

DEAD DROP



United States Space Force: The 18th Member of the U.S. Intelligence Community - Space Force Intelligence

Wildcats in Intel: Q&A with the Director of California's Regional Intelligence Center

Summer/Fall 2021 Semester Schedule

Course Highlights: The Human Condition

Benefits of Being an IC Scholar



THE UNIVERSITY OF ARIZONA
College of Applied
Science & Technology

PRESIDENT'S MESSAGE ON CAMPUS REENTRY

Dear Students and Colleagues,

If you have not yet been vaccinated, anyone 16 years of age or older can register for a vaccination appointment at state sites, including the University of Arizona Point of Distribution (POD), at podvaccine.azdhs.gov. Students, see your email for information on a \$5 Star Reward once you are fully vaccinated.

Other highlights include:

- **Commencement:** Each graduating student will be able to bring up to four guests to the in-person commencement ceremonies scheduled for May 11 to May 18, if public health conditions continue to allow it. Students, please visit commencement.arizona.edu for the most recent information, including how to RSVP. Remember that **all ceremonies will also be livestreamed** so that you can participate remotely if you wish.
- **Testing and Vaccinations:** From March 29 to April 3, we administered 7,803 COVID-19 tests, with 24 positives, a positivity rate of 0.31%. As of Monday, April 5, the University POD had distributed more than 133,551 doses of COVID-19 vaccine, including more than 26,000 this past week. See the [dashboard](#) for current details.
- **Community spread:** The low positivity rate is encouraging for campus, but we are seeing reasons for concern in the broader community, including higher concentration of COVID-19 in wastewater countywide and a RT value above 1.0.
- **Volunteers Needed:** We still need volunteers at the POD, especially in non-medical roles. If you want to help, please fill out the [registration form](#).
- **Post-vaccination testing exemption:** Upload your vaccination record to be exempted from COVID-19 testing requirements. Visit the [upload website](#) to take advantage of this benefit.
- **Dear Vaccine:** The [University of Arizona Poetry Center](#), part of the College of Humanities, has partnered with the Kent State Wick Poetry Center to create “Dear Vaccine,” a global community poem to help promote COVID-19 vaccination. Visit the [program’s website](#) to contribute.
- **PreventCOVIDU:** Announced by Dr. Anthony Fauci and the White House COVID-19 Response Team on March 26, the [PreventCOVIDU study](#) will enroll 12,000 students at 21 select universities to learn whether the Moderna vaccine can prevent asymptomatic SARS-CoV-2 infection and transmission. University of Arizona co-PIs are [Dr. Elizabeth Connick](#) and [Dr. Lori Fantry](#), both of the College of Medicine – Tucson. Results are expected later this year and will inform public health policy and guidance going forward.

BEAR DOWN, MASK UP AND VAX UP!

ROBERT C. ROBBINS, M.D.

PRESIDENT

THE UNIVERSITY OF ARIZONA

DEAD DROP



College of Applied
Science & Technology

5 UNITED STATES SPACE FORCE: THE 18TH MEMBER OF THE INTELLIGENCE COMMUNITY – SPACE FORCE INTEL

The U.S. Space Force is the 18th newest member of the IC and newest member of the Department of Defense. This article discusses its origins and its importance to ensuring U.S national security.

9 WILDCATS IN INTEL: Q&A WITH THE DIRECTOR OF CALIFORNIA'S REGIONAL INTELLIGENCE CENTER

One of our students sits down for an interview with a leading member at the Regional Intelligence Center within the Department of Homeland Security. This Wildcat alum offers key advice for our students with future plans of employment with the DHS and CBP.

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19 COURSE HIGHLIGHTS: THE HUMAN CONDITION

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21 BENEFITS OF BEING AN IC SCHOLAR

We take a quick look at what it means to be an Intelligence Community – Center for Academic Excellence (IC CAE) Scholar along with the eligibility requirements necessary for this coveted designation.

26 STUDENT RESOURCES

View updated list of scholarships, internships, job opportunities, and job research tools for employment within the intelligence industry and throughout the Intelligence Community!

DIRECTOR'S MESSAGE

Greetings students, faculty, staff, and our consortium partners! We are wrapping up an extremely eventful academic year. My heartfelt support to all who continue struggling through the hardships of COVID and isolation. I hope the summer provides opportunities to step out and get some fresh air and connect with family and friends safely.

In this publication, we offer some information I hope you'll consider as you think about how you will navigate the 2021-2022 Academic Year:

- **Internship opportunities are available** with Walt Disney, Defense Intelligence Agency, National Geospatial Intelligence Agency, Customs and Border Protection to name a few. If you have not targeted and competed for any of these internships, I highly recommend doing that. Some of them are local and offer a blended virtual/in person engagement like the CBP one out of Tucson. Others are entirely virtual or entirely in person. We will continue to publish these opportunities through email, in this publication, and via social media. I'm on Linked In and will routinely check Microsoft Teams for inquiries.
- **Accelerated Masters Program**, which allows our students to expedite completion of their Masters degree by replacing 4 x IIO senior electives with 4 x Masters courses (500/600 level courses). Contact your advisor for more information. Apply here:
- **Study Abroad Program-** Language and cultural immersion. Our Study Abroad program kicked off this January with a class cohort of 13 students with 6 students selected from the cohort to travel to Barcelona, Spain. This cultural and language immersion course challenges mental mindsets and exposes biases for greater awareness and improved analytical insights. The course number, INTV 493, is a 3-credit course servicing the study abroad and the internship program. We will offer the Study Abroad opportunity again and will begin the selection process in October, for students to enroll and travel in January 2022! Get excited!
- **Intelligence Guest Speaker Series.** We will continue offering unique and timely opportunities to grow as an intelligence and information operations practitioner/contributor. In the fall, we will showcase a workshop on "How to Enter the Intelligence Community and How to Find Your Career in the Corporate sector as an intelligence or information operations focused student. Watch out for those workshops in October-early Nov timeframe.
- **2022 Colloquium.** We will prep for the spring-summer 2022 hiring and internship drive by hosting a Resume Writing Workshop, an Interview workshop, and a Hiring/Career Fair around early March timeframe. More to follow!

CRAIG NAZARETH
Program Director
Intelligence and Information
Operations

DEAD DROP

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ON THE COVER



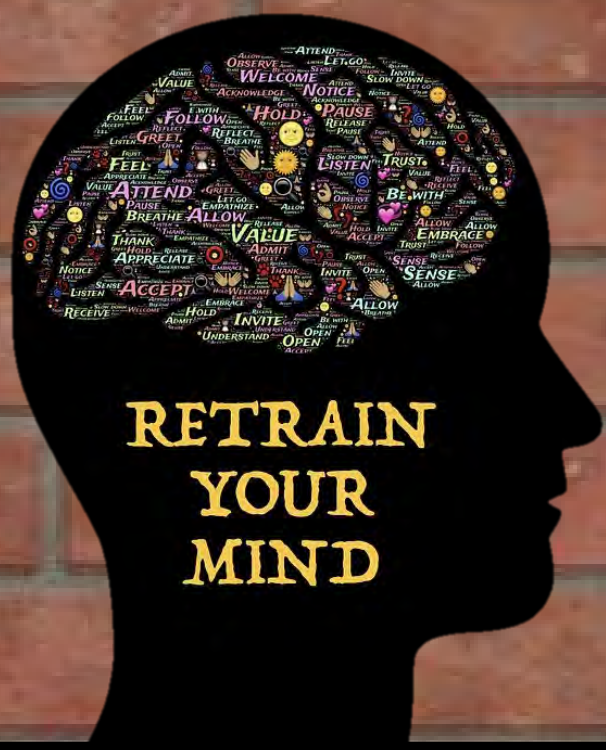
SpaceX's Falcon 9 (in partnership with NASA and U.S. Space Force) conducts National Space Launch procurement mission to fly astronauts to the International Space Station.



CHECK YOURSELF!

MITIGATING OUR BIASES TO BECOME BETTER INTELLIGENCE PROFESSIONALS

CULTURAL BIAS



RETRAIN YOUR MIND

Cultural bias is the interpretation of events, actions, and information through the lens of one’s personal beliefs and cultural standards. In all honesty, we all are born into experiences that shape the way we see other cultures, and it is natural to preemptively judge experiences that reside outside of our cultural lens. These biases, however, can get intelligence analysts into trouble, especially those analysts that are tasked to produce cultural analysis on specific high-value targets. Erroneous analysis based on unreliable cultural assumptions can lead to a lack of customer in quality intelligence analysis and reporting, and at worst, incidents of intelligence failure.

