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   Now more than ever, individuals, teams and organizations are discovering the invaluable role of individual and team resilience, especially with the additional stress created by the coronavirus crisis over the past several months.
   The field is an area of expertise for two professors at the Naval Postgraduate School (NPS) in the university’s Graduate School of Defense Management … Drs. Ned Powley and Frank Barrett have studied what builds resilience for years. In two recent articles authored by Powley – one coauthored with Dr. David Sluss, Georgia Tech Associate Professor of Organizational Behavior – a picture emerges that demonstrates how Navy leaders, empowered by the latest research, can build resilient Sailors and resilient teams … a trait that has become exceedingly important especially since the global pandemic infiltrated every aspect of human existence.
ALUMNI:
5. Mid Mom and Naval Academy Instructor competing for Ms. Veteran America (Eye on Annapolis 11 Aug 20) … EOA Staff
   A U.S. Naval Academy economics instructor, Lt. Yvonne Armstrong, a Naval Postgraduate School alumna, was recently selected as a finalist for Ms. Veteran America.

6. Analyst1 Appoints Former Navy Officer, Cryptologist, and Cybersecurity Luminary, Hugh Clapp as Chief Executive Officer (PR Newswire 11 Aug 20) … Analyst1
   Analyst1, provider of a market leading threat intelligence platform, announced today its appointment of Hugh Clapp, a Naval Postgraduate School alumnus, former Navy Officer, and Symantec cyber operations leader, to the position of chief executive officer. Clapp will be responsible for directing the overall strategy and lead the young cyber firm into its next stage of growth.

UPCOMING NEWS & EVENTS:
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It is high time to think in terms of realigning—even redesigning—American grand strategy. U.S. unpreparedness to meet the kind of predictable threat that COVID-19 presented has revealed a serious gap in our grand strategic thinking with regard to the social dimension.

Today, the environmental dimension is still being given short shrift as a dimension of grand strategy. In terms of current foreign policy, American abstention from the 2016 Paris Agreement on climate change is a telling sign of the continuing primacy of parochial economic preferences over deep environmental concern about the fate of the planet. A focus on near-term economics also shapes domestic policy, particularly in the energy sector, where the emphasis remains on the exploitation of fossil fuels instead of making a strategic decision to shift to renewable energy sources. Even though, over the longer term, a major move into production of renewable energy holds out the prospect of an absolute revitalization of the American economy—that would also include the potential to have profound beneficial effects for both society and security.

WE HAVE focused on what we consider to be the two dangerous gaps in American grand strategy: the exclusion of the social and environmental dimensions that, in our view, demonstrate how the primacy of perceived economic self-interest has been driving our country—and perhaps the world—toward irreversible catastrophe. But we have another insight to share as well: Ideally, all of the dimensions of grand strategy (military, economic, governance, social, and environmental) have to be aligned, so they will “fit together” as a coherent whole. If the dimensions are misaligned, that is, if they work at cross-purposes or there is an over-reliance on just one to the detriment of the others, then the grand strategy is likely to fail, or at a minimum become far less effective. As we put it, this disjointedness would devolve into a “not so grand” strategy.

The most salient examples of “false primacy” of a single dimension of grand strategy can all too often be detected in the military realm. As a case in point, the evidence is overwhelming that, in the wake of 9/11, the threat or use of American force has come to dominate grand strategy. In his study of what he calls “Washington Rules,” Andrew J. Bacevich has focused on the phenomenon of over-militarization and the deleterious effects it has on grand strategy. But it is important to note that earlier debacles, like the Vietnam War, can be included in the category of grand strategic policies that focused overmuch on the military dimension, neglecting diplomacy, society, even the environmental consequences of the way we chose to wage that war. The problem actually preceded Vietnam, going back to the 1950s when thoughtful observers like the theologian Reinhold Niebuhr, who grew deeply concerned about over-reliance on the military as a tool of overall American strategy and policy toward the Cold War world. For all the perils posed by the nuclear arms race and the confrontation with communism, Niebuhr believed that “the greater danger is that we will rely too much on military strength in general and neglect all the other political, economic and moral factors which give unity, health, and strength.”

