



U.S. Customs and
Border Protection

NOV 13 2008

MEMORANDUM

TO: Commissioner

FROM: Executive Director, Office of Equal Opportunity

SUBJECT: FY 2009-2013 White House Initiation on Tribal Colleges and
Universities 5 Year Plan

This transmits for your signature, CBP's 5 year plan to assist Tribal Colleges and Universities pursuant to Presidential Executive Order 13270. If you have any questions, please contact Christopher Rodriguez of my staff at (202) 344-1481.

A handwritten signature in cursive script that reads "F. C. Jones".

Franklin C. Jones

Attachment



U.S. Customs and Border Protection

Office of Equal Opportunity

White House Initiative on Tribal Colleges and
Universities
2009-2013 Plan

November 14, 2008

White House Initiative on Tribal Colleges and Universities (WHITCU)

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TAB A

Executive Summary

U.S. Customs and Border Protection (CBP) is responsible for the security of our Nation's borders. Our national borders are shared with or cross several tribal lands. CBP works closely with Tribal Law Enforcement Officers to ensure the integrity of our shared borders and safety of all American citizens. In compliance with the Executive Order 13270, CBP is committed to establishing and executing a five year plan to ensure that Tribal Colleges and Universities (TCU) are provided access to benefits and programs available to institutions of higher learning to build their educational infrastructure to help CBP meet its mission to secure our Nation's borders.

Executive Order 13270 outlines five basic principles for Federal agencies to follow to ensure the participation of TCU in its programs and initiatives: 1) use long-term development, endowment building, and planning to strengthen institutional viability; 2) improve financial management and security, obtain private-sector funding support, and expand and complement Federal education initiatives; 3) develop institutional capacity through the use of new and emerging technologies offered by both the Federal and private sectors; 4) enhance physical infrastructure to facilitate more efficient operation and effective recruitment and retention of students and faculty; and 5) help implement the No Child Left Behind Act of 2001 and meet other high standards of educational achievement.

The Staff of the Office of Equal Opportunity will continue to conduct outreach activities at the 37 TCUs covered by the White House Initiative on Tribal Colleges and Universities (WHITCU). We will ensure that every TCU is reached and notified of career opportunities in CBP. CBP will also continue to explore internship opportunities wherever possible.

CBP plans to continue to establish partnerships with TCUs located throughout the United States. The goal of the partnership is to forge an ongoing relationship with TCUs. Through these partnerships, CBP will enhance TCUs' criminal justice, chemistry and aviation curricula. CBP will sponsor keynote speakers from within these career fields to speak to students at the 37 TCUs.

CBP plans to establish a program to donate excess computer equipment and other research equipment to TCUs. This equipment will be used to conduct technical, scientific, education, and research activities.

CBP will attempt to increase TCU student participation in CBP's Student Career Experience Program (SCEP). This program will allow for students enrolled in TCUs to gain work experience and introduce new potential workforce members to the Agency.

CBP will meet with presidents of TCUs, to begin preliminary discussions on the development of a four-year law enforcement curriculum, dedicated to the study of Customs and Border Protection law. The establishment of such a curriculum will serve

to motivate students at the college-level to pursue careers in law enforcement, particularly in the Federal service.

CBP's Office of Training and Development will develop and implement training initiatives that support Tuition Assistance for courses at TCUs.

CBP's Office of Human Resource Management will conduct outreach to the TCUs to brand the agency's name on the campuses. Recruiters will attend events on a recurring basis so that CBP is synonymous with available career opportunities. This will increase the interaction between CBP and TCUs.