Analysts must understand and respect the differences in other cultures which may impact the actions and motivations of their intelligence targets. Some cultural influences might involve politics, ethics, gender, religion, class, to name some. Losing sight of these cultural factors can lead to biased assumptions through the course of the analysis process.

Here are a few ways to “check yourself” from the traps of cultural bias:

- 1. Educate yourself.** Do your research on the cultural and historical backgrounds of your targets. There is an abundance of information available to create a source reference for country cultural profiles.
- 2. Dare to think outside your box.** Look at your cultural bias head-on. Instinctively, we tend to see things not as they truly are but in the context of our preconceived ideas and prejudices. We also know that our experiences will affect the way we evaluate future events. Don’t be afraid to acknowledge these biases and work to mitigate any occurrence of them.
- 3. Use SATs.** Analysts should use structured analytic techniques to organize their analysis goals. SATs are also a great way to ensure that analysts research the cultural backgrounds of their targets in hopes to mitigate some of the biases that could arise in the process. Use SATs like ACH Model, Alternative Futures, Brainstorming, and many more to guide the flow of information.
- 4**



UNITED STATES
SPACE FORCE

The 18th Member of the U.S. Intelligence
Community - Space Force Intelligence

CRAIG NAZARETH

PROGRAM DIRECTOR and ASSISTANT
PROFESSOR of PRACTICE, IIO

ANA GABRIELLE SERRATOS-GONZALEZ

IIO STUDENT, CLASS of 2020

SPACE FORCE INTELLIGENCE, led by the Director of the Intelligence, Surveillance and Reconnaissance Directorate at Headquarters, United States Space Force, recently became the 18th member of the United States' Intelligence Community on January 8, 2021. It is ramping up to assess the threats in the space warfighting domain and provide critical support to decision and policy-makers in an increasingly competitive global environment. The directorate will lead several intelligence organizations within USSF to accomplish its mission, creating a Space Force Intelligence, Reconnaissance, and Surveillance Enterprise of capabilities.

The United States Space Force (USSF) is a new service of the U.S. Military established by former President Donald Trump in the 2020 National Defense Authorization Act. U.S. Space Force joins the other five services of the U.S. Military (Air Force, Army, Navy, Marine Corps, and Coast Guard), and Space Force Intelligence joins its peer intelligence directorates of the other sister services. There has not been a new military service since the U.S. Air Force was established 70 years ago! Like the U.S. Department of the Navy, which exercises executive direction over the U.S. Marine Corps and U.S. Navy, the U.S. Department of the Air Force exercises executive direction over the U.S. Air Force, and now the new U.S. Space Force, and for good reason.

Intelligence students will remember that the National Security Act of 1947 established the U.S. Department of the Air Force and U.S. Air Force after World War II. No one can argue the overwhelming importance of air power in that war and every war thereafter. Likewise, the Air Force has been instrumental in space operations and exploration, so it is only natural that U.S. Space Force reside within the Department of the Air Force to ensure the leadership, expertise, and resources can help

Space Force and the IC's newest member, accomplish its mission. History side note: Air Force astronaut Edwin "Buzz" Aldrin was the second human to set foot on the moon after civilian astronaut Neil Armstrong in 1969. Since those footsteps on the moon, the world has witnessed leaps in intelligence and space capability that bring with it opportunities and threats in equal measure.

The U.S. has a long history of launching satellites with highly technical and sensitive geospatial and signals intelligence sensors supporting global US foreign policy. Intelligence gleaned from U.S. National Reconnaissance Office satellites contributed to the end of the Cold War in the 1980s, and recent intelligence from satellites has made it possible to track threats in real time- whether individuals with explosives, or ballistic missiles about to launch or recently launched. However, the 1960s through the cold war were arguably the last decades of unquestionable U.S. space superiority. Since the 1980s, innovations in space technology and space operations only accelerated, in parallel with a dangerous rise of competition in space among state and non-state actors jockeying for greater position in this new domain of war, and working to undermine U.S. global reach/national power.

Space has become essential to every-day life, and thus is more than ever a competitive domain of war where the interests of the US and its allies must be protected and assured. The U.S. and its allies rely on space communications, remote sensing, navigation, precision timing, and weather satellites, among many other technologies, to wield national power in support of national security. For example, the US military uses broadband communication satellites, GPS and data networks to conduct expeditionary operations across the globe. The US Government and allies heavily rely on those same networks for strategic communications, diplomacy, and finance. U.S. corporations, leveraging space borne communications networks, have

participated in a fourth industrial revolution propelling the US and global economies forward. Even now, in this new COVID era, space relayed communications have made it possible to sustain financial and employment activity despite a global pandemic. This reliance on space could be an “Achilles heel” if not mitigated.

China, Russia, Iran and North Korea, began investing significantly in space launch vehicular, ballistic missile, and anti-satellite capabilities (including cyber capabilities) that could challenge U.S. freedom of maneuver in space. As early as 2007, China demonstrated its anti-satellite (ASAT) capability by destroying one of its own satellites in orbit with an anti-satellite missile. Moreover, in 2019, the Director of National Intelligence assessed that “China and Russia are training and equipping their military space forces and fielding new ASAT weapons to hold US and allied space services at risk...,” creating numerous implications for national security. In 2019, the Defense Intelligence Agency published a report titled Challenges to Security in Space, highlighting China and Russia’s space surveillance networks and work developing “...jamming capabilities and cyberspace capabilities, directed energy weapons, on-orbit capabilities, and ground based antisatellite missiles.” Iran and North Korea were pursuing similar counter-space capabilities, including “...GPS and satellite communications jamming (DIA, 2019, p. 32).” Space Force Intelligence will play a key role in providing valuable strategic and operational intelligence to the U.S. Military, and to the National Security Council as a member of the Intelligence Community. It will have its hands full monitoring threats and identifying opportunities for space maneuver and space-related policy. Space Delta 7 (formerly 544th ISR Group), a Space Intelligence organization headquartered at Peterson Air Force Base, Colorado, is one of several organizations that will contribute to the broad enterprise that is Space Intelligence. The unit “...provides critical, time sensitive and actionable intelligence for space domain operations to allow for the detection,

characterization and targeting of adversary space capabilities.” characterization and targeting of adversary space capabilities.” Organizations like this will be working collaboratively with the Air Force’s National Air and Space Intelligence Center (NASIC), U.S. Space Command Intelligence capabilities (check out www.spacecom.mil/organization), and the U.S. Intelligence Community to provide warning and intelligence to the warfighter at the tactical, operational, and strategic level.

While the bulk of Space Force Intelligence personnel performing these functions will be Air Force intelligence personnel with duty at several main Air Force bases, civilian analysts will also support daily operations just like they do in the Joint Headquarters of U.S. Space Command and other military and space focused headquarters. Even the IC itself must adapt to face the growing demand for space intelligence expertise. Space Force Vice Commander Lieutenant General David Thompson put it bluntly, “We probably need to grow the overall intelligence community enterprise focus on space...,” meaning the development of professionalized, experienced IC officers with a deep knowledge of all domains of war relative to space.

If you enjoy space operations and aspects of this intelligence mission in general, why not set a goal to acquire the skills, knowledge, and abilities to get hired? Intelligence Community Scholarship is a great way to start. Additionally, IIO will be introducing a new course, INTV 410:Space Intelligence, during Academic Year 2022. Stay tuned!

To learn more about IC Scholarship and becoming an “IC Scholar” contact the IIO Program Director, Craig Nazareth, at cnazareth@arizona.edu.

To learn more about USSF and Space intelligence positions, you could review USSF Air Force civilian careers here: <https://afciviliancareers.com/spaceforcehiring/>, USAjobs.gov, and contract positions here:

Indeed.com, and LinkedIn.com to name a few. Enter in space intelligence analyst and see what you find. 🐱

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WILDCATS IN INTEL: Q&A WITH THE DIRECTOR OF CALIFORNIA'S REGIONAL INTELLIGENCE CENTER

U.S. CUSTOMS AND BORDER PROTECTION
DEPARTMENT OF HOMELAND SECURITY

BY **GABE DUANE READ**

IIO STUDENT, COLLECTION MANAGER, CBP



BACKGROUND: The California Regional Intelligence Center (RIC) was established in 2017 and is one of eight RICs nationwide, under the Office of Intelligence, U.S. Customs and Border Protection, Department of Homeland Security opening up in this burgeoning career field.

INTEL IN CBP

Q: How would you describe how the RIC works within CBP to someone on the outside?

A: We are a regional intelligence support apparatus, providing strategic and operational intelligence on border security-related threats to CBP decision-makers in our geographic area of responsibility. We also work with our neighboring RICs and our Headquarters element to provide state of the southern border and national homeland and border security threat assessments.

