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UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE OF THE ASSISTANT SECRETARY FOR CIVIL RIGHTS

JUN 30 1983

The Honorable Bob Graham  
Governor of Florida  
Tallahassee, Florida 32201

Dear Governor Graham:

This letter confirms information that was given to Commissioner Ralph D. Turlington, Mr. Francis Millett, Ms. Delores Auzenne and other Florida officials at a meeting with Mr. William Thomas, Regional Director for the Office for Civil Rights (OCR), and other OCR staff on June 21, 1983 concerning Florida's proposed amendments to its 1978 higher education desegregation plan (Plan). It also requests further information and actions that are necessary to make the proposed addendum acceptable.

As explained in the meeting, the proposed amendments, which consist of the May 5, 1983 submission from the Division of Community Colleges (DCC) and the June 3, 1983 submission from the State University System (SUS) (hereinafter referred to as the Addendum), contain some new measures that should result in progress toward the goals and commitments of the 1978 Plan. However, as discussed below, additional information and measures are needed.

Programs Dependent upon Funding

Several new or expanded academic programs and recruitment measures are dependent upon the Legislature's approval of funds. These include the Magazine Production and Graphic Arts programs scheduled for implementation at Florida A & M University (FAMU) in 1983; the Film/Electronics Media program scheduled for implementation at FAMU in 1985; the PACE program at FAMU; the Florida Institute of Education Pre-Collegiate Program; the Special Summer Program for Black Graduate and Professional Students; and the Graduate Student Grant-in-Aid Program. The three new academic programs for FAMU were included in the 1978 Plan and implementation dates for them have been postponed repeatedly. The amendments should contain assurances that the actions set forth will be taken so that the goals and commitments of the 1978 Plan will be achieved by fall 1985.

Enhancement and Desegregation of Florida A&M University

The Addendum describes actions that may be taken to further enhance and desegregate FAMU. As indicated below these descriptions are incomplete in important respects; moreover, we believe that additional actions are needed to enhance FAMU to enable it to attract students on a non-racial basis.

a. New Academic Programs

At the June 21 meeting Florida officials stated that legislative funding for Respiratory Therapy and Health Management has already been allocated and that funding for Landscape Design will be acquired through internal reallocation. As discussed above, funding for Magazine Production, Graphic Arts, and Film/Electronics Media are dependent upon legislative action. Florida officials stated that they expect all of the new academic programs scheduled for implementation in fall 1983 to begin enrolling students this fall. However, no enrollment projections have been provided for Landscape Design and Film/Electronics Media. The projections and an explanation of their derivation should be included in the Plan amendments.

Based on the Addendum and statements made at the June 21 meeting, we understand that the joint FAMU/FSU Institute of Engineering has been in operation for one year and that funds for constructing a facility for the Institute have been requested from the State Legislature. Please explain how the Institute will contribute to the enhancement and further desegregation of FAMU. Specifically, indicate whether all FAMU and FSU engineering courses are offered by the Institute and, if not, how the Institute's courses relate to those offered directly by FAMU or FSU. Also, please tell us what courses are offered on FAMU's campus and on FSU's campus and provide the enrollment in these courses by race. Procedures and requirements for admission to the Institute should also be provided.

b. Lifting Existing Enrollment Caps on Selected High Demand Programs

The Addendum projects an increase in enrollment in certain high demand programs of 325 students resulting from the removal of enrollment caps on these programs. Please provide the basis for these projections.

c. Evening Courses at FAMU

The Addendum proposes 2 + 2 programs in Allied Health, Education, and Engineering Sciences and Technology with Tallahassee Community College and projects an increase of 150 full-time equivalent students in FAMU's enrollment by 1985-86 as a result of these programs. At the June 21 meeting, we were informed that only Allied Health programs would be available this fall. We were also told that Florida State University (FSU) would not compete with FAMU's evening programs. Please indicate the starting dates for all proposed evening programs and the basis for the projected enrollments in each.

d. Programs on Military Bases

We understand from discussions at the June 21 meeting that FAMU will begin offering classes in engineering technology at Cecil Field this fall, that no other SUS institution will serve Cecil Field, and that military personnel are not expected to take courses at the FAMU campus. Please indicate the projected enrollment in these courses. We were also told that programs at other military bases are in the early discussion stage and are not likely to come to fruition during the next academic year. Please keep OCR informed of the status of these programs.

e. Physical Facilities and Resources

All physical plant studies have recently been submitted to OCR, and our review of these is not completed. We understand that some scheduled renovations at FAMU have been delayed.

As indicated above, we believe that further action is needed to enhance FAMU. The Revised Criteria Specifying the Ingredients of Acceptable Plans to Desegregate State Systems of Public Higher Education provides guidance on how to accomplish this. In addition, I am enclosing portions of another State plan that you may find useful.

Student Recruitment Measures

State University System (SUS)

The SUS has set forth five proposed statewide student recruitment measures and additional institutional measures in the Appendix to the Addendum. It has also augmented two statewide measures with proposed increased funding. Each institution should describe how it will adopt and implement all measures cited. The discussion of each measure should include the following:

- a) a description of the activity;
- b) the projected number of students that will be affected and the anticipated results;
- c) the identification of the person(s) responsible for implementing the measure;
- d) a timetable for implementation; and
- e) the projected cost and identification of the funding source.

High schools, community colleges, four year colleges and local organizations to be visited for recruiting should be identified. Where general recruitment

activities, e.g., college fairs or seminars, are mentioned, the specific ways in which black students will be targeted should be explained. Further, FAMU should describe the additional measures it will implement to increase white enrollment.

We have enclosed sample measures for student recruitment at graduate and professional schools that provide examples of the type of specificity that should be contained in each of your proposed recruitment measures. These sample measures should be used for developing undergraduate measures as well.

#### Division of Community Colleges

At the June 21 meeting DCC officials stated that they do not expect to receive revised institutional recruitment plans until July 15, 1983. All plans should be completed and provided to OCR as soon as possible but in no event later than August 1. All recruitment measures should contain the degree of specificity described above.

#### Impact Assessment

Recent changes in Florida's admission requirements indicate that the participation of black students in the SUS will decrease. Florida has not adequately assessed the impact of these changes, as called for in its 1978 Plan, nor has it set forth sufficient counter measures to alleviate the anticipated adverse impact on black students. As discussed with State officials, educationally sound steps should be taken designed to provide students with alternative methods of demonstrating their abilities. Further actions are called for as described below.

