**NICE Working Group**

**Meeting Minutes**

**Date: March 23, 2016 Time: 3:30 PM EST**

**SharePoint Page:** [**https://nistgov.sharepoint.com/sites/NICEProgram/NICEWG**](https://nistgov.sharepoint.com/sites/NICEProgram/NICEWG/)

1. **Roll Call and Ground Rules**
* Danielle Santos, NICE Program Manager, welcomed members to the meeting and mentioned that the Adobe Connect chat box feature should be utilized to announce attendance, provide feedback and ask questions.
* Danielle also noted that participation in the NICE Working Group is not intended for advertising and promotional purposes and to keep this in mind when using the chat feature.
* Danielle apologized to any members unable to join the Adobe Connect due to the limited capacity. The program office is working to alleviate this issue for future meetings.
1. **NICE Program Office Updates**
* Rodney Petersen, NICE Program Director, mentioned that one of NICE’s operational goals is to increase visibility. Members are encouraged to provide ideas that will help increase visibility. The following specific items were highlighted as ways NICE is increasing its visibility:
	+ **NICE Brochure**-the brochure provides information on NICE and several affiliated programs including the DHS and NSF Scholarship for Service program. The brochure is being distributed at events. Members are encouraged to request brochures or a speaker for their events by contacting the NICE program office.
	+ **NICE eNewsletter**-the quarterly eNewsletter will begin distribution soon to promote and share what the community is doing. Each issue will have a featured article to highlight the strategic plan, spotlight articles on academia, industry and government, as well as, provide updates on funded projects and the NICE working group.
	+ **NICE webinar** –the monthly webinars will begin soon and will cover innovative projects that have a broad impact.
	+ **NICE Website**- NICE website updates will occur in the fall.
* Rodney mentioned that NICE is not geared to specific types of members or partnerships, but a community of individuals with a common cause.
* Rodney stated that another NICE goal is to increase engagement, which is a two way street that can be segmented by the following:
	+ **Inform**- to raise awareness by listening to the community and being a connector.
	+ **Analyze**- to bring a deeper understanding of what NICE and the community is doing and by providing knowledge transfer.
	+ **Innovate**-to build on what is working and develop new and fresh ways to intensify progress to close the cybersecurity workforce gap.
1. **Opening Remarks**
	1. President Kathi Hiyane-Brown, NICEWG Academic Co-Chair, welcomed members to the meeting and mentioned that Whatcom Community College was recently visited by the Cyberwatch West Grant Committee and she was reminded about the importance of college and industry partnerships. There is a need to find willing partners to provide opportunities for students in training and potential employers. Kathi mentioned that she will be participating in a panel on cybersecurity education in community colleges at the American Association for Community Colleges, April 9-12 in Chicago, IL. There are only 25 CAE community colleges, representing only 2% of all community colleges. The goal is to increase this number.
	2. Andre Thornton, NICEWG Industry Co-Chair, followed up by also stressing the connection between college and industry. He stated that Lockheed Martin has intentional relationships focused on specific skills needed in the workforce. He stated that there is a need for academia to consider what industry needs and to have flexibility in their curriculum. Andre continued by stating that there is a need to look into the future and the importance of leaning forward to innovation which starts within the educational system.
2. **Standing Items**
	1. **Fun Facts – creating a culture of evidence**
* Rodney presented data from the Associated Press article “Damning study finds a ‘whitewashed’ Hollywood.” The article highlighted the underrepresentation of females, individuals 40 and older, and African Americans and other minorities in the media. Below is the link to the article:

 <http://wtop.com/tv/2016/02/ap-exclusive-damning-study-finds-a-whitewashed-hollywood-2/>

