



Alabama Commission on Higher Education

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Proposal for a New Degree Program

I. Information and Rationale

A. Primary Contact Information

Institution: Athens State University
Contact: Dr. Alyson Gill
Title: Provost & Vice President for Academic Affairs and Student Services
Email: Alyson.Gill@atthens.edu
Telephone: 256-233-8214

B. Program Information

Date of Proposal Submission: 3/14/2025
Award Level: Bachelor's Degree
Award Nomenclature (e.g., BS, MBA): Bachelor of Science
Field of Study/Program Title: Cybersecurity
CIP Code (6-digit): 11.1003 Computer and Information Systems Security

C. Implementation Information

Proposed Program Implementation Date: 8/18/2025
Anticipated Date of Approval from Institutional Governing Board: 5/16/2025
Anticipated Date of ACHE Meeting to Vote on Proposal: 6/13/2025
SACSCOC Sub Change Requirement (Notification, Approval, or NA): Notification
Other Considerations for Timing and Approval (e.g., upcoming SACSCOC review): N/A

D. Specific Rationale (Strengths) for the Program

List 3 – 5 strengths of the proposed program as specific rationale for recommending approval of this proposal.

- 1. Extensive unmet demand in the Alabama Department of Labor's Workforce Development Region 1 for Cybersecurity professionals.*
- 2. Only two undergraduate level programs in Cybersecurity (CIP Code 11.1003) currently exist in the State of Alabama, with this program being the third and only program at that level in the northern tier of counties in the State of Alabama*
- 3. Athens State University's unique role as an undergraduate upper-division only institution means the program focus is on an underserved portion of our population: community college students.*



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List external entities (more may be added) that may have supplied letters of support attesting to the program's strengths and attach letters with the proposal at the end of this document.

1. Vergenia Shelton, President & CEO, Intuitive Research and Technology Corporation
2. Ashley Turner, Information System Security Manager, OASYS, Inc.

II. Background with Context

A. Concise Program Description

The Bachelor of Science in Cybersecurity provides students with a strong foundation in programming, problem analysis, problem solving, and software engineering, significantly supplemented with practical experience using hardware and software resources available in contemporary computer laboratories maintained by the Department of Mathematics, Computer, and Natural Sciences.

B. Student Learning Outcomes

List four (4) to seven (7) of the student learning outcomes of the program.

1. *Analyze a complex computing problem and to apply principles of computing and other relevant disciplines to identify solutions.*
2. *Design, implement, and evaluate a computing-based solution to meet a given set of computing requirements in the context of the program's discipline.*
3. *Communicate effectively in a variety of professional contexts.*
4. *Recognize professional responsibilities and make informed judgments in computing practice based on legal and ethical principles.*
5. *Function effectively as a member or leader of a team engaged in activities appropriate to the program's discipline.*
6. *Apply security principles and practices to maintain operations in the presence of risks and threats.*

C. Administration of the Program

Name of Dean and College: **Dr. Dave Ragsdale, College of Arts and Sciences**

Name of Department/Division: Mathematical, Computer, and Natural Sciences

Name of Chairperson: Dr. Ronald Merritt



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D. Similar Programs at Other Alabama Public Institutions

List programs at other Alabama public institutions of the same degree level and the same (or similar) CIP codes. If no similar programs exist within Alabama, list similar programs offered within the 16 [SREB](#) states. If the proposed program duplicates, closely resembles, or is similar to any other offerings in the state, provide justification for any potential duplication.

CIP Code	Degree Title	Institution with Similar Program	Justification for Duplication
11.1003	BA/BS in Cybersecurity	TROY	Not in ATSU service region
11.1003	BS in Cyber Security	UA	ATSU serves a different student population.

E. Relationship to Existing Programs within the Institution

1. Is the proposed program associated with any existing offerings within the institution, including options within current degree programs? **Yes X No ☐**

(Note: Most new programs have some relationship to existing offerings, e.g., through shared courses or resources). If yes, complete the following table. If this is a graduate program, list any existing undergraduate programs which are directly or indirectly related. If this is a doctoral program, also list related master's programs.