Q: What is the role of the Office of Intelligence in CBP?

A: The Office of Intelligence enables CBP's decision advantage in combatting terrorism and transnational crime by providing timely, actionable, and relevant intelligence to drive operations, planning, and decision-making in the border security strategic environment.

Q: Has developing CBP intel been a challenge?

A: The CBP Intelligence Enterprise is something we are continually seeking to advance and mature. The Department of Homeland Security and CBP are both very young organizations – while there are always challenges in establishing something new, it's exciting to be on the ground floor and help shape the intelligence enterprise within CBP. I believe one key to success is ensuring every frontline officer and agent know how critical their role is in the intelligence cycle. Another key to

success is institutionalizing the feedback loop – no one likes to feel as though their contributions go into a black hole.

Q: What are some of the challenges related to intelligence and law enforcement?

A: In general, I would say law enforcement is more focused on near-term tactical interdiction and prosecution – 'What are the pieces of information that will help right now?' – and intelligence is more focused on long-term development of networks – 'What are the pieces of information that will illuminate the broader system?'. These different objectives can result in law enforcement personnel collecting primarily tactical intelligence, which makes it difficult for analysts to draft strategic intelligence products.

Q: Are CBP law enforcement personnel learning about intel at the academy?

A: There are multiple academies for CBP law enforcement personnel. CBP was created (in part) by bringing together entities previously under the Department of Justice and the Department of Treasury, so there isn't a single CBP academy. One of the efforts championed by the CBP Intelligence Enterprise is the Intelligence Training Academy, which provides structured, unified intelligence training for CBP, to include modules within the primary academies and advanced training classes, as well as formal training for intelligence personnel.

Q: What were your struggles and successes setting up the CA RIC?

A: It's always challenging to be the new kid on the block and expectation management (internal and external) is important. We started small – picked a couple of core functions and are leveraging our resources against those items. As we're able to build capacity, we'll extend our rings out from there. By focusing on a few key areas for our customers, we're able to

provide higher impact intelligence support to support their operations.

Q: Where do you see the RIC in 5 years?

A: I see the CA RIC as a key contributor in CBP's intelligence enterprise, providing comprehensive intelligence support on homeland and border security issues. I also see the CA RIC as a teammate in our state's intelligence enterprise, especially with the high-profile, global events that frequently occur in California. Ideally, we'll have increased staffing for a more robust physical presence throughout the state.

FROM UofA to RIC DIRECTOR

Q: Did you originally want to do intel?

A: I skipped a grade, so I was a 16-year-old high school senior, panicked about having to choose a major. I didn't feel like I was at a position where I could say "this is what I want to spend time and money studying." I decided to enlist in the U.S Air Force – it would give me an initial career and some time to mature as a person. Their website at the time listed "cryptolinguist" on the 'Top 5 Hot Jobs' list. I've always loved languages and I liked the puzzle aspect of learning a new language and translation work, so that's what I told my recruiter I wanted. Thankfully, I passed all the tests and served in the USAF for almost 12 years as a Korean linguist. It was a wonderful job and cemented my calling as a public servant. I've been fortunate to be able to remain in the intelligence field with CBP.

Q: What area of intel is your specialty?

A: At my core I'm an analyst. That's my comfort zone. I've had opportunities to work on the collections side and while it isn't my strength, it stretched me as a person and gave me better perspective on the other phases of the intelligence cycle.

Q: How did your career progress from your graduation from UA to where you are now?

A: I completed my undergrad via night school while I was serving in the USAF and then graduated from the U of A with a Master's in Public Administration as part of their evening/executive program while I was employed with CBP.

Q: What drove you to continue doing intel when you got out of the Air Force?

A: I love the science and art of intelligence and it was something I was good at. I liked that while I had right and left parameters of daily work, every day was different.

Q: Why CBP?

A: I got out of the Air Force in 2009, which was probably one of the worst times on the planet, other than right now, to be looking for a job. I was fortunate to be hired on by CBP and I love our mission – to be able to come out of DoD and still be in a national security, protect-the-homeland mission – that really resonated with me. Additionally, CBP has such a broad mission space between immigration, customs, and trade – you can do a lot of different things and stay within one agency.

Q: Is RIC Director a difficult position to get assigned?

A: Currently, there are only eight of us, so I would say yes. Most OI positions are within the DC area. For those who want to work CBP intelligence in the field, there are opportunities at the eight RICs or with the CBP operational offices as they increase their intelligence positions.

ADVICE TO STUDENTS

Q: How can a student start a career in CBP intel?

A: CBP has a number of different pathways for students and recent graduates, to include an internship program which several RICs participate in (to include the Arizona RIC).

For additional information, check out <https://www.cbp.gov/careers/students-and-recent-graduates> or visit the career center on campus. One of the other pathways is the Presidential Management Fellows (PMF) program for advanced degree students – I was also a PMF (Class of 2011) and while it is a rigorous process, I highly recommend it.

Q: How helpful was being prior military to joining CBP?

A: Veteran status is helpful when applying for federal employment. For those who don't have veteran status, there are other pathways (e.g. internships).

Q: Should students wanting a career with CBP intel expect to move to DC at some point?

A: There are opportunities there, but there are other opportunities in the field. For local U of A students, the partnership with the Arizona RIC is a great avenue to start the journey.

Q: What knowledge, skills, or abilities would make a successful applicant?

A: It depends on where in CBP you are looking to apply - there are different intelligence positions within CBP at the tactical, operational, and strategic levels, and with different CBP entities. I believe some universal skills include strong critical thinking, excellent oral and written communication, and an inquisitive nature. Also, it's good if you're a person who doesn't need concrete results on a regular basis. In general, working in intelligence, you don't have immediate feedback and your professional day-to-day results are likely to be intangible.

Q: Were there any classes you consider beneficial to your career?

A: I loved all my classes – even the ones I wasn't looking forward to content-wise, and was able to take something away from each class. That's a great credit to the faculty the U of A has on staff

and the breadth, scope, and depth of their expertise. It also speaks to the caliber of students and the dialogue and engagement in classes.

Q: Are there any experiences you feel were beneficial to your career?


A: I would say all the experiences where I said “yes” to opportunities – even if I didn't necessarily love the idea at the time. Whether a training class, detail (short- and long-term), collateral duty, committee member – so many of these little experiences paid dividends in the long run. The more you can add these little wrinkles to your background, the more well-rounded you become as a person, as an intelligence professional, and as an employee to your agency.

Q: Do you have any advice for students at U of A?

A: Things in the federal government tend to move slowly. Apply around six months earlier than you are looking at starting, especially now with the pandemic and budget constraints. My other advice is, if you really want to work with a specific agency, be willing to open the aperture to various positions or grades to increase your chances of being hired. Once you're in, it will be easier to move laterally and you'll have gained institutional knowledge. Be willing to work your way up, even if it means taking a step back at times along the way.

Q: Do you have any additional comments for the intelligence students at U of A?

A: I would say the U.S. government needs you. As the world gets more networked and complex, it becomes even more critical to have a robust intelligence framework to combat threats. Our adversaries are agile, global, and dynamic. We need strong intelligence professionals now more than ever.

More information on CBP Intelligence Careers: <https://www.cbp.gov/careers/professional/0132-intelligence-research-specialist>. 

**SOLVE THIS
CRYPTOGRAM**

DECRYPTER THE ENCRYPTED
TEXT TO REVEAL A
MOTIVATIONAL QUOTE

"PX DFO UEMMFC
GF BRLEC CTPMBJ
GF JHEAA CTPMBJ
PM E BRLEC NED."

