

Ronald Reagan Presidential Library
Digital Library Collections

This is a PDF of a folder from our textual collections.

Collection: Duggin, Thelma P.: Files, 1981-1983

Folder Title: Executive Order 12320 (5 of 5)

Box: 7

To see more digitized collections visit:

<https://www.reaganlibrary.gov/archives/digitized-textual-material>

To see all Ronald Reagan Presidential Library Inventories, visit:

<https://www.reaganlibrary.gov/archives/white-house-inventories>

Contact a reference archivist at: **reagan.library@nara.gov**

Citation Guidelines: <https://reaganlibrary.gov/archives/research-support/citation-guide>

National Archives Catalogue: <https://catalog.archives.gov/>

Last Updated: 08/18/2023

IMPLEMENTATION OF EXECUTIVE ORDER 12232

(THE INVOLVEMENT OF FEDERAL AGENCIES WITH HISTORICALLY
BLACK COLLEGES AND UNIVERSITIES)

IMPLEMENTATION DIRECTIVE

I. Background

Executive Order 12232 intensifies efforts by the Administration to assist historically Black colleges and universities. These efforts were initiated by President Carter in a memorandum dated January 17, 1979, to all Federal departments and agencies. In this memorandum the President directed all Federal departments and agencies to:

- Review contract and grant programs to assure that historically Black institutions were not excluded;
- Where appropriate, set targets for increasing Black college participation in Federal programs beyond Fiscal Year 1978 levels;
- Establish a forum for increasing communication between Federal officials and representatives of the historically Black institutions; and
- Appoint a high-ranking official to oversee activity in the department or agency and to act as liaison to the White House staff.

The President has concluded that a more structured effort would result in more effective steps by Federal agencies to provide expanded opportunities to historically Black colleges and universities. Accordingly, the President issued Executive Order 12232 on August 8, 1980.

In the Executive Order, the President directed the Secretary of Education, working with representatives of Federal departments, establishments and agencies, to implement a major initiative designed to achieve a significant increase in the participation of historically Black colleges and universities in federally sponsored programs. Through this initiative, Federal agencies will identify, reduce, and eliminate barriers which may, in the past, have limited the opportunity for Black colleges and universities to participate in and benefit from federally sponsored programs.

The following Implementation Directive describes the steps to be taken by all Federal agencies in response to Executive Order 12232.

II. Scope and Purpose

This Directive applies to all Federal agencies as defined in Part II. The purpose of the Directive is to provide Federal agencies with guidance necessary to assist them in fulfilling their obligations under Executive Order 12232.

III. Definitions

For the purpose of this Directive, the following definitions shall apply:

"Agency" means all executive departments, establishments and agencies of the Federal Government as described in appendix A.

"Barriers" means regulations, procedures, practices or requirements which have the effect, whether or not intended, of limiting or precluding the participation of historically Black colleges and universities in Federal programs.

"Federally Sponsored Programs" means all programs and activities sponsored by Federal agencies in which colleges and universities are eligible to participate, including, but not limited to, such activities as grants, contracts, pre- and post-application technical assistance, personnel recruitment, faculty-staff exchanges, cooperative education, internships and other similar programs.

"Historically Black Colleges and Universities" means those institutions of postsecondary education that were originally founded for the purpose of providing educational opportunities for individuals of the "Negro or Colored" race, which continue to provide postsecondary education opportunities for Black Americans by enrolling a majority of Black Americans as students, and which are included in appendix B. (Historically Black colleges and universities are to be distinguished from predominately Black colleges and universities which include institutions of higher education whose Black student population exceeds 50 percent according to the latest Higher Education and General Information Survey Report.)

"Immediate Subordinate" means an individual with decision making authority who reports directly to the head of the agency.

"Initiative" means the Federal Initiative which is described in Section 1-101 of Executive Order 12232.

