

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
AGENCY FOR INTERNATIONAL DEVELOPMENT  
AND  
UTAH STATE UNIVERSITY

Pursuant to the authority contained in Title XII of the Foreign Assistance Act of 1961, as amended, the Agency for International Development ("A.I.D.") and Utah State University ("University") hereby enter into this Memorandum of Understanding ("Memorandum").

ARTICLE I - PURPOSE

Title XII of the Foreign Assistance Act, as amended, (hereinafter referred to as Title XII) has as its broad, overriding purpose to marshal the human and institutional resources of eligible universities, in a more effective partnership with A.I.D., in order to train people and develop and strengthen self-sustaining institutions serving agriculture and rural life in developing countries. The ultimate objective of this partnership is the prevention of famine and freedom from hunger -- to be realized by provision of long term support to the application of science for solving food and nutrition problems in developing countries; by improving U.S. university involvement in AID's efforts to apply science to the goal of increasing world food production; and by strengthening the capabilities of individual universities in program related institutional development.

The commitment of eligible universities of the United States to participate in A.I.D.'s international agricultural programs is recognized as vital in providing sustained support for helping the developing countries to solve their food and nutrition problems. At the same time, the commitment of A.I.D. to a long term relationship with universities also is recognized as essential if universities are to achieve their full potential in assisting A.I.D. to accomplish its mission.

This Memorandum establishes the initial framework for a collaborative relationship and understanding between A.I.D. and the University, and provides broad guidelines for the joint planning and implementation of international food, nutrition, agricultural development, and related programs, under authority of the Title XII amendment. This Memorandum is also intended to facilitate the further development of an efficient and effective long-term partnership and working relationship between the University and AID in the conduct of mutually agreed upon components of the AID program and Title XII legislation. In furtherance of this purpose, it provides for joint development of a forward planning mechanism which projects the levels and kinds of services for long-term participation by the University in AID programs.

This Memorandum sets forth actions to be taken by AID and by the University which constitute a quid pro quo that will assure the University continuity of involvement in a longer term setting, and will assure A.I.D. of a more qualified, responsive, and effective university resource with greater capacity to support A.I.D.'s Title XII programs on a sustained basis.

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## ARTICLE II - THE UNIVERSITY

1. The University has adopted and implemented policies and procedures which encourage faculty and staff involvement in international programs, and which demonstrate the commitment of its administrators to University involvement in such programs. A statement of these policies and procedures is included as Attachment A to this Memorandum.
2. The University has submitted to the Board for International Food and Agricultural Development (BIFAD) its data for the Registry of Institutional Resources (RIR).

## ARTICLE III - DURATION, REVIEW, FORWARD PLANNING AND EXTENSION

This Memorandum is effective on the date of the last signature hereto and will remain in effect for five (5) years. In order to maintain a five-year forward term, the Memorandum may be extended for one year as mutually agreed by the parties at the time of each annual review and forward planning exercise discussed next below.

Annually, during the 4th quarter of AID's fiscal year, the parties will conduct a formal review and forward planning exercise. This exercise will cover all activities conducted under the MOU, including a review of ongoing implementation of policies and procedures under Articles II and V hereof. It will also include a review of projected activities for the next five year period. Forward planning will include identification of opportunities in terms of Title XII projects, programs of work of individual faculty, and research and training in order for A.I.D. and the University to achieve the levels

and kinds of services which may be required. The parties may also mutually agree at that time on the one year extension, modifications, amendments, or termination of the Memorandum.

#### ARTICLE IV - EVALUATION

In addition to the review described under Article III, A.I.D., BIFAD or the University may request special reviews and evaluations of the implementation of this Memorandum at any time. The results of such reviews shall be reported in writing to A.I. D., BIFAD and the University.

#### ARTICLE V - COLLABORATION WITH SMALL INSTITUTIONS

The parties recognize that small institutions within the community of U.S. universities have significant talent and expertise in specific areas relevant to international development programs. It is agreed that maximum advantage should be taken of these resources in the design and implementation of A.I.D. and other projects, and that A.I.D. and the university should encourage the participation of, and collaborative relationships with, small institutions in the conduct of Title XII programs.

#### ARTICLE VI - UNIVERSITY PARTICIPATION

1. The University agrees to use its best efforts to provide personnel from its regular or long term faculty and staff for long term participation in Title XII programs in cooperating countries with emphasis on the African continent as follows:

- A. Subject Matter Concentration

1. Natural Resources Development and Management
2. Irrigation Engineering and Water Resources
3. Arid Land Agriculture and Livestock
4. Human Nutrition
5. Training, and Institution Building in Extension, Research, and Education
6. Development Policy and Administration

B. Long Term Staff Assignments Abroad

Person-years per fiscal year of professional services in long term faculty and staff assignments abroad.

<u>Fiscal Year</u>	<u>Person Years per Fiscal Year</u>
1983	18
1984	18
1985	18
1986	18
1987	18

For purposes hereof a long term staff assignment abroad means an assignment to work on an AID funded Title XII activity in a cooperating country continuously for one year or more.

C. Short Term Staff Assignments - Short-term professional services funded under the indefinite quantity contract (IQC) provided for in Article VIII-3.

Attachment B specifies the number of long term staff currently assigned abroad and projected to be assigned abroad under Title XII contracts and grants. .

