



MINUTES OF THE MEETING OF THE CYBER MARYLAND BOARD OF DIRECTORS MARYLAND TECHNOLOGY DEVELOPMENT CORPORATION

The Cyber Maryland Board of Directors convened at 11 a.m. on September 25th, 2025, virtually via Zoom. A quorum was present with thirteen of the eighteen members of the Board in attendance for the meeting.

Cyber Board Member Present:

Roger Austin, Chair
Supro Ghose, Vice Chair
MD Labor Secretary Portia Wu
Kirkland Murray
Katie Fry Hester
Rachel Stephen Parker
Kim Mentzell
Tami Watkins
Laura Nelson
Marlon Vanzie
Derreck Dunn
Natasha Cornell
Amy Pearlman
Loyce Best Pailen
Thomas Byrd
Kenneth Allman

Cyber Board Members Not Present:

Allen Kachalia
Anne Kaiser
Troy LeMaile-Stovall
TEDCO Not Present

I. Call to Order

- Mr. Austin called the meeting to order at 11 a.m. Princess Aguguo called roll.

II. Action Items: Approval of Meeting Minutes from July 25, 2025

- The Board considered the minutes of the July 25, 2025 Board Meeting. A motion was made and seconded to approve the minutes as submitted. The motion passed unanimously.

III. Presentation (Update Pertaining to SB0867 Cyber Maryland Program & Revisions)



- Gregg Smith opened the discussion on critical infrastructure and cybersecurity, noting that this would be the first of many meetings on the topic. He highlighted the strong interaction between state departments, including water utilities, the FBI, DOD, and others.
- Katie Fry Hester provided an overview of the recent conference, which included presentations, a tabletop exercise, and efforts to define an order of operations for responding to cyberattacks. She also identified a significant gap: water utility insurance policies currently prevent DoIT from sharing certain information with neighboring departments.
- Roger Austin asked whether there were specific jobs and skills that needed to be developed to strengthen critical infrastructure protection. Ms. Hester responded that every utility serving more than 3,000 people is required to provide training. This fed into a broader workforce discussion, in which board members stressed the need to redefine what “entry-level” roles in cybersecurity mean. Several members emphasized that employers should assess candidates' aptitude and foundational skills as to not rely solely on resumes, and that soft skills alongside technical training are increasingly important.
- Mr. Ghose inquired about a Cybersecurity Framework risk assessment, particularly in relation to the America's Water Infrastructure Act. was discussed for water utilities at the conference. Ms. Hester noted that no risk assessment had been addressed.

Mr. Mo then provided a presentation on the implementation of SB867, which transfers the Cyber Maryland program to the Maryland Department of Labor.

- SB867 Instructs the Board to create bylaws with the first draft being delivered by next week. Mr. Austin wanted input regarding terms, amendments, support process, and meeting attendance for Board Members.
- Mr. Mo spoke on plans (events, press, programs) for Cyber Awareness Month in October, Cyberclinic, and the Codepath Partnership.

The Board Members then moved into discussion of the latest entry-level labor trends in the Cyber workforce space.

- Secretary Wu emphasized the need to redefine what constitutes an “entry-level” role, noting that many positions already demand several years of prior experience. Kim Mentzell added that employers are increasingly focused on measuring a candidate through assessments rather than relying on resumes, and suggested that recent graduates could be integrated into the workforce through structured internships.
- Kirkland Murray asked whether a report could be shared with the local workforce board to help align talent pipelines with employers needs. Amy Pearlman raised concerns about retention, explaining that both computer science and cyber fields are struggling to keep talent at both entry and more advanced levels. She stressed that candidates must bring data analysis skills, which artificial intelligence cannot replace.
- Seeyew Mo added that even entry-level positions expect three to five years of experience in data-intensive roles.
- Marlon Vanzie urged students to begin internships as early as possible, while also pointing out that many candidates cannot afford the cost of cybersecurity certifications.



- The discussion concluded with Secretary Wu proposing that the Board develop a framework for defining what a high quality cybersecurity program should look like, particularly in areas such as cyber procurement.

IV. Closing Statements & Next Steps

- There was a brief discussion about clearance pathways and engaging K-12 talent in accessible extracurricular activities after the release of the cyber proposal.

V. Meeting Adjourned

- Given no further discussion or new business, the meeting adjourned at 12:01 p.m.