"Institution of Postsecondary Education" means an educational institution in any State, which (1) admits as regular students only persons having a certificate of graduation from a school providing secondary education, or the recognized equivalent of such a certificate, (2) is legally authorized within that State to provide a program beyond secondary education, and (3) provides an educational program for which at least an associate degree is awarded.

IV. Lead Agency Responsibilities

The lead agency shall be responsible for performing the following functions:

Designation of Lead Official. The Secretary of Education ("Secretary") shall designate an immediate subordinate ("lead official") who shall be responsible for implementing the provisions of Executive Order 12232.

Design and Implementation of Initiative. The Secretary shall design a Government-wide Initiative which shall serve as a framework for individual agency efforts to identify, reduce, and eliminate barriers which may have resulted in reduced participation in, or receipt of benefits by historically Black colleges and universities in federally sponsored programs. The Initiative shall also describe the affirmative effort each agency shall undertake to increase significantly the participation of these colleges and universities in the future. The Secretary shall assist individual agencies to implement the Initiative in accordance with their obligations as described below.

Goal Setting. Each agency is responsible for developing proposed goals to be reached as part of the Initiative. The Secretary shall consult with agency heads, and the Director, Office of Management and Budget, as necessary, to ensure that agency goals, to be adopted as part of the Initiative, are appropriate and effective to achieve the purpose of the Initiative.

Comments by Historically Black Colleges and Universities. The Secretary shall ensure that the Presidents of historically Black colleges and universities are advised about and provided an opportunity to comment on this Implementation Directive, and other major actions taken to implement the Initiative. The Secretary shall also provide the Presidents of these colleges and universities with an opportunity, at appropriate times, to comment on the effectiveness with which the Initiative is being implemented.

Annual Reports. By March 30, 1981, and on a date to be established by the Secretary in each succeeding year, the Secretary shall submit a report to the President describing steps taken in implementing the Initiative. The report shall include a discussion of the levels of participation by historically Black colleges and universities in the programs of each agency, and the extent to which their participation has been increased in relation to annual agency goals. The report shall also include the Secretary's recommendations for improving agency efforts to implement the Initiative to increase significantly the participation of historically Black colleges and universities in agency programs.

V. Agency Responsibilities

Designation of Agency Representative and Agency Liaison. The head of each agency shall designate immediately an agency representative and agency liaison for purposes of this Initiative.

The agency representative shall be an immediate subordinate of the head of the agency. For example, an agency's Assistant Secretary for Policy or Management would be an appropriate agency representative. The agency representative shall be responsible for ensuring that initial and annual reviews are conducted, that appropriate goals are set, that an implementation strategy is developed, that the effectiveness of the agency's actions in implementing the Initiative is monitored, and that other steps are taken, as necessary, to implement the Initiative in an effective manner.

The agency liaison shall be from the same office as the agency representative, or from a different office within an agency, as the head of the agency deems appropriate. For example, the agency liaison may be a subordinate of the agency representative or may be a member of a minority affairs office within an agency. The agency liaison shall serve as the agency's day-to-day contact point with the lead agency, and shall provide support for the agency representative, as necessary, in implementing the Initiative.

Initial Review. By no later than December 15, 1980, each agency shall complete an initial review of the participation, during FY 1979 and 1980, by historically Black colleges and universities, in federally sponsored programs administered by that agency. In the course of its review, the agency shall:

- Determine the number and identity of historically Black colleges and universities which have applied to participate in each of the agency's programs, and the number and identity of such colleges and universities which have participated in those programs and the level of their participation (e.g., frequency, level of expenditures, and obligations). The agency shall also summarize the extent such colleges and universities have participated in the following categories of funding: student assistance, research and development, facilities and equipment, personnel activities (e.g., TPAs, internships, etc.), and other institutional assistance.
- Determine the extent to which institutions of postsecondary education, in general, have applied to participate and have participated in each agency program in each of the funding categories described above.
- Discuss the extent to which goals set for FY 1980 and initiatives or implementation strategies developed in response to the President's January 17, 1979, Directive, have been accomplished.
- Identify any practical, legal, or other barriers which may have been responsible for limiting the participation of historically Black colleges and universities in each agency program.