-Napoleon Hill
Author, lecturer

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COURSE SCHEDULE

SUMMER 2021

7 WEEK 1

| SUBJECT | COURSE | PROFESSOR |
|----------------|---------------------------------|------------------------------|
| INTV314 | National Security Policy | Hilliard, Christopher |
| INTV474 | Politics of Terrorism | Hess, James |

7 WEEK 2

| | | |
|----------------|---|---------------------------|
| | Intro to Intel & Info Operations | Tortorici, Patrick |
| INTV305 | | |
| INTV350 | Collections Operations | Nazareth, Craig |

COURSE SCHEDULE

FALL 2021

7 WEEK 1

| SUBJECT | COURSE | PROFESSOR |
|---------|----------------------------------|-----------------------|
| INTV305 | Intro to Intel & Info Operations | Staff |
| INTV314 | National Security Policy | Hilliard, Christopher |
| | Introductory Methods of | |
| INTV326 | Intel Analysis | Staff |
| INTV350 | Collection Operations | Nazareth, Craig |
| INTV352 | Human Intelligence | Staff |
| INTV353 | Geospatial Intelligence (GEOINT) | Zsambok, Billy |
| INTV377 | Psychological Operations | Hilliard, Christopher |
| | Intelligence, Surveillance, | |
| INTV459 | Reconnaissance Synchronization | Frank, Kevin |

7 WEEK 2

| | | |
|----------|----------------------------------|-----------------------|
| INTV305 | Intro to Intel & Info Operations | Hilliard, Christopher |
| | Introductory Methods of | |
| INTV326 | Intel Analysis | Ketcham, Timothy |
| INTV350 | Collections Operations | Bradberry, David |
| | Fundamentals of | |
| INTV356 | Counterintelligence | Schroeder, James |
| | Intelligence, Surveillance, | |
| INTV459 | Reconnaissance Synchronization | Frank, Kevin |
| INTV496* | Law Enforcement Intelligence | Tortorici, Patrick |

15 WEEK

| | | |
|---------|----------------------|------------------------|
| INTV493 | Study Abroad Program | Staff |
| | | Hilliard, Christopher, |
| INTV498 | Senior Capstone | Craig Nazareth |

*This course may be temporarily shown as a *Special Topics course (INTV496)*. Please contact your academic advisors if you have any questions or concerns.

2021-2022 ACADEMIC CALENDAR

SUMMER 2021

Pre-Session

| | |
|--|---------------------|
| <i>Classes begin</i> | <i>May 17, 2021</i> |
| Memorial Day Holiday -- no classes | May 31, 2021 |
| <i>Last day of classes and examination</i> | <i>June 5, 2021</i> |

Seven Week - First

| | |
|--|---------------------|
| <i>Classes begin</i> | <i>May 17, 2021</i> |
| Memorial Day Holiday -- no classes | May 31, 2021 |
| <i>Last day of classes and examination</i> | <i>July 2, 2021</i> |

13 Week

| | |
|---|------------------------|
| Classes begin | May 17, 2021 |
| Memorial Day Holiday -- no classes | May 31, 2021 |
| Independence Day observed -- no classes | July 5, 2021 |
| <i>Last day of classes and examinations</i> | <i>August 11, 2021</i> |

Five Week - First

| | |
|---|---------------------|
| <i>Classes begin</i> | <i>June 7, 2021</i> |
| Independence Day observed -- no classes | July 5, 2021 |
| <i>Last day of classes and examinations</i> | <i>July 8, 2021</i> |

10 Week

| | |
|---|------------------------|
| <i>Classes begin</i> | <i>June 7, 2021</i> |
| Independence Day observed -- no classes | July 5, 2021 |
| <i>Last day of classes and examinations</i> | <i>August 11, 2021</i> |

Seven Week - Second

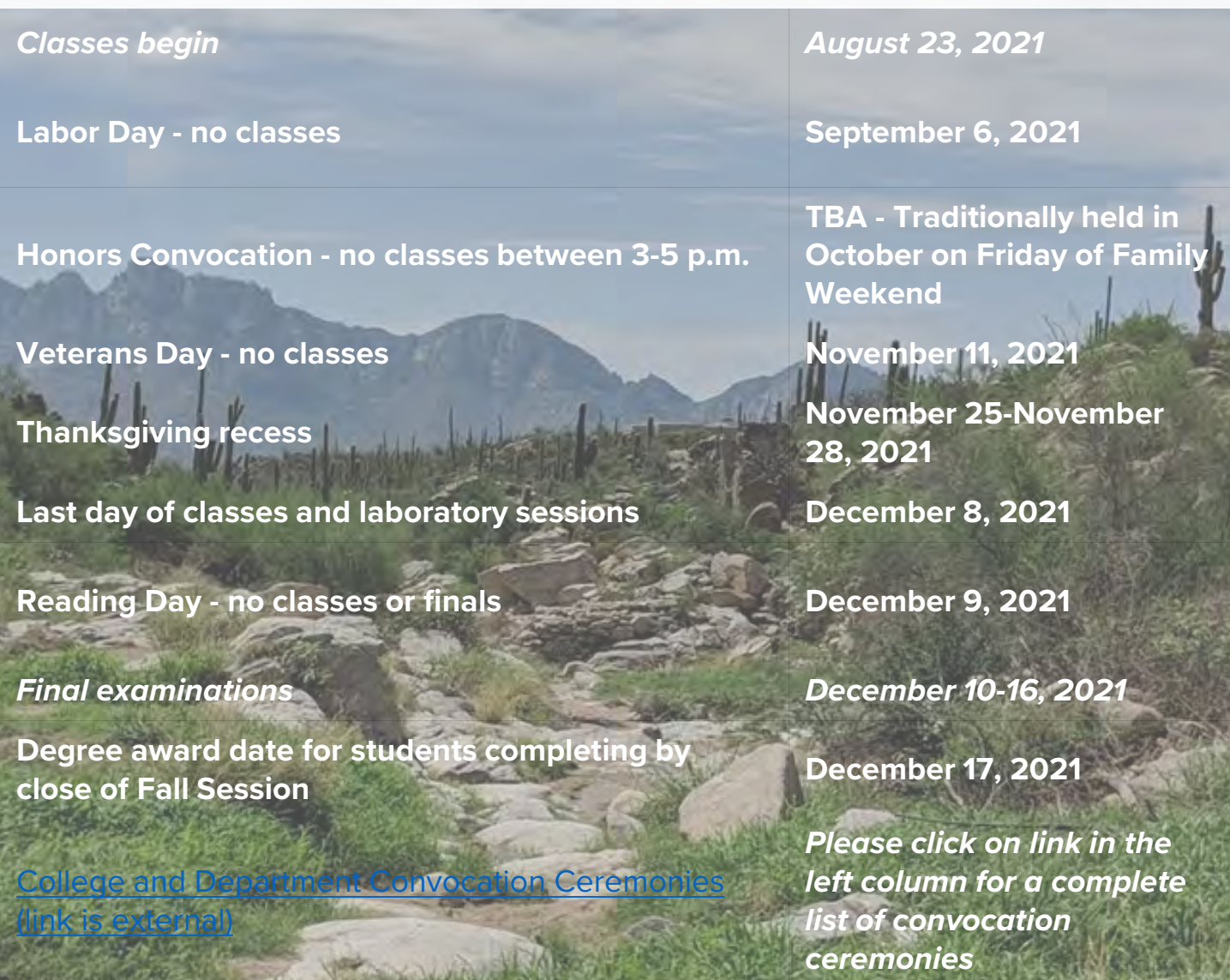
| | |
|---|------------------------|
| <i>Classes begin</i> | <i>July 6, 2021</i> |
| <i>Last day of classes and examinations</i> | <i>August 20, 2021</i> |

Five Week - Second

| | |
|---|------------------------|
| <i>Classes begin</i> | <i>July 12, 2021</i> |
| <i>Last day of classes and examinations</i> | <i>August 11, 2021</i> |
| Degree award date for students completing in Summer | August 21, 2021 |

2021-2022 ACADEMIC CALENDAR

FALL 2021



| | |
|--|--|
| <i>Classes begin</i> | <i>August 23, 2021</i> |
| Labor Day - no classes | September 6, 2021 |
| Honors Convocation - no classes between 3-5 p.m. | TBA - Traditionally held in October on Friday of Family Weekend |
| Veterans Day - no classes | November 11, 2021 |
| Thanksgiving recess | November 25-November 28, 2021 |
| Last day of classes and laboratory sessions | December 8, 2021 |
| Reading Day - no classes or finals | December 9, 2021 |
| <i>Final examinations</i> | <i>December 10-16, 2021</i> |
| Degree award date for students completing by close of Fall Session | December 17, 2021 |
| College and Department Convocation Ceremonies (link is external) | <i>Please click on link in the left column for a complete list of convocation ceremonies</i> |

WINTER 2021



| | |
|--|--------------------------|
| <i>Classes Begin</i> | <i>December 20, 2021</i> |
| Christmas Holidays - no classes | December 23-24, 2021 |
| New Year's Holiday - no classes | December 31, 2021 |
| <i>Last day of classes and examinations</i> | <i>January 11, 2022</i> |
| Degree award date for students completing by close of Winter Session | January 12, 2022 |



MESSAGE FROM YOUR ACADEMIC ADVISOR

Enrollment for summer and fall courses is currently open!

Courses often fill quickly, so enroll early to get the best selection! Please touch base with your academic advisor to verify the courses you plan on taking are in line with your degree plan.

You can also schedule an appointment with them if you need additional support with your summer and/or fall enrollment.