Related Degree Program Level	Related Degree Program Title	Explanation of the Relationship Between the Programs
M.S.	M.S. in Cybersecurity	The proposed program will serve as a feeder for the M.S. program.
B.S.	B.S. in Mgt. of Cyber Operations	Companion business program, courses used in concentration.
B.S.	B.S. in Criminal Justice	Companion program, courses used in concentration.
B.S.	B.S. in Computer Science	Companion program, courses used in major and concentration.
B.S.	B.S. in Information Technology	Companion program, courses used in major and concentration.

2. Will this program replace any existing programs or specializations, options, or concentrations? **Yes X No ☐**

If yes, please explain.

This program will replace the existing concentration in Cybersecurity in the Computer Science degree plan.

3. Will the program compete with any current internal offerings? **Yes ☐ No X**

If yes, please explain.

F. Collaboration



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Have collaborations with other institutions or external entities been explored? **Yes** ☐ **No** ☒

If yes, provide a brief explanation indicating those collaboration plan(s) for the proposed program.

Have any collaborations within your institution been explored? **Yes** ☒ **No** ☐

If yes, provide a brief explanation indicating those collaboration plan(s) for the proposed program.

This will a collaborative degree program with our College of Business through their Management of Cybersecurity Operations program and within our own college with our Criminal Justice degree program.

G. Specialized Accreditation

1. Will this program have any external accreditation requirements in addition to the institution's SACSCOC program requirements? **Yes** ☒ **No** ☐

If yes, list the name(s) of the specialized accrediting organization(s) and the anticipated timeframe of the application process.

Athens State University will seek to have this program accredited by ABET CSAB within two years of initiation or graduation of first cohort of students, whichever comes first.

2. Does your institution intend to pursue any other non-required accrediting organizations for the program? **Yes** ☐ **No** ☒

If yes, list the name(s) of the organization(s) and the purpose of the pursuit.

If there are plans to pursue non-required external accreditation at a later date, list the name(s) and why the institution is not pursuing them at this time.

Note: Check **No** to indicate that non-required external accreditation will not be pursued, which requires no explanation.

H. Admissions

Will this program have any additional admissions requirements beyond the institution's standard admissions process/policies for this degree level? **Yes** ☐ **No** ☒

If yes, describe any other special admissions or curricular requirements, including any prior education or work experience required for acceptance into the program.

I. Mode of Delivery

Provide the planned delivery format(s) (*i.e.*, in-person, online, hybrid) of the program as defined in policy along with the planned location(s) at which the program will be delivered (*i.e.*, on-campus and/or at specific off-campus instructional site(s)). Please also note whether any program requirements can be completed through competency-based assessment.



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The program will be delivered in a mix of On-campus, On-line with on-campus meeting times, and On-line with course schedules arranged so that students who prefer the On-line format can complete the degree taking such courses.

The following are industry certifications that will be recognized for the specified course credit:

- *Security+ or CCNP Security will be accepted for ITE 420 Foundations of Cybersecurity*
- *Network + or CCNA will be accepted for ITE 305 Fundamentals of Networking*
- *Google UX Design Certificate will be accepted for ITE 350 UX Design*
- *IC3 Digital Literacy Certification (Master Certificate) will be accepted for ITE 301 Problem Solving with Computers*

J. Projected Program Demand (Student Demand)

Briefly describe the primary method(s) used to determine the level of student demand for this program using evidence, such as enrollments in related coursework at the institution, or a survey of student interest conducted (indicate the survey instrument used), number and percentage of respondents, and summary of results.

Athens State University has offered undergraduate degrees in Computer Science with Concentration in Cybersecurity and Management of Cybersecurity Operations. For example, out of a total of 69 computer science majors at the start of the Fall 2023 semester, 39 students had enrolled in the concentration in Cybersecurity.

There is ample industry demand in North Alabama. For example, data from JobsEQ indicates that 893 new positions in Computer Systems Design and Related Services will become available in Alabama over the next seven years. An award gap analysis shows an annual supply deficit of 223 software developers and 16 information security analysts per year in the Huntsville, Alabama MSA. Projected growth for Information Security Analysts in the State of Alabama is 3.2% over the next seven years, which is eight times the average for all occupations. For the Huntsville MSA, the projected growth rate is 4.1%, which is 2.7 times the average for all occupations.

III. Program Resource Requirements

A. Proposed Program Faculty*

Current Faculty and Faculty to Be Hired

Complete the following **New Academic Degree Proposal Faculty Roster** to provide a brief summary and qualifications of current faculty and potential new hires specific to the program.

