

CHAPTER 11

**CENTER FOR HOMELAND DEFENSE AND SECURITY NAVAL POSTGRADUATE
SCHOOL SPECIALIZED TRAINING OPPORTUNITIES**

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CHAPTER 11

CENTER FOR HOMELAND DEFENSE AND SECURITY NAVAL POSTGRADUATE SCHOOL SPECIALIZED TRAINING OPPORTUNITIES

1. GENERAL. The Center for Homeland Defense and Security (CHDS), Naval Postgraduate School, offers many different training opportunities to law enforcement agencies around the country. This chapter outlines three such training opportunities:

a. Master's Degree Program. The United States Department of Homeland Security's National Preparedness Directorate, the Federal Emergency Management Agency, and the CHDS have partnered to offer the nation's premier Master's Degree Program (MDP) in homeland security. The CHDS Master of Arts in Security Studies is accredited by the Western Association of Schools and Colleges. Additional information can be found on the Master's Degree Program page, on the CHDS website, at <https://www.chds.us/c/academic-programs/masters/>.

(1) This 18-month program brings local, state, tribal, territorial, and federal homeland security leaders together in a unique learning environment. Participants are current or rapidly advancing leaders from diverse homeland security disciplines, including but not limited to, law enforcement, fire, emergency management, military, and public health. The diversity of expertise each participant brings to the classroom facilitates the exploration of homeland security issues from different perspectives.

(2) Upon completion of the program, participants may be invited to present their thesis to the Department's executive leadership for consideration and feedback.

(3) The Master of Arts degree in Security Studies provides leaders with the knowledge and skills to:

(a) Develop policies, strategies, plans and programs to prevent terrorist attacks within the United States, and reduce vulnerability to catastrophic events.

(b) Build organizational and interagency collaboration to strengthen homeland security.

(c) Complete course papers and a thesis on policy issues confronting their jurisdiction, state, or sponsoring organization; theses and papers are utilized by agencies around the nation to solve homeland security challenges.

(d) Assist mayors, governors, other elected officials, and federal leaders to improve homeland security preparedness by developing actionable policies and strategies.

b. Executive Leaders Program. The CHDS Executive Leaders Program (ELP) provides an educational forum to enhance senior leaders' capacity to identify and resolve homeland security problems as well as an opportunity to build networks among the nation's local, tribal, state, and federal government, and private sector homeland security officials. Additional information can be found on the Executive Leaders Program page, on the CHDS website, at <https://www.chds.us/c/academic-programs/elp/>.

(1) This nine-month program consists of four, 1-week sessions. The program includes seminar and roundtable discussion of homeland security topics including:

- (a) Intelligence.
- (b) Critical Infrastructure.
- (c) Fear Management.
- (d) Border/Immigration.
- (e) Threat Recognition.
- (f) Crisis and Risk Communications.
- (g) Incident Management.
- (h) Emerging Homeland Security Issues.

(2) The CHDS selection process considers the relevancy and level of applicants' positions, homeland security responsibilities, homeland security experience, knowledge they will bring to the program, and potential benefit of relationship building. This is important since the sessions are facilitated roundtable discussions, enabling participants to learn from one another.

(3) The goals of the ELP are as follows:

- (a) Strengthen the national security of the United States by providing a nondegree, graduate-level educational program that meets the immediate and long-term needs of leaders responsible for homeland defense and security.

(b) Assist local, tribal, state, and federal government, and private sector executives in building the capacity to defeat terrorism.

(c) Establish relationships between executives across disciplines, agencies, and levels of government, and utilize the network to develop new homeland security policies, strategies, and plans, to solve problems.

c. Emergence Program. The Emergence Program is a unique opportunity for homeland security/public safety professionals who are in the early stages of their career. Additional information can be found on the Emergence Program page, on the CHDS website, at <https://www.chds.us/c/academic-programs/emergence/>.

(1) The program provides an educational forum for participants to explore emerging trends around the world. Participants will discuss both the challenges associated with these complex trends as well as opportunities to assess how we protect our communities and the nation. In addition, program sessions will assist participants in emergence strategies for implementing innovative ideas, leadership, and for a successful homeland security career.

(2) A significant part of the Emergence Program will include an innovation lab for participants to research and develop an idea for change within their organizations (e.g., new policy, approaches, program, procedure, system, use of technology). Participants will work collaboratively during the lab. The CHDS staff will be available to assist with the drafting of individual innovation plans.

(3) On the final day of the program, each participant will present their innovative idea to the student cohort and staff, who will provide feedback for improvement. As part of the program requirements, participants shall also present their innovative idea to the Department's leadership for consideration and feedback. Upon completion of the program, participants may also be invited to present their innovative idea to the Department's executive leadership.

(4) Upon completion of the program, each participant (based upon their interests, agency, and ideas) shall be assigned a CHDS alumnus of the ELP or MDP as a mentor to assist in their ongoing professional development, and to reinforce their CHDS education.

2. ELIGIBILITY.

a. Master's Degree Program.

(1) Candidate(s) shall be uniformed personnel at the rank of lieutenant or above, and nonuniformed, management-equivalent personnel.