##### a. College Level Academic Skills Test (CLAST)

The results of the first administration of the CLAST show that black students fail at a higher rate than white students. The State should complete an impact assessment now and develop specific measures designed to offset any adverse effect on black students prior to using the test as an admissions requirement for upper division study.

##### b. Teacher Education Admissions Requirements

Based on the discussion at the June 21 meeting, we understand that Florida will complete its impact assessment of the new requirements for admission to teacher education programs and provide the results to OCR. It will describe the measures that will be implemented to offset any adverse impact on black students, including use of the 10% exception provision.

Employment of Black Faculty and Staff

The SUS has not provided sufficient information in its amendments on the Employee Grant-in-Aid Program and Graduate Student Grant-in-Aid Program to indicate how these programs will contribute to the achievement of the goals of the 1978 Plan. The Addendum should include a complete description of how these measures will be implemented. The discussion of each measure should contain the degree of specificity called for in the student recruitment measures noted above.

Monitoring and Reporting

In fulfillment of commitments in its 1978 Plan, Florida provides an annual statistical report on its desegregation efforts. Several reporting problems have been identified and discussed with Florida officials. In light of the requirement of the March 24 Adams order that an assessment of Florida's progress be made by April 1, 1984, it is especially important that the report due in February 1984 be submitted in an accurate and timely fashion. Therefore, we ask for assurances that these problems will be resolved before the next statistical report is due.

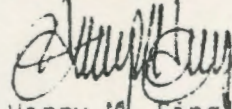
As explained in my letter of April 5, 1983, we are required by the court order in Adams v. Bell to accept amendments to Florida's 1978 higher education desegregation plan by June 30 or to prepare to initiate enforcement proceedings not later than September 15, 1983. Unfortunately, we are not able to accept Florida's proposed plan amendments at this time.

This does not foreclose continued efforts to develop acceptable plan amendments, and we strongly encourage Florida to continue the development of its amended plan. Should acceptable amendments be received prior to September 15, this would obviate the need for initiating enforcement proceedings. In order to ensure that we are able to evaluate and act favorably on any further proposals, they should be received not later than August 1.

The amendments must be signed by you, the Commissioner of Education, the Chancellor of the State University System, the Director of the Division of Community Colleges, and each institutional president.

Members of my staff are available to work with your representatives to provide whatever assistance we can in completing the development of the Florida plan amendments. We are confident that the issues outlined above can be resolved voluntarily and look forward to receiving a positive response.

Sincerely,



Harry M. Singleton  
Assistant Secretary  
for Civil Rights

Enclosures

cc: Mr. Ralph D. Turlington, Commissioner of Education  
Dr. Barbara W. Newell, Chancellor, State University System  
Mr. John Blue, Interim Director, Division of Community Colleges  
Presidents, Florida Institutions of Higher Education



L. H. F.

UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE OF THE ASSISTANT SECRETARY FOR CIVIL RIGHTS

JUN 30 1983

The Honorable Joe Frank Harris  
Governor of Georgia  
Atlanta, Georgia 30334

Dear Governor Harris:

This letter confirms information that was given to Mr. Tom Perdue of your office and other Georgia officials at a meeting with Mr. William Thomas, Office for Civil Rights (OCR) Regional Director, and OCR staff on June 16, 1983, concerning the 1983 Addendum to a Plan for the Further Desegregation of the University System of Georgia (Addendum).

As was explained in the meeting, the Addendum contains some new measures that may help the State attain the goals of its 1978 Plan. However, as discussed below, additional information and measures are needed to make Georgia's proposed plan amendments acceptable.

o Institutional Student Recruitment and Retention Plans

The Addendum should contain a plan for each institution that describes in detail the specific measures that will be taken to recruit and retain black students, in the case of the traditionally white institutions, and white students, in the case of traditionally black institutions. Institutional measures should include specific applications of the statewide measures already described in general terms in the plan in addition to other measures appropriate to each institution. The discussion of each measure should include the following:

- a) a description of the activity;
- b) the projected number of students that will be affected and the anticipated results;
- c) the identification of the person(s) responsible for implementing the measure;
- d) a timetable for implementation; and
- e) the projected cost and identification of the funding source.

In addition, we urge you to include in the amended plan actions that will be taken to alleviate the adverse effect that the Georgia Regents' Test has on the graduation of black students.



As discussed, there should be educationally sound steps designed to ensure that the test is valid and reliable and that students who have failed the test are afforded all reasonable opportunities to develop and demonstrate their competence. This request is consistent with Georgia's 1978 Plan in which the State committed itself to develop racial impact statements on actions that might impede achieving desegregation and not to take any actions that would thwart achieving the desegregation goals of the Plan.

Also, the 1978 Plan established 1982 graduate and professional school enrollment goals for those disciplines where black enrollment was not proportionate to the enrollment of black students currently receiving bachelor's degrees.\* Data supplied by the State, in the Appendix attached to the Addendum, indicate that only the goal for enrollment in Law has been met and that the other professional goals have not. The State has not provided requested information to assess progress toward graduate goals by field of study. This information should be supplied, and institutions offering these programs should include recruitment and retention measures designed to attain these goals. Sample graduate and professional school recruitment measures have been given to your representatives. (Please see enclosed copy.) These sample measures should be used for developing undergraduate measures as well.

#### o Institutional Employment Plans

The Addendum contains some general employment measures and promises institutional goals and timetables for the employment of black faculty and staff in August. Postponing this submission until after August 1 would not allow sufficient time for OCR to review these components of the Addendum. The Addendum should be revised to contain institutional employment plans for each traditionally white institution. In addition to goals and timetables, these employment plans should include new measures for the recruitment of blacks for all employment categories where employment falls below labor market availability or as otherwise provided in the 1978 Plan. Employment measures should have the same degree of specificity called for in the institutional recruitment and retention measures.

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\*These include Business and Management, Computer and Information Sciences, Education, Engineering, Fine and Applied Arts, Foreign Languages, Home Economics, Mathematics, Psychology, Public Affairs and Services, Dentistry, Medicine, Veterinary Medicine, and Law.

o Enhancement of Traditionally Black Institutions

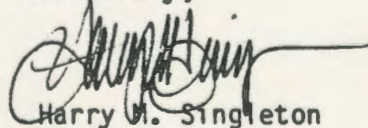
As requested in my January 31, 1983, letter to you, aggressive additional steps to further enhance and desegregate the State's traditionally black public institutions should be included in the Addendum. In addition, the "highest priority" should be given to carrying out all outstanding 1978 Plan commitments, including new facilities at Albany State College and at Fort Valley State College.