***Note:** Institutions must maintain and have current as well as additional faculty curriculum vitae available upon ACHE request for as long as the program is active, but CVs are **not** to be submitted with this proposal.



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Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Lewis, Adam (FT)	UT, G	Ph.D. in Computer Science The University of Louisiana at Lafayette	Modality: IP, OL, HY, OCIS.
Maxwell, Katia (FT)	UT, G	Ph.D. in Computer Science The University of Alabama in Huntsville	Modality: IP, OL, HY, OCIS.
Chen, Jing (FT)	UT, G	Ph.D. in Computer Science The University of Louisiana at Lafayette	Modality: IP, OL, HY, OCIS.
Kranz, Michael (FT)	UT, G	Ph.D. in Electrical Engineering Georgia Institute of Technology M.S. in Computer Engineering Carnegie Mellon University	Modality: IP, OL, HY, OCIS.
Holguin, Lionel (FT)	UT	M.S. in Mgt. Information Systems Florida Institute of Technology	Modality: IP, OL, HY, OCIS Also serves as Lab Manager.
Merritt, Ronald	UT	Ph.D. in Mathematics North Carolina State University	Modality: IP, OL, HY, OCIS
Yan, Bao-Qiang (FT)	UT, G	Ph.D. in Engineering Science Emphasis in Computer Science The University of Mississippi	Modality: IP, OL, HY, OCIS
Additional Faculty (To Be Hired)			
1	2	3	4
FACULTY POSITION (FT, PT)	COURSES TO BE TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
FT	UT	M.S. in CS, Info. Tech, or Cybersecurity	Modality: IP, OL, HY, OCIS

Abbreviations: (FT, PT): Full-Time, Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment

Course Modality: (IP, OL, HY, OCIS): In-Person, Online, Hybrid, Off-Campus Instructional Site

Courses Taught/To be Taught – For a substantive change prospectus/application, list the courses *to be taught*, not historical teaching assignments.



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B. All Proposed Program Personnel

Provide all personnel counts for the proposed program.

Employment Status of Program Personnel		Personnel Information		
		Count from Proposed Program Department	Count from Other Departments	Subtotal of Personnel
Current	Full-Time Faculty	6	0	6
	Part-Time Faculty	1		1
	Administration	1		1
	Support Staff	1		1
**New To Be Hired	Full-Time Faculty	1		1
	Part-Time Faculty			
	Administration			
	Support Staff			
		Personnel Total		10

****Note: Any new funds** designated for compensation costs (Faculty (FT/PT), Administration, and/or Support Staff to be Hired) **should be included** in the **New Academic Degree Program Business Plan Excel file**. Current personnel salary/benefits (Faculty (FT/PT), Administration, and/or Support Staff) **should not be included** in the **Business Plan**.

Sufficient full-time faculty exist to launch the program. The program proposes hiring an additional faculty member beginning in year three or as soon as new enrollments and tuition revenue will cover the new faculty line.

C. Equipment

Will any special equipment be needed specifically for this program?

Yes ☐ No ☒

If yes, list the special equipment. Special equipment cost should be included in the **New Academic Degree Program Business Plan Excel file**.

D. Facilities

Will any new facilities be required specifically for the program?

Yes ☐ No ☒

If yes, list only **new** facilities. New facilities cost should be included in the **New Academic Degree Program Business Plan Excel file**.

Will any renovations to any existing infrastructure be required specifically for the program?

Yes ☐ No ☒

If yes, list the renovations. Renovation costs should be included in the **New Academic Degree Program Business Plan Excel file**.



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E. Assistantships/Fellowships

Will the institution offer any assistantships specifically for this program?

Yes ☐ No ☒

If yes, how many assistantships will be offered?

The expenses associated with any *new* assistantships should be included in the **New Academic Degree Program Business Plan Excel file**.

F. Library

Provide a brief summarization (one to two paragraphs) describing the current status of the library collections supporting the proposed program.

Will additional library resources be required to support the program?

Yes ☒ No ☐

If yes, briefly describe how any deficiencies will be remedied, and include the cost in the **New Academic Degree Program Business Plan Excel file**.