* The following link provides the study referenced in the article from the Social Change Initiative at the University of Southern California’s Annenberg School for Communication and Journalism Comprehensive Annenberg Report on Diversity (CARD): <http://annenberg.usc.edu/pages/~/media/MDSCI/CARDReport%20FINAL%2022216.ashx>
* One of NICE’s goals is to nurture a diverse learning community. One way to make progress is to be aware of the initiative’s visual representation in materials, leadership and staff.
	1. **Report Roundup – learning from good ideas**
		+ Rodney presented on the Cyber In-Security II: Closing the Federal Talent Gap report. There was a similar report issued in 2009. Writers concluded that not a lot of progress has been made between the two reports. At the time of the previous report, there was not a government wide strategy. The new report shows that the pipeline is still insufficient and not keeping up with the demand. The federal hiring process is still cumbersome. 16 recommendations were summarized in the report. Some have been incorporated. OPM is developing a HR strategy. The report can be found by visiting: <http://ourpublicservice.org/publications/viewcontentdetails.php?id=504>
* Rodney welcomed members to provide any reports that should be featured in future meetings.
	1. **Event Engagement – highlights from recent events and upcoming events**
* Margaret Leary provided an update on the following upcoming academic conferences:
	+ **National Cyber Summit** – held June 8-9, 2016 in Huntsville, AL – There will be several workshops on cybersecurity framework and integration. For additional information see: <http://www.nationalcybersummit.com/>
	+ **Colloquium** –held June 13-15, 2016 in Philadelphia, PA – this conference will be attended by cybersecurity educators representing 2 and 4 year programs and researchers. For additional information see: http://cisse.info/
	+ **Community College Cyber Summit**- held July 22-24 in Pittsburgh, PA-The summit will provide workshops on workforce framework integration. For additional information see: https://www.regonline.com/builder/site/Default.aspx?EventID=1794790
	+ **Cyberwatch** will offer a series of seminars on different topics. The next seminar will be held on April 28th and will address threat intelligence. A module has been developed for institutions and is available to all academic institutions. For more information see: <http://www.nationalcyberwatch.org/programs-resources/webinar-series/>
* Please refer to the attached presentation for additional information about these events.
	1. **Strategy Stories – new developments that align to NICE Strategy**
* Diane Miller from the Northrop Grumman Corporation provided a presentation on CyberPatriot Mentorship.
* Objective 2.1 of the CyberPatriot program is to improve education programs, co-curricular experiences, training and certifications. In response to this objective, CyberPatriot has a middle and high school cyber defense component. The elementary school program, available in English and Spanish, rolled out last year and focuses on getting kids excited about STEM and staying safe online.
* The summer camp program is a one week camp and has a high demand. It is only open to 25 camps and 34 organizations have already signed up.
* Objective 2.3 of the program is to inspire career awareness to influence children to pursue a cyber academic program.
* The program is clearly making an impact with getting kids to continue their cyber education. At the high school level, 94% of participants plan to pursue a 4 year degree in this area.
* Please refer to the attached presentation and the URL below for additional information: <https://www.uscyberpatriot.org/>
	1. **Metric Moment – what gets measured gets** **done**
* David Powell from the Federal Business Council presented the metrics from the 2015 NICE Conference and Expo. David mentioned that the conference had strong participation from 43 different states and 8 different countries.
* 2015 was the first time hosting the conference on the west coast. It was held in Columbia, MD for several years.
* There was strong representation from the collegiate and K-12 sectors.
* David welcomes feedback on the type of audience to attract for the future and the type of demographic questions that should be asked.
* The 2016 NICE Conference and Expo will be held on Nov. 1-2, 2016 in Kansas City, MO. Registration will open very soon.
* Please refer to the attached handout for additional information.
1. **Subgroup Updates**
	1. **K-12**-Carlos Garcia, co-chair, mentioned that the tiger teams have started to work on proposed activities.
	2. **Collegiate –** Barbara Endicott-Poposky, co-chair, stated that the subgroup has gone through the NICE strategic plan. Members have been asked to submit their top 2-3 activities by March 29th. The next meeting is on April 11th. The membership has grown. Lots of diversity in background and interest level.
	3. **Competitions –** Dan Manson, co-chair, started by mentioning that the subgroup has two new members Karen Evans from the US Cyber Challenge and Jenn Henley from Facebook. Subgroup member Jessica Gulick is outlining a white paper on professionalizing competitions. The next meeting is on Friday, April 1st. Dan noted that CyberPatriot is down to 28 teams and the finals will take place in Baltimore, MD on April 10-14. Visit [www.uscyberpatriot.com](http://www.uscyberpatriot.com) for more information.
	4. **Workforce Framework –** Frank C Cicio, co-chair, stated that the group’s goal has been to determine how to adapt the 2.0 NICE Framework into the private sector. They have gone through the Framework by adding KSAs for the financial and communication industries and will send the results to NICE. They are also working on soft skills. Role profiles provide a Framework for industry and also provide academia with ways to rationalize industry needs from an educational perspective. The group is focused on making an educational and workforce initiative work. The Epic Challenge helps with this effort. It is a 3 credit course that is mentored by industry experts. The key is to standardize the taxonomy and role profiles. Industry can relate to roles better than degrees and courses. There is a need to track industry learning overtime.

