

# IC CAE: Frequently Asked Questions



Intelligence Community

**Centers for  
Academic  
Excellence**

*Diversity. Knowledge. Excellence.*

## Program Basics

### What is the Intelligence Community Centers for Academic Excellence (IC CAE) program?

The Intelligence Community Centers for Academic Excellence (IC CAE) Program was established in 2005 to meet the nation's demand for a diverse cadre of professionals to carry out national security priorities and to increase awareness of the IC mission and culture throughout ethnically and geographically diverse communities.

### On what authorities or laws is the IC CAE program based?

The IC CAE program is defined through the following:

- The Intelligence Authorization Act (IAA) for Fiscal Year (FY) 2010 (updated/amended 18 July 2019);
- 50 U.S.C. 3224 ("Intelligence Officer Training Program"); and
- 50 U.S.C. 3024(n)(4) ("Acquisition and Other Authorities")

### What is the mission of the IC CAE Program?

The IC CAE mission is to create a community of committed Intelligence Community (IC) professionals and academic faculty who will increase students' knowledge of the IC, develop the students' critical skills needed to satisfy the national security mission, and cultivate the next generation of IC professionals as we build the right, trusted, agile workforce of the future.

### Who provides program management and overall program oversight of the IC CAE Program?

The IC CAE Program Office is located within ODNI's IC Human Capital Office in the Policy and Capabilities Directorate. The IC CAE Program Office is responsible for all programmatic infrastructure, including policies, procedures, operations, and grant monitoring functions that account for the core IC CAE mandated requirements. The House Permanent Select Committee on Intelligence (HPSCI) and Senate Select Committee on Intelligence (SSCI) provide Congressional oversight.

## Schools

### How does the IC CAE Program Office communicate with IC CAE program schools and students?

Each Program School is assigned an IC CAE program manager who serves as the School's primary contact within the Program Office. The Program Office communicates electronically with the School's 'Principal Investigator', or other key personnel, who maintain frequent contact with the ODNI IC CAE Program Office.

- Vetted stakeholders, to include Program Schools and IC partners, have access to a collaborative technical platform in which information related to student activity can be shared, questions answered, and documents stored.

### Why and how should a college or university apply to be an IC CAE Program School?

An academic institution with an interest in collaborating with the ODNI to develop a highly competitive and diverse cadre of talent for the nation – with an emphasis on IC core missions-- can apply to be an IC CAE Program School. While all accredited four-year colleges and universities in the United States are eligible, guiding legislation emphasizes increased IC workforce gender, ethnic, and geographic (rural) diversity. It also requires the Program to award grants to applicants that are either "part of a consortium or specifically enhance collaboration with under-resourced schools in a manner that promotes diversity". The IC CAE Program Office makes a broad agency announcement in the form of a Funding Opportunity Announcement (FOA) that specifies the criteria and application process. The newest FOA will be released on grants.gov in 2022 and advertised on the odni.gov website. Applications are submitted per the instructions on Grants.gov.

### **How would my school's students and faculty benefit from participating in an IC CAE Program?**

IC CAE students receive specialized education and experiences which increase their attractiveness as future employees of the IC. They are also eligible to receive stipends to attend IC-related workshops, colloquia, conferences, and participation in the IC CAE Program's Summer Seminars, and have opportunities to collaborate with other IC CAE students around the country. IC CAE students also have opportunities for scholarships, mentorship, resume review, internships, and co-op programs within the IC. IC CAE faculty receive opportunities to participate in IC CAE program conferences and professional development initiatives and expand their professional network through interaction with IC CAE faculty and IC professionals around the country.

### **Will my school's IC CAE Program interact with US Intelligence Agencies?**

The Program intends that every IC CAE program develops partnerships across the IC through visits by IC agency recruiters and the IC CAE Ambassadors Network. IC CAE Ambassadors are IC officers from every job function, career level, and IC agency who volunteer to speak at IC CAE School events and mentor IC CAE Scholars. These IC officers are committed to increasing the diversity, equity, and inclusion of the IC workforce that serves the nation.

### **Would my school's IC CAE students have recruitment opportunities with IC Agencies?**

Yes. IC CAE Schools have access to IC agency recruiters and officers and are encouraged to leverage those networks to attend events on campus. IC recruiters are also available to participate at campus recruitment events. Furthermore, IC CAE students and alumni have access to exclusive IC CAE recruitment and hiring events.

### **What are some of the current benefits for schools participating in the IC CAE Program?**

#### **College and universities with active IC CAE programs receive funding to support:**

- Curriculum development;
- Faculty professional development and research;
- Scholarship opportunities for juniors, seniors, and graduate students;
- Cultural immersion, study abroad, and regional studies opportunities;
- Participation in intelligence-related conferences and seminars;
- Delivery of on-site intelligence-related workshops, simulations and practical exercises;

#### **IC CAE Scholars and Alumni have exclusive access to:**

- IC CAE Recruitment and Hiring Events;
- IC CAE federally sponsored events;
- Continued IC support via the Ambassadors Network;

#### **Colleges and universities with legacy IC CAE programs are extended the following benefits:**

- Access to the IC CAE Program Office internal website and communications;
- Maintained designation as an IC CAE Program School;
- Continued IC association;
- Continued access to IC CAE professional development opportunities;

### **Is a student guaranteed government employment upon degree completion at an IC CAE School?**

Our collective efforts are aimed at developing a highly competitive and diverse cadre of talent for the nation, with emphasis on IC core missions. Our collaborative partnerships translate into benchmarks, proven best practices, and models of excellence to prepare our next generation of leaders to meet the 21st century national security challenges in a complex, inter-dependent, and globally connected world. The vision of the program is that IC CAE students become the premier source of talent for the IC; however, employment is not guaranteed.

## Programmatic

### What is the official definition of an IC CAE Scholar?

Students that participate in IC CAE Program School-funded curricula and programs are aware these efforts are funded by the IC and are given the opportunity to work towards becoming an IC CAE Scholar, an elite status obtained by achieving certain milestones. This association propels the students toward becoming an IC talent pool of choice.

An IC CAE Scholar is a U.S. citizen and current student at an active or legacy IC CAE institution, or an individual who has graduated from such an institution, who has successfully completed at least one course in an IC CAE study area, such as Intelligence, National Security, Critical Technologies, STEM, languages, or other areas of study as determined by the Director of National Intelligence (DNI) to meet IC needs. This individual has also participated in at least two IC CAE-focused activities each school year and is interested in an IC career. Each IC CAE institution may apply additional requirements, thus causing the definition to vary by institution. Each institution, however, must include the key tenets of the official definition.



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