

ORIGINAL

UNIVERSITY OF ALASKA FAIRBANKS

New Occupational Endorsement Request: Format 3A

OCCUPATIONAL ENDORSEMENT IN HOMELAND SECURITY

12 credits minimum

**Submitted by
UAF School of Management
Homeland Security and Emergency Management
November 2012**

I. COVER MEMORANDUM

1. NAMES OF PERSONS PREPARING REQUEST

This request was prepared by Cameron Carlson, Director of Homeland Security and Emergency Management within the School of Management, Fairbanks, David Krikorian, Instructor at UAF SOM and Anita Hughes, MBA Program Manager at UAF SOM.

Cameron Carlson, Director
Homeland Security and Emergency Management (HSEM)
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2. BRIEF STATEMENT OF PROPOSED ENDORSEMENT

Overview:

The Transportation Security Administration Associates program currently provides officers of the TSA with opportunities for professional development pursuant to the goals of the TSA. Such professional development also improves promotional opportunities for officers within the agency.

The proposed Occupational Endorsement bundles material specifically requested by the TSA into four courses (Introduction to Homeland Security, Intelligence Analysis and Security Management, Terrorism: A Global Threat and Transportation and Border Security). Successful completion of these four designated courses will provide TSA officers with much-needed professional education in the areas of their profession. These areas include awareness of homeland security issues, border security and transportation issues and international terrorism. Successful completion of this program will be measured by the guidelines established in each course.

The mission of the Occupational Endorsement (OE) is to provide TSA's employees with high quality academic instruction and training responsive to their industry. The TSA wants to entice and encourage all of its employees to enter an educational program. Initially the TSA will be responsible for recruiting and internally qualifying students to begin the OE.

The Occupational Endorsement in Homeland Security is a 12-credit program proposed by UAF SOM that will prepare students for mid-level employment in the TSA and homeland security field, as well as serve as a stepping-stone for students pursuing a homeland security and emergency management-related certificate, associate or baccalaureate degree program.

Industry Objectives:

In 2008 the TSA launched its TSA Associates program through partnerships with local community and state colleges. This program was designed to provide TSA's frontline workforce with an opportunity to receive a TSA Certificate of Achievement and pursue an associate's or bachelor's degree in homeland security. Since its inception more than 2,500 officers at airports across the country have enrolled.

Homeland security is one of the fastest growing disciplines today and through this program, TSA and its partners, like UAF, are positioning their employees to excel among their peers in the field.

Abbreviated Student Outcomes Assessment and Implementation Plan:

The Student Learning Outcomes Assessment Plan has been designed to meet the objectives of the Occupational Endorsement. Assessment will be completed using an Individual Learning Outcomes Assessment test, and an employer survey. The test scores will be recorded by the program instructors and submitted to the students in the form of letter grades and the survey will be completed by the TSA.

C. PROVISIONS FOR REVIEW SIGNATURES OF PREPARATION

Heather Owen Noest

Advisory Council Representative

2/8/13

Date

[Signature]

Program Director

29 January 2013

Date

[Signature]

Dean of School of Management

1/31/13

Date

UAF Academic Council Representative

Date

SIGNATURES FOR APPROVAL:

[Signature]

Curricular Affairs Committee Chair

1 March 2013

Date

James P. Reynolds

President, UAF Faculty Senate

4/8/2013

Date

[Signature]

Chancellor, UAF

4/15/13

Date

II. IDENTIFICATION OF THE OCCUPATIONAL ENDORSEMENT

A. DESCRIPTION OF THE OCCUPATIONAL ENDORSEMENT

1. Occupational Endorsement Title:

Homeland Security

2. Admission Requirements and Prerequisites:

The Occupational Endorsement in Homeland Security requires a minimum of 12 credits. This Occupational Endorsement provides the basic academic preparation and sought after critical thinking skills necessary for mid-level careers in the TSA energy or Homeland Security field while also serving as a stepping-stone into a Homeland Security and Emergency Management-related degree programs such as the HSEM bachelor's degree at SOM. Due to the specific design and sponsorship of this occupational endorsement, it is noted that students seeking admission to this program must request entrance through the TSA.

3. Course Descriptions

The descriptions of courses are shown below and a detailed list of student learning objectives as achieved by the individual courses is shown in the Appendix.

HSEM F221 – INTRODUCTION TO HOMELAND SECURITY -3 cr.

This course will introduce students to the vocabulary and important components of Homeland Security. The importance of the agencies associated with Homeland Security and their interrelated duties and relationships will be discussed. Historical events that impact Homeland Security will be examined as will the most critical threats confronting Homeland Security. Prerequisites: permission of TSA. (3+0)

HSEM F223 – TERRORISM A GLOBAL THREAT -3cr.