TAB B

Agency Name DHS/CBP

Strategic Goals	Synopsis of TCU Program that Relates to Goal	Performance Measure for Each Program	Projected Funding for Program	Funding Category	Relationship to Mandates in E.O. 13270	WT_RECID
Promote continued compliance with the Nation's civil rights laws and Federal regulations and develop and implement training initiatives that support the agency mission and priority goals, objectives, and strategies in the CBP strategic plan.	The CBP Tuition Assistance Program (CBP-TAP) is a means for CBP to invest in the continued education of employees who are committed to improving their contributions to CBP. It provides permanent, full-time career CBP employees the opportunity to apply for tuition assistance at accredited colleges, universities or other institutions. For FY 2009, the list of Tribal Colleges and Universities will be placed on the CBP-TAP collaboration site.	Employees who are awarded Tuition Assistance for a course at a Tribal College or University will be tracked by the CBP-TAP Program Manager.	Approximately \$1,100 (per student for 1 semester)	Student Tuition Assistance, Scholarships and Other Aid	Financial Management	
Establish excess equipment donation program for TCUs.	CBP plans to establish a program to donate excess computer equipment and other research equipment to TCUs. This equipment will be used to conduct technical, scientific, education and research activities	Establish an internal program designed to give quarterly updates on effectiveness of program. Numbers will be tracked by the office of Equal Opportunity.	\$10000 worth of equipment per year	Facilities & Equipment	Institutional Capacity	
CBP will enhance TCUs' criminal justice, chemistry, and aviation curricula.	CBP law enforcement staff will participate as guest lecturers at the Tribal schools to strengthen course offerings. CBP will also purchase advertisement space to announce vacancies	Performance measurement will be based on the number of visits conducted at the schools.	\$ 3,000.00	Training & Technical Assistance	Educational Achievement	
CBP will increase the TCU community's awareness of the agency, its mission and the career opportunities available. This will strengthen and enhance relationships with the TCUs and their communities.	CBP will conduct outreach to the TCUs to brand the agency's name on the campuses. Recruiters will attend events on a recurring basis so that CBP is synonymous with available career opportunities. This will increase the TCUs' awareness of CBP.	Each of CBP's 12 field offices, within the recruiting area of a tribal college or university, will visit, contact or mail information to at least three schools within the FY 2009 recruiting year. This will total 36 colleges contacted within the year.	CBP will spend approximately \$3,600 in recruiting event costs for the first year, in addition to \$400 per visit (approximately four a year) for agents/officers to conduct study sessions for frontline occupation vacancies.	Fellowships, Internships, Recruitment, IPAs	Institutional Capacity	

Additional Information
Funding for each student may be more or less, depending upon the annual program budget.



Signature of Agency Head

Name of Agency Liaison

TAB C

FY 2010 Plan
Resources to Assist Tribal Colleges and Universities

Agency Name _____ DHS/CBP _____

Strategic Goals	Synopsis of TCU Program that Relates to Goal	Performance Measure for Each Program	Projected Funding for Program	Funding Category	Relationship to Mandates in E.O. 13270
Promote Continued compliance with the Nation's civil rights laws and Federal regulations and develop and implement training initiatives that support the agency mission and priority goals, objectives, and strategies in the CBP strategic plan.	The CBP Tuition Assistance Program (CBP-TAP) is a means for CBP to invest in the continued education of employees who are committed to improving their contributions to CBP. It provides permanent, full-time career CBP employees the opportunity to apply for tuition assistance at accredited colleges, universities or other institutions. For FY 2009, the list of Tribal Colleges and Universities will be placed on the CBP-TAP collaboration site.	Employees who are awarded Tuition Assistance for a course at a Tribal College or University will be tracked by the CBP-TAP Program Manager.	Approximately \$1,100 (per student for 1 semester)	Student Tuition Assistance, Scholarships and Other Aid	Financial Management
Establish excess equipment donation program for TCUs.	CBP plans to establish a program to donate excess computer equipment and other research equipment to TCUs. This equipment will be used to conduct technical, scientific, education and research activities.	Establish an internal program designed to give quarterly updates on effectiveness of program. Numbers will be tracked by the office of Equal Opportunity.	\$10000 worth of equipment per year	Facilities & Equipment	Institutional Capacity
CBP will enhance TCUs' criminal justice, chemistry, and aviation curricula.	CBP law enforcement staff will participate as guest lecturers at the Tribal schools to strengthen course offerings. CBP will also purchase advertisement space to announce vacancies.	Performance measurement will be based on the number of visits conducted at the schools.	\$ 3,000.00	Training & Technical Assistance	Educational Achievement
CBP will increase the TCU community's awareness of the agency, its mission and the career opportunities available. This will strengthen and enhance relationships with the TCUs and their communities.	CBP will conduct outreach to the TCUs to brand the agency's name on the campuses. Recruiters will attend events on a recurring basis so that CBP is synonymous with available career opportunities. This will increase the TCUs' awareness of CBP.	Each of CBP's 12 field offices, within the recruiting area of a tribal college or university, will visit, contact or mail information to at least three schools within the FY 2009 recruiting year. This will total 36 colleges contacted within the year.	CBP will spend approximately \$4,000	Fellowships, Internships, Recruitment, IPAs	Institutional Capacity

Additional Information
Funding for each student may be more or less, depending upon the annual program budget. *Projection based on FY 2008 program budget.

