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Howard University 2016/2017 Recruitment Strategy

(U) We need a workforce with a broad range of ethnic and cultural backgrounds, language expertise, and educational and life experiences to ensure diversity of thought and to operate effectively worldwide.

(U) The Agency is driven to cultivate an inclusive culture that encourages collaboration, flexibility, and fairness to enable all officers to contribute their full potential. When employees feel included, have a voice, and are given opportunities to develop and maximize their potential, we create an organization of choice, becoming a model employer for the full diversity of America's talent.

-John O. Brennan, Director of CIA

(U//~~FOUO~~) Howard is a school that all Hiring Divisions have expressed interest in pursuing, however, the Agency has had little consistent success in generating interest with Howard University POCs. Our largest outreach effort so far has been with the Rangel Scholars. [_____] have hosted Rangel Scholars for numerous HQS visits and panel discussions.   (b)(3)

(U) Howard is a leader in STEM fields. The National Science Foundation has ranked Howard as the top producer of African-American undergraduates who later earn science and engineering doctoral degrees. The University also produces more minority doctoral graduates in computer science than any other university in the nation and boasts nationally ranked programs in social work, business and communication sciences and disorders.

Objective: To support Goal 2 of the CIA's Diversity & Inclusion Strategy (2016-2019) and TAG's EPTA and will focus on three areas:

1. Heighten CIA brand awareness at Howard University.
2. Provide students and other prospective applicants more opportunities to engage with CIA officers.
3. Amplify the number of applicants from diverse populations.

Goal/Expected Outcome: (U//~~FOUO~~) Howard University senior leadership accepts the DCIA's invitation to become a Signature School.

Roles and Responsibilities: (U//~~FOUO~~) The successful implementation of this strategy will depend on the support of each hiring division within TAG. To facilitate the coordination of activities, it would be useful to identify a corporate/senior level sponsor who would symbolize the importance of the relationship and would be willing to make an occasional appearance in the area. In addition to the corporate level sponsor, each hiring division would identify one point person to work with the Mid-Atlantic Regional Recruiter and the Chief of the Diversity Programs and would be responsible for communicating information to the hiring division workforce and identifying volunteers to participate in recruiting activities on the campus. The Mid-Atlantic Regional Recruiter would be in charge of organizing campus-level activities.

(U//~~FOUO~~) The MA-RR has several responsibilities as the liaison between Agency Hiring Divisions and target populations.
- (U//~~FOUO~~) The MA-RR will serve as a liaison with career service officers, deans, professors, and other faculty members to educate and promote Agency career opportunities through a variety

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of recruitment events, such as information sessions, classroom presentations, workshops, brown bag sessions, employer-in-residence, office hours, etc.
- (U//~~FOUO~~) The MA-RR will mentor potential applicants by educating them about employment opportunities and assessing their qualifications to guide them to the best job fit. Counsel non-competitive applicants on how they can become more competitive.
- (U//~~FOUO~~) The MA-RR will be in charge of campus activities.

Agency Leadership
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(b)(3)
(b)(6)

Plan: (U//~~FOUO~~) Negotiate for the following benefits drawn from this deeper institutional relationship to increase brand awareness and accessibility:

- Company brand recognized in the Office of Career Services, on Howard website through Howard social media channels; and on listserv emails, mass mails, and Howard job posting website
- One career fair registration of Agency choosing
- Preferred table location at all career fairs
- Priority reservation for information session/booth visits
- One direct-to-student email each semester (fall and spring semesters)
- Priority choice for participation in Office of Career Services events such as forums, career week, panels, seminars, networking events, workshops, and access to student groups
- Complimentary parking for recruiting events like on-campus interviews and career fairs (each good for one day/multiple vehicles)
- Consultative meeting with the Employer Relations team to develop strategic plans/recommendations to enhance recruiting efforts
- Personalized resume book service
- Choice dates for on-campus interview schedules

(U//~~FOUO~~) Suggested traditional activities the MA-RR and in association with substantive recruiters could pursue on campus complimenting/supporting efforts to increase brand awareness and interaction with prospective applicants:

- Host brownbag lunches with academic departments and student groups
- Staff a table in a high traffic area
- Host employer chats (with food)
- Present career development workshops (interview skills, resume reviews, networking skills, professional development, benefits talk)
- Participate in campus "Employer Days"
- Classroom visits
- Office hours/recruiter-in-residence
- Meet with student groups
- Career fairs