The cybersecurity-related collection of Athens State University's Kares Library currently consists of the following

Category	Total Number of Titles	Additional Information
Print books	166	15 published within five years
E-books	10,600	2,600 published within five years
Peer-reviewed journals	1,400	12 titles focused specifically on cybersecurity

ACM Digital Library, O'Reilly Higher Education, and ProQuest Central are accessible through subscription databases. In support of the B.S. in B.S in Cybersecurity, we anticipate adding the IEEE Xplore Electronic Library Database (IEL). The estimated cost is \$17,505 in year one; \$23,340 in year two; and \$29,176 in year three. The library also plans to enhance its collection by adding a few core journals in cybersecurity to support the growing needs of students and faculty; it will continue to acquire new monographs within the existing budget.

Athens State University's Kares Library operates its physical building and virtual chat service from 8:30 am to 6:30 pm, Monday through Thursday, and from 8:30 am to 4:30 pm on Fridays. Virtual chat is available on Sundays. Students and faculty have 24-hour access to electronic databases and subject guides created by the dedicated subject librarian.

As a member of the Network of Alabama Academic Libraries (NAAL) and OCLC, a global resource-sharing network, Kares Library facilitates access to materials from around the world via interlibrary loan services. Particularly within NAAL, items are often procured swiftly, with periodical articles commonly arriving electronically on the same day as the request. Monographs are delivered to NAAL member libraries via UPS courier service.

G. Accreditation Expenses

Will the proposed program require accreditation expenses?

Yes ☒ No ☐



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If yes, briefly describe the estimated cost and funding source(s) and include cost in the **New Academic Degree Program Business Plan Excel file**.

Athens State University will seek accreditation within two years of program implementation. In year two, we will budget \$1,130 for a readiness review. In year three, we will budget \$15,540 for the on-site review, which is based on 2024-2025 fees. There is a \$3,885 base fee for program review plus \$3,885 for each program evaluator. An on-site review team usually consists of three reviewers.

H. Other Costs

Please explain any other costs to be incurred with program implementation, such as marketing or recruitment costs. Be sure to note these in the **New Academic Degree Program Business Plan Excel file**.

I. Revenues for Program Support

Will the proposed program require budget reallocation? Yes ☐ No ☒

If yes, briefly describe how any deficiencies will be remedied and include the revenue in the **New Academic Degree Program Business Plan Excel file**.

Will the proposed program require external funding (e.g., Perkins, Foundation, Federal Grants, Sponsored Research, etc.)? Yes ☐ No ☒

If yes, list the sources of external funding and include the revenue in the **New Academic Degree Program Business Plan Excel file**.

Please describe how you calculated the tuition revenue that appears in the **New Academic Degree Program Business Plan Excel file**. Specifically, did you calculate using cost per credit hour or per term? Did you factor in differences between resident and non-resident tuition rates?

IV. Employment Outcomes and Program Demand (Industry Need)

A. Standard Occupational Code System

Using the federal Standard Occupational Code (SOC) System, indicate the top three occupational codes related to post-graduation employment from the program. A full list of SOC codes can be found at <https://www.onetcodeconnector.org/find/family/title#17>.

A list of Alabama's *In-Demand Occupations* is available at <https://www.ache.edu/index.php/policy-guidance/>.

SOC 1 (**required**): 15-1210, Computer and Information Analysts

SOC 2 (*optional*): 11-3021, Computer and Information Systems Managers

SOC 3 (*optional*): 15-1212, Information Security Analysts

Briefly describe how the program fulfills a specific industry or employment need for the



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State of Alabama. As appropriate, discuss alignment with Alabama's Statewide or Regional Lists of In-Demand Occupations (<https://www.ache.edu/index.php/policy-guidance/>) or with emerging industries as identified by [Innovate Alabama](#) or the [Economic Development Partnership of Alabama](#) (EDPA).

An analysis of employment prospects for Cybersecurity professionals was generated from the Lightcast Data hybrid dataset build from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Looking at employment prospects for students with degrees falling under CIP Code 11.1003 (Computer and Information Systems Security/Auditing/Information Assurance) within the State of Alabama, some 1,220 annual openings for positions in this field happened in 2023 at a median annual salary of \$102.1K/year. This included openings for Computer System Analysts, Network and Computer Systems Administrators, Computer Network Architects, Computer Network Support Specialist, and Information Security Analysts.

