cyber range programs.

Laura Nelson suggested developing tiered competitions (beginner, intermediate, and advanced) and incorporating university participation.

Secretary Sanjay Rai emphasized the importance of sustaining programs beyond one-off events, highlighting the need to prioritize fundamental skills over tool-specific training.

Seeyew Mo mentioned that this approach complements the computer science curricula update that is ongoing. Amy Pearlman discussed investing in K–12 education even when outcomes are uncertain, noting that exposure to AI and core skills must remain a focus. She also raised issues around teacher shortages and inclusivity in competitions.

Alex Choi and Seeyew Mo noted the value of leveraging local DEF CON chapters and other community groups for student engagement.

Loyce Pailen mentioned that GenCyber camps have faced funding cuts, underscoring the need for sustained investment in K–12 cyber programs.

Mr. Mo confirmed that teachers supporting such efforts would be compensated through upcoming initiatives.

Discussion — Clearance Pipeline

Discussion Summary:

Kim Mentzell questioned whether the Board should prioritize addressing clearance challenges at the state level or defer to federal solutions.

Loyce Pailen stressed the importance of preparing students early to navigate clearance pathways.

Laura Nelson suggested exploring partnerships with federal agencies to streamline clearance processes for apprentices and students.

Supro Ghose noted that the clearance challenge is complex and cross-jurisdictional, proposing collaboration with relevant ACT-IAC Communities of Interest (COIs).

Mr. Ghose and Ms. Pailen agreed to coordinate with ACT-IAC's Cyber COI on next steps.

Adjournment

With no further discussion or new business, Kim Mentzell made a motion to adjourn, seconded by Derek Dunn. The meeting adjourned at 12.35pm