2. Staff Changes. The levels of professional person-years may be adjusted by amendment to this Memorandum in accordance with findings of the review made under Articles III or IV, or as otherwise agreed.

#### ARTICLE VII - SUSTAINED A.I.D. SUPPORT

For the term of this agreement, A.I.D. agrees to use its best efforts to support the level of person years of professional services in the subject fields as specified in Article VI-1 above. Such efforts shall be directed as follows:

- A. Alternative Program and Project Opportunities. In order to provide sustained employment at the specified levels, A.I.D. agrees, subject to the availability of funds and the mutual agreement of the parties, to provide the University with alternative program and project opportunities.

- B. Program Support Grant. The Program Support Grant discussed next under Article VIII - 2 may be used, as an alternative to A above, to sustain, for interim periods, the employment levels specified in Article VI-1-B. The non-matched portion of the Program Support Grant (stipulated as component B in Article VIII-2) will not be used for interim support at levels in excess of those specified in Article VI-1-B.

- C. Other Alternatives. If, during any interim period, the University has not achieved A.I.D. support at the specified levels of long-term staff assignments abroad in Title XII areas under various

other agreements between A.I.D. and the University, and so requests, A.I.D. will otherwise seek to the maximum extent practicable, to sustain those levels of employment. Such sustaining may be realized through the placement of staff members into activities funded by A.I.D. under contracts, grants or cooperative agreements with other entities; temporary assignments of the University's permanent employees in accordance with the applicable provisions of the Joint Career Corps (JCC), or the Inter-Governmental Personnel Act (IPA), as implemented by A.I.D.

#### ARTICLE VIII - AGREEMENTS AND FUNDING

1. Contracts and Grants. Funding for university participation described in Article VI will be available through contracts, grants, and cooperative or other agreements secured by the university from A.I.D. under applicable acquisition and award procedures.

2. Program Support Grant (PSG). A.I.D. will utilize a "Program Support Grant" to fund the maintenance of long term professional support of A.I.D.'s foreign assistance programs, and for the conduct of other university activities directed toward sustaining and upgrading Title XII performance capabilities, and fulfilling the objectives of Title XII directed efforts. Subject to the availability of funds, the annual amount of the program support grant will be ten percent of the annual average of A.I.D. business for the immediate past three years up to a maximum of \$300,000 per year. Unexpended funds can be accumulated under the Program Support Grant in an amount not to exceed the total of amounts that could have been obligated to the grant over the immediately preceding three years. While the grant will be for support of A.I.D.'s

programs, the University shall have maximum responsibility and flexibility in managing the grant. The grant will specify that A.I.D.'s funds will be in support of the following activities:

- A. to mobilize its professional and institutional resources, prepare its staff, focus relevant aspects of its research and educational programs on LDC problems and otherwise increase and maintain its capacity to participate in Title XII and related activities in the LDCs. Expenditures under this category are not meant to replace items normally included in grants and contracts.
- B to meet unanticipated interim costs associated with core staff, programs and position when not assigned to funded Title XII activities.

PSG funds made available to the University by A.I.D which are utilized for functional component A above, will be matched dollar for dollar by the University with non-federal contributions.

PSG funds utilized for functional component B above, will not be matched by the University.

The Grantee shall bear all indirect or overhead costs incurred as the result of performance under the PSG. Neither AID grant funds nor the Grantee's matching non-Federal contributions can be used for payment of such costs.

3. Indefinite Quantity of Contract for Short-Term Advisory Services. -- A.I.D. may request short term professional

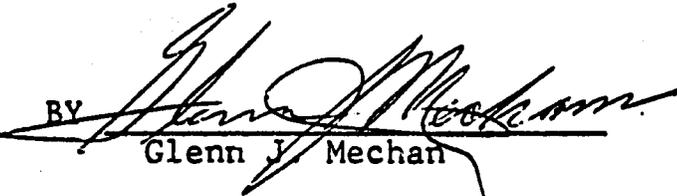
services from time to time through its missions, regional or Washington offices. Such short term services shall be defined and funded under an indefinite quantity contract (IQC) between A.I.D. and the University.

- 4. A.I.D. Employment and Interchange Programs. - The University's permanent employees may be assigned to A.I.D. missions and regional or central bureaus by mutual agreement of the parties. University employees would be engaged and funded in accordance with the applicable provisions of the Joint Career Corps (JCC), or the Inter-Governmental Personnel Act (IPA), as implemented by A.I.D.

UTAH STATE UNIVERSITY

UNITED STATES OF AMERICA  
Agency for International  
Development

BY

  
Glenn J. Mehan

BY

  
M. Peter McPherson

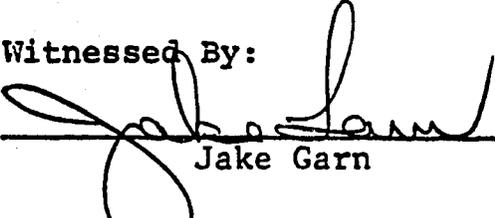
TITLE Chairman,  
Institutional Council

TITLE Administrator

DATE JUN 27 1983

DATE JUN 27 1983

Witnessed By:

  
Jake Garn  
Senator, State of Utah

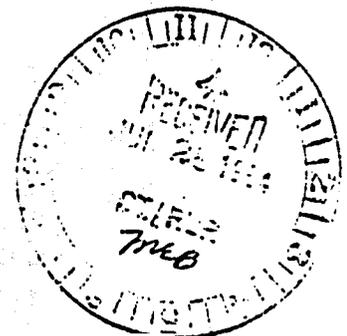
JUN 27 1983

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
AGENCY FOR INTERNATIONAL DEVELOPMENT  
AND THE  
PURDUE UNIVERSITY

Pursuant to the authority contained in Title XII of the Foreign Assistance Act of 1961, as amended, the Agency for International Development ("A.I.D.") and Purdue University ("University") hereby enter into this Memorandum of Understanding ("Memorandum").