B. Employment Preparation

Describe how the proposed program prepares graduates to seek employment in the occupations ([SOC codes](#)) identified.

The program has been constructed per the curriculum guidelines for Cybersecurity programs published by ABET, ACM/IEEE, and NIST. That set of guidelines are considered to be the industry standard for preparing students for entry in the cybersecurity field.

C. Professional Licensure/Certification

Please explain if professional licensure or industry certification is required for graduates of the proposed program to gain entry-level employment in the occupations selected. Be sure to note which organization(s) grants licensure or certification.

N/A.

D. Additional Education/Training

Please explain whether further education/training is required for graduates of the proposed program to gain entry-level employment in the occupations selected.

N/A.

V. Curriculum Information for Proposed Degree Program

A. Program Completion Requirements: Enter the credit hour value for all applicable components (enter N/A if not applicable).

Curriculum Overview of Proposed Program	
Credit hours required in general education	57
Credit hours required in program courses	52
Credit hours in program electives/concentrations/tracks	15
Credit hours in free electives	
Credit hours in required research/thesis	
Total Credit Hours Required for Completion	124

Note: The above credit hours **MUST** match the credit hours in the *Curriculum Components of Proposed Program* table in Section V.G.



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- B. Maximum number of credits that can be transferred in from another institution and applied to the program:
- C. Intended program duration in semesters for full-time students: *Six semesters, assuming full course load of 12 credit hours per semester.*
- D. Intended program duration in semesters for part-time students: *Nine semesters, assuming part-time course load of 9 credit hours per semester.*

- E. Does the program require students to demonstrate industry-validated skills, specifically through an embedded industry-recognized certification, structured [work-based learning](#) with an employer partner, or alignment with nationally recognized industry standards? **Yes X No ☐**

If yes, explain how these components fit with the required coursework.

Effective cybersecurity demands a diverse skill set, including threat analysis, risk management, ethical hacking, and incident response. The courses in the proposed program develop strong technical proficiency in networking, encryption, and cloud security, combined with problem-solving and analytical thinking. Work-based learning opportunities, such as internships, apprenticeships, and cybersecurity boot camps, provide hands-on experience with real-world security challenges. Experiential learning opportunities of this type are embedded within the proposed program with all students required to complete some form of capstone experience, whether project, internship, or co-op based.

- F. Does the program include any concentrations?

Yes No X

If yes, provide an overview and identify these courses in the *Electives/Concentrations/Tracks* section in the Curriculum Components of Proposed Program Table in Section V.G.



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- G. Please provide all course information as indicated in the following table. Indicate new courses with “Y” in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a “Y” in the WBL column.

Program Name:	Bachelor of Science in Cybersecurity			
Program Level:	Undergraduate			
Curriculum Components of Proposed Program				
Course Number	Course Title	Credit Hours	New? (Y)	WBL ? (Y)
General Education				
Area				
I	Written Composition	6		
II	Humanities/Fine Arts (12 Hours Total)			
	At least one Fine Arts course or equivalent	3		
	At least one literature course	3		
	Other courses in humanities or Fine Arts	6		
III	Mathematics and Natural Sciences			
	Pre-calculus Algebra or Trigonometry	3		
	Natural Sciences (lab based)	8		
IV	History/Behavioral and Social Science (12 hrs.)			
	At least one history course	3		
	Other courses in history or behavioral/ social science	9		
	<i>Students must complete a 6 credit hour sequence in either Literature (Area II) or History (Area V)</i>			
V	Major Pre-requisites (Pre-professional) Course Requirements			
	Computer Literacy (CIS 146, CIS 180, ITE 301)	3		
	Computer Programming Course (CIS 202, CIS251, or CS 305)	3		
	Fundamentals of Computer Networking (CIS 270 or ITE 306 and ITE 306)	4		
	Management of Information Systems	3		
	Elective (any CIS, CS, ITE, or MCO course)	3		
Program Courses				
ITE 420	Foundations of Information Security	3		
CS 454	Penetration Testing	3		
ITE 409	Network Security	3		
ITE 409L	Network Security Lab	1		
ITE 421	Digital Forensics	3		