- Where applicable, discuss reasons why FY 1980 goals were not achieved.
- Provide such other information as the lead agency shall request.

Goal Setting and Implementation Strategy. For each fiscal year, each agency shall set goals designed to increase significantly the participation by historically Black colleges and universities in federally sponsored programs administered by the agency.

- Goals shall be set in each of the following areas, where applicable:
 - student assistance
 - research and development
 - facilities and equipment
 - personnel activities
 - other institutional assistance
- Goals shall be:
 - measurable
 - time-oriented
 - feasible
 - reasonably related to (1) barriers to participation and (2) problems of past underrepresentation of historically Black colleges and universities discovered in the course of the agency review.

The agency shall also develop an implementation strategy for achieving proposed goals. The implementation strategy shall include steps such as the following:

- Communicating and disseminating information to historically Black colleges and universities (e.g., distribution of brochures, press releases, closing date notices, invitations to meetings or conferences, recruitment visits, etc.).
- Increasing technical assistance (including assistance in such areas as proposal preparation, award negotiation, or program management).
- Improving staff orientation (e.g., staff workshops for agency staff highlighting the unique role of historically Black institutions and discussing Executive Order 12332).
- Broadening the composition of advisory bodies and review panels to include an increased number of persons familiar with historically Black colleges and universities.
- Developing proposals for changes in agency regulations or where appropriate, possible legislative changes to eliminate barriers.
- Other steps, where legally feasible, to reduce and eliminate barriers to participation of historically Black colleges and universities.

Report for 1980. Each agency shall submit to the Secretary of Education a report describing its findings in conducting its initial review, including performance for FY 1980; its proposed goals for FY 1981 and 1982; and its implementation plan for FY 1981. The report shall include information submitted on forms to be provided by the lead agency, including forms provided at appendix C. Each agency shall submit any additional material in such form as may be appropriate. The agency shall work with the lead agency, as necessary, to ensure that its goals and implementation strategy are appropriate and effective. A draft report shall be submitted no later than December 1, 1980, and a final report shall be submitted by December 15, 1980. (NASA's 1980 report has been accomplished; copy attached).

Annual Review, Goal Setting and Report. In each succeeding year, the agency shall conduct a review, similar to its initial review, which covers agency activities and performance in the immediately preceding fiscal year. It shall also set goals and develop an implementation strategy for the fiscal year in question. The agency shall submit its report describing the findings of its review, its proposed goals and its implementation strategy by December 15 of each year. (NASA centers are to submit their reports to Code U no later than December 1 of each year in time to allow compiling into an agency report.)

Monitoring. Each agency shall monitor the effectiveness with which the Initiative is being implemented. Upon request, it shall report to the lead agency on its progress in completing steps described in its implementation plan and its progress in achieving its annual goals. (On a quarterly or semi-annual basis, NASA centers would be expected to provide data summarizing the efforts accomplished during the preceding period to the NASA Representative. Dates for submission will be determined later.)

GUIDELINES FOR CENTER REPORTING

As described in the Implementation Directive, each center's report should contain a narrative summary which covers review findings, previous year's performance, proposed goals for coming period, and its implementation plan for achieving approved goals. In addition, centers must also provide the information required on Forms A, B, C, D, and E attached with regard to activities in five funding categories involving institutions of post-secondary education. Additional sheets should be added, as necessary.

Form A. Form A requests information recording the present and past fiscal year's actual accomplishments and projections for the next fiscal year's expenditures, obligations, and activities.

Form B. Form B requests information regarding present fiscal year's goals adopted by the center, the extent to which goals were achieved, and the reason(s) for failure to achieve goals, if applicable.