But misalignment is about more than just the over-emphasis on one dimension. It can also occur when the whole range of strategic factors are incorporated in sequence rather than simultaneously. For example, the call for the Axis Powers to surrender unconditionally took diplomacy off the table in 1943, guaranteeing that the human toll of World War II would be far greater over its last two years, and that an utterly prostrate Germany would guarantee a massive Soviet role in—and threat to—Europe for decades to come. Unconditional surrender had similar effects in the Far East, paving the way for the triumph of Mao Zedong and, soon after, leading to Chinese intervention against un forces in Korea. Had negotiations been tried in earnest, Adolf Hitler might well have been overthrown, much as Hideki Tojo and Benito Mussolini were. And the postwar world would have been far less primed for the forty-year confrontation with Moscow and Beijing that began in the immediate wake of the Second World War.

Yet, even if all dimensions of grand strategy—crosset by diplomatic practices and technological advances—are aligned and work in concert, there is another issue to address. Conceptually, there are two general ways in which grand strategies tend to align, or to “cluster,” based on the approach to the governance dimension. For those whose approach is authoritarian, the clustering tends to gather around
notions of military expansion, economic autarky, social collectivism, and environmental exploitation. While more democratic governance leans toward non-intervention, free markets, communitarian social values, and sustainable environmental practices.

To be sure, these clusters are not rigid. Take the United States. While the Founders in the eighteenth and early nineteenth centuries clearly aligned with the democratic cluster in the development of American grand strategy, the United States today shows much less clear alignment. The military interventions of the post-9/11 era reflect this, as do the economic sanctions and tariff wars of recent years. The rollback of the various environmental protections enshrined in U.S. laws, and rejection of calls to join the global fight against dangerous trends in climate change reflect a stance much at odds with virtually all the world’s democracies—and with many of the more authoritarian nations as well. Finally, sharp societal divisions, exploited by all sides of the political spectrum, bear out the deep concern of the Founders, expressed so eloquently in the Federalist Papers, about the problematic potential that would manifest with the rise of warring social “factions.” It seems that the United States is in a state of grand strategic flux.

For us, the remedy requires two steps. First, all dimensions of grand strategy must be considered in the high councils that set national direction and policy. In particular, this means becoming far more attentive to social and environmental matters. Second, alignment of the dimensions needs to be taken seriously. Are we expansionists who still believe in free markets? Exploiters, not sustainers, of the environment? Do we care about, and strive in our social strategy, to limit human suffering in a world replete with so-called “small wars”—for the onset of some of which the United States bears responsibility—that have, during the past two decades, seen over 800,000 deaths and generated some 60 million refugees?

WHEN DONALD Trump entered office, he held out the prospect of leading the United States away from the military interventionism that has wasted several trillions since 9/11, and toward domestic economic prosperity and social renewal. These laudable goals, though, were in conflict with his willingness to employ tariffs energetically—a tool of economic coercion that has negatively affected average Americans the most. And the pursuit of greater employment for the many has come at a very considerable cost to environmental protections at home and abroad. Even with regard to non-interventionism, it has proved hard for this president to honor even his own instincts, proving unable to end the conflicts in Iraq and Afghanistan, while engaging in war brinkmanship (“fire and fury”) with North Korea and Iran.

It is high time to think in terms of realigning—even redesigning—American grand strategy. Clearly, COVID-19 has wrought a terrible tragedy upon the world, not just the United States. But American unpreparedness to meet this kind of predictable threat has revealed a serious gap in our grand strategic thinking with regard to the social dimension. A good grand strategy must protect the people against microbes as well as missiles.


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EDUCATION:

CIWT and NAVIFOR Help Pave Way to Better Prepare CTIs for Future Assignments via the Naval Postgraduate School

(DVIDS 14 Aug 20) … Mass Communication Specialist Seaman Neo B. Greene III

Thanks to the efforts of key folks at the Center for Information Warfare Training (CIWT) and Naval Information Forces (NAVIFOR), enlisted Sailors in cryptologic technician (interpretive) (CTI) rating are now earning graduate-level credit while also be better prepared for future assignments through a four-course certificate program in Regional Security Studies at the Naval Postgraduate School (NPS).
The program was coordinated, staffed, and implemented through the efforts of Master Chief Cryptologic Technician (Interpretive) Russ Crandall, Master Chief Cryptologic Technician (Interpretive) Kasey Gallardo and Brad McNamar at NAVIFOR and Master Chief Cryptologic Technician (Interpretive) Leah Strebin and Shannon Hickman at CIWT.