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CS 310	Professional Ethics of Computing	1		
MA 308	Discrete Mathematics	3		
MA 331	Applied Probability and Statistics	3		
MCO 409	Management of Cybersecurity	3		
MCO 410	Cybersecurity Administration and Operations Management	3		
MCO 412	Cybersecurity Management of Business Contingency and Resilience Planning	3		
ITE 307	Wide Area Networks	2		
ITE 308	Network Architecture	2		
ITE 313	Data Analysis and Visualization	3		
ITE 315	System Administration and Scripting Languages	3		
ITE 441	System Integration and Architecture	3		
ITE 451	Software Engineering	3		
ITE 452	Senior Software Engineering Project	3	Y	
	Elective courses selected with permission of advisor from: Computer Science, Information Technology, Management of Cyber Operations, or Criminal Justice	15		
UNV 300	Pathways to Success	3		
UNV 400	Career Seminar CS/IT	1		
*Total Credit Hours Required for Completion		124**		

The total credit hours should equal the total credit hours in the Curriculum Overview table (V.B, p. 9).



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New Academic Degree Program Summary/Business Plan

Use the Excel form from ACHE's Academic Program webpage located at <https://www.ache.edu/index.php/forms/>, named **New Academic Degree Program Business Plan**, to complete the New Academic Program Degree Proposal.

Instructions and definitions are provided in the Excel file. **The New Academic Degree Program Business Plan should be uploaded as an Excel file (.xlsx) in the Academic Program Review (APR) Portal.**

Steps for Submitting the New Academic Degree Proposal

1. Complete the **New Academic Degree Proposal** document.
2. Attach the letters of support from external entities listed in *Section I.D.* at the end of the **New Academic Degree Proposal** document.
3. Save the **New Academic Degree Proposal** document as a **.pdf file**.
4. Complete the **New Academic Degree Program Business Plan** and save as an **.xlsx file**.
5. Login to the Academic Program Review (APR) Portal at apr.ache.edu using your ACHE-provided login information. If you are not a designated user for your institution, contact your designated user.
6. Provide responses to questions in the APR Portal.
7. Upload the **New Academic Degree Proposal .pdf file** in the APR Portal.
8. Upload the **New Academic Degree Program Business Plan .xlsx file** in the APR Portal.
9. Click to "Validate" the proposal and then address any issues with your submission.
10. Once validation is clear, click "Review" to check your responses before submitting. If all looks good, click "Submit" at the bottom of the review screen.
11. The system will then prompt you to "Lock" the submission. Your proposal is considered submitted only once it has been locked within the APR Portal.

→ Note: Proposals that have not been locked by the deadline will not be reviewed for inclusion on the next Commission agenda.

ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY								
INSTITUTION:	Athens State University							
PROGRAM NAME:	BS in Cybersecurity						CIP CODE:	11.1003
SELECT LEVEL:	UNDERGRADUATE (BACHELOR'S)							
ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
FACULTY			\$113,246	\$113,246	\$113,246	\$113,246	\$113,246	\$566,230
ADMINISTRATION/STAFF								\$0
EQUIPMENT								\$0
FACILITIES								\$0
ASSISTANTSHIPS/FELLOWSHIPS								\$0
LIBRARY		\$17,505	\$23,340	\$29,176				\$70,021
ACCREDITATION AND OTHER COSTS		\$1,130	\$15,540					\$16,670
TOTAL EXPENSES	\$0	\$18,635	\$152,126	\$142,422	\$113,246	\$113,246	\$113,246	\$652,921
NEW REVENUES AVAILABLE FOR PROGRAM SUPPORT								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
REALLOCATIONS								\$0
EXTERNAL FUNDING								\$0
TUITION + FEES		\$64,128	\$120,240	\$176,352	\$232,464	\$256,512	\$264,528	\$1,114,224
TOTAL REVENUES	\$0	\$64,128	\$120,240	\$176,352	\$232,464	\$256,512	\$264,528	\$1,114,224
ENROLLMENT PROJECTIONS								
<i>Note: "New Enrollment Headcount" is defined as unduplicated counts across years.</i>								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
FULL-TIME ENROLLMENT HEADCOUNT	No data reporting	8	15	22	29	32	33	23.17
PART-TIME ENROLLMENT HEADCOUNT		11	14	18	21	23	23	18.33
TOTAL ENROLLMENT HEADCOUNT		19	29	40	50	55	56	41.50
NEW ENROLLMENT HEADCOUNT		14	15	20	23	21	19	18.67
Validation of Enrollment			YES	YES	YES	YES	YES	
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 years in computing the average annual degree completions.</i>								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
DEGREE COMPLETION PROJECTIONS	No data reporting	2	4	7	9	11	12	7.50