Form C. Form C requests information regarding next fiscal year's goals and implementation strategies, and projected goals for two years hence. Goals and implementation strategies should be specific. They may be summarized in the space provided with additional information attached if needed. Goals need not be established for each program, but goals should be identified for at least one program in each funding year.

Form D. Form D requests a summary of actual present year's expenditures and next year's goals.

Form E. Form E requests a listing of historically Black colleges and universities which applied for funds in the appropriate fiscal year; historically Black colleges and universities awarded funds, and the amount of each award; and explanations for limited percentages of historically Black colleges and universities which applied for funds or were awarded funds under a particular program. Multi-year awards should be noted if applicable. FY 1981 and subsequent fiscal year projections should be based on center budget estimates where necessary.

The Government Will:

1. Enhance the capability of historically Black institutions to meet the needs of the Federal government
 - o Provide technical assistance to historically Black institution
 - o By providing resources for program development and capacity building in the areas of technology, economic development, computer science and tele-communication
 - o By promoting consortia among these institutions
 - o Assisting historically Black institutions in developing marketing packages
 - o Ensure the inclusion of historically Black institutions in identifiable higher educational institution populations in which the Federal government sponsors new and innovative research and development programs
2. Promote the full utilization of historically Black institutions by making Federal agencies aware of the capabilities and resources of these institutions
 - o Orientation sessions for agency personnel
 - o Newsletters, brochures, slide-tapes, seminars, workshops and personal visitations
3. Promote the utilization of historically Black institutions as vehicles in economic development
 - o Encourage Black entrepreneurship development activities i.e. management training, financial management
 - o Encouraging historically Black institutions to become self-sufficient by developing expertise in financial investments
 - On campus better utilization or development of resources, facilities and land
 - Investment in the local community (i.e. shopping centers, banks or real estate)
4. Encourage the private sector to increase its involvement with historically Black institutions in the areas:
 - o Cooperative ventures
 - o Encourage further development of the Cluster Program
 - o Promoting sub-contracting opportunities for historically Black institutions
 - o Provide incentives for private sector to cooperative with historically Black institutions
 - o Corporate responsibility for community services

Check w/ way on CED

5. Develop regional resource centers to enhance historically Black institutions
 - o Information
 - o Coordination
 - o Technical Assistance
6. Encourage greater historically Black institutions student participation in government and private industry work experience programs
7. Promote greater utilization of volunteers in historically Black institutions
 - o Advocacy or support organizations
 - o Media
 - o Alumni groups
 - o Fraternal organizations
8. Encourage the development of cooperative ventures between historically Black institutions, local school agencies, state educational agencies and private industry
9. Ensure that historically Black institutions will receive an equitable distribution of Federal resources
 - o Annual Report to the President
 - o Set-up tracking system for proposals in the Federal system
 - o Involve historically Black institutions' faculties in the review process
10. Encourage the development of historically Black institutions as instruments of international development
 - o Promote international training programs to be housed on historically Black institutions' campuses
 - o Encourage the utilization of historically Black institutions as sites for foreign visitation programs
 - o Encourage greater participation of historically Black institutions in providing technical assistance to foreign countries

THE WHITE HOUSE

EXECUTIVE ORDER

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

By the authority vested in me as President, by the Constitution of the United States of America, and in order to maximize the development of human resources and to strengthen the capacity of historically Black colleges and universities, and to provide visible White House leadership and support for this vital effort, I hereby revoke Executive Order 12232 and issue a new Executive Order number _____ as follows:

- 1-101 The Vice President shall provide leadership and give direction to the implementation of this Federal initiative to increase the participation of historically Black colleges and universities in Federally sponsored programs.
- 1-102 The Secretary of Education shall provide administrative support and give supervisory direction to the implementation of this Federal Initiative and shall periodically report its progress to the Vice President.
- 1-103 The head of each Executive Agency shall designate an immediate subordinate who will be responsible for implementing the agency responsibilities set forth in this Order.
- 1-104 The head of each Executive Agency shall annually establish written strategies and procedures designed to increase the participation of historically Black colleges and universities in Federally sponsored programs and shall report to the Secretary of Education the results of each agency's efforts. Particular attention shall be given to identifying and reducing regulatory and procedural barriers.
- 1-105 The head of each Executive Agency shall encourage the involvement of corporations, foundations, philanthropists, and community-based organizations in ways to improve the self-sufficiency of historically Black colleges and universities. Corporations and foundations will be encouraged to involve the Chief Executive Officer of the Historically Black Colleges to participate on their boards and in their philanthropic ~~decision~~ decision-making activities. The Secretary of Education shall provide coordination, review and technical assistance for all efforts made by each Federal agency in encouraging participation of the private sector to enhance higher education opportunities for Black Americans, and will report to the Vice President on such efforts.

- 1-106 The head of each Executive Agency shall encourage corporations, foundations, and philanthropists to set aside a portion of their research contracts, scholarship programs and discretionary annual giving funds and whenever possible and appropriate allocate these to the Historically Black Colleges and Universities.
- 1-107 The head of each Executive Agency shall establish annual goals for their agencies. These goals shall be reviewed by the Secretary of Education and the Office of Management and Budget. The review process shall determine the adequacy of the goals in relationship to previous levels of participation. Upon completion of the review process the goals will be submitted to the Vice President.
- 1-108 The Secretary of Education shall submit an annual report to the President, through the Vice President. The report shall include the levels of participation by historically Black colleges and universities in the programs of each Executive Agency. The report shall also include any appropriate recommendations for improving the Federal response directed by this Order.
- 1-109 Executive Agencies shall identify and utilize the statutory authorities, regulations and policies which can provide greater utilization of historically Black institutions in Federal programs.
- 1-110 Executive agencies shall review their programs and priorities for the purpose of promoting and maximizing the capabilities of historically Black colleges and universities. They will promote greater utilization of historically Black institutions to meet agency identified needs. Particular attention should be focused on ways to enhance the research capabilities of the Historically Black Colleges and Universities.
- 1-111 Each Executive Agency shall review its current programs and practices and initiate new efforts to increase the participation of historically Black colleges and universities in the programs of the agency. Particular attention should be given to identifying and eliminating unintended regulatory and procedural barriers.

LIST OF DESIGNATED AGENCIES FOR EXECUTIVE ORDER 12320

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

- ✓ 1. The Honorable John R. Block
Secretary of Agriculture
Department of Agriculture
14th and Independence Avenue S.W.
Washington, D.C. 20250
- ✓ 2. The Honorable Malcom Baldrige
Secretary of Commerce
14th St. Between Constitution Ave. & E. St. N.W.
Washington, D.C. 20230
- ✓ 3. The Honorable Casper W. Weinberger
Secretary of Defense
The Pentagon
Washington, D.C. 20301
4. ✓ The Honorable Terrel H. Bell
Secretary of Education
400 Maryland Avenue S.W.
Washington, D.C. 20202
- ✓ 5. The Honorable James B. Edwards
Secretary of Energy
James Forrestal Bldg.
1000 Independence Avenue S.W.
Washington, D.C. 20585
- ✓ 6. The Honorable Richard S. Schweiker
Secretary
Department of Health and Human Services
200 Independence Avenue S.W.
Washington, D.C. 20201
- ✓ 7. The Honorable Samuel R. Pierce, Jr.
Secretary
Department of Housing & Urban Development
451 7th Street S.W.
Washington, D.C. 20410
8. The Honorable James G. Watt
Secretary of Interior
Department of Interior
C Street Between 18th and 19th Street N.W.
Washington, D.C. 20240