ARTICLE I - PURPOSE

Title XII of the Foreign Assistance Act, as amended, (hereinafter referred to as Title XII) has as its broad, overriding purpose to marshal the human and institutional resources of eligible universities, in a more effective partnership with A.I.D., in order to train people and develop and strengthen self-sustaining institutions serving agriculture and rural life in developing countries. The ultimate objective of this partnership is the prevention of famine and freedom from hunger -- to be realized by provision of long term support to the application of science for solving food and nutrition problems in developing countries; by improving U.S. university involvement in AID's efforts to apply science to the goal of increasing world food production; and by strengthening the capabilities of individual universities in program related institutional development.



The commitment of eligible universities of the United States to participate in A.I.D.'s international agricultural programs is recognized as vital in providing sustained support for helping the developing countries to solve their food and nutrition problems. At the same time, the commitment of A.I.D. to a long term relationship with universities also is recognized as essential if universities are to achieve their full potential in assisting A.I.D. to accomplish its mission.

This Memorandum establishes the initial framework for a collaborative relationship and understanding between A.I.D. and the University, and provides broad guidelines for the joint planning and implementation of international food, nutrition, agricultural development, and related programs, under authority of the Title XII amendment. This Memorandum is also intended to facilitate the further development of an efficient and effective long-term partnership and working relationship between the University and AID in the conduct of mutually agreed upon components of the AID program and Title XII legislation. In furtherance of this purpose, it provides for joint development of a forward planning mechanism which projects the levels and kinds of services for long-term participation by the University in AID programs.

This Memorandum sets forth actions to be taken by AID and by the University which constitute a quid pro quo that will assure the University continuity of involvement in a longer term setting, and will assure A.I.D. of a more qualified, responsive, and effective university resource with greater capacity to support A.I.D.'s Title XII programs on a sustained basis.

ARTICLE II - THE UNIVERSITY

1. The University has adopted and implemented policies and procedures which encourage faculty and staff involvement in international programs, and which demonstrate the commitment of its administrators to University involvement in such programs. A statement of these policies and procedures is included as Attachment A to this Memorandum.
2. The University has submitted to the Board for International Food and Agricultural Development (BIFAD) its data for the Registry of Institutional Resources (RIR).

ARTICLE III - DURATION, REVIEW, FORWARD PLANNING AND EXTENSION

This Memorandum is effective on the date of the last signature hereto and will remain in effect for five (5) years. In order to maintain a five-year forward term, the Memorandum may be extended for one year as mutually agreed by the parties at the time of each annual review and forward planning exercise discussed next below.

Annually, during the 4th quarter of AID's fiscal year, the parties will conduct a formal review and forward planning exercise. This exercise will cover all activities conducted under the MOU, including a review of ongoing implementation of policies and procedures under Articles II and V hereof. It will also include a review of projected activities for the next five year period. Forward planning will include identification of opportunities in terms of Title XII projects, programs of work of individual faculty, and research and training in order for A.I.D. and the University to achieve the levels

and kinds of services which may be required. The parties may also mutually agree at that time on the one year extension, modifications, amendments, or termination of the Memorandum.

#### ARTICLE IV - EVALUATION

In addition to the review described under Article III, A.I.D., BIFAD or the University may request special reviews and evaluations of the implementation of this Memorandum at any time. The results of such reviews shall be reported in writing to A.I. D., BIFAD and the University.

#### ARTICLE V - COLLABORATION WITH SMALL INSTITUTIONS

The parties recognize that small institutions within the community of U.S. universities have significant talent and expertise in specific areas relevant to international development programs. It is agreed that maximum advantage should be taken of these resources in the design and implementation of A.I.D. and other projects, and that A.I.D. and the university should encourage the participation of, and collaborative relationships with, small institutions in the conduct of Title XII programs.

#### ARTICLE VI - UNIVERSITY PARTICIPATION

1. The University agrees to use its best efforts to provide personnel from its regular or long term faculty and staff for long term participation in Title XII programs in cooperating countries with emphasis on the African continent as follows:

- A. Subject Matter Concentration

1. Pl. genetics, improvement, production including integrated pest management and storage, and handling of agronomic, horticultural, and forestry crops important in the LDC.
2. Farming systems, farm management, and agricultural production economics.
3. Public policies relevant to agricultural modernization, rural development and international agricultural trade.
4. Tropical and sub-tropical soils and other natural resources including soil erosion, land use capabilities, and remote sensing of agricultural and other resources.
5. Human nutrition and health.
6. Alternative sources of energy and energy policies
7. Animal production and health.

**B Long Term Staff Assignments Abroad**

Person-years per fiscal year of professional services in long term faculty and staff assignments abroad.

<u>Fiscal Year</u>	<u>Person Years per Fiscal Year</u>
1983	15
1984	15
1985	15
1986	15
1987	15

For purposes hereof a long term staff assignment abroad means an assignment to work on an AID funded Title XII activity in a cooperating country continuously for one year or more.