As previously explained in my April 5 letter to you, we are required by a March 24 court order in Adams v. Bell to accept amendments to Georgia's 1978 higher education desegregation plan by June 30 or to prepare to initiate enforcement proceedings not later than September 15, 1983. Unfortunately, we are not able to accept Georgia's proposed plan amendments at this time.

This does not foreclose continued efforts to develop acceptable plan amendments, and we strongly encourage Georgia to continue the development of its amended plan. Should acceptable amendments be received prior to September 15, this would obviate the need for initiating enforcement proceedings. In order to ensure that we are able to evaluate and act favorably on any further proposals, they should be received not later than August 1. The Addendum must be signed by you, the Chancellor of the University System of Georgia, each institutional president, and the Chairman of the University's Board of Regents.

Members of my staff are available to work with your staff to provide whatever assistance we can in completing the development of the Georgia plan amendments. We are confident that the issues outlined above can be resolved voluntarily and look forward to receiving a positive response.

Sincerely,



Harry M. Singleton  
Assistant Secretary  
for Civil Rights

Enclosure

cc: Dr. Vernon Crawford, Chancellor, University System of Georgia  
Mr. Thomas Perdue, Chief Administrative Officer, Office of the Governor  
Mr. O. Torbitt Ivey, Chairman, Georgia Board of Regents  
Presidents, Georgia Institutions of Higher Education



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE OF THE ASSISTANT SECRETARY FOR CIVIL RIGHTS

JUN 30 1983

Mr. Robert W. Scott  
State President  
Department of Community Colleges  
North Carolina State Board of Community Colleges  
Raleigh, North Carolina 27611

Dear Mr. Scott:

This letter confirms information provided and agreements reached at a meeting on June 24 attended by staff of the Office for Civil Rights (OCR), members of your staff, and Mr. Andrew Vanore, Senior Deputy Attorney General in North Carolina, concerning the proposed amendments to the North Carolina Community College System's (NCCCS) 1978 desegregation plan which you submitted on May 2, 1983.

As was explained in the meeting, we appreciate the care with which you have attempted to address some of the concerns raised in the letter of Mr. William H. Thomas, Director of the Atlanta Regional Office of OCR, to Dr. Larry J. Blake, dated January 31, 1983. Especially noteworthy were the constructive proposals for action by the Department of Community Colleges to help institutions identify and employ additional qualified black persons. However, as summarized below and discussed more fully in the enclosure to this letter, additional information and measures are needed to make the North Carolina Community College System's proposed plan amendments acceptable.

Enrollment of Black Students in the College Transfer Program

In both of its evaluation letters OCR has noted the failure of the Community College System to meet the 1978 Plan goal of increasing the number of black students in the College Transfer Program by 171 each year. You now propose to include students enrolled in all "college transferable" programs in measuring progress toward this goal. As I explained at the June 24 meeting, we do not believe that the March 24 court order permits us to change the interpretation of Plan language that has been accepted by North Carolina in its annual reports and by OCR for five years. On the other hand, we find persuasive the facts you have presented concerning the importance of the General Education and Technical Programs as sources of students who transfer to senior institutions.

*Cys to Hinton, Jan 83  
Atlanta  
orig to LEPS  
summary - 6/1  
-mlw*

We therefore continue to request that the Department of Community Colleges and appropriate institutions adopt additional measures in an effort to meet the enrollment goals of the College Transfer Program. At the June 24 meeting North Carolina officials stated that the Department of Community Colleges and the community colleges and technical institutes will commit themselves also to exert every effort to maintain the current proportion of black students in college transferable programs. For the purposes of this plan, college transferable programs include the College Transfer, General Education, and Technical Programs. The latest available data show that black enrollment in these programs taken as a whole is approximately 20 percent. This commitment should be included in the revised Plan. OCR will consider progress in both areas when determining whether substantial progress toward the student enrollment goal has been achieved.

You have proposed statewide measures designed to achieve the above-mentioned goals. The enclosure to this letter suggests specific ways to strengthen the measures that you have proposed. Further, it was agreed at the June 24 meeting that no later than August 15 individual institutional plans specifying the measures to be taken to meet the student enrollment goals of the 1978 Plan and its 1983 revision will be submitted to OCR. These plans should describe with specificity the activities that institutions will implement and identify the institutional officials who are responsible for them and the dates that the activities will occur.

#### Employment of Black Academic Personnel

The Department of Community Colleges commits itself to implement promising activities to assist the community colleges and technical institutes in increasing the number of black faculty and administrative staff that they employ. You have proposed to strengthen the job register, provide assistance to institutions, and monitor institutional progress. In some instances greater specificity is needed. The enclosure to this letter provides some guidance for improving the measures you have proposed.

Although your submission does not mention the revised institutional affirmative action plans requested in Mr. Thomas' letter of January 31, your representatives have agreed to supply them within the next several days. At that time you will indicate which plans are complete and which are not. Institutions supplying incomplete plans will be notified immediately by your Office of the actions that must be taken to complete them. OCR will begin evaluating the plans as soon as they are received and, as agreed during the June 24 meeting, your office will evaluate them simultaneously.

Appointment of Blacks to Institutional Governing Boards

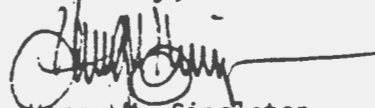
We appreciate your supplying copies of the letters to appointing authorities encouraging the appointment of additional black persons to institutional governing boards. When the responses are received, please supply copies to OCR's Atlanta Regional Office.

You have explained that institutions have "administrative areas." However, you have not identified them, and you have not supplied information on the racial composition of each administrative area. It is therefore not possible to determine which governing boards are representative of the area served. Your representatives have agreed to supply this information.

As previously explained in my April 5 letter to you, we are required by a March 24 court order in Adams v. Bell to accept amendments to the North Carolina Community College System's 1978 Plan by June 30 or initiate enforcement proceedings not later than September 15, 1983. Unfortunately, we are not able to accept the North Carolina Community College System's proposed Plan amendments at this time. However, if all of the items specified above and in the enclosure to this letter are supplied in a timely manner as agreed upon at the June 24 meeting, the plan amendments will be acceptable, and this will obviate the need for initiating enforcement proceedings. As stated by your representatives, your submission will include letters from each community college and technical institute in which they endorse the revised plan. In order to ensure that we are able to evaluate and act favorably on any further proposals, they should be received not later than August 15.

Members of my staff are available to work with your staff to provide whatever assistance we can in completing the development of the North Carolina Community College System Plan amendments. We are confident that the issues outlined above can be resolved voluntarily and look forward to receiving a positive response.