9. The Honorable William French Smith
Attorney General of the United States
Department of Justice
Constitution Avenue and Tenth Street N.W.
Washington, D.C. 20530
10. The Honorable Raymond J. Donovan *check w/ Janice*
Secretary of Labor
Department of Labor
200 Constitution Avenue N.W.
Washington, D.C. 20530
11. The Honorable Alexander M. Haig, Jr.
Secretary of State
Department of State
2201 C Street N.W.
Washington, D.C. 20520
12. The Honorable Andrew L. Lewis, Jr. - *Kenny Kleng*
Secretary of Transportation
Department of Transportation
400 7th Street S.W.
Washington, D.C. 20590
- ✓ 13. The Honorable Donald T. Regan
Secretary of the Treasury
Department of the Treasury
15th Street and Pennsylvania Avenue N.W.
Washington, D.C. 20229
- ✓ 14. The Honorable Thomas W. Pauken
Director
ACTION
806 Connecticut Avenue N.W.
Washington, D.C. 20525
- ✓ 15. The Honorable M. Peter McPherson
Acting Director
Agency for International Development
320 21st Street N.W.
Washington, D.C. 20523
- ✓ 16. The Honorable Albert P. Smith, Jr.
Federal Cochairman
Appalachian Regional Commission
1666 Connecticut Avenue, N.W.
Washington, D.C. 20235
17. The Honorable William J. Casey
Director of Central Intelligence
Central Intelligence Agency
Washington, D.C. 20505

✓ 18. The Honorable Ann McGill Gorsuch
Administrator
Environmental Protection Agency
401 M Street S.W.
Washington, D.C. 20460

✓ 19. The Honorable Al Sweeney
Director
Equal Employment Opportunity Commission
2401 E Street N.W.
Washington, D.C. 20424

✓ 20. The Honorable Gerald P. Carmen
Administrator of General Services
General Services Administration
General Services Building
18th and F Streets N.W.
Washington, D.C. 20405

21. The Honorable ~~John W. Shirley~~ Charles Wick
Acting Director
International Communication Agency
✓ 1750 Pennsylvania Avenue, N.W.
Washington, D.C. 20547

Mrs. Mariada
Bourgin
John Wiersma

✓ 22. The Honorable Alan M. Lovelace
Acting Administrator
National Aeronautics and Space Administration
400 Maryland Avenue S.W.
Washington, D.C. 20546

✓ 23. The Honorable Lawrence Cornell
Chairman
National Credit Union Administration
1776 G Street N.W.
Washington, D.C. 20427

24. The Honorable ~~Livingston L. Biddle, Jr.~~ Hodson
Chairman
National Endowment for the Arts
2401 E Street N.W.
Washington, D.C. 20500

Dr. Walter Anderson
634-6008

✓ 25. The Honorable Joseph D. Duffey
Chairman
National Endowment for the Humanities
806 15th St. N.W.
Washington, D.C. 20506

June Harrison
Edith Jacobs

✓ 26. The Honorable Lewis M. Branscomb
Chairman
National Science Foundation
1800 G Street N.W.
Washington, D.C. 20550

✓ 27. The Honorable Joseph M. Hendric
Chairman
Nuclear Regulatory Commission
1717 H Street N.W.
Washington, D.C. 20555

✓ 28. The Honorable Michael Cardenas
Administrator
Small Business Administration
1441 L Street N.W.
Washington, D.C. 20416

- Bob Turnbull

Robert Wright

✓ 29. The Honorable S. Dillion Ripley
Secretary
Smithsonian Institution
Washington, D.C. 20560

✓ 30. The Honorable S. David Freeman
Chairman
Tennessee Valley Authority
400 Commerce Avenue
Knoxville, TN 37902

31. ~~The Honorable Donald L. Custis~~
~~Acting Administrator~~
Veterans Administration
810 Vermont Avenue N.W.
Washington, D.C. 20420

Robert Nimmo
389-3775

Frank De George
Assoc. Dept. - Administrator
for Admin

Anthony Maura
Carlos Salazar

Comments from Presidents of Historically Black
Colleges and Universities on the First
Annual Federal Plan to Assist Historically
Black Colleges and Universities

Comments on the First Annual Federal Plan to assist historically Black colleges and universities (HBCUs) was requested by mail from one hundred three (103) historically Black college and university presidents and several Black higher education advocacy organizations. Replies were received from 45.6% or 47 college and university presidents via telephone or written communication. Generally, the respondents stated that the turn around time was far too short for an in-depth comprehensive analysis. The data used in this report is found in the appendix.