“This program is a long time coming, and I know we're all very excited for this opportunity for our E6-E8 cadre,” shared Crandall in a previous email. “We need as many quality applications as possible, so that we can ensure we're selecting the cream of the crop.”

The first three CTIs to be selected and attend the program—Chief Cryptologic Technicians (Interpretive) (CTIC) Ann Sonnier, Kevin Farr, and Naomi Mori—recently completed the program in June.

“With the students having to fight through the struggles of COVID, I think the program got off to a great start,” said Cmdr. Paul Rasmussen, NPS Regional Security Studies program officer. “This quarter, we have four students, and I am optimistic the students will continue the success of the previous quarter.”

Currently, four more CTIs were selected and are attending the program: Chief Cryptologic Technicians (Interpretive) Matthew Johnson, Gordon Morrey and Nathan Hebert along with Cryptologic Technician (Interpretive) 1st Class Johannes Hubenthal.

This program is one of many efforts to increase regional expertise capabilities for the Navy, while building a professional CTI workforce to meet cultural and regional proficiency requirements.

“These Sailors will gain a robust knowledge of theater operations, politics, and foreign policies that influence countries and the decisions they make,” shared Rasmussen in a previous article. “This will prepare the CTIs to best fulfill their duties to advise leadership on cultural and regional factors that impact mission operations for areas within the CT occupational standards.”

When a Sailor is selected for the program and chooses to attend, they are full-time students under temporary duty orders who carry a full academic workload. The program is also tailored to the specific regional areas they will operate in and the Sailors expect it will help them influence and impact their regions.

Additionally, this program is a huge benefit to the fleet and the Sailor, explained Hebert.

“This program is a truly unique opportunity that allows senior enlisted to step away from the real-time information warfare environment and explore the histories and issues that face the regions specific to our individual mission areas,” shared Hebert. “The duration of the program is such that it allows us to gain valuable insights, and then return to the fleet to share our acquired knowledge with our peers. Allowing senior enlisted to attend facilitates a bridge to educating our junior Sailors whom we, as chief petty officers and first-class petty officers, have contact with on a daily basis.”

The benefits of the program and the resources offered at NPS are lauded by the students.

“So much of what we do on a daily basis in the information warfare community is centered on the operational/tactical level,” added Hebert. “The insights gained through this program in regard to the historical record in the areas of culture, society, environment and politics is invaluable in providing informed analysis of current situations. Additionally, the sheer amount and quality of resources that the Naval Post Graduate School offers is exceptional, and in this challenging environment we find ourselves in, the professors and staff at NPS have flawlessly implemented the virtual curriculum in a way that has fostered learning even from my current location on the East Coast.”

With four schoolhouse commands, a detachment, and training sites throughout the United States and Japan, CIWT trains over 22,000 students every year, delivering trained information warfare professionals to the Navy and joint services. CIWT also offers more than 200 courses for cryptologic technicians, intelligence specialists, information systems technicians, electronics technicians, and officers in the information warfare community.


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Monterey’s Naval Postgraduate School Inks New Robotics Deal

The Naval Postgraduate School is part of a new $42 million partnership to develop unmanned robotic apparatuses for the Department of Defense.

Autonomous systems include technology that allows devices to function without the need for human control. These “smart” robotic apparatuses can be programmed to carry out missions and report intelligence back to a Naval command without having a service member with some version of a joystick directing its course.

One example is the Navy’s unclassified REMUS system or Remote Environmental Monitoring Unit System. The REMUS is a torpedo-like apparatus belonging to a class of autonomous undersea vehicles that can be launched from a ship and carry out ocean-floor mapping for days and then be called back to a Naval vessel after its mission is completed or to recharge its battery. REMUS has been deployed in the Middle East and can be equipped with sensors that can, for example, detect devices buried under the ocean floor.

The Naval contract was awarded to Adams Communication and Engineering Technology Inc., a Reston, Virginia-based contractor with security clearances that allows it to develop technologies for the Defense Department and the intelligence community.