FOR MORE INFORMATION CONTACT YOUR ADVISOR AT:

>> <https://azcast.arizona.edu/student-services/advising/meet-your-advisor>



INTV 356

FUNDAMENTALS OF COUNTERINTELLIGENCE

Fall 2021 7 Week 2

This fall, we introduce two new electives to the IIO program. Both these courses tackle the complexity and risk inherent in the human condition. Offered in Fall 2021 7W2, INTV 356 exposes students to the nature of foreign intelligence collection and the insider threat. We all have gone to school, worked in, or visited places where you rubbed shoulders with people with malicious intent without knowing it until after something bad happens—or these malicious actors continue operating under the concealment of secrecy and tradecraft. From a counterintelligence perspective, that includes individuals whose purpose in life is to penetrate security procedures and trusted agents to expose sensitive information, and provide benefactors with critical intelligence to win in global and corporate competition. What I mean by this is that humans have interests, and those interests can be leveraged to support nefarious goals. Is your incentive money? fame? prestige? Or just plain vengeance? Bad actors will use whatever method to incentivize individuals to steal those precious secrets and intellectual property to answer the requirements of their benefactors. Venture into the world of counterintelligence with Professor James Schroeder this fall.

Instructor Spotlight: Professor Schroeder has been a professor with the University of Arizona since 2015 and also brings a wealth of experience as the senior instructor for the Counterintelligence Officer's Course with the U.S. Army Intelligence Center of Excellence. Professor Schroeder recently provided outstanding support to Operation Warp Speed, the U.S. vaccine production operation. He evaluated supply chains of companies developing vaccines, therapeutics, and diagnostics supported by the U.S. Government and advised Task Force and corporate senior leaders, as appropriate, on concerns surrounding potential supply chain vulnerabilities. He also alerted appropriate enforcement authorities to potential breaches of U.S. law or regulation involving illicit or illegal influence on U.S. medical supply chains.



INTV 352 HUMAN INTELLIGENCE

Fall 2021 7 Week 1



This fall, we introduce two new electives to the IIO program. Both these courses tackle the world's oldest profession: spying! INTV 352, Human Intelligence, flips the coin on counterintelligence and the malicious inside actor mindset by demonstrating how to fill the shoes of the foreign intelligence service to collect sensitive intelligence. This class will be expanding on the fundamentals of human intelligence learned in INTV 350, Collection Operations, to examine the breadth and scope of Human Intelligence collections and tradecraft. One could argue that the Human Intelligence collector is the very threat each counterintelligence agent tries to identify.

Likewise, the Human Intelligence sources, or informants, which defense, other government, law enforcement, and corporate Human Intelligence collectors incentivize to steal secrets, are those very same insider threats. So you are looking at espionage at its best—how to perform it safely and legally, and how to use it to achieve national security and put criminals behind bars. Our professor will be joining us in the fall so we will provide the instructor spotlight at that time. We have several stellar individuals competing to teach in our program and deliver a high-quality course.

BECOME AN INTELLIGENCE COMMUNITY SCHOLAR



Intelligence Community
**Centers for
Academic
Excellence**

Diversity. Knowledge. Excellence.



**ESTRELLA MOUNTAIN
COMMUNITY COLLEGE**
A MARICOPA COMMUNITY COLLEGE



**THE UNIVERSITY
OF ARIZONA**



EXCELLENCE STARTS HERE

WHY BE AN IC SCHOLAR?

IC Scholars are sought after by the U.S. Intelligence Community and receive hiring preference for government jobs. Specifically, IC Scholar graduate applications through USAJobs and ICCareers will be given more points than non-graduates, much like veterans are given more points than non-veterans. The designation also sets graduates apart in the corporate sector.

ARIZONA ICCAE CONSORTIUM

The Arizona Intelligence Community Center for Academic Excellence Consortium is a pipeline from high school through community colleges and into the University of Arizona. After graduation, highly-qualified graduates have a natural pathway to a job in the intelligence community. Estrella Mountain Community College and Eastern Arizona College are flagship Arizona ICCAE schools each with degree programs that provide a pathway to finishing your four year degree and a career into the IC.



**ESTRELLA MOUNTAIN
COMMUNITY COLLEGE**

A MARICOPA COMMUNITY COLLEGE

estrellamountain.edu



eac.edu

BENEFITS OF BEING AN IC SCHOLAR

- ▶ Selective entry into special internships
- ▶ Access to select Intel Community hiring events
- ▶ Preference for study abroad opportunities
- ▶ Competitive designation sets you apart for a corporate career

LEARN MORE

iio.azcast.arizona.edu/content/ic-cae

email: AZCASTAdvisers@arizona.edu

phone: (520) 626-2422 ext. 2120

More information on how to become an IC Scholar will be posted this Spring

DESIGN YOUR PROGRAM YOUR WAY

Customize your experience by choosing from one of three program emphases. Each option meets the Defense Intelligence Agency (DIA) Intelligence Community – Center of Academic Excellence (IC-CAE) academic requirements.

OPERATIONAL INTELLIGENCE

Learn defense focused intelligence collection, synchronization, and analysis. The Operational Intelligence emphasis prepares you for immediate employment within the intel community. Courses include:

- ▶ INTV326 Introductory Methods of Intelligence Analysis
- ▶ INTV455 Target Centric Analysis
- ▶ INTV459 Intelligence, Surveillance & Reconnaissance Synchronization

INFORMATION WARFARE

Focus on both offensive and defensive information operations. Gain the skills necessary to detect, protect, and craft advanced information operation campaigns. Courses include:

- ▶ INTV305 Introduction to Intelligence & Information Operations
- ▶ CYBV437 Deception, Counter-Deception & Counter-Intelligence
- ▶ CYBV450 Information Warfare

LAW ENFORCEMENT INTELLIGENCE

Explore intelligence-driven policing, forensic analysis, and information sharing. The Law Enforcement Intelligence option conforms to essential federal, state, and local law enforcement agency academic requirements. Courses include:

- ▶ CYBV388 Cyber Investigations & Forensics
- ▶ INTV400 Counter Drug Operations
- ▶ INTV403 Crime Scene Investigations

LEARN MORE

>> iio.azcast.arizona.edu

LET'S TALK ABOUT YOUR FUTURE IN IIO

call | (520) 626-2422 ext. 2120

email | sasteam@email.arizona.edu

BECOME AN INTELLIGENCE PROFESSIONAL



THE UNIVERSITY OF ARIZONA

College of Applied
Science & Technology

**BACHELOR OF APPLIED SCIENCE
INTELLIGENCE & INFORMATION OPERATIONS**



YOUR FUTURE, YOUR PROGRAM

Earn your Intelligence & Information (IIO) degree from a recognized Intelligence Community – Center of Academic Excellence (IC-CAE). Classes are offered 100% online to fit your busy schedule, and you can choose from multiple course options to build a program that takes you exactly where you want to go.

PROGRAM ADMISSION REQUIREMENTS INCLUDE:

- ▶ Minimum 2.5 GPA
- ▶ Resume
- ▶ Goal statement

Let us know your preferred pathway from a regionally accredited institution: Operational Intelligence Track, Information Warfare Track or the Law Enforcement Intelligence Track.



YOU'LL BE IN DEMAND

Pragmatic curriculum delivery, hands-on learning, interactive assessments, and a focus on career-readiness, prepare graduates with the essential knowledge, skills, and abilities to excel in the intelligence field.

GO BEYOND THE TEXTBOOK

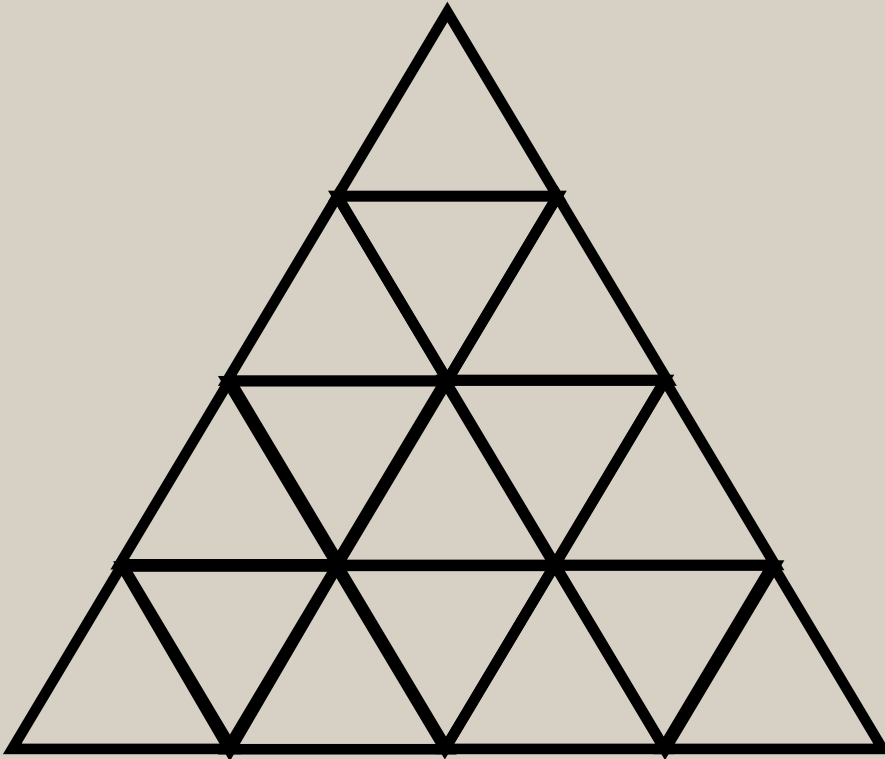
You'll learn from accomplished IIO professionals who bring their academic expertise and industry experiences into the coursework. They know first-hand what employers are looking for and how to prepare you to succeed.

