



**MEMORANDUM OF AGREEMENT BETWEEN  
UNITED STATES COAST GUARD  
AND  
UNIVERSITY OF ALASKA SOUTHEAST  
REGARDING COOPERATION IN  
OUTREACH AND RECRUITMENT ENGAGEMENTS**



1. **PARTIES:** The parties to this Memorandum of Agreement (MOA) are the United States Coast Guard (USCG) and University of Alaska Southeast (UAS).
2. **AUTHORITY:** This Agreement is authorized under the provisions of 14 U.S.C. §§ 2701, 2770; 5 U.S.C. § 3111; 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 Agreement is designed to optimize outreach and engagement efforts and synergize the USCG's overall civilian and military officer recruiting effort, while assisting UAS by providing additional tuition-saving choices for students and academic options/solutions for faculty and professors.
4. **OBJECTIVES:**

A. UAS Benefits:

As a Minority Serving Institution (MSI), UAS 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. UAS offers degree programs that are relevant to the mission of the USCG. As part of its education and outreach mission, UAS 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 UAS 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 UAS and MSIs at large. Additionally, the USCG will continue to support the USCG's College Student Pre-Commissioning Initiative (CSPI) programs, and mentorship/internship programs in hopes of recruiting and preparing our young people for the challenges of tomorrow.

The future of UAS 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 UAS students in the USCG through recruitment and retention efforts.

## **5. ADMINISTRATION AND RESPONSIBILITIES:**

### **A. USCG, subject to the availability of funds and personnel:**

1. Commander 17<sup>th</sup> Coast Guard District
  - a. Will serve as the Executive Champion on behalf of the Commandant.
  - b. Will meet with UAS Chancellor or designated representative annually to discuss agreement.
  - c. 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. Flag Aide and External Affairs 17<sup>th</sup> Coast Guard District
  - a. Will coordinate initiatives between UAS and local USCG Commands.
  - b. Will coordinate recruiting efforts with local recruiting command and USCG member's that are UAS alumni.
  - c. Will initiate monthly conference calls with UAS.
  - d. Will provide semi-annual status reports to the Executive Champion.
  - e. Will provide UAS Chancellor with a copy of the semi-annual status report.

### **B. UAS**

1. UAS Provost
  - a. Will serve as the Executive Champion on behalf of UAS.
  - b. Will meet with Commander, 17th Coast Guard District or designated representative annually to discuss MOA.
2. UAS Liaison
  - a. Will serve as the liaison for UAS and will coordinate interest between UAS and the USCG.
  - b. Will coordinate liaison between the USCG and the relevant schools and departments at UAS.
  - c. Will provide semi-annual updates to the University Chancellor as to best practices and lessons learned.

## **6. JOINT INITIATIVES:**

### **A. 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. 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. The Commander, 17<sup>th</sup> Coast Guard District will annually oversee the selection of up to one student applicant from UAS for the CSPI scholarship program or student loan repayment program. Any additional student applicants not selected by the Commander, 17<sup>th</sup> Coast Guard District will compete in a national pool of students from all MSIs for remaining scholarships.

#### B. UAS

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 diverse applications.
3. Actively socialize with students and faculty in the USCG's College Student Pre-Commissioning Initiative (CSPI) Programs.
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 UAS programs, as appropriate.
5. Coordinate USCG participation in Open Houses and Career & Job Fairs.
6. Ensure USCG presentations at selected events on campus that target specific groups of students.

#### C. Other USCG/UAS Opportunities

1. The joint initiatives listed above are not all encompassing and may be amended at later date.

## 7. POINTS OF CONTACT:

### A. USCG

- i. Lieutenant Gregory Schmidt  
Flag Aide to Commander, 17<sup>th</sup> Coast Guard District  
709 West 9<sup>th</sup> Street  
Juneau, AK 99801  
Office: (907) 463-2029  
Mobile: (907) 723-5095  
Email: Gregory.T.Schmidt@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

### B. UAS

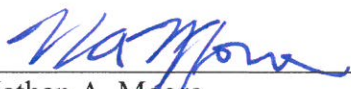
- i. Dr. Maren Haavig  
University of Alaska Southeast  
11066 Auke Lake Way  
Juneau, AK 99801  
Office: 907-796-6486  
Email: mmhaavig@alaska.edu
- ii. Deborah Rydman  
Career Services Advisor  
Veterans Affairs School Certifying Official  
University of Alaska Southeast  
11066 Auke Lake Way  
Juneau, AK 99801  
Office: (907) 796-6368  
Email: drrydman@alaska.edu

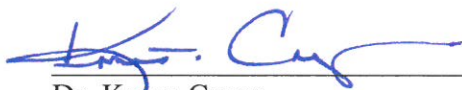
8. **OTHER PROVISIONS:** Nothing in this Agreement is intended to conflict with current laws or regulations or the directives of the USCG, Department of Homeland Security, or UAS. If a term of this Agreement is inconsistent with such authority, then that term shall be invalid, but the remaining terms 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 appropriated funds. Nothing in this Agreement 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 providing that

the USCG and UAS agree to an extension in writing. The USCG and UAS 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. Changes required are 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 UAS reserve the right to terminate this Agreement. The parties may amend this Agreement only by mutual consent.

10. **TERMINATION:** Either party may terminate this Agreement by providing 90 days 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:** This Agreement may be modified with the mutual written consent of both parties.
12. **ENTIRE AGREEMENT:** This Agreement 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 Agreement, 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 Agreement. Nothing in this Agreement will be construed as legally binding on either party. Nothing in this agreement or actions taken pursuant to this agreement should be construed as the USCG's or Federal Government's endorsement of UAS.
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 25 day of July 2022.

  
\_\_\_\_\_  
Nathan A. Moore  
Rear Admiral, U.S. Coast Guard  
Commander, 17<sup>th</sup> Coast Guard District  
Juneau, Alaska

  
\_\_\_\_\_  
Dr. Karen Carey  
Chancellor  
University of Alaska Southeast  
Juneau, Alaska