Methodology

A survey instrument was devised with a Likert-type scale to provide HBCU presidents with an opportunity of expressing whether the survey items presented had strong potential(76-100%), average potential (51-75%), or some potential (50% or less).

The categories in the survey includes the following areas:

- I. Responses to the Recommendation
- II. Responses to Actual vs. Projected Funding
- III. Responses to the White House Initiative Plan

Findings

The report indicated strong support for certain items considered in the First Annual Plan. Ratings concerning recommendations revealed the following results:

- o Items receiving strongest support included the one which required agency heads to coordinate with the Secretary of Education and the one requiring a central information center for the receipt and dissemination of general and application information beneficial to HBCUs.
- o The remaining items received strong or average support.

Ratings concerned with actual vs. projected funding revealed that:

- o The two items in this category were viewed as having little usefulness to HBCUs.

Ratings concerned with the White House Initiative's work plan revealed that:

- o The White House Initiative work plan has some potential.

Responses to Item 2 elicited several comments and recommendations. Comments reported were as follows:

- o Overall, HBCU presidents suggested that some things have been accomplished very well, however, other areas need considerable attention.
- o Proposed reductions in student financial assistance in the FY 1982 and FY 1983 budgets will cause undue hardship for HBCUs, although the presidents understand the Administration's posture on financial aid is derived from an overall-need to reduce the Federal budget. Since an overwhelming majority of students attending HBCUs depend on Federal, State or other forms of student assistance to meet their cost of attendance, it is perceived that if such support is reduced, it will severely limit student access to higher educational opportunities at HBCUs. It is further perceived that drastic reductions in campus-based Title IV assistance could be devastating to HBCUs. Thus, the Presidents felt that the First Annual Plan did not place emphasis on the importance of Title IV, the proposed reductions in this Program and the negative impact these reductions will have on HBCUs. The presidents also expressed great concern regarding reductions in programs that provide direct services to students. Such reductions are perceived as adversely affecting enrollment patterns--preventing students from enrolling in HBCUs and forcing them to go to institutions where such services are provided by the private sector.
- o Considerable concern was expressed about the level of funding to be obligated to HBCUs through the Title III, Institutional Aid Programs. The fact that 17 historically Black colleges and universities did not meet the eligibility requirements of the Aid to institutions with Special Needs (Part B) caused considerable concern inasmuch as these institutions depend heavily on Title III assistance and this program contains the Black college set-aside.
- o The Executive Order calls for the departments and agencies to develop specific objectives as a critical part of their planning efforts, but these objectives were not included in the plan. The President's major concern appear to be that, unless agencies develop realistic objectives designed to produce new initiatives and activities that increase financial assistance to HBCUs, the Executive Order will not be of major significance.

- o Concern was expressed that some of the present agency liaison persons do not appear to occupy sufficiently responsible or accountable positions within their agencies to carry out effectively the Executive Order. Individuals located in responsible budgetary and planning divisions appear to the presidents to be in a stronger position to carry out the requirements and the intentions of the Executive Order.
- o Concern that the lack of clarity as to how the gathering of financial information and other data will assist in improving the HBCUs financial posture.
- o Concerned that data on faculty and staff will become the basis for further litigation regarding, "reverse discrimination charges".