Sincerely,



Harry M. Singleton  
Assistant Secretary  
for Civil Rights

Enclosure

cc: Presidents of Community Colleges and Technical Institutes

OFFICE FOR CIVIL RIGHTS STAFF ANALYSIS  
OF THE  
NORTH CAROLINA DEPARTMENT OF COMMUNITY COLLEGES SUBMISSION OF MAY 2, 1983

I. Enrollment of Black Students in the College Transfer Program

A. Reinterpretation of college transfer goals.

The State proposes that enrollment goals in "college transferable programs" be substituted for the enrollment goals for the College Transfer Program. Information is provided on transfer agreements that permit advanced study at senior institutions by students in some Technical and General Education Programs. It is stated that "(t)hese agreements which continue to be expanded far exceed the original enrollment commitment of 171 blacks in college transfer programs."

Comment:

OCR does not have authority to reinterpret Plan language that has been accepted by North Carolina in its annual reports and by OCR for five years. The goals of the 1978 Plan remain in force. Nevertheless, information submitted by the State indicates the increasing importance of the General Education and Technical Programs as sources of students who transfer to senior institutions. North Carolina has agreed to commit itself to exert every effort to maintain the current racial proportion of black students in college transferable programs (College Transfer, General Education and Technical Programs). Accordingly, OCR will consider progress in both areas when determining whether substantial progress toward the student enrollment goal has been achieved.

B. Measures for increasing black enrollment in the College Transfer Program and "college transferable" programs.

Commitment:

To provide all institutions with a guide to successful methods for recruiting black students.

Comment:

The guide is a constructive activity. Additional specificity should be provided concerning dates for its publication and distribution, persons responsible for carrying out the activity, and from whom the guide may be obtained. Please clarify how successful programs have been identified for inclusion in the guide. (The May 2 Submission [Addendum, p. 1] states that no assessment has been made of the effectiveness of recruitment programs.)

Commitment:

To encourage, by letter and workshops, each institution to include in its catalogue descriptions of its transfer agreements.

Comment:

Please specify when letters will be sent and workshops will be held. For the workshops, specify the cost and who will bear it, location, dates, duration, agendas, categories of attendees, and how black students will be targeted.

Commitment:

To conduct three Federal Compliance Workshops.

Comment:

Please specify the purpose, cost and who will bear it, location, dates, duration, agendas, and categories of attendees.

Commitment:

To encourage additional transfer agreements with four-year institutions in the State.

Comment:

Please specify what steps will be taken and when, to promote additional agreements, and which traditionally white four-year institutions will be targeted as most promising. For each specific agreement, indicate the duration, the person responsible for implementing it, the anticipated number of students affected, any grade requirements or other restrictions on the transferability of credit, and how and when potential transferees will be informed of the program and its benefits.

Commitment:

To provide an annual report.

Comment:

Please clarify that this will be part of the August report to OCR, and that it will include the specific descriptions of each agreement indicated above.

C. Other student enrollment issues

1. Recent recruitment activities are described (Part one, page 4), but no commitment is made to their continuation. The criteria for selecting high schools and the means for targeting black students should be clarified. North Carolina officials have agreed that institutional plans will be supplied no later than August 15. As requested in OCR's letter of January 31, emphasis should be placed on the new activities that will be undertaken at each of the 18 institutions that failed to meet their enrollment goals.

2. Retention activities are alluded to generally, but are not described. It is not clear how completion rates are being calculated. Using data provided in your submission, OCR finds that black students consistently complete the College Transfer Program and all System programs at a rate below that of white students. (Completion rates may be approximated by dividing the number of students of one race who complete a program by the number of students of the same race who entered as first year students in the preceding year. A rougher approximation can be obtained by dividing the number of graduates by total enrollment the previous year for each race.) Institutions at which there is a disparity between completion rates of black and white students should include in their institutional plans descriptions of the new activities they will undertake to reduce the disparity.
3. Data on student transfers by race and receiving institution were requested but have still not been provided. Thus, it is not possible to determine whether white graduates of the System are transferring to TBIs, in fulfillment of the Plan commitment. We understand that capability to produce data in this areas is currently being developed.

## II. Employment of Black Academic Personnel

### A. Statewide Measures

#### Commitment:

Announcements of professional staff vacancies will be submitted promptly to the State Office.

#### Comment:

Institutions should include in vacancy announcements the deadline for receipt of applications and the contact person. Sufficient time should be allowed for advertising of positions. The State should provide figures for projected vacancies and anticipated new hires over the life of the Plan.

#### Commitment:

The State Office will send announcements to college and university placement offices in the State and to known qualified applicants.

#### Comment:

The State Office should also implement procedures to target appropriate institutions and academic departments in North Carolina and other



states that graduate significant numbers of black students with appropriate credentials.

Commitment:

The Department of Community Colleges will submit a list of qualified black applicants; review institutions' lists of applicants; and review the lists of persons interviewed.

Comment:

The commitment is satisfactory.

Commitment:

The Department of Community Colleges will ensure that institutions have explained the rationale for selections and identified the race of individuals selected and employed.

Comment:

In light of the State's concern about the availability of qualified black applicants in certain professional fields, for each vacancy please indicate in your reports to OCR the number of blacks receiving master's degrees or other appropriate credentials in North Carolina.

Commitment:

The State Office will submit biannual progress reports and, as necessary, meet with college representatives to encourage progress.

Comment:

The State should clarify the time frames for the progress reports and meetings in order to ensure that the goals of the Plan will be met by fall 1985.

Commitment:

The State Office will review progress achieved by institutions toward the goals contained in their affirmative action plans and recommend improved procedures, as necessary.

Comment:

The assistance and monitoring to be conducted by the State Office is exemplary.

B. Institutional Measures

The State's response does not mention the submission of revised institutional affirmative action plans requested in OCR's letter of January 31, 1983.

Comment:

At the June 24 meeting, North Carolina officials agreed to submit revised affirmative action plans within the next several days. These should include goals based on up-to-date availability data and anticipated vacancies, as well as concrete and specific measures that the institution will implement that show promise of achieving the goals of the plan.

Commitment:

Evaluation of affirmative action plans will be completed by August 15.

Comment:

The Department of Community Colleges and OCR will both evaluate the institutional affirmative action plans. As agreed at the June 24 meeting, the Department of Community Colleges will inform institutions as soon as possible how they should remedy deficiencies in their affirmative action plans. New measures should be identified and new activities implemented at all institutions that have not met their goals in the past, so that substantial progress can be demonstrated by February 1984.