Co-chair, Leo Van Duyn continued by providing an update on efforts to define role profiles and proficiency expectations for particular jobs. Leo met with the Department of Navy and praised their work on mapping industry certifications to the framework and expected proficiencies. He mentioned that if we can better define the KSAs, we can then better define the skills and expected proficiencies as early as kindergarten, and provide a valuable baseline.

* 1. **Training and Certifications –** Montana Williams, co-chair, was unable to attend the meeting, but submitted an update that the subgroup has formed the following five tiger teams:

a.    Supply and demand

b.    Training gap identification

c.     Skills based Training

d.    Unemployed/displaced

e.    Cyber range tiger team

The next steps will be to determine goals and include milestones for each tiger team by the end of June and create an action plan to accomplish specific goals and milestones by the end of August.

1. **Project Progress Reports**
* Danielle provided an update on the 2016 NICE Annual Conference and Expo that will be held on Nov. 1-2 in Kansas City, MO.
* Registration will be opening soon. Sponsor and exhibitor registration is open now.
* Call for proposals will be out very soon as well and will close in May. The program committee will review all proposals and then select the final presentations.
* For more information about the conference, visit: [www.fbcinc.com/nice](http://www.fbcinc.com/nice).
1. **New Business**
* Jo Portillo presented on the National Cybersecurity Student Association, a program under the National Cyberwatch Center, a consortium of higher education institutions, businesses, and government agencies focused on collaborative efforts to advance Information Security education/research and strengthen the national cybersecurity workforce.
* One of the initiatives of Cyberwatch was to establish a student association. The association is open to college students 18 years and older. A soft launch was recently conducted and they received a great response with 165 students registered. An advisory board has been selected, but not yet announced.
* Jo mentioned that there will be a series of webinars beginning May 2nd. They are also in the process of building their social media presence on LinkedIn, Twitter and Facebook. Please follow them on social media and consider ways to get involved through sponsorship, knowledge sharing, partnering, increasing awareness and offering student incentives such as conference discounts.
* Rodney stressed that students are also a part of the NICE community and inquired about how should NICE better engage with them? Jo stated that the engagement strategies should come from students and that sharing what they are experiencing with competitions, etc. is key. Conferences have a greater impact. The International Consortium of Minority Cybersecurity Professionals was mentioned: <https://icmcp.org>.
* Rodney mentioned that less known and targeted scholarships will be a focus for future new business topics.
* For more information, visit: [www.cyberstudents.org](http://www.cyberstudents.org)
1. **Summary of Action Items**
* Presentation slides will be distributed with the minutes. Web Links will be included as well.
1. **Next Meeting Reminder**

April 27, 2016 at 3:30PM ET

Meeting Adjourned at 4:42 pm ET