

Memorandum of Understanding
Between
The Department of Veterans Affairs
and
Florida International University

I. PURPOSE

The purpose of the Memorandum of Understanding (MOU) is to provide the framework for the Department of Veterans Affairs (VA) and Florida International University (FIU) to develop coordinated activities in support of the VA's Student Outreach and Recruitment initiative (hereinafter referred to as SOAR) under the auspices of the VA Office of Diversity and Inclusion (ODI) to increase employment opportunities at VA, to include, but not limited to, VA facilities located near Miami, Florida and Washington, DC. This MOU also serves to enhance educational opportunities at FIU campuses in both Miami, Florida and Washington, DC.

II. PARTIES

The parties in this MOU are the VA and FIU. Nothing in the MOU shall obligate either party to the commitment of any funds or resources.

III. GOALS AND OBJECTIVES

The goal of the MOU is to establish a cooperative framework that fosters collaboration between VA and FIU to the extent that such coordination and collaboration is consistent with applicable laws, regulations, and policies, to support their respective missions and to achieve the parties' common aim of educational excellence and to coordinate and implement outreach to a diverse student population at FIU for employment and educational opportunities in VA.

To accomplish these objectives, the parties shall engage in activities that serve to:

- Increase awareness of the parties' career developmental programs, internship programs, and employment opportunities through targeted outreach and cross-marketing for the purpose of promoting diversity and eliminating potential barriers to diverse representation within VA's workforce.
- Provide speakers, coaches, ambassadors, mentors and webinars to support each other's developmental initiatives.
- Provide information on opportunities for training, mentoring, and shadowing experiences.

- Enhance the VA's support for Executive Order 13583 "Establish a Coordinated Government-wide Initiative to promote Diversity and Inclusion in the Federal Workforce."
- Conduct onsite or virtual outreach activities to brand SOAR as a key initiative to promote VA as an employer of choice to FIU students, faculty, and affiliates.
- Engage diverse leaders from both parties to help build a diverse, high-performing workforce that reflects all segments of society, including our Veteran population.

IV. OVERVIEW OF VA

VA is the second largest Department in the federal government with over 360,000 employees. Its mission is to fulfill President Lincoln's promise "To care for him who shall have borne the battle, and for his widow, and his orphan" by serving and honoring the men and women who are America's Veterans. VA is comprised of a Central Office, located in Washington, D.C., and field facilities located throughout the nation, as well as the U.S. territories and the Philippines. VA's mission is carried out through three major sub-component organizations: Veterans Health Administration (VHA), Veterans Benefits Administration (VBA), and the National Cemetery Administration (NCA).

The Office of Diversity and Inclusion (ODI) is an organization within the Office of Human Resources and Administration in VA Central Office, whose mission is to build a diverse workforce and cultivate an inclusive workplace to deliver the best services to our Nation's Veterans, their families, and beneficiaries. To that end, ODI developed the SOAR initiative as a key strategy to increase diversity outreach and facilitate employment, internship, and educational opportunities in VA for diverse students from Minority Serving Institutions, and other postsecondary educational institutions.

V. OVERVIEW OF FIU

FIU is a public university in Miami Dade County, Florida, accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award associate, baccalaureate, masters, and doctoral degrees. It is ranked 1st in the nation in the number of bachelor's and master's degrees awarded to Hispanics. FIU has a diverse student population of 55,000.

VI. RESPONSIBILITIES OF THE PARTIES

VA Responsibilities:

- Advise Administrations, Staff Offices, and other VA organizations of this MOU and SOAR and disseminate information about its provisions VA-wide.
- Provide applicable VA organizations with information on FIU and its major fields of study and initiatives applicable to VA mission related career fields, with emphasis on the following:

- a. Nursing;
 - b. Medicine;
 - c. Public Health;
 - d. Biomedical Engineering;
 - e. Community Healthcare (NeighborhoodHELP);
 - f. Engineering and Computer Science; and
 - g. Other majors, as appropriate.
- Collaborate with other VA organizations as appropriate to promulgate the provisions of this MOU to increase awareness to FIU students and Veterans about programs and initiatives to include Pathways Programs, National Diversity Internship Program (NDIP), the Workforce Recruitment Program (WRP) for students/recent graduates with disabilities, MyCareer@VA career mapping tools, and other types of career development/training opportunities, as appropriate.
 - To the extent practicable and permitted by applicable law and policies, and funds permitting, VA will perform activities which may include, yet not be limited to the following:
 - Participate in recruitment outreach career fairs, on-campus career orientations, and diversity outreach efforts, as appropriate and budget permitting, to support the aims of this MOU.
 - Provide one informative lecture (on campus or virtually) by VA professionals per year on critical issues and challenges facing the VA. The target audience will be students enrolled in programs applicable to VA's mission critical occupations as a means for VA to interact with prospective job candidates.
 - Onsite or virtual presence as an "Employment Ambassador," making information dissemination more frequent and cultivating a greater relationship between the VA and key departments on campus at FIU.
 - Solicit interest from VA employees and leaders to serve as mentors, ambassadors, and other types of instructional resources for FIU students, as permitted by applicable VA policies, labor agreements, and current agreements VA has in place with FIU. Where possible, FIU alumni working at the VA would be invited to serve as mentors.
 - Provide FIU with applicable information and communications concerning recruitment and outreach events, student internships, VA scholarships, fellowships, stipends, grants, career enhancement programs, and experiential learning opportunities across VA.
 - Upon request from FIU, VA shall provide a projection of employment needs applicable to VA's critical occupations, including, but not limited to the Miami, Florida and Washington, D.C. VA locations, in accordance with VA Policies.