- C. Short Term Staff Assignments - Short-term professional services funded under the indefinite quantity contract (IQC) provided for in Article VIII-3.

Attachment B specifies the number of long term staff currently assigned abroad and projected to be assigned abroad under Title XII contracts and grants.

2. Staff Changes. The levels of professional person-years may be adjusted by amendment to this Memorandum in accordance with findings of the review made under Articles III or IV, or as otherwise agreed.

#### ARTICLE VII - SUSTAINED A.I.D. SUPPORT

For the term of this agreement, A.I.D. agrees to use its best efforts to support the level of person years of professional services in the subject fields as specified in Article VI-1 above. Such efforts shall be directed as follows:

- A. Alternative Program and Project Opportunities. In order to provide sustained employment at the specified levels, A.I.D. agrees, subject to the availability of funds and the mutual agreement of the parties, to provide the University with alternative program and project opportunities.

- B. Program Support Grant. The Program Support Grant discussed next under Article VIII - 2 may be used, as an alternative to A above, to sustain, for interim periods, the employment levels specified in Article VI-1-B. The non-matched portion of the Program Support Grant (stipulated as component B in Article VIII-2) will not be used for interim support at levels in excess of those specified in Article VI-1-B.

- C. Other Alternatives. If, during any interim period, the University has not achieved A.I.D. support at the specified levels of long-term staff assignments abroad in Title XII areas under various

other agreements between A.I.D. and the University, and so requests, A.I.D. will otherwise seek to the maximum extent practicable, to sustain those levels of employment. Such sustaining may be realized through the placement of staff members into activities funded by A.I.D. under contracts, grants or cooperative agreements with other entities; temporary assignments of the University's permanent employees in accordance with the applicable provisions of a Dual Path Employment Agreement (DPEA), or the Inter-Governmental Personnel Act (IPA), as implemented by A.I.D.

#### ARTICLE VIII- AGREEMENTS AND FUNDING

1. Contracts and Grants. Funding for university participation described in Article VI will be available through contracts, grants, and cooperative or other agreements secured by the university from A.I.D. under applicable acquisition and award procedures.

2. Program Support Grant (PSG). A.I.D. will utilize a "Program Support Grant" to fund the maintenance of long term professional support of A.I.D.'s foreign assistance programs, and for the conduct of other university activities directed toward sustaining and upgrading Title XII performance capabilities, and fulfilling the objectives of Title XII directed efforts. Subject to the availability of funds, the annual amount of the program support grant will be ten percent of the annual average of A.I.D. business for the immediate past three years up to a maximum of \$300,000 per year. Unexpended funds can be accumulated under the Program Support Grant in an amount not to exceed the total of amounts that could have been obligated to the grant over the immediately preceding three years. While the grant will be for support of A.I.D.'s

programs, the University shall have maximum responsibility and flexibility in managing the grant. The grant will specify that A.I.D.'s funds will be in support of the following activities:

- A. to mobilize its professional and institutional resources, prepare its staff, focus relevant aspects of its research and educational programs on LDC problems and otherwise increase and maintain its capacity to participate in Title XII and related activities in the LDCs. Expenditures under this category are not meant to replace items normally included in grants and contracts.
- B. to meet unanticipated interim costs associated with core staff, programs and position when not assigned to funded Title XII activities.

PSG funds made available to the University by A.I.D which are utilized for functional component A above, will be matched dollar for dollar by the University with non-federal contributions.

PSG funds utilized for functional component B above, will not be matched by the University.

The Grantee shall bear all indirect or overhead costs incurred as the result of performance under the PSG. Neither AID grant funds nor the Grantee's matching non-Federal contributions can be used for payment of such costs.

3. Indefinite Quantity of Contract for Short-Term Advisory Services. -- A.I.D. may request short term professional

services from time to time through its missions, regional, or Washington offices. Such short term services shall be defined and funded under an indefinite quantity contract (IQC) between A.I.D. and the University.

4. A.I.D. Employment and Interchange Programs. - The University's permanent employees may be assigned to A.I.D. missions and regional or central bureaus by mutual agreement of the parties. University employees would be engaged and funded in accordance with the applicable provisions of the Joint Career Corps (JCC), or the Inter-Governmental Personnel Act (IPA), as implemented by A.I.D.

PURDUE UNIVERSITY

BY

John W. Hicks III  
John W. Hicks III

TITLE Acting President

DATE 12 APR 1983

UNITED STATES OF AMERICA  
Agency for International  
Development

BY

M. Peter McPherson  
M. Peter McPherson

TITLE Administrator

DATE 12 APR 1983

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No. DAN-0000-B-00-3004-00

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
AGENCY FOR INTERNATIONAL DEVELOPMENT  
AND THE  
UNIVERSITY OF FLORIDA

Pursuant to the authority contained in Title XII of the Foreign Assistance Act of 1961, as amended, the Agency for International Development ("A.I.D.") and University of Florida ("University") hereby enter into this Memorandum of Understanding ("Memorandum")

ARTICLE I - PURPOSE

Title XII of the Foreign Assistance Act, as amended, (hereinafter referred to as Title XII) has as its broad, overriding purpose to marshall the human and institutional resources of eligible universities, in a more effective partnership with A.I.D., in order to train people and develop and strengthen self-sustaining institutions serving agriculture and rural life in developing countries. The ultimate objective of this partnership is the prevention of famine and freedom from hunger -- to be realized by provision of long term support to the application of science for solving food and nutrition problems in developing countries; by improving U.S. university involvement in AID's efforts to apply science to the goal of increasing world food production; and by strengthening the capabilities of individual universities in program related institutional development.