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Letters of Support

March 11, 2025

Dr. Jim Purcell
Executive Director
Alabama Commission on Higher Education
100 North Union Street
Montgomery, AL 36104

Dear Dr. Purcell,

I am writing to provide my recommendation for the approval of Athens State University's Cybersecurity Degree Program. This program is poised to make significant contributions to the academic and professional landscape of Alabama, equipping students with essential skills and knowledge for long-term success in a rapidly evolving field. The Cybersecurity Degree Program is designed to furnish students with a strong foundation in critical areas such as cybersecurity theory, programming, problem analysis, problem solving, and software engineering. These elements are crucial for developing cybersecurity professionals who can address and mitigate the complex challenges faced by organizations today.

One standout feature of this program is its alignment with the Department of Defense's (DoD) workforce needs. By equipping students with essential knowledge and training, the program enhances the Department of Defense's ability to protect national security. The curriculum is structured to cover advanced topics and practical applications, as well as utilize experiential learning, which allows students to apply theoretical knowledge in real-world scenarios. This hands-on approach not only reinforces the learning process but also prepares students to transition into the workforce with the skills and confidence necessary to excel in their careers.

In conclusion, I strongly support the approval of Athens State University's Cybersecurity Degree Program. This initiative will not only enhance the educational offerings of the university but also contribute significantly to the security and technological advancement of our nation. I am confident that the program will produce highly skilled graduates who will make a positive impact in the field of cybersecurity.

Thank you for considering this recommendation. Please feel free to contact me if you require any further information.

Sincerely,

Ashley Turner Digitally signed by Ashley Turner
Date: 2025.03.11 18:43:09 -05'00'

Mrs. Ashley Turner
Information System Security Manager
OASYS, Incorporated
Ashley.Turner@OASYS-Inc.com
256-924-2048



January 29, 2025

Dr. Jim Purcell
Executive Director
Alabama Commission on Higher Education
100 North Union Street
Montgomery, AL 36104

Dr. Purcell:

I am pleased to endorse the Athens State University, Cybersecurity Degree Program. The Cybersecurity Degree Program will:

- Provide students with a strong foundation in programming, problem analysis, problem solving, and software engineering, significantly supplemented with practical experience using hardware and software resources available in contemporary computer laboratories maintained by the Department
- Prepare students to demonstrate competency in cybersecurity theory and practice in addition to experience in writing proper technical documents
- Provide students with exposure to experiential learning through one or more of the following: work-based learning, community-based learning, or research

Upon Completion the graduates will be able to demonstrate the following:

- Ability to analyze a complex computing problem and apply principles of computing and other relevant disciplines to identify solutions
- Ability to design, implement, and evaluate a computing-based solution to meet a given set of computing requirements in the context of the program's discipline
- Ability to communicate effectively in a variety of professional contexts
- Ability to recognize professional responsibilities and make informed judgments in computing practice based on legal and ethical principles
- Ability to function effectively as a member or leader of a team engaged in activities appropriate to the program's discipline
- Ability to apply security principles and practices to maintain operations in the presence of risks and threats

Despite the rising cyber risks across the globe, the active cyber workforce isn't growing fast enough, and according to studies, there is an anticipated gap of close to 10 million cybersecurity professionals. With the concentration of government agencies, major defense contractors, the FBI's

cyber operations and private companies in Huntsville that are focused on national security, the demand for cybersecurity security professionals is growing at an even faster pace.

As the President and CEO of Intuitive Research and Technology Corporation, I see these challenges each day as I am directly involved in the daily requirements to support our customer base located not only in the Huntsville/Madison County area but across the U.S. Finding talent is one of the biggest challenges we face daily, and cybersecurity professionals are at the top of the list. I am excited to see programs developing such as the Cybersecurity Degree Program at Athens State University that will support this growing need.

I look forward to working with Athens State University and their graduates in the future.

Sincerely,

A handwritten signature in black ink that reads "Vergenia Shelton". The signature is fluid and cursive, with the first name being more prominent than the last.

Vergenia Shelton
President & CEO
Intuitive Research and Technology Corporation