III. Appointments of Blacks to Institutional Governing Boards

A. It is stated that institutions have "administrative areas."

Comment:

Please identify the administrative area of each institution and give its racial composition. This information is necessary in order to determine which governing boards are representative of the area served. Please provide a list of those boards that you have determined are not representative and indicate the basis for the determination.

B. Samples were supplied of the different letters sent to appointing authorities which were and were not representative, respectively.

Comment:

Please provide copies of responses from appointing authorities.



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE OF THE ASSISTANT SECRETARY FOR CIVIL RIGHTS

JUN 30 1983

Dr. J. A. Leone  
Chancellor  
Oklahoma State Regents for Higher Education  
500 Education Building  
State Capitol Complex  
Oklahoma City, Oklahoma 73105

Dear Dr. Leone:

I am writing to you at this time because Governor George Nigh has asked that we communicate with you directly on all matters related to the extension and expansion of Oklahoma's 1978 higher education desegregation plan.

On June 16, 1983 I wrote to Governor Nigh concerning the need to further enhance and desegregate Langston University. In a June 20, 1983 letter to you, Mr. Taylor August identified deficiencies in the other components of Oklahoma's Extended Revised Plan. Since June 20 we have received two additional submissions from Oklahoma: a new Extended Revised State Plan - Supplement Three [For Langston University], dated June 16, 1983, and a third version of the Revised Extended State Plan, dated June 24, 1983. This letter responds to these two documents.

Langston University Enhancement Plan

Your June 16 letter and revised plan for Langston crossed in the mail with my June 16 letter to Governor Nigh (copy enclosed). In that letter, I identified certain necessary components of a plan for Langston University. The document you submitted does not contain these components. Moreover, the description of the specific measures to be provided by Langston University indicates that they too will not contain the components. Accordingly, I am requesting that the Langston portion of Oklahoma's Extended Revised State Plan be revised to address the matters identified in my June 16 letter to Governor Nigh. Specifically, in that letter, I stated ". . . to be acceptable, the amended plan should include additional resources to be allocated to [Langston] University's main campus, and high demand or unduplicated academic programs that hold the promise of attracting significant numbers of white students." I also expressed concern about the effect of the recently established University Center in Tulsa on Langston's development in Tulsa. The amended plan should address this issue as well.

*cc's mailed by LEPS 7/1  
orig. mailed to  
by J. Agart  
7/1*

The Revised Criteria Specifying the Ingredients of Acceptable Plans to Desegregate State Systems of Public Higher Education provides guidance on how to further enhance and desegregate traditionally black institutions. In addition, I am enclosing a portion of the Kentucky Plan relating to that State's traditionally black institution that you may find applicable in Oklahoma.

#### Enrollment Goals for the Traditionally White Institutions

The revised goals included in the June 24 submission are acceptable. As explained previously, we are required by court order in Adams v. Bell to adhere to the goals and commitments set forth in Oklahoma's 1978 Plan.

#### Institutional Measures to Achieve Goals

We look forward to receiving revised institutional measures encompassing student recruitment and faculty employment as promised in the June 24 submission. An additional copy of the sample graduate and professional school recruitment measures that were given to you during the June 2 meeting in Dallas is enclosed for your convenience. These sample measures should be used for developing undergraduate student and employment measures as well. The State is responsible for seeing that these measures are developed and implemented properly.

#### Retention

Our June 20 letter requested additional information on retention rates and graduation goals to enable us to determine to what extent the existing goals must be revised to reflect current enrollment. Instead of supplying the requested information, Oklahoma has indicated in the June 24 submission that it will retain the graduation goals of the 1978 plan. At the same time, exception is taken to the goals as "philosophically and statistically flawed." As indicated, we are compelled by court order to maintain the goals and commitments that Oklahoma made in its 1978 plan. However, depending upon the facts, there may be some flexibility available to make some adjustments. We continue to be willing to discuss this possibility.

#### Reporting

The issue of the timing of the submission of Oklahoma's statistical report remains unresolved.

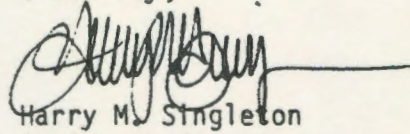
As explained in my letter of April 5, 1983, we are required by a March 24 court order in Adams v. Bell to accept amendments to Oklahoma's 1978 higher education desegregation plan by June 30 or to prepare to initiate enforcement proceedings not later than September 15, 1983. Unfortunately, we are not able to accept Oklahoma's proposed plan amendments at this time.

Page 3 - Dr. J. A. Leone

This does not foreclose continued efforts to develop acceptable plan amendments, and we strongly encourage Oklahoma to continue the development of its amended plan. Receipt of acceptable amendments before September 15 will obviate the need to initiate enforcement proceedings. To ensure that we can evaluate and act favorably on any further proposals and information, we should receive them no later than August 1.

Members of my staff will be in touch with you in the near future to provide whatever assistance we can in completing the development of the Oklahoma Extended Revised Plan. We are confident that the issues outlined above can be resolved voluntarily and look forward to receiving a positive response.

Sincerely,

A handwritten signature in black ink, appearing to read "Harry M. Singleton", with a long horizontal flourish extending to the right.

Harry M. Singleton  
Assistant Secretary  
for Civil Rights

Enclosures

cc: Governor George Nigh  
Edwin Long, Chairman, Board of Regents, Oklahoma State University and  
A&M Colleges  
Presidents, Oklahoma Public Institutions of Higher Education



*Ark. Hi Ed*

UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE OF THE ASSISTANT SECRETARY FOR CIVIL RIGHTS

JUN 30 1983

The Honorable Bill Clinton  
Governor of Arkansas  
State Capitol Building  
Little Rock, Arkansas 72201

Dear Governor Clinton:

This letter confirms information that was given to Dr. Gary Chamberlin, Director of the Arkansas Department of Higher Education, members of his staff, and Mr. Paul Root of your office at a meeting with Mr. Taylor August, Office for Civil Rights (OCR) Regional Director, and OCR staff on June 22, 1983, concerning the 1983 Addendum to the Arkansas College and University Plan for Compliance with Title VI of the Civil Rights Act of 1964 (Addendum) submitted on May 27.