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The commitment of eligible universities of the United States to participate in A.I.D.'s international agricultural programs is recognized as vital in providing sustained support for helping the developing countries to solve their food and nutrition problems. At the same time, the commitment of A.I.D. to a long term relationship with universities also is recognized as essential if universities are to achieve their full potential in assisting A.I.D. to accomplish its mission.

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This Memorandum sets forth actions to be taken by AID and by the University which constitute a quid pro quo that will assure the University continuity of involvement in a longer term setting, and will assure A.I.D. of a more qualified, responsive, and effective university resource with greater capacity to support A.I.D.'s Title XII programs on a sustained basis.

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## ARTICLE II - THE UNIVERSITY

1. The University has adopted and implemented policies and procedures which encourage faculty and staff involvement in international programs, and which demonstrate the commitment of its administrators to University involvement in such programs. A statement of these policies and procedures is included as Attachment A to this Memorandum.
2. The University has submitted to the Board for International Food and Agricultural Development (BIFAD) its data for the Registry of Institutional Resources (RIR).

## ARTICLE III - DURATION, REVIEW, FORWARD PLANNING AND EXTENSION

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The parties recognize that small institutions within the community of U.S. universities have significant talent and expertise in specific areas relevant to international development programs. It is agreed that maximum advantage should be taken of these resources in the design and implementation of A.I.D. and other projects, and that A.I.D. and the university should encourage the participation of, and collaborative relationships with, small institutions in the conduct of Title XII programs.

#### ARTICLE VI - UNIVERSITY PARTICIPATION

1. The University agrees to use its best efforts to provide personnel from its regular or long term faculty and staff for long term participation in Title XII programs in cooperating countries as follows:

- A. Subject Matter Concentration

1. Farming Systems Research and Extension
2. Humid Tropical Food Crops and Livestock  
Production
3. Tropical Plant Protection
4. Institution Building
5. Low Fossil Fuel Energy Systems

B. Long Term Staff Assignments Abroad

Person-years per fiscal year of professional services in long term faculty and staff assignments abroad.

<u>Fiscal Year</u>	<u>Person Years per Fiscal Year</u>
1983	14
1984	14
1985	14
1986	14
1987	14

For purposes hereof a long term staff assignment abroad means an assignment to work on an AID funded Title XII activity in a cooperating country continuously for one year or more.

C. Short Term Staff Assignments - Short-term professional services funded under the indefinite quantity contract (IQC) provided for in Article VIII-3.

Attachment B specifies the number of long term staff currently assigned abroad and projected to be assigned abroad under Title XII contracts and grants.

2. Staff Changes. The levels of professional person-years may be adjusted by amendment to this Memorandum in accordance with findings of the review made under Articles III or IV, or as otherwise agreed.

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ARTICLE VII - SUSTAINED A.I.D. SUPPORT

For the term of this agreement, A.I.D. agrees to use its best efforts to support the level of person years of professional services in the subject fields as specified in Article VI-1 above. Such efforts shall be directed as follows:

A. Alternative Program and Project Opportunities. In order to provide sustained employment at the specified levels, A.I.D. agrees, subject to the availability of funds and the mutual agreement of the parties, to provide the University with alternative program and project opportunities.

B. Program Support Grant. The Program Support Grant discussed next under Article VIII - 2 may be used, as an alternative to A above, to sustain, for interim periods, the employment levels specified in Article VI-1-B. The non-matched portion of the Program Support Grant (stipulated as component B in Article VIII-2) will not be used for interim support at levels in excess of those specified in Article VI-1-B.

C. Other Alternatives. If, during any interim period, the University has not achieved A.I.D. support at the specified levels of long-term staff assignments abroad in Title XII areas under various other agreements between A.I.D. and the University, and so requests, A.I.D. will otherwise seek to the maximum extent practicable, to sustain those levels of employment. Such sustaining may be realized through the placement of staff members into activities funded by A.I.D. under contracts, grants or cooperative agreements with other entities; temporary assignments of the University's permanent employees in accordance with the applicable provisions of a Dual Path Employment Agreement (DPEA), or the Inter-Governmental Personnel Act (IPA), as implemented by A.I.D.

## ARTICLE VIII- AGREEMENTS AND FUNDING

1. Contracts and Grants. Funding for university participation described in Article VI will be available through contracts, grants, and cooperative or other agreements secured by the university from A.I.D. under applicable acquisition and award procedures.

2. Program Support Grant (PSG). A.I.D. will utilize a "Program Support Grant" to fund the maintenance of long term professional support of A.I.D.'s foreign assistance programs, and for the conduct of other university activities directed toward sustaining and upgrading Title XII performance capabilities, and fulfilling the objectives of Title XII directed efforts. Subject to the availability of funds, the annual amount of the program support grant will be ten percent of the annual average of A.I.D. business for the immediate past three years up to a maximum of \$300,000 per year. Unexpended funds can be accumulated under the Program Support Grant in an amount not to exceed the total of amounts that could have been obligated to the grant over the immediately preceding three years. While the grant will be for support of A.I.D.'s programs, the University shall have maximum responsibility and flexibility in managing the grant. The grant will specify that A.I.D.'s funds will be in support of the following activities:

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PSG funds made available to the University by A.I.D which are utilized for functional component A above, will be matched dollar for dollar by the University with non-federal contributions.

