

**Memorandum of Understanding
Between
United States Department of the Interior and
The National Society for Minorities in Agriculture
Natural Resources
And Related Sciences**

I. Parties

The Parties of this Memorandum of Understanding (MOU) are the U.S. Department of the Interior (DOI) and the National Society for Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS).

II. Purpose

The purpose of this MOU is to provide a cooperative framework for the parties to develop and establish a program that will promote involvement of diversity in agriculture, natural resources, and related sciences in the DOI initiatives in natural resource management and conservation. This program will be directed toward promoting employment and career opportunities, professional development, and other opportunities as well as outreach efforts to diverse communities and organizations regarding the mission of DOI.

III. Authority

The authorities for entering into this MOU are:

Executive Order 13532 - Promoting Excellence, Innovation, and Sustainability at Historically Black Colleges and Universities dated February 26, 2010, which provides for the advancement and development of the Nation's full human potential and to advance equal opportunity in higher education, strengthen the capacity of historically Black colleges and universities to provide the highest quality education, increase opportunities for these institutions to participate and benefit from Federal programs.

Executive Order 13548 - Increasing Federal Employment of Individuals with Disabilities dated July 26, 2010, provides for the recruitment, hiring and retention of individuals with disabilities.

Executive Order 13515 - Increasing Participation of Asian Americans and Pacific Islanders in Federal Programs dated October 14, 2009, provides for increasing the participation of Asian Americans and Pacific Islanders in federal employment and programs.

Executive Order 13555 - Educational Excellence for Hispanics October 22, 2010, to expand educational opportunities, improves education outcomes, and delivers a complete and competitive education for all Hispanics.

IV. Objectives

The objectives are to develop DOI programs and coordinate Bureau/Office involvement and activities to increase employment, educational, and business opportunities in DOI for students and faculty of MANRRS member institutions, as well as to target DOI resources for strengthening MANRRS and its member institutions and established programs. This MOU is expected to guide the parties in pursuit of the following objectives:

- a. Increase the number of minorities in agriculture, natural resources and related sciences for improved opportunities in employment, education, training and contracting opportunities with DOI;
- b. Partner with MANRRS on technical assistance and training programs designed to increase the knowledge and understanding by DOI officials of MANRRS and vice versa;
- c. Increase the potential for MANRRS to successfully compete for contracts, grants, and cooperative agreements to conduct DOI research, technical assistance and development activities related to recruitment, employment, development, and retention;
- d. Support participation in MANRRS sponsored programs including career fairs, student employment, training conferences, technical assistance and research studies.

V. DOI/MANRRS Plan for Implementation

DOI and MANRRS will establish a plan for implementation that includes cooperative agreements with DOI. This plan will be developed by a working committee comprising of representatives from DOI bureaus/offices and MANRRS. The National Park Service will serve as the Lead Bureau for DOI in implementing this MOU. Any cooperative agreements that result from the undertakings of the parties under this MOU will be carried out through separate obligating documents that are clearly authorized, detailed in purpose, properly defined in scope, follow established formats, obtain legal review, and are executed by authorized individuals.

VI. DOI/MANRRS Leadership Group

The DOI and MANRRS shall jointly establish a DOI/MANRRS Leadership Group to serve as a governing body for all MOU initiatives. The Leadership Group shall implement this MOU by providing guidance, direction, and coordination to ensure that mutual benefits and interests are served. This body shall consist of an equal number of members from the DOI and MANRRS. The DOI and MANRRS shall appoint co-Chairs for the Leadership Group. The DOI/MANRRS Leadership Group shall meet on a

scheduled basis as, determined by the members. The Leadership Group shall serve in a management capacity, rather than an advisory capacity.

VII. Responsibilities

In fulfilling the objectives of this MOU, the parties agree to participate in and be responsible for the activities as follows:

The DOI will, subject to the availability of resources:

- a. Inform DOI Bureaus/Offices of this MOU and request their participation in its implementation;
- b. Provide information to MANRRS on natural resource conservation, recreational natural resources issues and opportunities;
- c. Provide information to Bureau/Office officials on MANRRS programs and services which meet the requirements of DOI mission-related careers;
- d. Provide information to MANRRS on employment, education, contracting and other program opportunities at DOI;
- e. Increase the recruitment of minorities through MANRRS for Student Pathways Programs, internships, scholarships, seasonal employment, and related education, training and employment opportunities at DOI Bureaus/Offices;
- f. Encourage DOI Bureaus and Offices to consider contracts, grants, and cooperative agreements with MANRRS to promote research in areas of mutual interest;
- g. Assist MANRRS in accessing DOI's advanced instructional and learning technologies, including but not limited to, satellite-based and distance learning technologies;
- h. Participate in MANRRS conferences and other programs by providing exhibits, workshops, recruitment and other appropriate information and activities, and considering specific funding proposals;
- i. Increase collaborative efforts with MANRRS to promote community outreach initiatives and partnership school programs.
- j. Provide MANRRS with resources and support, as available, to meet the objectives of this MOU. This MOU does not guarantee funding.

MANRRS will, subject to the availability of resources:

- a. Inform MANRRS members of this MOU and disseminate copies of it appropriately;
- b. Provide MANRRS members and affiliates with information on employment, training, and grant opportunities with DOI, and provide information to students regarding the DOI mission and various career opportunities;
- c. Collaborate with DOI to assess the availability of advanced instructional and learning technologies including but not limited to, satellite-based and distance learning technologies;
- d. Assist in organizing funding and implementing special projects such as workshops, conferences, forums, and community outreach initiatives;
- e. Foster communications between members and local chapters of MANRRS with DOI Bureaus/Offices; and
- f. Encourage, identify and solicit student participation in DOI programs.

VIII. Costs

Nothing herein shall be construed as obligating DOI or MANRRS to expend funds or devote a certain amount of personnel time and effort in furtherance of the purposes and responsibilities set forth in this MOU, except as agreed to in writing by the parties. All expenditures by DOI are subject to the availability of appropriated funds.

IX. Publications, Intellectual Prospects

MANRRS shall not unilaterally issue a publication pertaining to its relationship with DOI or its work under this MOU without consulting the key DOI officials identified in Article XI. In all cases, proper credit will be given to the efforts of those parties contributing to the publication.

X. Effective Date

This MOU shall become effective upon the date that the last signature is affixed here to. It shall remain in effect for a period of five years or until modified or terminated. This MOU may be modified or amended upon written consent of all parties or may be terminated at any time by any party upon 60 days written notice to the other parties. The parties agree to review and evaluate the effectiveness of this MOU annually.

XI. Key Officials

The key persons responsible for implementation of this MOU shall be as follows or their designated representatives:

Sharon D. Eller
Director, Office of Civil Rights
United States Department of the Interior

Dr. Verian Thomas
National President, Minorities
in Agriculture, National Resources
and Related Sciences

Jonathan B. Jarvis
Director, National Park Service

XII. Signatures

United States Department of the Interior



Sharon D. Eller
Director, Office of Civil Rights

27 April 2011
Date

**National Society for Minorities in Agriculture,
Natural Resources and Related Sciences**



Dr. Verian Thomas
National President

4-27-11
Date



Jonathan B. Jarvis
Director, National Park Service

4-27-2011
Date

These persons may delegate their authority and responsibility hereafter.