



IC CAE: Frequently Asked Questions

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

The Intelligence Community Centers of 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 obligations. The intent of the IC CAE Program is to increase the pool of competitive, diverse, applicants, and to increase awareness of the IC mission and culture throughout ethnically and geographically diverse communities.

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

The IC CAE program is defined through the following:

- Executive Order 13355, Strengthened Management of the Intelligence Community
- FY 2010 Appropriations Act Title III, Subtitle B; SEC. 313. Intelligence Officer Training Program
- Title 50, Chapter 15, Subchapter VII – A, Part C, Section 441p. Intelligence Officer Training Program
- Title 50 USC § 403–1 – n. Responsibilities and authorities of the Director of National Intelligence; delegation authority
- National Security Act of 1947
- The Intelligence Authorization Act of 2004
- 2019 National Intelligence Strategy (NIS)

3. What is the mission of the IC CAE Program?

The IC CAE mission is to cultivate enduring partnerships between the Intelligence Community and academia to prepare the next generation of Intelligence Community professionals.

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

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

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

Each school has a "Principal Investigator" who is in frequent contact with the ODNI IC CAE Program Office. The ODNI IC CAE Program Office is currently leading the development of an IC CAE visual identity, core messaging and other branding elements to solidify brand recognition and consistently communicate with stakeholders.

6. Why and how should a college or university 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 compels 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."



Applications are submitted through [grants.gov](https://www.grants.gov). The IC CAE Program Office will make a broad agency announcement every few years in the form of a Funding Opportunity Announcement (FOA) that specifies the criteria and process to apply.

7. What are some of the current benefits for schools a part of the IC CAE Program?

College and Universities with IC CAE programs receive funding to support -

- Curriculum development
- Faculty professional development and research
- Student study abroad, and participation in Intelligence-related conferences and seminars
- Delivery of on-site intelligence-related workshops, simulations and practical exercises.

8. 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 ability to be hired into the Intelligence Community. 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 resume review, mentorship, and for internships and co-op programs within the IC.

IC CAE faculty are afforded opportunities to benefit greater good of the Program by participating in IC CAE program conferences and professional development initiatives, and the opportunity to expand their professional network through interaction with IC CAE faculty around the country.

9. Will my school's IC CAE program interact with US Intelligence Agencies?

It's the intention of the program that every IC CAE program develops partnerships across the IC.

10. Would my school's IC CAE students have recruitment opportunities with IC Agencies?

Yes. Schools invite IC recruiters to attend events on campus and students may participate in recruitment events held at conferences and seminars.

11. Will my school have access to Subject Matter Experts (SMEs), colloquia speakers/presenters, and key representatives from the IC and the IC Agencies who can participate in and support IC CAE events?

Yes, schools have the ability to schedule with key representatives from across the IC in support of program events.

12. Is a student guaranteed government employment upon degree completion at a CAE school?

The vision of the program is that IC CAE scholars become the premier source of talent for the Intelligence Community; however employment is not guaranteed.