What NPS brings to the table is what Dr. Ray Buettner, NPS associate professor of information sciences, calls operational experience. It’s one thing to develop a technology in a lab, but quite another to deploy that apparatus from a ship in real-world situations. NPS students have that operational experience that will help guide technology development.

“The Navy has many labs full of scientists and engineers, but the one thing they need, that NPS has, is the experience of our military student body to help guide development, and this new contract makes working with NPS very easy to do,” Buettner said.

NPS defines what it wants researched, while Adams Technology provides program management, coordination, research, analysis, advice and product development. Tanya Bassett, Adams vice president of corporate growth, said the contract will enable the company to expand its capabilities to support national defense.

“We look forward to providing innovative solutions to our NPS customers as we continue to solidify our position as a strong provider of engineering and technical products and services to the warfighter,” she said.

The new partnership isn’t NPS’s first rodeo for developing autonomous technologies, nor is its research confined to the ocean. For years it has been working on “swarm” apparatuses that can take to the air without direct human controls for surveillance or intelligence gathering missions. Any individual vehicle could act independently to, for example, swoop down to investigate a sighting and then rejoin the swarm — like a hive mentality.

In January researchers from NPS and the Georgia Tech Research Institute took the technology further when they met at an airstrip at Camp Roberts in southern Monterey County to face off in the first autonomous drone dogfight. These tests — called Joint Interagency Field Experimentation, or JIFX, — allow NPS researchers to try out technologies in different development stages produced by its researchers as well as development partners.

In this scenario, one set of drones were in simulated combat with the other set to test how well the artificial intelligence was “thinking” and reacting to threats. They, not human controllers, determined their own flight paths and maneuvers.

A third partner is actually a subcontractor of Adams Technology — Arizona State University Research Enterprise. Faculty there will focus on artificial intelligence, cyber solutions, weapons payloads, navigation and intelligence sensors related to robotics and unmanned technologies.

True Grit: NPS Research Helps Navy Build More Resilient Sailors, Teams

(Navy.mil 12 Aug 20) … Rebecca Hoag

Now more than ever, individuals, teams and organizations are discovering the invaluable role of individual and team resilience, especially with the additional stress created by the coronavirus crisis over the past several months.

The field is an area of expertise for two professors at the Naval Postgraduate School (NPS) in the university’s Graduate School of Defense Management … Drs. Ned Powley and Frank Barrett have studied what builds resilience for years. In two recent articles authored by Powley – one coauthored with Dr. David Sluss, Georgia Tech Associate Professor of Organizational Behavior – a picture emerges that demonstrates how Navy leaders, empowered by the latest research, can build resilient Sailors and resilient teams … a trait that has become exceedingly important especially since the global pandemic infiltrated every aspect of human existence.

The Study of Resilience

Resilience is the ability to recover quickly from difficulties, or how well someone can bounce back after being hit down. When building a performance enhancement program at Recruit Training Command (RTC), Lt. Cmdr. Kathleen Saul, clinical psychologist, referenced the work Powley and Barrett conducted on resilience in boot camp.

“There were specific trends that the research picked up on [such as] how resilience and mindset changes over time during the eight weeks at boot camp and how integrated divisions versus all male rifle divisions might respond differently or view training differently,” Saul explains.

Powley, Barrett and Sluss, along with their NPS students, conducted two experimental studies in 2015 that followed Naval recruits through boot camp, supplementing the normal rigorous boot camp activities with a moment for recruits to reflect. One group wasn’t given any directions (the control group), another was told to practice a daily mindful meditation with self-directed affirmative identity statements, and another engaged in either peer or group appreciative guided conversations – a guided variation of the appreciative inquiry technique to ask questions that invite organizations and individuals to look at what is working well for them and why, spurring positive personal introspection. The last group proved to have longer-lasting positive results than the individual mindful practice.

“Recruits showed a significant increase in resilience after just being allowed to talk with their peers for a few minutes, something that is normally forbidden at boot camp,” NPS graduate Lt. Caroline Brown recalls. “This finding is both simple and profound. It resonates with me as a no-brainer, that of course recruits will feel more resilient and stronger after commiserating and venting with their shipmates. It’s also profound because it demonstrates the pivotal impact of relationships on our mental and emotional well-being – something to which I think we can all relate.”