This course will investigate the historical origins of global terrorism, the major contemporary terrorist organizations (foreign and domestic), their ideological motivations, and their methodologies for employing terror. It will also explore the national security and economic threats posed to the United States and the West. An in-depth examination and evaluation of several case studies of terrorist acts will be made. The primary focus of this course will be on terrorist organizations and their acts of terror. Prerequisites: permission of TSA. (3+0)

HSEM F225 – INTELLIGENCE ANALYSIS AND SECURITY MANAGEMENT -3 cr.

This course examines the history of intelligence gathering and espionage in the United States. A succinct study and comparative analyses of the intelligence collection methods of other nations will also be made. An in-depth study of key

U.S. intelligence agencies, their collection methodologies, and their effect upon national security will be examined. Prerequisites: permission of TSA. (3+0)

HSEM F227 – TRANSPORTATION AND BORDER SECURITY- 3 cr.

This course provides an overview of modern border and transportation security challenges, as well as different methods employed to address these challenges. The course covers time from 9-11-2001 to the present. The course explores topics associated with border security and security for transportation infrastructure, including seaports, ships, aircraft, airports, trains, train stations, trucks, highways, bridges rail lines, pipelines, and buses. The course will include an exploration of technological solutions employed to enhance the security of borders and transportation systems. Students will be required to discuss the legal, economic, political and cultural concerns and impacts associated with transportation and border security. The course provides students with an understanding of the variety of challenges inherent in transportation and border security. Prerequisites: permission of TSA. (3+0)

4. Requirements for the Endorsement

a) Complete the following Homeland Security requirements (12 credits)

	#	Course title	Credits
HSEM	F221	Introduction to Homeland Security	3
HSEM	F223	Terrorism: A Global Threat	3
HSEM	F225	Intelligence Analysis & Security Management	3
HSEM	F227	Transportation and Border Security	3
		Total	12

B. OCCUPATIONAL ENDORSEMENT GOALS

1. Objectives and Means of their Evaluation:

The Occupational Endorsement in Homeland Security provides students with high quality academic instruction needed to obtain advancement in mid-level TSA, Homeland Security-related fields. It also offers the opportunity for graduates to continue on for an associate, baccalaureate, or other advanced degree in Emergency Management and Homeland Security. The goal of this Occupational Endorsement is to provide the preparation needed for students to advance at the TSA and continue to pursue an associate or baccalaureate degree.

a) Objectives

- To increase the number of TSA employees with advanced training in

Homeland Security.

- To expose the students to a broad-based curriculum focused on Homeland Security and critical thinking.
- To develop basic academic skills and gain essential knowledge in Homeland Security necessary to understand and advance students' careers at the TSA.
- To provide students with the tools necessary for successful employment and career advancement.
- To prepare students to advance into an Emergency Management and Homeland Security-related Associate or Baccalaureate program or other undergraduate course work in SOM.

b) Evaluation

- Academic Performance – Cumulative GPA in required courses
- Number of students continuing into Homeland Security and Emergency Management-related degree programs

2. Relationship of Endorsement Objectives to Industry Needs

The objectives of this occupational endorsement were drafted in response to a request from the TSA for the HSEM program to deliver Homeland Security specific classes to employees identified by TSA as leaders in their fields. The courses taught will emphasize industry-specific issues that will prepare students for leadership roles in the TSA and a variety of Homelands Security and Emergency Management based occupations. The credits gained in these courses can be directly applied to the HSEM degree within the UAF School of Management.

3. Occupational/Other Competencies to Be Achieved:

This OE is designed for and delivered to current TSA employees only. Although this OE is designed for current TSA employees, the skills learned can be used by and transferred to any employer involved in Homeland Security and Emergency Management. The skills and knowledge students will gain through the Occupational Endorsement represent an area of technical expertise that is increasingly desired and needed by employers.

4. Relationship of Courses to the Endorsement Objectives:

Courses directly serve program objectives by:

- a) Providing opportunities to increase student knowledge, skills and techniques used by the TSA.
- b) Providing coursework that is relevant to student needs for homeland security related careers.
- c) Providing further reinforcement of goals set by the TSA in the professionalization of their workforce.

C. DESCRIPTION OF STUDENT LEARNING OUTCOMES ASSESSMENT PLAN

The Student Learning Outcomes Assessment Plan has been designed to meet the objectives of the Occupational Endorsement. Assessment will be completed using an Individual Learning Outcomes Assessment test and an employer survey. The test scores will be recorded by the program instructors and submitted to the students in the form of letter grades and the survey will be completed by the TSA.

III. PERSONNEL DIRECTLY INVOLVED WITH THE PROGRAM

A. FACULTY INVOLVED

1. Faculty

Cameron Carlson, HSEM Director, UAF SOM, instructor of HSEM F223.
David Krikorian, HSEM Instructor, UAF SOM, instructor of HSEM F227

2. Adjunct faculty

Sean McGee, adjunct instructor, Security industry, UAF Chief of Police, HSEM F221 and HSEMF225

B. ADMINISTRATIVE, COORDINATING, AND CLASSIFIED PERSONNEL

1. Staff support from UAF SOM is available to the Homeland Security program as needed for student advising, facilitation, and other needs.

