



**MEMORANDUM OF AGREEMENT
BETWEEN
UNITED STATES COAST GUARD
AND
SOUTH CAROLINA STATE UNIVERSITY**



REGARDING COOPERATION IN OUTREACH AND RECRUITMENT ENGAGEMENTS

1. **PARTIES:** The parties to this agreement are the United States Coast Guard (USCG) and South Carolina State University (SCSU).
2. **AUTHORITY:** This agreement is authorized under the provisions of 14 U.S.C. §§ 2701, 2770; 5 U.S.C. § 3111; 14 U.S.C. § 504; 14 U.S.C. § 3710; 10 U.S.C. § 16301; The Pathways Program, codified at 5 C.F.R. Part § 362; DHS and USCG Pathways directives and procedures; Coast Guard Recruiting Manual, COMDTINST M1100.2G and College Student Pre-Commissioning Initiative (CSPI), CGRCINST 1131.1.
3. **PURPOSE AND SCOPE:** This memorandum of agreement (MOA) sets forth the basic agreement between the USCG and SCSU. This agreement is designed to optimize outreach and engagement efforts, and to synergize the USCG's overall civilian and military officer recruiting effort while assisting SCSU by providing additional tuition-saving choices for students and academic options/solutions for faculty and professors. By entering into this MOA, the parties hereby terminate the previous MOA, dated September 17, 2019, entered into between the parties.

4. **OBJECTIVES:**

A. SCSU Benefits:

As a Minority Serving Institution (MSI), SCSU seeks to formalize a relationship with the USCG in support of higher education and in support of an exchange of knowledge, experiential, and classroom learning and training opportunities. SCSU offers degree programs that are relevant to the mission of the USCG. As part of its education and outreach mission, SCSU intends to identify student opportunities as well as potential faculty research and development of subject matter expertise in areas of interest to the USCG. Through this Agreement, it is expected that SCSU students and faculty will gain an increased knowledge of the USCG, its missions, and its recruitment efforts.

B. USCG Benefits:

The USCG has been and will continue to be, a major and active supporter of higher education. To that effect, the USCG is entering this MOA to strengthen its relationship with SCSU and MSIs at large. Additionally, the USCG will continue to support the

USCG's CSPI program, and mentorship/internship programs in hopes of recruiting and preparing our young people for the challenges of tomorrow. The future of SCSU and much of the future of the USCG depends on the effectiveness of higher education institutions. Thus, the USCG is not only aggressively seeking highly qualified students for service to our country, but particularly focused on increasing the number of SCSU students in the USCG through recruitment and retention efforts.

5. ADMINISTRATION AND RESPONSIBILITIES:

C. USCG, subject to the availability of funds and personnel:

1. Deputy Commander, Atlantic Area
 - a. Will serve as the Executive Champion on behalf of the Commandant.
 - b. Will meet with SCSU President or designated representative annually to discuss agreement.
 - c. Will support designated Action Unit below to ensure sustainment.
 - d. Will provide a semi-annual status report to Commandant (CG-1) via Commandant (CG-12 and CG-127): (1) Progress, (2) Lessons Learned, (3) Results, (4) Way Forward.
2. Commander, Sector Charleston
 - a. Will serve as local lead and Action Unit for this USCG/SCSU agreement.
 - b. Will coordinate initiatives between SCSU and local USCG Commands.
 - c. Will coordinate recruiting efforts with local recruiting command and USCG members that are SCSU alumni.
 - d. Will initiate monthly conference calls with SCSU.
 - e. Will provide semi-annual status reports to Commandant (CG-1) via the Executive Champion and Commandant (CG-12 and CG-127) on: (1) Progress, (2) Lessons Learned, (3) Results, (4) Way Forward.
 - f. Will provide SCSU's President with a copy of the semi-annual status report.

D. SCSU:

1. SCSU President
 - a. Will serve as the Executive Champion on behalf of SCSU.
 - b. Will meet with Deputy Commander, Atlantic Area or designated representative annually to discuss agreement.
2. SCSU Liaison, Special Assistant to the President
 - a. Will serve as the liaison for SCSU and will coordinate interest by discussing the CSPI at campus events such as Open House, Career Day, and Job Fairs.
 - b. Will serve as the direct point of contact between the USCG and the relevant schools and departments at SCSU, and will facilitate any necessary discussions between the USCG and the relevant schools and departments.

- c. Will provide semi-annual updates to the SCSU President as to best practices and lessons learned about issues impacting the implementation of the CSPI program.