As stated in the meeting, the March 24 court order in Adams v. Bell requires the State to adhere to its 1978 Plan goals rather than establishing new ones as Arkansas indicated it was going to do in the Addendum. It was also explained that, although the Addendum contains some new measures that may help the State attain its 1978 Plan goals, additional information and measures are needed to make Arkansas' proposed plan amendments acceptable. These are discussed below.

o Enhancement of the University of Arkansas at Pine Bluff (UAPB)

Although OCR's January 28, 1983 letter requested additional measures, programs and activities to further enhance and desegregate UAPB, none were included in the Addendum. New enhancement initiatives are necessary to enable UAPB to attract students on a non-racial basis. (Please note there were fewer full-time white students at UAPB in 1981-82 and in 1982-83 than at the beginning of the Plan.) The Revised Criteria Specifying the Ingredients of Acceptable Plans to Desegregate State Systems of Public Higher Education provides guidance on how to accomplish this. In addition, I am enclosing a portion of the Kentucky Plan relating to that state's traditionally black institution that you may find applicable in Arkansas.

o Statewide Oversight of Institutional Recruitment Plans

In the January 28, 1983 letter, we asked that action be taken at the state level to ensure that revised individual institutional student recruitment measures are comprehensive and effective. The Addendum indicates that certain additional efforts will be made on a statewide basis to recruit students, but it does not contain any procedures to evaluate and seek additional actions regarding the traditionally white institutions' recruitment of black students and UAPB's recruitment of white students. Specifically, the Addendum should explain how the Department of Higher Education will monitor annually the implementation of each institution's measures and how it will assist those institutions that are not making adequate progress in designing appropriate recruitment measures or in implementing them effectively. Also, the State should submit its evaluation of each institution's retention measures and establish goals to reduce current disparities between black and white undergraduate entry rates as requested in the January 1983 letter.

o Institutional Student Recruitment and Employment Measures

The Addendum responded to our request that certain institutional student recruitment and employment measures be strengthened. While most of the responses were adequate, several were not. Therefore, institutional measures attached to the Addendum should be strengthened in the following areas:

Student Recruitment

New measures should be submitted which are specific in describing activities that will be implemented to increase the number of black students at Southern Arkansas University - Technical Branch and the University of Arkansas for Medical Sciences - College of Nursing.

Employment Measures

New measures should be submitted which are specific in describing activities that will be implemented to increase the number of blacks employed in academic positions at Arkansas Tech University, Henderson State University, Southern Arkansas University - Technical Branch, The University of Arkansas for Medical Sciences - College of Nursing, and the University of Central Arkansas.

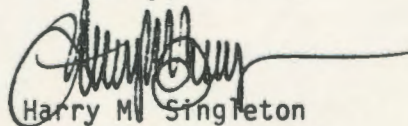
Page 3 - The Honorable Bill Clinton

As previously explained in my April 5 letter to you, we are required by the March 24 court order in Adams v. Bell to accept amendments to Arkansas' 1978 higher education desegregation plan by June 30 or to prepare to initiate enforcement proceedings not later than September 15, 1983. Unfortunately, we are not able to accept Arkansas' proposed plan amendments at this time.

This does not foreclose continued efforts to develop acceptable plan amendments, and we strongly encourage Arkansas to continue the development of its amended plan. Receipt of acceptable amendments before September 15 will obviate the need to initiate enforcement proceedings. To ensure that we can evaluate and act favorably on any further proposals, we should receive them no later than August 1. The Addendum must be signed by you, the Director of the Arkansas Department of Higher Education, each institutional president, and the Chairman of the State Board of Higher Education.

Members of my staff are available to work with your staff to provide whatever assistance we can in completing the development of the Arkansas plan amendments. We are confident that the issues outlined above can be resolved voluntarily and look forward to receiving a positive response.

Sincerely,



Harry M. Singleton  
Assistant Secretary  
for Civil Rights

Enclosure

cc: Dr. Gary Chamberlin, Director, Arkansas Department of Higher Education  
Presidents, Arkansas Institutions of Higher Education



SAMPLE MEASURES FOR INCREASING BLACK ENROLLMENT IN  
GRADUATE AND PROFESSIONAL PROGRAMS AT  
TRADITIONALLY WHITE UNIVERSITIES

Summarized below are descriptions of various programs and activities (measures) that may be utilized to achieve the graduate and professional school enrollment goals of the Plan. Except as otherwise indicated, the programs and activities described below should be conducted annually throughout the life of the Plan. Similarly, new positions created should be filled throughout the life of the Plan.

- o Effective fall 1983, the University will employ an additional black recruiter to assist in meeting the graduate and professional school goals of this Plan. This person will have as his/her sole responsibility the recruitment of black graduate and professional students and will carry out the programs and the activities discussed below. Funds for his/her salary and expenses will be provided at least for the life of this Plan.
- o Upon acceptance of the Plan, the Director of Admissions will enlist the participation of currently enrolled black graduate and professional students and black professors teaching graduate and professional courses in the recruitment of black students for graduate and professional academic programs. By September 15, 1983, at least one such student and one such professor will be identified to be employed as part-time recruiters. These individuals will be fairly compensated for their services. These persons, along with the full-time recruiter, will assist in conducting the activities described below.
- o By December 1, 1983, the recruiter will identify, from University records, black graduate and professional school alumni. Each alumnus/alumna will receive a letter requesting suggestions for making the University's programs more attractive to black students. They will also be asked for permission to use their names in recruitment literature and for referrals of prospective students.
- o During the fall semester of each academic year the recruiter will visit each traditionally black college in the State and at least five other institutions with large black undergraduate enrollments. At least ten similar institutions will be visited in the spring semester. A schedule for the visits will be submitted to OCR no later than September 15, 1983. The recruiter will provide literature to the career and graduate placement offices at each institution and will meet with students and advisors. Deans will be encouraged to make referrals, and interested potential students will be asked to identify themselves.

- o By October 1983 the graduate and professional school admissions office staff will develop and publish a brochure that will emphasize the participation of blacks in the University's graduate and professional programs. The brochure will describe all programs, list their prerequisites, discuss job opportunities available to graduates, explain sources of financial aid, and describe black student activities. The brochure will also contain profiles of black alumni/ae, and include statements about the benefits of the programs. The brochure will include pictures of academic, housing, and social facilities and several candid pictures, including pictures showing black students and faculty. In addition, the brochure will contain a postal card that can be used for further inquiries. Several copies of the brochure will be sent to the placement offices of colleges and universities with large black enrollments. Copies will also be sent to black community groups identified by the recruiters.
- o By November 1, 1983, the recruiter will identify the major black community organizations in the University's service area. These organizations will include, but will not be limited to, the Urban League, NAACP, and OIC. Contacts will be made with the leaders of those organizations, and individual members who are willing to serve as community liaisons will be identified. The recruiter will supply all of the community liaisons with literature about opportunities for graduate and professional study at the University and, to the extent possible, about job opportunities available to graduates. Information about financial aid will also be made available. The liaisons will be encouraged to refer potential black students to the recruiter.
- o The graduate school will subscribe to the GRE Minority Student Locator Service as a means of identifying potential full-time black graduate students. The recruiter will send to all students listed in the Locator the brochure described above. In addition, each student will receive information from the academic department that corresponds to the student's stated field of interest.
- o The Dean of the School of Law or his/her designee will write to all black students listed in the Law School Admissions Service's candidate referral report, sending them information about the Law School's programs and financial aid.
- o Information about the University, its programs and services, including the brochure described above, will be mailed by the recruiter to dental and medical candidates identified in the Dental Admissions Testing Program brochure and the Medical Minority Application Registry. The information, which will include a discussion of admissions requirements and financial aid, will be mailed within 4 weeks after the list becomes available.