- (2) Nonuniformed, management-equivalent personnel may include:
- (a) Accounting Administrator II.
 - (b) Business Manager II.
 - (c) Information Technology Supervisor II.
 - (d) Information Officer II.
 - (e) Program Manager, Transportation Services (Supervisory).
 - (f) Public Safety Dispatch Supervisor II, CHP.
 - (g) Staff Services Manager II (Supervisory).
 - (h) Supervising Program Technician III.
 - (i) Other classifications may be considered if primary duties and responsibilities include designing or directing major complex research or analytical projects, or activities impacting policy or processes.
- (3) Candidate(s) shall be United States citizens.
- (4) Candidate(s) shall possess an undergraduate degree from an accredited college or university.
- (a) Undergraduate degrees under Institutional or Programmatic accreditation awarded after July 2020 meet the minimum accreditation standard and are recognized by the Naval Postgraduate School.
 - (b) Undergraduate degrees awarded prior to July 2020 should be accredited by one of the following associations:
 - 1 Middle States Association of Colleges and Schools.
 - 2 New England Association of Schools and Colleges.
 - 3 North Central Association of Colleges and Schools.
 - 4 Northwest Association of Accredited Schools.
 - 5 Western Association of Schools and Colleges.
 - 6 Southern Association of Colleges and Schools.

(c) Recognizing a non-regionally accredited degree is decided by the CHDS on a case-to-case basis.

(5) Candidate(s) shall have graduated with a minimum 3.0 grade point average for all undergraduate course work or awarded a graduate degree. Candidates with an undergraduate grade point average below 3.0 will be considered if they have work experience and qualifications that complement their academic record and demonstrate an ability to do graduate-level work.

(6) Candidate(s) shall agree to continue to serve in the Department for at least three years following program completion.

b. Executive Leaders Program.

(1) Candidate(s) shall be at the rank of commanders and above.

(2) Candidate(s) shall agree to continue to serve in the Department for at least three years following completion of the program.

c. Emergence Program.

(1) Candidate(s) shall be at the rank of officer or sergeant.

(2) Candidate(s) shall have served in the Department for a minimum of one year and be in the first half of one's working career.

(3) Candidate(s) shall have completed the Academy Instructor Certification Course through the ODS before attending the Emergence Program.

(4) Candidate(s) shall agree to continue to serve in the Department for at least three years following program completion.

3. CANDIDATE QUALIFICATIONS. Candidate(s) shall possess the following:

a. Strong collaboration, creativity, critical thinking and problem-solving skills, and an appreciation for continuous education and professional growth.

b. Outstanding character and demonstration of unimpeachable moral conduct and integrity.

c. Serious commitment to public service through law enforcement, possess leadership qualities and have the confidence and respect of coworkers, supervisors, and managers.

4. INTERNAL APPLICATION PROCESS. Applications for CHDS courses will be solicited via Communications Network (Comm-Net) as indicated below:

- a. Master's Degree Program in March and August.
- b. Executive Leaders Program in April and September.
- c. Emergence Program in March and August.
- d. Application templates can be found on the CHP Intranet site > Training > Specialized Training > Organizational Development Section (ODS) page.
- e. Each candidate will complete the application template and submit it directly to the Specialized Training Program (STP) Coordinator with a memorandum of support from their command. The STP Coordinator shall contact the candidate's Division Administrative Assistant to confirm the Division commander's support of the candidate's application.
- f. The ODS will compile all application packages for review and submit them to the appropriate subcommittee. The subcommittees, comprised of prior attendees from each STP, will review the submitted application packages and make recommendations to Executive Management, indicating which candidate would receive the greatest benefit from the program. Using a matrix, each candidate will be scored in the following categories:
 - (1) Purpose Statement/Essay Evaluation: Candidate discusses the reason for attendance, personal and career expectations of the program, and expected contributions to the Department.
 - (2) Job Performance: Candidate demonstrates successful job performance based upon the memorandum of support from the applicant's command and a minimum of one year of proficient or excellent performance evaluations.
 - (3) Commitment to the CHP Mission: Candidate demonstrates support of the mission by assisting in program development, program audits, community events, and task forces.
 - (4) Self-Development: Candidate has attended training, higher education, and/or executive level training courses to further develop their skill sets.
 - (5) Teaching/Facilitating for the Department: Candidate provides knowledge and skills to departmental employees through instruction and facilitation.
- g. Executive Management will review the subcommittee's recommendations and select candidates based upon needs of the Department.

h. The ODS will publish a Comm-Net message announcing the selected candidate(s).

5. SELECTION AND CONTACT.

a. The ODS will coordinate directly with the selected candidate(s) to complete their CHDS applications. The candidates are responsible for completing their applications through the CHDS application portal and will forward their completed applications to the ODS for record.

NOTE: The CHDS will make the final selection of applicants, and not all who apply will be selected for program participation.

6. COMMAND EXPECTATIONS. Commanders are expected to allow candidate(s) a reasonable amount of state time for all POST STP coursework. Candidates may utilize the expertise of appropriate headquarters commands to obtain background material for their projects. All requests for the assistance of headquarters personnel shall be made through the ODS, who will provide the necessary coordination with the other headquarters Divisions or offices.

7. RESIDENCY, EXPENSES, AND REIMBURSEMENT.

a. Candidates will be required to reside at the course site during each session.

b. Room, board, tuition, travel, and incidental expenses (consistent with current state reimbursement rates) will be reimbursed by the CHDS and the Department.

c. Candidates for all STPs must adhere to departmental policy pertaining to travel status which can be found in Highway Patrol Manual 11.1, Administrative Procedures Manual, Chapter 2, Travel Advances and Expense Claims.

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