PSG funds utilized for functional component B above, will not be matched by the University.

The Grantee shall bear all indirect or overhead costs incurred as the result of performance under the PSG. Neither AID grant funds nor the Grantee's matching non-Federal contributions can be used for payment of such costs.

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4. A.I.D. Employment and Interchange Programs. - The University's permanent employees may be assigned to A.I.D. missions and regional or central bureaus by mutual agreement of the parties. University employees would be

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engaged and funded in accordance with the applicable provisions of the Joint Career Corps(JCC), or the Inter-Governmental Personnel Act (IPA), as implemented by A.I.D.

UNIVERSITY of FLORIDA

UNITED STATES OF AMERICA  
Agency for International  
Development

BY Robert Q. Marston

BY M. Peter McPherson

TITLE President

TITLE Administrator

DATE \_\_\_\_\_

DATE \_\_\_\_\_

UNIVERSITY OF FLORIDA

Policies and Procedures: Staff Involvement in  
International Activities

INTERNATIONAL FACULTY  
POLICY AND PROCEDURES  
UNIVERSITY OF FLORIDA

A policy statement recently adopted by the University of Florida and specifically spelled out through legislative action follows as a guide to promotion and tenure evaluations for international faculty.

" 6C1-7.321 Academic Affairs: Faculty Foreign Service.

(1) Full-time faculty members who work for the University in foreign countries shall retain all rights and privileges of on-campus faculty members, including those of salary increases, promotion and tenure.

(2) No person of professional rank will be employed by the University for official duties outside the United States in other than full professional status as a member of a faculty when such duties are expected to last for a period of twelve (12) or more months. Persons employed for consultation or short-term tasks of less than twelve (12) months' duration will work on a special contract basis with no University rank or other connections except as specified in the individual contract.

(3) Research and/or evaluation activities will be an assumed component of every foreign program, whether or not they are the primary interest of the program. The classic function of universities -- preservation, dissemination, and advancement of knowledge -- shall collectively form basic criteria for approval of any foreign activity.

(4) Overseas Teaching Centers -- The overseas teaching centers in Florence, Italy, and London, England, will be considered University Centers. Refer to 6C-5.271, F.A.C.

Specific Authority: 240.277(1), F.S.

Law Implemented: 240.209(1), 240.227(1), (5), (6), 447.203(2), F.S.

History: New 8-26-81 "

The above statement does not delineate procedures for faculty evaluation, promotion and tenure within International Programs. Specifically, the procedures for evaluating international faculty are those used for evaluating domestic faculty. The annual work plan and overall job description for the faculty becomes the benchmark for evaluation. It is important that the job description and plan of work properly identify those expectations surrounding international employment. Once achieved and once the faculty person accomplishes these objectives the evaluation is based upon performance and output relative to those guidelines. This is true for research, extension or education faculty on domestic employment. Procedures specifically include evaluation by peers, department chairmen, deans, vice-presidents, the President of the University and the Board of Regents. Faculty committees represent departments, colleges and the University in the review process. Salary decisions apart from promotion and tenure decisions are made within the administrative structure of the University. Faculty with international assignments as a portion of their on-campus duties are evaluated according to the job description and plan of work with reference to the proportion of time devoted to international activity. As a result of a relatively objective and open policy towards international

INTERNATIONAL FACUL

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programs faculty, several cases of faculty being promoted and tenured while on international assignments at the University of Florida have occurred as evidence of a generally successful policy and procedure framework.

Specifically, for International Programs in Agriculture the Director is given an opportunity to evaluate international faculty and intercede as appropriate with salary, promotion and tenure recommendations. The Director of International Programs in Agriculture is directly responsible to the Vice-President for Agricultural Affairs and makes his input known not only at that level but at department levels as appropriate.

Because of the Title XII Strengthening Grant Program a recent review of tenure and promotion has further raised awareness of International Programs and created an improved attitude within the tenure and promotion framework for evaluating international faculty. This change has occurred without formal policy action. Such awareness is important for peer evaluations as well as administrative evaluations.

UNIVERSITY OF FLORIDA

Long Term Faculty and Staff Assignments Abroad:

Current and Projected Levels for Performance in  
Title XII Activities

I. AID/afr-c-1653 (Malawi)

	FY 83	FY 84	FY 85*	FY 86*	FY 87*
A. Research Coordinator & Chief of Party	12	12	--	--	--
1. McCloud, D.					
B. Agronomist	12	12	--	--	--
1. Hodges, E.					
C. Horticulturist	12	12	--	--	--
1. Unencumbered					
2. Unencumbered					
D. Plant Breeder	12	12	--	--	--
1. Pasley, S.					
E. Livestock Research	12	6	--	--	--
1. Gray, R.					
F. Farming Systems	6	--	--	--	--
1. Hanson, A.					
G. Research Economist	12	12	--	--	--
1. Pervis, D.					
H. Librarian	12	12	--	--	--
1. Unencumbered					

\* Expected continuation of contract at same level of support.