It’s a good reminder to pay attention to who surrounds you and make sure they’re people that lift you up. The team also conducted a qualitative study surveying recruits who failed their boot camp but decided to try again.

“They considered themselves, and the Navy considered them, sort of as failures,” Powley says. “So we asked them, ‘What are you doing to get through?’ And a lot of [the responses are] informing our concept of what resilience really looks like.”

Patterns began to emerge from recruits’ responses. Firstly, recruits often relied on advice they received from influential people in their lives like parents, spouses or friends. Some also turned to faith for words of strength. Secondly, resilience didn’t happen overnight, but was often a process that involved uplifting others and faking positivity to themselves.

“One of the stages of resilience is they would come back to their division and cheer each other on. So a person would be a cheerleader for somebody else,” Barrett says. “But it turns out they would do that
even if they didn’t believe the person was going to make it. They would continue to say, ‘You’re going to do it today. You’re going to do it.’ It turns out faking it for somebody else is a good practice for learning how to fake it for yourself because you have to put forth the belief that you’re going to make it even if you don’t have evidence you’re going to do it. But there’s a crucial imaginative leap. So it turns out faking it for someone else is a good mini step.”

In other words, faking it for someone else can lead to faking it for yourself, which can result in internalizing the message. These ideas are applicable far beyond boot camp or the classroom. Both Brown and her former classmate, Lt. Cmdr. Christopher Burt, wrote about aspects of the study in their master’s theses and since then, they have applied what they learned about organizational behavior in their own lives. Brown has spoken on their findings in a recent Navy-wide training series Full Speed Ahead. And Burt used the techniques and tools he’s learned to help his team when tragedy struck.

“At my assignment after NPS, a long-time civilian employee in my department who was both gifted at her job and well-liked, was unexpectedly killed in an automobile accident,” Burt says. “Using knowledge learned from the study as well as Dr. Powley’s organizational behavior class, we were able to bring the right tools to the situation to help everyone deal with the stress of the situation and, at least I believe, the department became much closer as a result.”

Learning from the Past, Looking to the Future

Learning from the Past, Looking to the Future

Last year, NPS hosted a three-day Appreciative Inquiry Resilience Summit to brainstorm methods to increase troop resiliency and toughness put a laundry list of ideas on the table. Some of them, like a mobile app with push notifications and exercises to build resilience, is being now tested now in the Marine Corps Reserve.

But there are still countless follow up studies that researchers would like to do. Barrett and Brown would like to follow recruits who succeeded at boot camp, and those who failed the first time but eventually made it through, to see whether those who have faced failure have a higher level of resilience or not. And Saul showed interest in finding indicators to help predict if someone will respond to resilience training or not.

“If we are going to spend a lot of time developing these resilience training programs … It would be helpful to know if there is a certain group of folks that would never respond to this type of training because maybe they don't have the prerequisite,” Saul says.

Of course, the pandemic that has swept the globe is quite different than boot camp. But the core human characteristics that impact individual and group resilience are the same in both cases.

“There are things we can do to allow us to learn from this, to see through the crisis and see to the other side that things will be better,” Sluss says. “There will be a new normal, and we'll be able to deal with uncertainties just as we’ve done before. We may actually be able to learn in the process.”

In the end, the research team agrees that the studies’ results simply underscore what should be a common-sense fact … Humans are social creatures.

“The role of a leader, or even just a person, is to see another person as a person,” Powley says.

Adds Brown, “Never underestimate the power of stopping to ask someone how they’re doing and taking the time to really listen and care about what they have to say … At the end of the day, we all want to feel connected to one another and to be a part of something bigger than ourselves.”


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ALUMNI:

Mid Mom and Naval Academy Instructor competing for Ms. Veteran America

(Eye on Annapolis 11 Aug 20) … EOA Staff
A U.S. Naval Academy economics instructor, Lt. Yvonne Armstrong, was recently selected as a finalist for Ms. Veteran America.

The purpose of the competition is to showcase “the woman beyond the uniform” with proceeds of the event benefiting homeless veteran women and their children through Final Salute, Inc.

“As a finalist for Ms. Veteran America, my hope is to raise awareness of homeless women veterans and their children, which is currently the fastest growing homeless population in America,” said Armstrong.