Recommendations reported were as follows:

1. The the Federal agency heads and their key staff convene a working group of HBCU presidents and major corporate executives to take place to discuss means of increasing HBCU's participation in agency and corporate activities. Of critical importance would be the identification of the HBCU working group and the criteria to be used in the process.
2. That the Secretary of Education be given an expanded role in monitoring and enforcing the recommendations.
3. That a list of priorities be developed for the President.
4. That each Federal department or gancy assemble a list of major corporate contractors and universities with whom it does over a million dollars of business a year.
5. That discretionary funds be used as set-asides for HBCU activities. This approach has merit for HBCUs and the Federal agencies.
6. That the First Annual Federal Plan be adjusted to reflect funding to individual institutions in order to reduce disparity between amounts made available o selected HBCUs.

EXECUTIVE ORDER

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

By the authority vested in me as President by the Constitution of the United States of America, in order to advance the development of human potential, to strengthen the capacity of historically Black colleges and universities to provide quality education, and to overcome the effects of discriminatory treatment, it is hereby ordered as follows:

Section 1. The Secretary of Education shall supervise annually the development of a Federal program designed to achieve a significant increase in the participation by historically Black colleges and universities in Federally sponsored programs. This program shall seek to identify, reduce, and eliminate barriers which may have unfairly resulted in reduced participation in, and reduced benefits from, Federally sponsored programs. This program will also seek to involve private sector institutions in strengthening historically Black colleges.

Sec. 2. Annually, each Executive Department and those Executive agencies designated by the Secretary of Education shall establish annual plans to increase the ability of historically Black colleges and universities to participate in Federally sponsored programs. These plans shall consist of measurable objectives of proposed agency actions to fulfill this Order and shall be submitted at such time and in such form as the Secretary of Education shall designate. In consultation with participating Executive agencies, the Secretary of Education shall undertake a review of these plans and develop an integrated Annual Federal Plan for Assistance to Historically Black Colleges for consideration

by the President and the Cabinet Council on Human Resources (composed of the Vice President, the Secretaries of Health and Human Services, Agriculture, Labor, Housing and Urban Development, and Education, the Attorney General, the Counsellor to the President, and the White House Chief of Staff).

Sec. 3. Each participating agency shall submit to the Secretary of Education a mid-year progress report of its achievement of its plan and at the end of the year an Annual Performance Report which shall specify agency performance of its measurable objectives.

Sec. 4. Prior to the development of the First Annual Federal Plan, the Secretary of Education shall supervise a special review by every Executive agency of its programs to determine the extent to which historically Black colleges and universities are given an equal opportunity to participate in Federally sponsored programs. This review will examine unintended regulatory barriers, determine the adequacy of the announcement of programmatic opportunities of interest to these colleges, and identify ways of eliminating inequities and disadvantages.

Sec. 5. The Secretary of Education shall ensure that each president of a historically Black college or university is given the opportunity to comment on the proposed Annual Federal Plan prior to its consideration by the President, the Vice President, and the Cabinet Council on Human Resources.

Sec. 6. The Secretary of Education, to the extent permitted by law, shall stimulate initiatives by private sector businesses and institutions to strengthen historically Black colleges and universities, including efforts to further improve their management, financial structure, and research.

Sec. 7. The Secretary of Education shall submit to the President, the Vice President, and the Cabinet Council on Human Resources an Annual Federal Performance Report on Executive Agency Actions to Assist Historically Black Colleges. The report shall include the performance appraisals of agency actions during the preceding year to assist historically Black colleges and universities. The report will also include any appropriate recommendations for improving the Federal response directed by this Order.

Sec. 8. The special review provided for in Section 4 shall take place not later than November 1, 1981. Participating Executive agencies shall submit their annual plans to the Secretary of Education not later than January 15, 1982. The first Annual Federal Plan for Assistance to Historically Black Colleges developed by the Secretary of Education shall be ready for consideration by the President, the Vice President, and the Cabinet Council on Human resources not later than March 31, 1982.

Sec. 9. Executive Order No. 12232 of August 8, 1980, is revoked.

THE WHITE HOUSE,
September 15, 1981.

Ronald Reagan