IV. ENROLLMENT INFORMATION

A. PROJECTED ENROLLMENT

The Occupational Endorsement in Homeland Security is designed for a diverse student population within TSA whose interests are in career advancement and deepening their professional knowledge. Few students will be from out of state; the large majority of students will be Alaskan. Enrollment will be from three separate TSA locations within the State of Alaska. However, due to the growing need and popularity of the subject and the potential for granting access to non-TSA employees in the future there is an expected increase in student numbers from other regions of the state. HSEM and TSA representatives are projecting an enrollment of 50

students into this occupational endorsement in the first year with increasing student enrollments each year starting in year two. Recent conversations and meetings have resulted in strong support of this occupational endorsement in connection with TSA employees current and future career pathways programs. Based on the increasing demand for qualified mid-level employees in the Homeland Security and Emergency Management fields, enrollment for this Occupational Endorsement is expected to grow.

B. HOW DETERMINED/WHO SURVEYED/HOW SURVEYED

Enrollment numbers have been determined by the TSA.

C. MAXIMUM ENROLLMENTS

The maximum enrollment for this program will be dependent upon faculty availability and network capacity. It is estimated that this OE program can maintain 100 students online at a time. If demand necessitates more course offerings, bandwidth, additional faculty and network servers will be hired and/or installed so program enrollment may increase.

V. NEED FOR OCCUPATIONAL ENDORSEMENT

A. EMPLOYMENT MARKET NEEDS

1. Procedures

This program was requested and partially created by TSA, one of the largest Homeland Security Employers in the nation

2. Job Opportunities

Students enrolled in this program must be current employees of the TSA and be selected by a supervisor to participate. The students selected for participation are expected to assume leadership roles within the TSA.

This occupational endorsement will prepare students to directly enter this high demand workforce in a mid-level position and prepare students to continue their education through an Associate of Science degree or a Bachelors degree in Homeland Security and Emergency Management. The higher degrees will provide the potential for higher-level employment.

3. How Have Positions Been Filled to Date?

All current students will be employed by the TSA

VI. OTHER

B. FACULTY

The instructors are employees of the University of Alaska.

VIII. IMPLEMENTATION/TERMINATION

A. DATE OF IMPLEMENTATION

The program is expected to available in the fall semester of 2013. The program is

closed to general students at this point but will be opened to the UAF community in the future. It will not be included in the published catalog until enrollment is opened. All required courses have been submitted as new courses with this packet. All have been previously taught by UAF faculty and adjunct faculty as special topics courses.

B. PLANS FOR RECRUITING STUDENTS

The promotion of this new program will be done throughout the TSA offices based in Alaska.

C. PLANS FOR PHASING OUT PROGRAM IF UNSUCCESSFUL

Even though it is not expected, the program would be identified as unsuccessful if low long-term enrollment or long-term inability to meet program goals were observed. As this program does not involve new equipment or other major program investment, the phasing out process should only involve the assurance of endorsement completion by existing students. If it becomes necessary to close the program, Homeland Security students will be provided the opportunity to complete the University requirements for the Occupational Endorsement.



Transportation
Security
Administration

Cameron Carlson
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Fairbanks, AK 99775

RE: Homeland Security Occupational Endorsement

Dear Mr. Carlson:

On behalf of the employees of TSA Anchorage and TSA Fairbanks, it is with great pleasure that I write this letter in support of the Homeland Security Occupational Endorsement that is currently being considered for implementation by the University of Alaska Fairbanks School of Management through the Emergency Management Homeland Security Program.

The Transportation Security Administration (TSA) at Ted Stevens Anchorage International Airport and Fairbanks International Airport have successfully partnered with the University of Alaska – Fairbanks. As well, the TSA has partnered with other Institutions of Higher Education around the country to deliver college level courses to our employees. The TSA Associates Program is a proven workforce development initiative which serves as the primary professional development tool to groom employees for promotion and continued professional development.

The TSA Associates Program has many achievements most notable honoring more than 1000 employees with the TSA Certificate of Achievement in Homeland Security. As surveys have shown both locally and nationally, employees who have achieved their TSA Certificate of Achievement and those who are currently in this program, feel that their careers have been greatly enhanced through participation within the program.

I strongly believe that the Occupational Endorsement in Homeland Security will continue to serve our Alaska-based employees and the local communities for which they work for.

Sincerely,

A handwritten signature in black ink, appearing to read "Jesse C. Sanchez".

Jesse C. Sanchez
Federal Security Director
Ted Stevens Anchorage International Airport