II. No Number - Signed 7/22/82 (Cameroon)

A. Team Leader & Chief of Party	12	12	12	12	12
1. Busby, J.					
B. Research & Extension Specialist	12	12	12	12	7
2. Pritchett, W.					
C. University Administrator	12	12	12	--	--
1. Spinks, D.					
D. Agricultural Curriculum	--	--	12	12	7
1. Unencumbered					
E. Basic Science	--	--	12	12	--
1. Unencumbered					
F. Rural Education	--	--	12	12	--
1. Unencumbered					
G. Rural Technology	--	6	12	12	--
1. Unencumbered					
H. Agricultural Economics	--	--	12	12	12
1. Unencumbered					
I. Librarian	--	--	12	12	4

LATIN AMERICA

I. AID/518-466 (Ecuador)

A. Agricultural Economist					
1. Dow, K.	12	12	6	--	--
2. Moscardi, E.	12	12	6	--	--
B. Entomology					
1. Unencumbered	12	12	12	--	--
C. Soil Conservation					
1. Unencumbered	12	12	--	--	--
D. Food Technologist					
1. Unencumbered	12	12	--	--	--
E. Extension					
1. Unencumbered	12	12	--	--	--

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MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
AGENCY FOR INTERNATIONAL DEVELOPMENT  
AND  
COLORADO STATE UNIVERSITY

*file*

Pursuant to the authority contained in Title XII of the Foreign Assistance Act of 1961, as amended, the Agency for International Development ("A.I.D.") and Colorado State University ("University") hereby enter into this Memorandum of Understanding ("Memorandum").

ARTICLE I - PURPOSE

Title XII of the Foreign Assistance Act, as amended, (hereinafter referred to as Title XII) has as its broad, overriding purpose to marshal the human and institutional resources of eligible universities, in a more effective partnership with A.I.D., in order to train people and develop and strengthen self-sustaining institutions serving agriculture and rural life in developing countries. The ultimate objective of this partnership is the prevention of famine and freedom from hunger -- to be realized by provision of long term support to the application of science for solving food and nutrition problems in developing countries; by improving U.S. university involvement in AID's efforts to apply science to the goal of increasing world food production; and by strengthening the capabilities of individual universities in program related institutional development.

The commitment of eligible universities of the United States to participate in A.I.D.'s international agricultural programs is recognized as vital in providing sustained support for helping the developing countries to solve their food and nutrition problems. At the same time, the commitment of A.I.D. to a long term relationship with universities also is recognized as essential if universities are to achieve their full potential in assisting A.I.D. to accomplish its mission.

This Memorandum establishes the initial framework for a collaborative relationship and understanding between A.I.D. and the University, and provides broad guidelines for the joint planning and implementation of international food, nutrition, agricultural development, and related programs, under authority of the Title XII amendment. This Memorandum is also intended to facilitate the further development of an efficient and effective long-term partnership and working relationship between the University and AID in the conduct of mutually agreed upon components of the AID program and Title XII legislation. In furtherance of this purpose, it provides for joint development of a forward planning mechanism which projects the levels and kinds of services for long-term participation by the University in AID programs.

This Memorandum sets forth actions to be taken by AID and by the University which constitute a quid pro quo that will assure the University continuity of involvement in a longer term setting, and will assure A.I.D. of a more qualified, responsive, and effective university resource with greater capacity to support A.I.D.'s Title XII programs on a sustained basis.

## ARTICLE II - THE UNIVERSITY

1. The University has adopted and implemented policies and procedures which encourage faculty and staff involvement in international programs, and which demonstrate the commitment of its administrators to University involvement in such programs. A statement of these policies and procedures is included as Attachment A to this Memorandum.
2. The University has submitted to the Board for International Food and Agricultural Development (BIFAD) its data for the Registry of Institutional Resources (RIR).

## ARTICLE III - DURATION, REVIEW, FORWARD PLANNING AND EXTENSION

This Memorandum is effective on the date of the last signature hereto and will remain in effect for five (5) years. In order to maintain a five-year forward term, the Memorandum may be extended for one year as mutually agreed by the parties at the time of each annual review and forward planning exercise discussed next below.

Annually, during the 4th quarter of AID's fiscal year, the parties will conduct a formal review and forward planning exercise. This exercise will cover all activities conducted under the MOU, including a review of ongoing implementation of policies and procedures under Articles II and V hereof. It will also include a review of projected activities for the next five year period. Forward planning will include identification of opportunities in terms of Title XII projects, programs of work of individual faculty, and research and training in order for A.I.D. and the University to achieve the levels and kinds of services which may be required. The parties may also mutually agree at that time on the one year extension, modifications, amendments, or termination of the Memorandum.

#### ARTICLE IV - EVALUATION

In addition to the review described under Article III, A.I.D., BIFAD or the University may request special reviews and evaluations of the implementation of this Memorandum at any time. The results of such reviews shall be reported in writing to A.I. D., BIFAD and the University.

#### ARTICLE V - COLLABORATION WITH SMALL INSTITUTIONS

The parties recognize that small institutions within the community of U.S. universities have significant talent and expertise in specific areas relevant to international development programs. It is agreed that maximum advantage should be taken of these resources in the design and implementation of A.I.D. and other projects, and that A.I.D. and the university should encourage the participation of, and collaborative relationships with, small institutions in the conduct of Title XII programs.