EXPERIENCE APPLIED LEARNING

Meet CyberApolis. A virtual learning environment (VLE) you won't find anywhere else. Gain real-time experience in a sophisticated, non-scripted training environment that allows you to synthesize and apply your learnings.

>> iio.azcast.arizona.edu/content/cyberapolis

- ▶ **Intelligence Analyst**
- ▶ **Counterintelligence Special Agent**
- ▶ **Collection Operations Manager**
- ▶ **Media Analyst**
- ▶ **Intelligence Research Specialist**
- ▶ **Security Officer**



**How many triangles are located
in the image above?**

STUDENT RESOURCES

INTERNSHIPS

National Security Agency (NSA) Intelligence Analysis Development Program

Designed to provide an intensive, accelerated opportunity to acquire the unique technical skills and experience needed to successfully apply knowledge and analytic ability to the Signals Intelligence (SIGINT) mission and help analysts achieve core analytic competencies in accordance with the Intelligence Analysis Professional Development Standards (IAPDS). The program includes 4-5 operational tours in a variety of offices, interspersed with formal classroom and computer-based training. These on-the-job operational tours are primarily focused on the two main SIGINT disciplines of intelligence analysis - SIGINT reporting and SIGINT development. [Learn More](#)

NGA Summer Internship Program

Student employment assignments are open to associate, undergraduate, graduate, and post-graduate students and are based on entry-level professional job descriptions, which will involve a great deal of independent and team oriented work under the guidance of a senior-level supervisor and mentors. Students who perform successfully and meet program requirements are invited to continue in the program for the duration of their degree programs, and may be granted the opportunity for conversion to permanent employment upon graduation. [Learn More](#)

NSA Signals Intelligence Collection Program (SICP)

Undergraduate freshman, sophomores or juniors (at the time of application) leverage collection skills to support the development of collection strategies across a vast architecture, implement mission initiatives in accordance with lawful compliance, manage collection tasks, and understand critical mission data flows. SICP interns will also have the opportunity to pursue in the future as full-time NSA employees. Must be eligible to be granted a TS/SCI/TK security clearance with full scope polygraph; GPA of 3.0 on a 4.0 scale, one semester or quarter of college study remaining at the conclusion of the summer internship. Application deadline: 2020-10-31 [Learn More](#)

DHS Office of Intelligence & Analysis Internships

Students can prepare for careers as intelligence professionals by working as interns in the Department of Homeland Security's Office of Intelligence and Analysis. Interns support these mission areas: Intelligence Analysis, includes analysis of issues related to terrorism, cybersecurity, economic security and transnational organized crime and Intelligence Operations. Students apply in the early fall for the following summer. Internship location: Washington, DC. [Learn more](#)



UNITED STATES INTELLIGENCE COMMUNITY

INTERNSHIP OPPORTUNITIES FOR STUDENTS

TO LEARN MORE VISIT WWW.INTELLIGENCECAREERS.GOV/ICSTUDENTS.HTML



NATIONAL RECONNAISSANCE OFFICE

www.nro.gov/careers/cia-intern.html

Application period opens September, selections are typically made by October

Paid undergraduate and graduate internship programs

CIA assigns interns from their applicant pool to work at NRO

Specific programs of interest include:

| | | |
|-------------------|------------------|-------------------------|
| STEM | Computer Science | Human Resources |
| Economics | Physical Science | Business Administration |
| Political Science | Data Science | Science and Research |



DEFENSE INTELLIGENCE AGENCY

www.intelligencecareers.gov/icstudents.html

Application period opens and closes at various times

Paid undergraduate, graduate, and foreign language internship programs

Workforce Recruitment Program for disabled persons (www.wrp.gov)

Specific programs of interest include:

| | | |
|-------------------|-----------------|----------------------|
| Political Science | Global Studies | Computer Sciences |
| Business | Human Resources | Law/Criminal Justice |
| Natural Sciences | Engineering | Logistics |



DEPARTMENT OF HOMELAND SECURITY

www.dhs.gov/ia-internship

Application period opens early-to-mid October

Paid undergraduate and graduate internship programs

Secretary's Honor Program for recent graduates

Specific programs of interest include:

| | |
|------------------------|--------------------|
| Intelligence Analysis | Law Enforcement |
| Cybersecurity | Legal |
| Health/Science | Public Affairs |
| Information Technology | Management/Support |
| Emergency Management | |



DEPARTMENT OF STATE

Careers.state.gov/intern/student-programs

Application period opens in the fall

Paid undergraduate and graduate internship programs

Specific programs of interest include:

- Student Internship Program: opportunities to work in U.S. Embassies and Consulates' throughout the world
- Pathways Internship Program: opportunities to explore Federal careers
- Numerous Fellowship Programs
- Virtual Foreign Service Internship Program
- Workforce Recruitment Program for disabled persons (www.wrp.gov)



NAVAL INTELLIGENCE ACTIVITY

<http://www.oni.navy.mil/Join-Us/Intern-Programs>

Application period opens September - October

Paid undergraduate and graduate internship programs

Specific programs of interest include:

| | | |
|-----------------------|---------------------|------------------------|
| Intelligence Analysis | Geospatial Analysis | Intelligence Analysis |
| Scientific Analysis | Technical Analysis | Information Technology |
| Engineering | Workforce Planning | Research & Development |



MARINE CORPS INTELLIGENCE ACTIVITY

www.hqmc.marines.mil/intelligence/Student-Employment/

Application period opens early-to-mid September

Paid undergraduate and graduate internship programs

Specific programs of interest include:

| | | |
|-----------------------|---------------------|------------------------|
| Intelligence Analysis | Geospatial Analysis | Intelligence Analysis |
| Scientific Analysis | Technical Analysis | Information Technology |
| Engineering | Workforce Planning | Research & Development |



NATIONAL SECURITY AGENCY

www.intelligencecareers.gov/icstudents.html

Application period opens April - September/October for Language Program

Paid undergraduate and graduate internship programs

Specific programs of interest include:

| | | |
|------------------|-----------------------|--------------------------|
| STEM | Intelligence Analysis | Research/Development |
| Cyber Security | Human Resources | Information Technology |
| Logistics | Foreign Language | Information Management |
| Computer Science | Science and Research | Strategic Communications |



CENTRAL INTELLIGENCE AGENCY

www.cia.gov/careers/student-opportunities

Applications accepted year round for most programs; apply one year before preferred start date - For DO and scholarship programs apply

December-March and February-July, respectively

Paid undergraduate and graduate internship programs

Specific programs of interest include:

| | | |
|-------------------|--------------------|-------------------------|
| Political Science | Cartographer | Computer Science |
| Data Science | Education/Training | Human Resources |
| Graphic Design | Cyber Security | Information Management |
| STEM | Library Science | International Relations |
| Media Analysis | Economics | |



UNITED STATES INTELLIGENCE COMMUNITY

INTERNSHIP OPPORTUNITIES FOR STUDENTS

TO LEARN MORE VISIT WWW.INTELLIGENCECAREERS.GOV/ICSTUDENTS.HTML



DEPARTMENT OF ENERGY

www.energy.gov/jobs/services/students-recent-graduates

Application period opens and closes at various times
Paid internships available for current undergraduates, current graduates and recent graduates

Specific programs of interest include:

| | | |
|-----------------|------------------------|------------------------|
| STEM | Engineering | Research & Development |
| Energy Law | Information Technology | Sciences |
| Social Sciences | Business | Information Management |



