

Memorandum of Understanding

United States Department of the Interior (DOI)
& National Association for Equal Opportunity
in Higher Education (NAFEO)

I. Parties

The Parties to this Memorandum of Understanding (MOU) are the U.S. Department of the Interior (DOI) and the National Association for Equal Opportunity in Higher Education (NAFEO).

II. Purpose

The purpose of this MOU is to provide a cooperative framework for the parties to develop and establish a program that will empower the African American community through Historically Black Colleges and Universities (HBCUs) and predominantly black institutions (PBIs), to attain educational excellence while contributing positively to the DOI and NAFEO missions. This program will be directed toward promoting career opportunities, professional development, research and other opportunities for students, faculty and staff at historically and predominantly black colleges and universities, as well as programs, contracting and other opportunities to help build the capacity of NAFEO member institutions. This MOU supersedes and replaces any previous MOU's between DOI, or any of its bureaus and agencies, and NAFEO.

III. Authorities

The authorities for entering into this MOU are:

Executive Order 12876 Historically Black Colleges and Universities, dated November 1, 1993.

IV. Objectives

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

- a) Increase the number of NAFEO member institutions successfully competing for contracts, grants and cooperative agreements to conduct DOI research, technical assistance and development activities;

- b) Partner with NAFEO on technical assistance and training programs designed to increase the knowledge base of DOI about historically and predominantly black colleges and universities, and vice-versa.
- c) Increase the number of students and faculty from NAFEO member institutions benefiting from education, training, employment, and contracting opportunities at DOI.
- d) Increase excess property-acquisition opportunities for NAFEO member institutions; and;
- e) Support participation in NAFEO sponsored programs (e.g., student internships, conferences, technical assistance, research studies, etc.).

V. DOI/NAFEO Plan for Implementation

DOI and NAFEO will establish a plan for implementation that consists of cooperative agreements with DOI. This plan will be developed by a working committee.

VI. Responsibilities

In fulfilling the objectives of this MOU, the parties agree to participate in and be responsible for 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 Bureau/Office officials on those NAFEO member institutions that offer major degree and certificate programs which meet the requirements of DOI mission-related careers;
- c) Provide NAFEO with information on employment and program opportunities within DOI;
- d) Increase the number of Student Career Experience Programs (SCEP), internships, scholarships, seasonal and related education, training and employment opportunities at DOI Bureaus/Offices for students enrolled at NAFEO member institutions;

- e) Provide opportunities for DOI employees to serve temporarily at NAFEO member institutions to, for example, assist with curriculum development and for faculty members of NAFEO-member institutions to serve temporarily in positions at DOI
- f) Encourage DOI Bureaus and Offices to consider contractual agreements with NAFEO, and its member institutions, to promote research in areas of mutual interest;
- g) Assist NAFEO, and its member institutions, in accessing DOI's advanced instructional and learning technologies, including but not limited to, satellite-based and distance learning technologies;
- h) Increase collaborative efforts with NAFEO to promote community outreach initiatives, partnership school programs, to inspire and motivate African American high school students to pursue careers in history, natural resources and environmental sciences and to inspire and motivate minority high school students to pursue careers with DOI;
- i) Support and participate in NAFEO's Internship and Faculty Development programs;
- j) Participate in NAFEO's conferences and other programs by providing exhibits, workshops, recruitment and other appropriate information and activities, and considering specific funding proposals;
- k) Provide NAFEO with resource and operational support, as necessary, to meet the objectives of this MOU.

NAFEO will, subject to the availability of resources:

- a) Inform NAFEO member institutions of this MOU and disseminate copies of it;
- b) Provide NAFEO member institutions with information on employment, training, grant and excess property opportunities with the DOI, and provide information to students regarding the various missions of DOI;
- c) Provide DOI program information to NAFEO member institutions to assist them in developing or expanding curricula and other career development programs to prepare students for careers in DOI;

- d) Through NAFEO member institutions, encourage, identify and solicit minority student participation in DOI programs;
- e) Provide facilities and services for hosting special educational exchanges and training programs including IPA and executive-on-loan assignments;
- f) Collaborate with DOI to assess the availability of advanced instructional and learning technologies including, but not limited to, satellite-based and distance learning technologies;
- g) Assist in organizing, funding and implementing special projects such as workshops, conferences, forums, community outreach initiatives, etc.;
- h) Advise DOI about the NAFEO student intern program and identify and provide eligible students for consideration;
- i) Collaborate with DOI to promote international, educational, and environmental programs at historically and predominantly black colleges and universities;
- j) Advise the DOI about the NAFEO Faculty Development Program and provide faculty and staff eligible for consideration.

VII. Costs

Nothing herein shall be construed as obligating DOI or NAFEO 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.

VIII. Publications; Intellectual Prospects

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

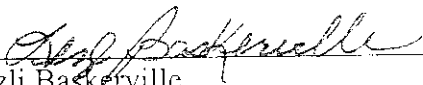
IX. Effective Date

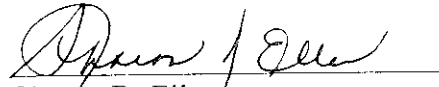
This MOU shall become effective upon the date of signature and shall remain in effect as written unless terminated or otherwise amended by mutual agreement. Not less than once a year, the key officials or their designees shall meet to assess progress


under this MOU and its implementing agreements. The MOU may be terminated at any time by either party upon 60 days written notice to the other party.

X. Key Officials

The key persons responsible for implementation of this MOU shall be as follows:

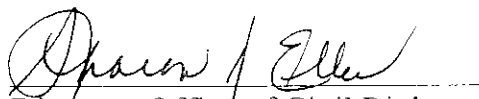

Lezli Baskerville
President and CEO
NAFEO


Sharon D. Eller
Director, Office of Civil Rights
U.S. Department of the Interior


Don Murphy
Deputy Director, National Park Service
(Lead Bureau)

XI. Signatures

United States Department of the Interior


Director, Office of Civil Rights

9/30/2007
Date

National Association for Equal Opportunity in Higher Education


President and CEO

9/30/2007
Date

These persons may delegate their authority and responsibilities hereafter.