6. JOINT INITIATIVES:

E. Military Hire:

1. USCG College Student Pre-Commissioning Initiative (CSPI): CSPI is a scholarship program, which may pay up to two academic years of college tuition and fees, books, and essential supplies for full-time students, up to \$25,000 per academic year. While enrolled in school, a CSPI candidate is enlisted in the USCG at the paygrade of E-3. In addition to financial assistance for tuition and fees, students receive full pay, allowances, entitlements, and the benefits (medical, dental and housing allowance) of being an active duty USCG member. Selections for the CSPI program are merit-based. CSPI applicants compete for selection without regard to race, ethnicity, color, religion, sex (including pregnancy and gender identity), national origin, age, disability, sexual orientation, genetic information, or any other non-merit-based factor.
2. USCG College Student Pre-Commissioning Initiative – Student Loan Repayment Program (CSPI-SLRP): CSPI-SLRP is a program focused on those students that are currently college seniors or students who have graduated with their bachelor's or post-graduate degree from a qualifying school within two years of the selection panel convening date. The program allows the USCG to repay 15 percent or \$1000, whichever is greater, for each year of service, of the qualifying student loans dependent on the number of years completed as a commissioned officer in the USCG. Payments under this program will be subject to the terms, limitations, or conditions set forth in the written agreement between the USCG and the member.
3. Deputy Commander, Atlantic Area will annually oversee the selection of up to one student applicant from SCSU for the CSPI scholarship program or student loan repayment program. Any additional student applicants not selected by the panel overseen by Deputy Commander, Atlantic Area will compete in a national pool of students from all MSIs for remaining scholarships.

F. SCSU:

1. Assist in creating awareness about USCG's interest in increasing the pool of diverse applications for positions in the USCG.
2. Assist USCG with developing recruitment strategies with the goal of increasing the pool of minority applicants to compete for positions in the USCG.
3. Actively socialize with the CSPI students and faculty teaching the CSPI students to ensure the CSPI students are remaining on task to graduate on time.
4. Mentor and support its students with career development strategies that will help ensure an effective and efficient transition to the USCG workforce; and openly

explore and collaborate on programs and projects that may benefit or grow this partnership and enrich existing SCSU programs, as appropriate.

5. Highlight degree completion program that may be suitable for USCG members.
6. Coordinate USCG participation in Open Houses and Career & Job Fairs.
7. Invite USCG presentations at selected events on campus that target specific groups of students such as an all Freshmen, Sophomore, Junior, or Senior class only gatherings.

G. Other USCG/SCSU Opportunities

The joint initiatives listed above are not all encompassing and may be amended as other opportunities arise.

7. POINTS OF CONTACT:

H. USCG

- i. Captain John Cole
Commander, Sector Charleston
1050 Register Street
Charleston, SC 29405
Office: 843-740-7072
Email: John.D.Cole@uscg.mil
- ii. Commander Yamaris Barril
Minority Serving Institutions (MSI) Liaison Officer
Commandant (CG-127)
2703 Martin Luther King Jr. Ave SE, Stop 7203
Washington DC, 20593-7203
Office: 202-475-5216
Email: Yamaris.D.Barril@uscg.mil

I. SCSU

- i. Ms. Betty Boatwright
Special Assistant to the President
South Carolina State University
300 College Street, NE
Orangeburg, SC 29115
Office: 803-536-8556
Email: bboatwright@scsu.edu

8. **OTHER PROVISIONS:** Nothing in this Agreement is intended to conflict with current laws, regulations, or the directives of the USCG, Department of Homeland Security, or SCSU. If a term of this Agreement is inconsistent with such authority, then that term shall be invalid, but the remaining terms and conditions of this agreement shall remain in full force and effect. Any obligation of funds by the USCG is subject to the availability of appropriate funds. Nothing in this MOA shall be construed as constituting an obligation of funds in violation of the Anti-deficiency Act.

9. **EFFECTIVE DATE:** The terms of this agreement will become effective on the date of the last signatory and shall remain in effect for four years and may be renewed or extended in writing by the USCG and SCSU. The USCG and SCSU will review this agreement annually before the anniversary of its effective date for the purpose of incorporating changes required by statutes, executive orders, and Federal Regulations.
10. **TERMINATION:** This Agreement will remain in effect until terminated by either party. Either party may terminate this agreement by providing 90 days advance written notice to the other party. If this agreement is terminated during the completion of a student initiative, those students currently involved in an initiative will be allowed to complete their respective term.
11. **MODIFICATION:** Changes are required to be made by modification to this agreement or by issuance of a superseding agreement. If mutual agreement on the changes cannot be reached, the USCG and SCSU reserve the right to terminate this agreement. The parties may amend this agreement only by mutual written agreement signed by both parties.
12. **ENTIRE AGREEMENT:** This MOA constitutes the entire Agreement and understanding between the parties hereto, and supersedes any and all prior Agreements and understandings, or written, relating to the subject matter of this Agreement. Nothing in this MOA, express or implied, is intended to give to, or will be construed to confer upon, any person or entity any remedy or claim under or by reason of this MOA. Nothing in this MOA will be construed as legally binding on either party.
13. **APPROVED BY:** We, the undersigned, as duly authorized representatives of our respective organizations, do agree to support the provisions and intent of this document as presented this 19th day of October 2021.

Keith M. Smith, Rear Admiral
U.S. Coast Guard
Deputy Commander, Atlantic Area

Alexander Conyers
Acting President
South Carolina State University