Signature of Agency Head

Name of Agency Liaison

TAB D

FY 2011 Plan
Resources to Assist Tribal Colleges and Universities

Agency Name _____ DHS/CBP _____

Strategic Goals	Synopsis of TCU Program that Relates to Goal	Performance Measure for Each Program	Projected Funding for Program	Funding Category	Relationship to Mandates in E.O. 13270
Promote continued compliance with the Nation's civil rights laws and Federal regulations and develop and implement training initiatives that support the agency mission and priority goals, objectives, and strategies in the CBP strategic plan.	The CBP Tuition Assistance Program (CBP-TAP) is a means for CBP to invest in the continued education of employees who are committed to improving their contributions to CBP. It provides permanent, full-time career CBP employees the opportunity to apply for tuition assistance at accredited colleges, universities or other institutions. For FY 2011, the list of Tribal Colleges and Universities will be placed on the CBP-TAP collaboration site.	Employees who are awarded Tuition Assistance for a course at a Tribal College or University will be tracked by the CBP-TAP Program Manager.	*Approximately \$1,100 (per student for 1 semester)	Student Tuition Assistance, Scholarships and Other Aid	Financial Management
Establish excess equipment donation program for TCUs.	CBP plans to establish a program to donate excess computer equipment and other research equipment to TCUs. This equipment will be used to conduct technical, scientific, education, and research activities.	Establish an internal program designed to give quarterly updates on effectiveness of program. Numbers will be tracked by the office of Equal Opportunity.	\$10000 worth of equipment per year	Facilities & Equipment	Institutional Capacity
CBP will enhance TCUs' criminal justice, chemistry, and aviation curricula.	CBP law enforcement staff will participate as guest lecturers at the Tribal schools to strengthen course offerings. CBP will also purchase advertisement space to announce vacancies.	Performance measurement will be based on the number of visits conducted at the schools.	\$ 3,000.00	Training & Technical Assistance	Educational Achievement
CBP will increase the TCU community's awareness of the agency, its mission, and the career opportunities available. This will strengthen and enhance relationships with the TCUs and their communities.	CBP will conduct outreach to the TCUs to brand the agency's name on the campuses. Recruiters will attend events on a recurring basis so that CBP is synonymous with available career opportunities. This will increase the TCUs' awareness of CBP.	Each of CBP's 12 field offices, within the recruiting area of a tribal college or university, will visit, contact, or mail information to at least three schools within the FY 2009 recruiting year. This will total 36 colleges contacted within the year.	CBP will spend approximately \$4,400	Fellowships, Internships, Recruitment, IPAs	Institutional Capacity

Additional Information
Funding for each student may be more or less, depending upon the annual program budget. *Projection based on FY 2008 program budget.



Signature of Agency Head

Name of Agency Liaison

T A B E

Agency Name _____ DHS/CBP _____

Strategic Goals	Synopsis of TCU Program that Relates to Goal	Performance Measure for Each Program	Projected Funding for Program	Funding Category	Relationship to Mandates in E.O. 13270
Promote continued compliance with the Nation's civil rights laws and Federal regulations and develop and implement training initiatives that support the agency mission and priority goals, objectives, and strategies in the CBP strategic plan.	The CBP Tuition Assistance Program (CBP-TAP) is a means for CBP to invest in the continued education of employees who are committed to improving their contributions to CBP. It provides permanent, full-time career CBP employees the opportunity to apply for tuition assistance at accredited colleges, universities or other institutions. For FY 2012, the list of Tribal Colleges and Universities will be placed on the CBP-TAP collaboration site.	Employees who are awarded Tuition Assistance for a course at a Tribal College or University will be tracked by the CBP-TAP Program Manager.	Approximately \$1,100 (per student for 1 semester)	Student Tuition Assistance, Scholarships and Other Aid	Financial Management
Establish excess equipment donation program for TCUs.	CBP plans to establish a program to donate excess computer equipment and other research equipment to TCUs. This equipment will be used to conduct technical, scientific, education, and research activities.	Establish an internal program designed to give quarterly updates on effectiveness of program. Numbers will be tracked by the office of Equal Opportunity.	\$10000 worth of equipment per year	Facilities & Equipment	Institutional Capacity
CBP will enhance TCUs' criminal justice, chemistry, and aviation curricula.	CBP law enforcement staff will participate as guest lecturers at the Tribal schools to strengthen course offerings. CBP will also purchase advertisement space to announce vacancies.	Performance measurement will be based on the number of visits conducted at the schools.	\$ 3,000.00	Training & Technical Assistance	Educational Achievement
CBP will increase the TCU community's awareness of the agency, its mission and the career opportunities available. This will strengthen and enhance relationships with the TCUs and their communities.	CBP will conduct outreach to the TCUs to brand the agency's name on the campuses. Recruiters will attend events on a recurring basis so that CBP is synonymous with available career opportunities. This will increase the TCUs' awareness of CBP.	Each of CBP's 12 field offices, within the recruiting area of a tribal college or university, will visit, contact or mail information to at least three schools within the FY 2009 recruiting year. This will total 36 colleges contacted within the year.	CBP will spend approximately \$4,800	Fellowships, Internships, Recruitment, IPAs	Institutional Capacity