#### ARTICLE VI - UNIVERSITY PARTICIPATION

1. The University agrees to use its best efforts to provide personnel from its regular or long term faculty and staff for long term participation in Title XII programs in cooperating countries as follows:
  - A. Subject Matter Concentration
    1. Water Resource Development
    2. Strengthening of National Systems in Research, Extension, and Education
    3. Rainfed/Dryland Agriculture
    4. Agriculture Sector Analysis, Policy, Pricing and Marketing

B. Long Term Staff Assignments Abroad

Person-years per fiscal year of professional services in long term faculty and staff

<u>Fiscal Year</u>	<u>Person Years per Fiscal Year</u>
1983	15
1984	16
1985	16
1986	16
1987	16

For purposes hereof a long term staff assignment abroad means an assignment to work on an AID funded Title XII activity in a cooperating country continuously for one year or more.

C. Short Term Staff Assignments - Short-term professional services funded under the indefinite quantity contract (IQC) provided for in Article VIII-3.

Attachment B specifies the number of long term staff currently assigned abroad and projected to be assigned abroad under Title XII contracts and grants.

2. Staff Changes. The levels of professional person-years may be adjusted by amendment to this Memorandum in accordance with findings of the review made under Articles III or IV, or as otherwise agreed.

ARTICLE VII - SUSTAINED A.I.D. SUPPORT

For the term of this agreement, A.I.D. agrees to use its best efforts to support the level of person years of professional services in the subject fields as specified in Article VI-1 above. Such efforts shall be directed as follows:

A. Alternative Program and Project Opportunities. In order to provide sustained employment at the specified levels, A.I.D. agrees, subject to the availability of funds and the mutual agreement of the parties, to provide the University with alternative program and project opportunities.

B. Program Support Grant. The Program Support Grant discussed next under Article VIII - 2 may be used, as an alternative to A above, to sustain, for interim periods, the employment levels specified in Article VI-1-B. The non-matched portion of the Program Support Grant (stipulated as component B in Article VIII-2) will not be used for interim support at levels in excess of those specified in Article VI-1-B.

C. Other Alternatives. If, during any interim period, the University has not achieved A.I.D. support at the specified levels of long-term staff assignments abroad in Title XII areas under various other agreements between A.I.D. and the University, and so requests, A.I.D. will otherwise seek to the maximum extent practicable, to sustain those levels of employment. Such sustaining may be realized through the placement of staff members into activities funded by A.I.D. under contracts, grants or cooperative agreements with other entities; temporary assignments of the University's permanent employees in accordance with the applicable provisions of a Dual Path Employment Agreement (DPEA), or the Inter-Governmental Personnel Act (IPA), as implemented by A.I.D.

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ARTICLE VIII- AGREEMENTS AND FUNDING

1. Contracts and Grants. Funding for university participation described in Article VI will be available through contracts, grants, and cooperative or other agreements secured by the university from A.I.D. under applicable acquisition and award procedures.

2. Program Support Grant (PSG). A.I.D. will utilize a "Program Support Grant" to fund the maintenance of long term professional support of A.I.D.'s foreign assistance programs, and for the conduct of other university activities directed toward sustaining and upgrading Title XII performance capabilities, and fulfilling the objectives of Title XII directed efforts. Subject to the availability of funds and the mutual agreement of the parties, the annual amount of the program support grant will be ten percent of the annual average of A.I.D. business for the immediate past three years up to a maximum of \$300,000 per year. Unexpended funds can be accumulated under the Program Support Grant in an amount not to exceed the total of amounts obligated to the grant over the immediately preceding three years. While the grant will be for support of A.I.D.'s programs, the University shall have maximum responsibility and flexibility in managing the grant. The grant will specify that A.I.D.'s funds will be in support of the following activities:

- A. to mobilize its professional and institutional resources, prepare its staff, focus relevant aspects of its research and educational programs on LDC problems and otherwise increase and maintain its capacity to participate in Title XII and related activities in the LDCs. Expenditures under this category are not meant to replace items normally included in grants and contracts.
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- B. to meet unanticipated interim costs associated with core staff, programs and position when not assigned to funded Title XII activities.

PSG funds made available to the University by A.I.D which are utilized for functional component A above, will be matched dollar for dollar by the University with non-federal contributions.

PSG funds utilized for functional component B above, will not be matched by the University.

The Grantee shall bear all indirect or overhead costs incurred as the result of performance under the PSG. Neither AID grant funds nor the Grantee's matching non-Federal contributions can be used for payment of such costs.

3. Indefinite Quantity of Contract for Short-Term Advisory Services. -- A.I.D. may request short term professional services from time to time through its missions, regional, or Washington offices. Such short term services shall be defined and funded under an indefinite quantity contract (IQC) between A.I.D. and the University.
4. A.I.D. Employment and Interchange Programs. - The University's permanent employees may be assigned to A.I.D. missions and regional or central bureaus by mutual agreement of the parties. University employees would be

engaged and funded in accordance with the applicable provisions of the Joint Career Corps (JCC), or the Inter-Governmental Personnel Act (IPA), as implemented by A.I.D.

COLORADO STATE UNIVERSITY

BY Ralph E. Christoff  
Ralph E. Christoffersen

TITLE President

Date OCT. 4 - 1982

UNITED STATES OF AMERICA  
Agency for International  
Development

BY M. Peter McPherson  
M. Peter McPherson

Title Administrator

Date OCT. 4 - 1982

COLORADO STATE UNIVERSITY

Policies and Procedures: Staff Involvement in  
International Activities