

**Memorandum of Understanding
Between
The United States Department of State
And
The Hispanic Association of Colleges and Universities (HACU)**

Whereas, the United States Department of State (hereafter "Department of State") and the Hispanic Association of Colleges and Universities (hereafter "HACU") (hereafter, collectively, "the Participants") are interested in re-establishing a partnership based on certain principles of cooperation;

Whereas, the Department of State and HACU member institutions have had various opportunities to interact in connection with established Department of State programs, including the Bureau of Human Resources (hereafter "HR Bureau") Diplomats-in-Residence, internship, and Foreign Affairs Fellowship programs; the Bureau of Educational and Cultural Affairs (hereafter "ECA Bureau") educational exchange programs; the 100,000 Strong in the Americas Initiative; and a Bureau of Western Hemisphere Affairs (hereafter "WHA Bureau")-focused Policy Briefing series;

Whereas, the Participants believe that such programs have fostered student interest in foreign affairs and have increased the interaction between the Department of State and HACU member institutions;

Whereas, the Participants recognize the desirability of increasing the diversity of candidates for Department of State employment;

Whereas, 29 CFR 1614.102(a)(13) of the federal sector equal employment opportunity regulations provides that each agency shall "participate at the community level with other employers, with schools and universities and with other public and private groups in cooperative action to improve employment opportunities and community conditions that affect employability";

Whereas, E.O. 13171 is designed to improve the representation of Hispanics in federal employment and directs agencies to, among other

things, "further partnerships and cooperation among Federal, public, and private sector employers, and appropriate Hispanic organizations whenever such partnerships and cooperation are possible and would promote the Federal employment of qualified individuals";

Whereas the Department of State's Performance Plan under E.O. 12900, the White House Initiative on Educational Excellence for Hispanic Americans, focuses on outreach to colleges and universities with large Hispanic enrollments, among other activities;

Whereas the Department of State is committed to enhancing awareness of the contributions of Hispanic employees to U.S. foreign affairs agencies; assisting in the recruitment, retention and promotion of Hispanics; and developing the leadership abilities of Hispanics at U.S. foreign affairs agencies;

Whereas the Department and HACU recognize the value of increased participation of HACU member institutions and their students, faculty and staff in the Department's international exchange programs and activities; and

Whereas, the Participants recognize that certain cooperative activities, such as those identified in this Memorandum of Understanding, may further the above-noted goals;

Now therefore, the Participants announce the following:

1. Purpose

The purpose of this Memorandum of Understanding is to provide a framework for the Participants to re-establish and continue to develop a partnership designed to increase awareness among students, faculty and staff at HACU member institutions regarding programs, activities, careers and employment opportunities at the Department of State; and increase awareness at the Department of State about opportunities to participate in HACU activities.

2. Activities

a) HACU may notify the Department of State's HR Bureau of conferences, seminars, and other activities it sponsors, including HACU's

National Internship Program (hereafter "HNIP") and those that promote international higher education in the United States, Latin America, the Caribbean and other regions of the world. The Department of State intends to make every effort to participate in these events to increase visibility of Department of State careers and programs to encourage the interaction between the Department of State and members of HACU.

(b) The Department of State may notify HACU of the existence of any conferences and seminars at the Department of State involving foreign affairs that are open to the public. If notified of a conference or seminar in a timely fashion, HACU may in turn notify its membership.

(c) If requested by HACU, the Department of State may request Foreign Service and/or Civil Service recruiters and/or volunteers to speak to groups organized and sponsored by HACU.

(d) The Department of State, through its HR Bureau, may sponsor HACU interns consistent with applicable requirements for such internship program.

(e) The Department of State's ECA Bureau may collaborate with HACU to promote greater participation of HACU member institutions, students, faculty, staff and administration in the ECA Bureau's constellation of international exchange programs and activities.

(f) The Department of State, through its HR Bureau, may disseminate information to HACU member institutions about career opportunities in both the Civil and Foreign Services.

(g) The Participants intend to each designate at least two members from their respective organizations to serve on a joint committee to review, as needed, the implementation of partnership goals referenced in this Memorandum of Understanding. The Department of State intends to be represented by, without limitation, its HR, WHA and ECA Bureaus.

3. Administering Entities

a) The Department of State Bureaus of HR, WHA, and ECA intend to administer this Memorandum of Understanding on behalf of the Department of State as pertains to their respective programs and to work with other

Department of State bureaus, as deemed necessary to implement these principles.

b) When requesting that the Department of State participate in any of the activities described in this Memorandum of Understanding, HACU should provide all of the Department of State Bureaus designated above reasonable notice to permit such Bureaus to properly coordinate any such activities that the Department of State may decide to undertake.

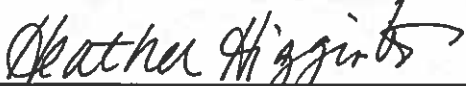
4. Nature of Memorandum of Understanding

This Memorandum of Understanding does not obligate either the Department of State or HACU to provide any funds, nor do they create any legal obligations on the part of either the Department of State or HACU. The Participants may enter into similar memoranda of understanding with other organizations on a non-preferential basis.

5. Duration

Cooperation under this Memorandum of Understanding may begin on the date of the latter of the two signatures for a period of five (5) years, or until concluded or renewed. Each Participant intends to provide sixty (60) days' written notice to the other Participant if it desires to end cooperation under these Principles.

For the United States Department of State:

By: 

Name: Heather Higginbottom

Title: Deputy Secretary of State for Management and Resources

Date: October 18, 2016

For the Hispanic Association of Colleges and Universities:

By: 

Name: Antonio R. Flores

Title: President and CEO

Date: October 18, 2016