- o Beginning in fall 1983 the University will significantly expand its media coverage of career opportunities and educational opportunities available for black students who enroll in and complete graduate and professional academic programs. By October 1983, the television and radio stations and newspapers in the State with large black audiences and subscribers will be identified. By late fall 1983, these organizations will be contacted for the purchasing of advertising time and space. Funds from the advertising budget will be allocated to cover the cost of these activities.
- o Every black potential student referred to the admissions staff or identified through other recruitment activities will be sent a letter by the recruiter within two weeks of the referral. The recruiter's letter will introduce the student to opportunities for graduate and professional study at the University and will enclose the brochure described above.
- o The Dean of the Graduate School will regularly hold seminars with undergraduate students at the University. The purpose of these seminars will be to acquaint students with the opportunities for graduate and professional studies at the institution and to present information regarding financial support for graduate students. Black students will be encouraged to attend.
- o The Graduate/Professional School Dean or his/her designee will initiate meetings with and counsel individually senior black students whose performance indicates their potential for successful graduate work. In these one-on-one meetings, the Dean will explain what graduate professional work entails, identify what financial support is available, and explain why the student should consider a professional career.
- o The deans of the various schools and departments or their designees will contact all black students admitted to a graduate or professional program at the University who have not responded within two weeks. The purpose of the contacts will be to provide additional information that will assist the students in making a decision.
- o Every spring beginning in 1983, the Office of Graduate Admissions will contact promising black students enrolled in nondegree graduate programs at the University and encourage them to enroll in degree programs.
- o By November 1983, each graduate and professional Department Head will identify the public and private employers in the service area with integrated workforces whose employees could benefit from additional training available in the school or Department. The employers will be sent a brochure describing course offerings and will be asked to encourage their employees, particularly black employees, to enroll in one or more courses. Courses will be offered in the evening and on weekends to accommodate these students.

- o Every fall, the Dean of the Medical School or his/her designee will conduct a Pre-Health Science Advisor Day Seminar for undergraduate pre-health science advisors. Advisors from colleges with large black enrollments will be encouraged to attend.
- o The University will sponsor a two-day Graduate and Professional School open house on its own campus each fall beginning in 1983 for undergraduate juniors and seniors. Black students will be identified from student referrals and inquiries, notified, and encouraged to attend. During the two-day session, participants will attend classes, meet with students, faculty, counselors, and admissions staff. They will be given information on admission requirements, financial aid, support services, student activities, and career opportunities. A schedule for the open house will be submitted to OCR no later than September 1983, and annually thereafter.
- o The University will participate in an annual two-day conference to be held on the campus of each traditionally black institution in the State. This gathering will acquaint black potential graduate students with available programs, provide information about careers in higher education in the State, and explain graduate school admission and financial aid procedures. This program will seek to attract at least 400 potential black graduate students each year. Graduate departments/professional schools will follow up with students who attend the conference by sending them additional material on financial aid opportunities and other relevant information. The schedule for this conference will be submitted to OCR no later than October 1983 and annually thereafter. The University will defray the expenses of students who could not otherwise attend.
- o Beginning in 1984, the University will offer an eight-week summer session enrolling at least 200 sophomore and junior undergraduates who are interested in applying to graduate or professional school. Black students will be encouraged to participate. The students will be assigned to sections based on their area of interest. A section will be organized for students interested in the health professions, a second for students interested in law, a third for students interested in engineering, a fourth for students interested in business administration and a fifth for students interested in the arts and sciences. The students will take courses to enrich their skills in undergraduate courses that are prerequisites for graduate study. In addition, students will attend test preparation classes designed to improve their performance on the Medical College Admissions Test (MCAT), Dental Admissions Test (DAT), Pharmacy College Admissions Test (PCAT), the Graduate Record Exam (GRE), the Law School Admissions Test (LSAT), and the Graduate Management Admissions Test (GMAT). The summer program will include field experience with professionals employed in the students' area of interest and information on obtaining financial aid. Students for the summer session will be selected from referrals and student inquiries.
- o The University will also offer, beginning in 1984, an eight-week summer session for students who have been admitted to its graduate and

professional programs but whose academic records suggest that further academic support would be beneficial. During this session students will take courses in their fields that are creditable toward a degree. Classes will be much smaller than regular session classes and students will receive frequent feedback on their performance. The summer session will be taught by the graduate and professional school faculty. At the end of the session, the faculty will carefully evaluate each student, recommend support services, if indicated, and advise each student of any actions deemed necessary for success in the program. Expenses for students enrolled in both summer sessions will be paid by the University.

- o All graduate departments and professional school admissions officers will consider each candidate's entire record and will admit black students who demonstrate potential for success but who do not necessarily meet all of the traditional admissions requirements. Records will be maintained on all applicants, including information on the basis of any denials of admission.
- o Each graduate department and professional school that admits students will review its admissions process. The review will include a reevaluation of all admissions standards and criteria. Admissions credentials of students admitted in prior academic years will be compared to their academic performance to determine the predictive value of each admission standard. The records of all black students admitted the previous year will be reviewed during this process. During the review process, current research from other sources on the validity of admissions criteria will be discussed. The results of each annual review, including recommendations for change, will be submitted to the Dean of Graduate and Professional Studies and to OCR by June.
- o By January 1984 the University will enter into agreements with all public TBIs in the State under which the University will accept all credits earned with a grade of "C" or better in specified graduate degree programs as creditable towards a graduate degree at the University in the same programs.
- o By January 1984, the University will establish a cooperative program with each TBI pursuant to which any student completing a prescribed undergraduate curriculum with a prescribed grade point average will be automatically admitted to the University's graduate or professional school. Each graduate department and professional school dean will be responsible for reviewing the curricula at the TBIs to ensure that students admitted under this program will have the academic skills needed to succeed in graduate or professional school. If new courses, faculty, or library materials need to be added at any TBI for this purpose, the graduate or professional dean will notify the institution president and OCR by December 1, 1983. The University's graduate and professional faculty will assist in the retraining of TBI faculty and will teach selected courses at these institutions as needed for this program.