FIU Responsibilities:

- Promulgate the provisions of this MOU to increase awareness to FIU students about VA programs and initiatives to include Pathways Programs, NDIP, WRP, MyCareer@VA career mapping tools, and other types of career development/training opportunities.
- Disseminate VA materials and communications to students and FIU faculty including but not be limited to information about available scholarships, fellowships, grants, internships, clinical residencies, etc.
- Participate in VA dialogues, meetings, and other initiatives related to post-secondary education and VA mission related career fields.
- Assist in the execution of diverse programs, forums and workshops focused on increasing internship, employment, and training opportunities at VA for students and educators of FIU.
- Assist the VA with recruitment outreach efforts to potential candidates and student interns across the country and by linking to VA vacancy announcements on their website.
- Support and promote VA programs that further the mission and objectives of both parties to this MOU.

Both VA and FIU will:

- Meet or correspond periodically to review the status and progress of this MOU.
- Support “FIU Day” at the Miami, FL VAMC showcasing relevant research, initiatives and student talent emanating from the Colleges of Nursing, Medicine, Public Health and Engineering amongst others, and VA career opportunities.
- Notify designated VA/FIU MOU Points of Contact (POCs) regarding meetings, status updates, and requests applicable to the MOU.
- Track outcomes of VA/FIU MOU activities to the extent practicable to report on areas of achievement and enhancement, such as number of FIU interns acquired by VA, FIU applicants for VA employment, FIU-VA mentoring relationship, etc.
- Identify opportunities, programs, and initiatives where professionals from VA and FIU can participate in outreach, capacity-building, and training.

VII. POINTS OF CONTACT

VA and FIU will designate POCs within their respective organizations to implement this MOU. The POCs will direct and coordinate partnership activities to ensure that mutual benefits

and interests are served. The respective offices responsible for implementation and maintenance shall keep all parties up-to-date on their efforts and help track any progress therein. ODI will serve as the organizational POC for the purposes of this MOU.

VIII. PERIODIC REVIEW

Representatives of VA and FIU will periodically review and update the provisions of this MOU, as needed. Amendments must be agreed to by both parties. This MOU may be terminated at any time by either party upon sixty (60) calendar days notice to the other party.

IX. COSTS

Nothing herein shall be construed as requiring VA or FIU and its members to expend funds on behalf of the purpose, objectives, and responsibilities set forth in this MOU, except as specifically agreed to in writing by the signatories or the organizations they represent. All expenditures by VA are subject to the availability of appropriated funds and criteria set by law and VA policies.

X. EFFECTIVE DATE

The terms of this MOU will become effective on the date of the last signature by the parties and will remain in effect until terminated by either party as specified in Section VIII.

XI. MODIFICATION

Amendments must be bilaterally executed in writing, signed by authorized representatives of both parties. No oral or unilateral amendments will be effective. Only terminations done in accordance with the terms of this agreement may be done unilaterally.

XII. OTHER PROVISIONS

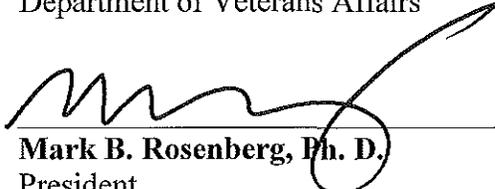
This MOU does not create a partnership or a joint venture and neither party has the authority to bind the other. Disclosure of information to the public regarding project(s) and program(s) within this MOU will be made in accordance with applicable law.

This MOU shall become effective on behalf of the parties by signature of the undersigned:



Meghan Franz
Acting Assistant Secretary for Human Resources
and Administration
Department of Veterans Affairs

6/2/16
Date



Mark B. Rosenberg, Ph. D.
President
Florida International University

6/2/16
Date



Lay Lumbard
Vice President