HBCU COMPETITIVENESS:
Aligning Institutional Missions
With America’s Priorities

September 16-19, 2018
Washington Marriott Wardman Park
2660 Woodley Road, NW
Washington, DC 20008
Intelligence Community Centers for Academic Excellence (IC CAE)

A Diverse Workforce for a Changing World
Mission

• Congressionally-mandated grant program
• **Creates diverse, well-educated intelligence officers**
  - Women
  - Minorities
  - Diverse experiential, ethnic, and cultural backgrounds
• Competitively-selected universities and colleges
• Funds national security studies curricula and events
Selection and Awards Process

• Five year awards – competitively selected
  − Senior Advisory Board (SAB) makes recommendations
• Ten active grants, twenty one institutions
• Twelve legacy programs, twenty institutions
  − Singly and in consortia
• Fiscal Year 19 next award
  − Rural and underserved institutions
  − STEM, foreign languages, regional expertise
  − Post-grant sustainment
School/Student Accomplishments

- Hire faculty
- Develop intel studies/national security studies curricula
- Study abroad cultural/foreign language
- Interaction with IC agencies
- Intelligence/national security colloquia
- National Security & Analysis Intelligence Summer Seminars
- Guided IC agency tours
- Summer Internship Programs
Program Accomplishments

• Diverse, highly prepared candidates for IC employment
• Excellent written and verbal communication skills
• Regional and linguistic expertise
• Familiarity with IC roles and missions
• Analysis, critical thinking, and Structured Analytic Techniques
Diversity

The Intelligence Community values its workforce diversity. To that end, the ODNI Core Values include:

- Accountability
- Collaboration
- Diversity & Inclusion
- Ethics
- Innovation
- Objectivity
- Transparency
Questions