FEDERAL BUREAU OF INVESTIGATION

www.fbijobs.gov/students

Application period opens early-to-mid August
Applications accepted throughout the year for Visiting Scientist Program
Paid undergraduate and graduate internship programs

Specific programs of interest include:

- Honors Internship Program which includes opportunities at FBI field offices throughout the U.S., FBI Academy, FBI Headquarters, and other off-sites
- Visiting Scientist Program which includes opportunities for undergrad, graduate, recent grads, postdoctoral fellows, and university faculty to work at the FBI Laboratory



MARINE CORPS INTELLIGENCE ACTIVITY

www.hqmc.marines.mil/intelligence/Student-Employment/

Application period opens early-to-mid September
Paid undergraduate and graduate internship programs

Specific programs of interest include:

| | | |
|-----------------------|---------------------|------------------------|
| Intelligence Analysis | Geospatial Analysis | Intelligence Analysis |
| Scientific Analysis | Technical Analysis | Information Technology |
| Engineering | Workforce Planning | Research & Development |



CENTRAL INTELLIGENCE AGENCY

www.cia.gov/careers/student-opportunities

Applications accepted year round for most programs; apply one year before preferred start date - For DO and scholarship programs apply December-March and February-July, respectively
Paid undergraduate and graduate internship programs

Specific programs of interest include:

| | | |
|-------------------|--------------------|-------------------------|
| Political Science | Cartographer | Computer Science |
| Data Science | Education/Training | Human Resources |
| Graphic Design | Cyber Security | Information Management |
| STEM | Library Science | International Relations |
| Media Analysis | Economics | |

INSF Announces New Scholarship Program for Undergraduate and Graduate Students

Awards aim to support NextGen leaders and diversify IC talent pool

Arlington, VA (April 22, 2021)—The Intelligence and National Security Foundation (INSF) today launched a new scholarship program for undergraduate and graduate students pursuing a degree in Intelligence Analysis, Computer Science, Cybersecurity, International Affairs, National Security Studies, Public Policy or a comparable field of study. INSF is a 501(c)(3) nonprofit dedicated to addressing contemporary intelligence and national security challenges.

The [Investing in the Future of the IC Workforce Scholarship program](#) will offer four awards of up to \$5,000 each to eligible undergraduate and graduate students. Two of these scholarships are specifically for students from underrepresented minority groups while the other two are open to all eligible students who meet the award requirements.

"The INSA Foundation is thrilled to launch this scholarship program to help enrich the pipeline of talent into the Intelligence Community," said **Suzanne Wilson Heckenberg**, President of the Intelligence and National Security Alliance and the Intelligence and National Security Foundation. "These scholarships are investments in our future. They help ensure undergraduate and graduate students are better positioned to attain their professional goals while also advancing the U.S. national security mission."

Interested students must complete an application form [found on the INSF website](#), which includes submitting a brief essay and two academic references. Recipients will be selected based on academic standing and their stated commitment to the U.S. national security mission.

The 2021 scholarship application will open on Thursday, April 22, 2021 at [insaonline.org/foundation](#). Current undergraduate and graduate students in accredited U.S. colleges and universities will have the opportunity to apply until COB on Friday, June 11, 2021.

For those interested in supporting the fund, a donation page has been created. All donations are tax deductible. For more information on the scholarship fund, details on how to apply and more, please visit [insaonline.org/foundation](#).

Global Intelligence and Threat Analysis Intern, Summer/Fall 2021 | Disney Worldwide Services

Imagine working side-by-side with industry leaders in your field of study. Imagine building upon the skills you've learned in the classroom through real-world, hands-on work experience. Now imagine yourself in a Professional Internship with Disney Corporate. When your extraordinary talents, our renowned legacy, and the promise of an even brighter future unite, just imagine the stories you could be part of! Be a part of an innovative team and culture...

Global Intelligence and Threat Analysis is an enterprise-wide intelligence team that provides strategic intelligence, threat assessments, and in-depth analytical products covering existing and developing threats, including physical and cyber threats and all reputational risks to TWDC, its affiliated business units, facilities, guests, and employees. The team provides timely and relevant intelligence that is critical to supporting and informing corporate executives, key business leaders, and security and safety personnel at all levels of TWDC worldwide.

Responsibilities:

- Assist in the collection and production of timely, accurate, and relevant intelligence assessments
- Maintain up-to-date web repository of Global Intel products and support partner requests
- Support team research projects
- With management oversight, compose and brief assigned intelligence topics to Global Security leaders

Basic Qualifications:

- Superior writing, research, and analytic skills including effective use of open source and internet resources
- Knowledge and keen interest in international relations and global developments
- Team player who consistently places team achievement above individual success

Preferred Qualifications:

- International travel/education/work experience
- Second language capabilities
- Familiarization or experience working with – or interning for – government or international security organizations
- Critical thinking skills
- Ability to maintain composure under stress
- Proactive and highly motivated approach to work

Required Education

- Currently enrolled in an accredited college or university and taking at least one class, or be a recent graduate of an accredited college or university within the last six (6) months at time of application, or be currently participating in the Disney College Program, Disney Culinary Program or Disney Professional Internship Program
- Pursuing at least a Bachelor's degree in International Relations, Political Science, Global Security Studies, National Security, Regional/Cultural Studies, International Business, Journalism, or a closely related field

Preferred Education

- Pursuing a graduate degree in International Relations, Political Science, Global Security Studies, National Security, Regional/Cultural Studies, International Business, Journalism, or a closely related field

Additional Information:

- The approximate dates of this internship are June 2021 through December 2021.
- Candidate must be available to work part time hours (approximately 20 hours per week) for the duration of the internship
- Not have already completed two consecutive (spring/fall) College or Professional Internship Programs
- Must possess unrestricted work authorization
- Must be at least 18 years of age

APPLY NOW!



CBP ARIZONA FIELD INTELLIGENCE GROUP INTERNSHIP

This internship is for any student looking to build their resume for intelligence analysis and production and get a foot in the door of the IC. The Department of Homeland Security Customs and Border Protection agency is partnering with the University of Arizona and the IIO Program to offer an all-year round internship through the CBP Arizona Field Intelligence Group. The internship provides students a real-world analytical production opportunity.

Students are selected through a competitive application and screening process. If selected, students will perform research and intelligence production support to the CBP Intelligence Division for approximately four months. Students may coordinate in-person and flex telework with their CBP Intelligence supervisor.

The internship is a rolling allocation, allowing students to apply at any time in the school year. However, students must allow for 6-9 months processing time, which includes submitting the application, interviewing for the internship, and completing a background check. Interested students should send a completed packet via email to:

christopher.macdonald@cbp.dhs.gov, attention to the Director, Arizona Field Intelligence Group, Customs and Border Protection.

- **Writing Example**
- **Transcripts**
- **Resume (as if they would be applying to an IC agency 2-3 pages maximum)**
- **Structured interview via zoom or WEBEX**

If seeking credit for course work, students must align their internship to the fall or spring semester and must enroll in INTV 493 (Exceptions can be made on a case by case basis for summer internship). In addition to the weekly CBP requirements, students will complete requirements for the IIO Program Office to meet their student contact hours for the course.

Because the internship is 120 hours / 8 hours per week, students will work with the IIO Program Office to complete any additional requirements to complete 150 contact hours as required by the Higher Learning Commission. If selected and enrolled in INTV 493, the internship could satisfy a senior year elective requirement.

SCHOLARSHIPS



Louis Stokes Educational Scholarship (STOKES) Program

DIA offers tuition assistance to undergraduate or graduate students currently enrolled at accredited colleges or universities in academic programs critical to DIA (i.e. computer science, intelligence analysis/studies, etc.). Students will given summer work, and guaranteed employment in their field of study upon graduation. GPA of and 3.0 on a 4.0 scale.

<https://diajobs.dia.mil>

Undergraduate Training Assistance Program (UTAP)

Offers tuition assistance, summer work, and a guaranteed position in the awardee's field of study upon graduation. Minorities, women are strongly encouraged to apply. UTAP students are obligated to work at the DIA for a period of time that is one and 1/2 times the amount of time they were in school. <https://www.dia.mil>

National Security Education Program (NSEP)

Awards David L. Boren fellowships and scholarships to graduate and undergraduate students who are dedicated to public service and the immersive study of foreign languages. This national security scholarship awards \$20,000 to scholars studying the culture and languages of countries that pose the greatest risk to the nation's security. Boren scholars and fellows must agree to use their skills in the service of the federal government for one year following graduation.

