UNCLASSIFIED
Central Intelligence Agency

Washington, D.C. 20505

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CENTRAL INTELLIGENCE AGENCY
AND THE
BARUCH COLLEGE

I. Purpose

This Memorandum of Understanding (MOU) establishes a partnership program between the Central Intelligence Agency (CIA) and Baruch College for acquiring talent for CIA’s diverse workforce.

II. Background

As part of CIA’s recruitment strategy, select universities are chosen to serve as a pilot for the Signature Schools Program (SSP). A broad range of recruitment activities will be conducted at select universities to build sustainable relationships with key university staff and personnel on campuses and to sustain contact with qualified and diverse applicant pools.

III. Requirements

Baruch College was evaluated based on CIA’s hiring requirements and selected based on the university’s accredited programs, the graduation rate of its students, the diversity of the student population, and CIA’s track record of onboarding quality talent from Baruch College.

IV. Responsibilities

A. CIA shall commit to the following:

1. Identify a focal point for the program and provide contact information.

2. Develop a sustainable relationship with key university staff and personnel on campus to brand CIA as an employer of choice.
3. Conduct on-campus interviews; information sessions; workshops; simulations; and networking activities with student organizations, student honor societies, and campus chapters of diversity professional organizations such as, but not limited to, Society of Hispanic Professional Engineers, American Indian Science and Engineering Society and/or the Association of Latino Professionals for America.

4. Facilitate unclassified discussions/presentations/seminars that discuss the business of intelligence and are aligned with university course content.

5. Implement a campus advertising campaign to communicate our diversity and inclusion brand.

6. Employ Agency Resource Group (ARG) members and Agency officers from cohort communities as Campus Ambassadors.

7. Participate in selective professional development events, such as mock interviews, resume reviews, panels, etc.

8. Conduct frequent, constructive communications with the Baruch College regarding Return on Investment (ROI) for CIA of increased applicants and hires and ROI for Baruch College of increased career placement for graduates.

B. Baruch College shall commit to the following:

1. Identify a primary focal point(s) for the program who understand CIA’s Signature School’s status and the wide range of curricula that corresponds to the diversity of occupations for which CIA hires, and provide contact information.

2. Coordinate with CIA on all communications related to the program prior to its dissemination to the student body.

3. Baruch College will not use its relationship with CIA to imply CIA endorsement of the Baruch College or its programs. Any use of the CIA name or seal requires prior CIA approval.
4. Conduct frequent, constructive communications with the CIA on its ability to respond to the university’s academic and career development needs. Performance feedback is of the utmost importance to CIA.

V. Review and Revision Procedure

Any subsequent change to this memorandum will be issued for coordination by both Organizations and reviewed on an annual basis.

VI. Implementation

This agreement shall become effective upon the signature of all parties and shall remain in effect for one year. Either party may terminate this MOU at any time with 30 days’ notice. This agreement shall not be displayed on any public forum such as websites or print media.

VII. Costs

Nothing contained herein shall be construed as requiring the CIA or Baruch College to expend funds on behalf of the purposes, requirements, and responsibilities set forth in the MOU, except as agreed to by the parties to this MOU in separate written agreements and to the extent permitted by law.

VIII. Merger Clause

No rights, responsibilities, obligations, or entitlements other than those expressly stipulated in writing in this agreement or any written amendment thereto shall be binding on the United States Government. Furthermore, nothing contained herein shall be construed as implying the creation of an employer-employee relationship, or establishing any entitlement to federal employee benefits.

IX. Points of Contact

[Redacted]
Approved for the Central Intelligence Agency this 22 day of
June, 2017.

[Signature]

Associate Director of CIA for Talent

Approved for the Baruch College this 31st day of
August, 2017.

[Signature]

Provost, Baruch College

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