- Participate in panel discussions such as, IC panel, federal government panel, recent hire panel focusing on personal stories (b)(3)
- Day-in-the-life presentations
- Simulations – [   ] and in the Spring [   ] (b)(3)
- Sponsor university & student activities on campus
- Information sessions
- For graduate students – more outreach to departments
- Participate in hack-a-thons
- Post position announcements for critical fill occupations and collect resumes to forward to HD POCs for distribution and follow-up
- Pull resumes of promising students from the resume books available in Career Services [   ] and reach out to students who may be competitive (b)(3)
- Follow up with students with respect to the status of their applications

(U//FOUO) Proposed Fall 2016 Activities:

Introductory meetings on campus:

- Deputy Director of the Rangel International Affairs Program – Julius Johnson - July
- Graduate School Dean Doswell and the Department Chairs – August
- Career Services Staff [   ] – August (b)(3)
- POC's from various campus student groups – September
- Meeting with Provost Wutoh - October

Events:

- Rangel Scholars HQ Visit – July
- RIR hours –August/September
- Targeted undergraduate faculty – Brown Bag info/Q&A – September or October
- Targeted Information Sessions (Graduate level and Undergraduate level) – October/November
- Security Process Briefing – November
- Howard Day at CIA HQ – November. The day would include a guided tour, invitation to President, Provost and other select senior leaders coupled with Director Brennan and his senior leadership, including [   ] and others. Lunch at the private dining room, EEA store visit, and photo op between the seniors. Panel presentation by Howard Alum/CIA officers – how their education/skills obtained at Howard have supported their Agency career and Q&A. (b)(3) (b)(6)

(U//FOUO) Proposed Spring 2017 Activities:

Events:

- Signature School Discussion between Senior Howard and Agency leadership
- [   ] Simulations – Cyber-focused and Analytic-focused (b)(3)
- [   ] simulation
- [   ] – STEM and non-STEM focused
- Affinity Breakfast or Lunch – Howard Student leaders and members of Blacks in Government (BIG) UMOLA Chapter and Black Executive Board.
- Targeted Information sessions
- RIR hours
- Security Process Briefing

Background information:

(b)(3)

(U//FOUO) Past CIA engagement with Howard
11/2015=CIA Headquarters Visit
4/2015=Careers in National Intelligence Panel
7/2012=CIA Headquarters Visit
11/2011=Career Fair
6/2011=CIA Headquarter Visit-Howard and FAMU Seminar
2/2011=RIR Hours
2/2011=Engineering Career Fair and Information Session

Enrollment: undergraduate 7,013 and graduate 3,252 (2015)
Student Body Diversity: 91% Black, 2% Asian, 1% American Indian, 1% White and 4% International

(U) Howard University ranks #135 nationally - Undergraduate
#110 School of Law
#91 English
#92 History
#84 Sociology
#100 Occupational Therapy
#96 School of Social Work
#33 Social Work
#84 Speech-Language Pathology

The most popular majors at Howard University include: (U) Communication, Journalism, and Related Programs; Social Sciences; Business, Management, Marketing, and Related Support Services; Health Professions and Related Programs; and Biological and Biomedical Sciences.

The School of Business at Howard University offers these departments and concentrations: (U) Entrepreneurship, finance, general management, international business, marketing, and supply chain management/logistics.

Programs and Specialties: (U) Chemical Engineering, Civil Engineering, Computer Engineering, Electrical Electronic / Communications Engineering, Materials Engineering, and Mechanical Engineering.

(U//FOUO) Graduate School – programs of interest and/or our critical fill list:
English, History, Political Science, Psychology and Systems & Computer Science and...

(b)(3)

- Accounting (B.B.A.) –
- Architecture (B. Arch.) –
- Business (M.B.A.)   (b)(3)
- Communication, Culture & Media Studies (Ph.D.)
- Computer Engineering (B.S. Comp. Eng.)   (b)(3)
- Computer Science (B.S.)/(M.C.S.) (Ph.D.)   (b)(3)
- Economics (B.A.)/(M.A.)/(Ph.D.)
- Electrical & Computer Engineering (M. Eng.)/(Ph.D.)   (b)(3)
- Electrical Engineering (B.S. Elec. Eng.)   (b)(3)
- Finance (B.B.A.)
- International Business (B.B.A.)   (b)(3)
- Information Systems (B.B.A.)
- Mathematics (B.S.)/Ph.D.)
- Mechanical Engineering (B.S. Mech. Eng.)/(M. Eng.)   (b)(3)
- Media, Journalism & Film (B.A.   (b)(3)
- Physician Assistant (B.S.P.A.)
- Supply Chain Management (B.B.A.)   (b)(3)