<https://nsep.gov/content/david-l-boren-scholarship>

Science, Mathematics and Research for Transformation (SMART)

The National Geospatial Agency (NGA) offers STEM undergraduate and graduate students an opportunity to receive a full scholarship, stipend for living expenses, and employment in the Federal Government upon degree completion.

<https://www.smartscholarship.org/smart>

CIA Undergraduate Scholarship Program

Offers undergraduate and graduate students a salary plus up to \$18,000 per year in tuition assistance. Successful applicants are required to work for the CIA during summer breaks and to continue working for the CIA after graduation. The mandatory work period following graduation is equal to 1.5 times the number of years that the CIA provided educational benefits to the student. The work completed during the student's summer breaks will be related to the student's major.

<https://www.cia.gov/careers/student-programs>

DHS Scholarship Program

Department of Homeland Security (DHS) offers several internships, fellowships, scholarships and other opportunities to students who wish to pursue a career in national security, to include work in law, information technology, or cybersecurity. Other programs include the Pathways programs, which lead to a federal government career; the DHS Scholarship Program; the Nuclear Forensics Research Award; and the Office of Intelligence and Analysis (I&A) Internship Program.

<https://www.dhs.gov/homeland-security-careers/health-science>

JOB BOARD

IC agencies and industry partners are looking for future intelligence professionals like you! Below are current positions currently offered in IIO fields. For more job listings, please look at the job search engines on the Career Resources page.

Intelligence Analyst (Entry - Mid level)

GTL

Job Location: Tucson, AZ

Pay Plan: N/A

Open: 2021-05-01 - UTC

[Job Posting](#)

Spanish Linguist - Arizona

KACE

Job Location: Phoenix, AZ

Pay Plan: N/A

Open: 2021-05-01 – UTC

[Job Posting](#)

Junior Engineering Statistical Intelligence Analyst

Raytheon

Job Location: Tucson, AZ

Pay Plan: NA

Open: 2021-05-01 – UTC

[Job Posting](#)

Intelligence Analyst (CI, FI, CT)

Leidos

Job Location: Phoenix, AZ

Pay Plan: NA

Open: 2021-05-01 – UTC

[Job Posting](#)



Due to the current issues surrounding the COVID-19 pandemic, some government agencies are experiencing shifts in hiring practices, but will still process applications for hire. Please remain flexible with hiring officials during this time.

CAREER RESOURCES

Industry employers partners, contractors, federal agencies are looking for the best job candidates to fill a number of critical positions in the Intelligence Community. Below you will find some job search tools to assist you in finding you new your career path after graduation.

U.S. Intelligence Careers



Great resource to research jobs throughout the Intelligence Community seeking various intelligence and information analysis skills. You can also find the latest scholarships and internships offered year-round.

> intelligencecareers.gov

USAJOBS



Widely known and respected job search tool. Find job listings with various government sectors in and out of the Intelligence Community. In addition, this site offers the ability to draft both federal and standard resumes through its internal resume builder.

> usajobs.gov

Indeed



One of the most trusted job search engines in nation! You will be able to find a number of job postings that serve many sectors of the intelligence industry. Indeed also offers a resume uploader where you can store your pre-produced resume for easy application submissions.

> indeed.com

LinkedIn



One of the most effective ways to find employment is through your professional network. LinkedIn has become the industry standard social platform to connect professionals with industry leaders and hiring managers. Create your profile, engage and communicate with colleagues and recruiters, and plan your new future today!

> <https://www.linkedin.com>

Clearancejobs/ Clearedjobs.net



Both sites offer pathways to employment for those students that currently hold an active or current security clearance. Most jobs listed are for federal and contract positions. Create and account and search these offerings.

> clearancejobs.com

> clearedjobs.net

Solve This: Cryptogram Phrase: "If you cannot do great things, do small things in a great way."
Logic Lounge 27 triangles. There are 16 one-cell triangles, 7 four-cell triangles, 3 nine-cell triangles, and 1 sixteen-cell triangle.



THE
BRAIN
STORM

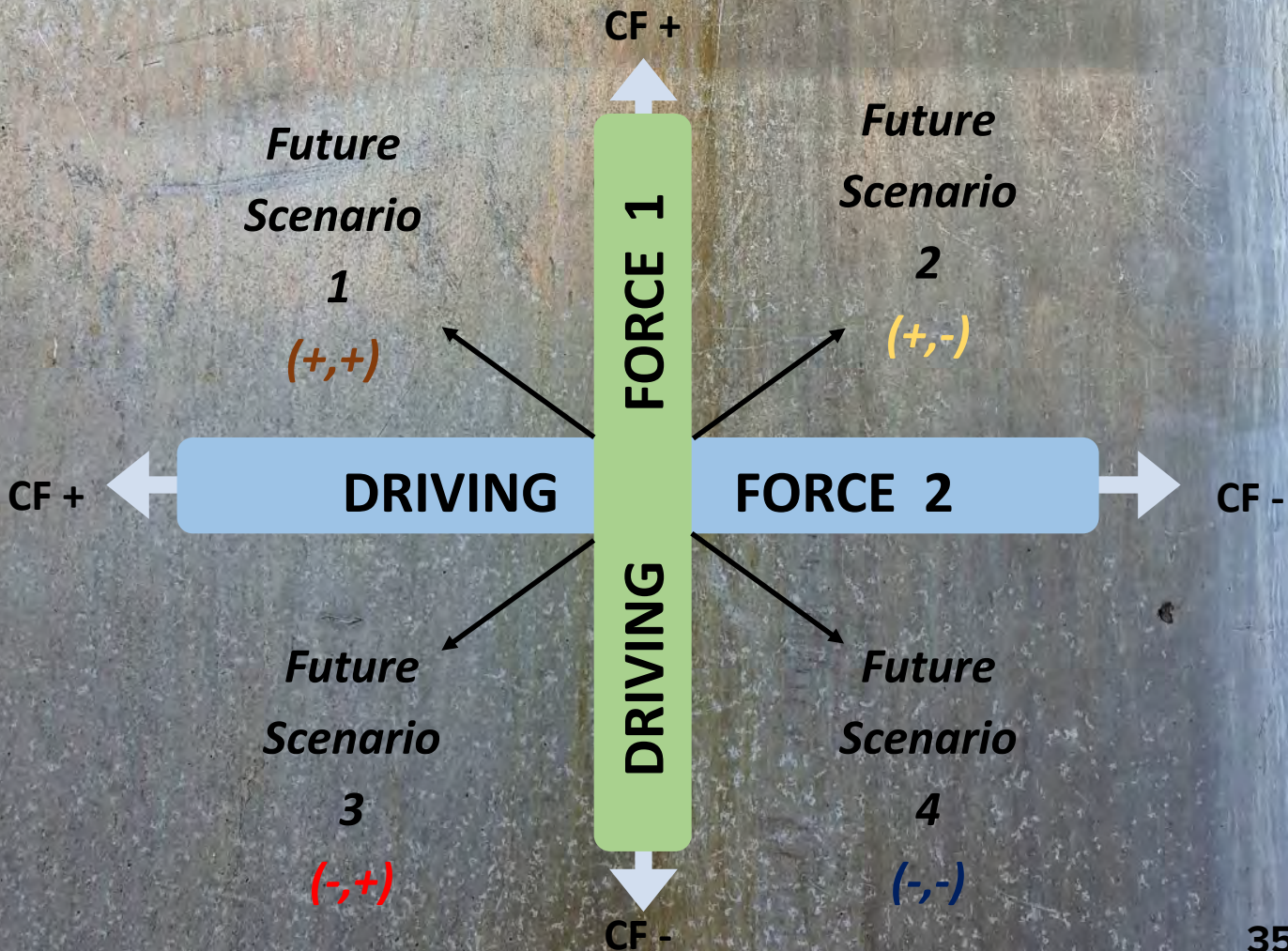
SATs FOR SUCCESS

ALTERNATIVE FUTURES ANALYSIS

Alternative Futures Analysis is a method used by intelligence analysts to forecast alternative scenarios for a given intelligence problem. These forecasts allow decision makers and strategic planners to challenge their assumptions and to identify indicators and factors that may influence each alternative scenario.

When to Use It: Use this technique when you want to develop future-based analysis that are driven by two opposing forces. If your analysis has more than two forces, use other SATs like Multiple Scenarios Generation.

How to Do it: 1. Define intelligence problem and goals for the project. 2. Identify influential elements, players, and conditions (PMESII-PT). 3. Group elements to form two driving forces. 4. Create 2x2 matrix and develop two opposing critical factors (CF) for each driving force. 5. Generate alternative futures for each scenario, and develop scenario strategies to include any other indicators and observables. 6. Assess on which scenario is likely to occur.



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