Armstrong began her naval career as an enlisted mess management specialist (MS), when she joined the Navy in 2003 after facing hardship as a single mother. Wanting to further her education, she became the first female student from the United States to attend the Rotterdam School of Management’s Master of Science Maritime Economics and Logistics (MEL) Program in The Netherlands. Graduating with merit, she accepted a seat at the Naval Postgraduate School and received her commission in 2010, using her education to become an addition to the Supply Corps community.

After receiving her commission, her first assignment was with Navy Cargo Handling Battalion Eight as the assistant administrative officer, headquarters assistant company commander, public affairs officer and certified drug & alcohol program advisor. In 2013 she served as the only Reserve supply corps officer in the U.S. Navy to teach the instructional vocation summer camp program Logistics, Acquisition & Supply System Operations (LASSO) at the New Jersey Institute of Technology. Between 2012 and 2018 she went on to work with Naval Mobile Construction Battalion 27 and also served as the senior supply officer of over 700 seabees with Amphibious Construction Battalion.

Today, Armstrong is an asset to midshipmen in the classroom, teaching students in the Naval Academy Economics department as the only active duty Supply Corps officer on campus serving as an instructor. She is well known on the yard for having enjoyable and educational classes, teaching the course materials thoroughly and efficiently, while educating students about real-world economics to better prepare them for life in the fleet. Her favorite aspect of working at the Naval Academy is mentoring midshipmen to help them develop a successful career as officers in the Navy. Her son, Zion is currently a Midshipman at the Naval Academy.

In her free time, Armstrong supports her local community of veterans. A particular focus of hers is combating homelessness among veterans and educating others on how to achieve financial freedom. Additionally, she is an active member of her church community and runs a prayer group for midshipmen.

Armstrong has a personal connection to the mission of the Ms. Veteran American competition.

“I enlisted in the Navy in 2003 as a mess cook. At the time I had just lost my mother suddenly from a major heart attack,” said Armstrong. “I was recently divorced with my three-year-old son. I had absolutely no support system and I was working two other jobs besides being in the military. Things ultimately got so bad that I found myself homeless for a period and pretending to use the public swimming pool just so my son and I could take a shower. I look back on that time and wish there was someone like me who could have encouraged and inspired me. To come back and encourage, inspire, motivate and advocate for those women who feel invisible and hopeless.”

The 2020 Ms. Veteran America competition is scheduled to be held virtually for Oct. 11 in Orlando, Florida, at the Rosen Plaza Hotel.

https://www.eyeonannapolis.net/2020/08/mid-mom-and-naval-academy-instructor-competing-for-ms-veteran-america/

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Analyst1 Appoints Former Navy Officer, Cryptologist, and Cybersecurity Luminary, Hugh Clapp as Chief Executive Officer

(9PR Newswire 11 Aug 20) … Analyst1

Analyst1, provider of a market leading threat intelligence platform, announced today its appointment of Hugh Clapp, former Navy Officer, and Symantec cyber operations leader, to the position of chief
executive officer. Clapp will be responsible for directing the overall strategy and lead the young cyber firm into its next stage of growth.

Clapp's career began when he joined the Navy at 17 years of age. Still a minor, Clapp needed permission from his parents to enlist. Clapp, always a problem solver, was drawn to cryptology and became one of the first Navy Officers to conduct offensive computer network operations. Upon earning his master's degree from the Naval Postgraduate School, Clapp was one of the first information warfare officers to be deployed to ground combat operations. Clapp served two tours in Iraq assigned to SEAL Team 8, where he completed 60 direct action missions.

During his Navy tenure, Clapp served in multiple cyber roles, culminating as Deputy Director, Defensive Cyber Operations. Upon retiring from the Navy after a 20-year career, Clapp joined the Dept. of Energy as the Associate CIO of Cyber Operations. Recently, Clapp served as senior director of defensive cyber operations at both Capital One and Symantec. His teams in these positions were responsible for the collection, analysis, and sharing of enterprise cybersecurity information, global security operations centers, threat hunting, incident response, and cyber threat intelligence collection and reporting.

"I am beyond excited to join Analyst1 and lead this great company in its next stage of growth," stated Clapp. "The founders have engineered a product that is revolutionizing the way organizations understand and mitigate cyber threats, and I am inspired by the ingenuity of the team in securing early adopters of this progressive platform."


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