Additional information
Funding for each student may be more or less, depending upon the annual program budget.



Signature of Agency Head

Name of Agency Liaison

TAB F

FY 2013 Plan
Resources to Assist Tribal Colleges and Universities

Agency Name _____ DHS/CBP _____

Strategic Goals	Synopsis of TCU Program that Relates to Goal	Performance Measure for Each Program	Projected Funding for Program	Funding Category	Relationship to Mandates in E.O. 13270
Promote continued compliance with the Nation's civil rights laws and Federal regulations and develop and implement training initiatives that support the agency mission and priority goals, objectives, and strategies in the CBP strategic plan.	The CBP Tuition Assistance Program (CBP-TAP) is a means for CBP to invest in the continued education of employees who are committed to improving their contributions to CBP. It provides permanent, full-time career CBP employees the opportunity to apply for tuition assistance at accredited colleges, universities or other institutions. For FY 2013, the list of Tribal Colleges and Universities will be placed on the CBP-TAP collaboration site.	Employees who are awarded Tuition Assistance for a course at a Tribal College or University will be tracked by the CBP-TAP Program Manager.	Approximately \$1,100 (per student for 1 semester)	Student Tuition Assistance, Scholarships and Other Aid	Financial Management
Establish excess equipment donation program for TCUs.	CBP plans to establish a program to donate excess computer equipment and other research equipment to TCUs. This equipment will be used to conduct technical, scientific, education, and research activities.	Establish an internal program designed to give quarterly updates on effectiveness of program. Numbers will be tracked by the office of Equal Opportunity.	\$10000 worth of equipment per year	Facilities & Equipment	Institutional Capacity
CBP will enhance TCUs' criminal justice, chemistry and aviation curricula.	CBP law enforcement staff will participate as guest lecturers at the Tribal schools to strengthen course offerings. CBP will also purchase advertisement space to announce vacancies.	Performance measurement will be based on the number of visits conducted at the schools.	\$ 3,000.00	Training & Technical Assistance	Educational Achievement
CBP will increase the TCU community's awareness of the agency, its mission and the career opportunities available. This will strengthen and enhance relationships with the TCUs and their communities.	CBP will conduct outreach to the TCUs to brand the agency's name on the campuses. Recruiters will attend events on a recurring basis so that CBP is synonymous with available career opportunities. This will increase the TCUs' awareness of CBP.	Each of CBP's 12 field offices, within the recruiting area of a tribal college or university, will visit, contact or mail information to at least three schools within the FY 2009 recruiting year. This will total 36 colleges contacted within the year.	CBP will spend approximately \$5,200	Fellowships, Internships, Recruitment, IPAs	Institutional Capacity

Additional Information
Funding for each student may be more or less, depending upon the annual program budget.

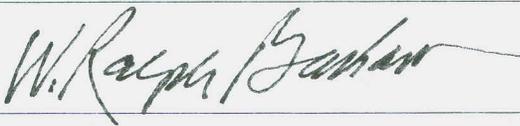


Signature of Agency Head

Name of Agency Liaison

Designation of Agency Representative

Please use this form to designate the Tribal Colleges and Universities official in your component serving as FY 2009 TCU Program Manager for implementing Executive Order 13270. Please fax the completed form to 202-357-8341 by November 14, 2008.

Component	US Customs and Border Protection
Name of Manager	Franklin Jones
Title	Executive Director
Phone	(202) 344-1610
Fax	(202) 344-1476
E-mail	<u>Franklin.jones@dhs.gov</u>
Office	Equal Opportunity
Address	1300 Pennsylvania Ave. NW,
City/State/Zip	Washington, DC 20029
Signature of Agency Head or Designee	
Date	November 14, 2008