- o By January 1984, the University will establish a graduate professional school exchange program with each predominately black institution in the State. Students enrolled in graduate or professional programs at these institutions will be allowed to take up to one-third of their courses at the University. Similarly University students will be allowed to take courses at the predominately black institutions. The Presidents of all participating institutions will be responsible for ensuring that all graduate and professional students are aware of this opportunity and encouraged to participate in it.
- o The State will initiate in the fall of 1983 a graduate and professional work-study program in each traditionally white University. The program will be coordinated by the state's higher education coordinating body and implemented jointly by individual State institutions and major employers of graduate and professional persons in the State. The program will provide both education and on-the-job training to graduate and professional students in various fields, as well as provide a stipend to participating students. By August 1, 1983, the coordinating board will identify and send out information to employers in the State regarding the program. A list of those employers who respond by September 1, 1983 indicating their interest in the program will be forwarded to each institution for possible placement of eligible students. Participation in the program will be limited to students who demonstrate economic need and academic promise. Priority consideration will be given to black candidates in order to achieve the goals of the Plan.
- o Beginning with the fall 1983 semester, undergraduate seniors at the University with grade point averages of 3.0 or above will be permitted to enroll in up to six credit hours in any graduate or professional program at the University. These credits will be creditable toward either a bachelor's or graduate degree. Black undergraduates will be encouraged to exercise this option.
- o The University will establish by September 1983 off-campus graduate centers in \_\_\_\_\_ and \_\_\_\_\_, two nearby localities with a substantial number of black residents. The graduate centers will be administered by the University's dean of graduate studies and will offer the entry level graduate and professional courses. All courses will be taught by members of the University's graduate and professional faculty and will be creditable towards a graduate or professional degree at the University. Students enrolled at the centers will have all the rights and privileges of students enrolled on the main campus and will be encouraged to enroll on the main campus to complete their degrees. The operating budget for the center is expected to be about \$\_\_\_\_\_ per year, and will come from the University's general appropriation.
- o The University will provide \$\_\_\_\_\_ annually for scholarships for black graduate and professional students. At least 50% of this money will be earmarked for students pursuing degrees in fields in which blacks are underrepresented, such as medicine, dentistry, and engineering.

The president or his/her designee will be responsible for determining and reporting on how the money will be allocated among the various schools and departments by the February preceding each academic year. Recipients of scholarships from this fund will be selected on the basis of demonstrated potential for academic success. The amount of each award will be based on the financial need of the students but shall not be less than \$1000 per year.

- o The president or his/her designee will review all graduate assistantships and teaching fellowships to determine whether or not black students are underrepresented in comparison to their enrollment in the school or Department awarding the assistantships. Each school or department in which underrepresentation is found will establish goals to eliminate the underrepresentation during the life of the Plan. As part of its corrective action plan, each such school and department will offer an assistantship to the best qualified black student for the 1984-85 academic year.
- o Beginning with the 1983-84 academic year a full tuition scholarship plus a \$5000 stipend for living expenses will be awarded to two entering graduate or professional students who agree to provide professional services to an underserved community after graduation. The selection of the two students will be based solely on merit and dedication to provide service to underserved communities. The award will be renewable for up to five years as long as the recipient is enrolled full time in a degree program and maintains a satisfactory academic record. However, the recipient must agree to work in an underserved community for one year for each year that he/she accepts the award.
- o The president or his/her designee will review all financial aid awards to graduate and professional students and ensure that financial aid is awarded in a manner that will achieve the goals of this Plan. By January 1984 the president will notify the heads of those departments and schools in which black students are not participating appropriately in financial aid programs. Those persons will submit a plan within 30 days of notification demonstrating how they will increase black student participation.
- o The University will seek external funding for scholarships from corporations and charitable organizations. The admissions office will research external financial aid sources, including private foundations and government programs. The results of the research will be published by November 1, 1983 in a brochure entitled "Financing Graduate and Professional Education" and in the brochure prepared for black students. Both brochures will be distributed widely as part of the University's recruitment materials.
- o The University will maintain an emergency loan fund for graduate and professional students who develop severe financial problems. Students will be awarded short-term interest-free loans from the fund based upon demonstrations of financial hardship.

- o Through the programs described herein and through all other resources available, the University will make its best effort to ensure that no qualified black student is denied the opportunity to enroll in its graduate or professional schools for financial reasons.
- o Reports on the effectiveness of the black recruitment activities will be made to the University President each academic year. If the methods stated herein are not effective in attracting black students, additional or alternative measures will be undertaken.



NOTE TO HARRY M. SINGLETON:

In addition to revising this letter for your signature, we have incorporated the "June 30 language" that you previously approved.

*AJ Califa -*

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Antonio J. Califa

LEPS:DPSE:BMTAYLOR:245-0843  
lpowell:6-28-83



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE OF THE ASSISTANT SECRETARY FOR CIVIL RIGHTS

JUN 30 1983

Dr. J. A. Leone  
Chancellor  
Oklahoma State Regents for Higher Education  
500 Education Building  
State Capitol Complex  
Oklahoma City, Oklahoma 73105

Dear Dr. Leone:

I am writing to you at this time because Governor George Nigh has asked that we communicate with you directly on all matters related to the extension and expansion of Oklahoma's 1978 higher education desegregation plan.

On June 16, 1983 I wrote to Governor Nigh concerning the need to further enhance and desegregate Langston University. In a June 20, 1983 letter to you, Mr. Taylor August identified deficiencies in the other components of Oklahoma's Extended Revised Plan. Since June 20 we have received two additional submissions from Oklahoma: a new Extended Revised State Plan - Supplement Three [For Langston University], dated June 16, 1983, and a third version of the Revised Extended State Plan, dated June 24, 1983. This letter responds to these two documents.

Langston University Enhancement Plan

Your June 16 letter and revised plan for Langston crossed in the mail with my June 16 letter to Governor Nigh (copy enclosed). In that letter, I identified certain necessary components of a plan for Langston University. The document you submitted does not contain these components. Moreover, the description of the specific measures to be provided by Langston University indicates that they too will not contain the components. Accordingly, I am requesting that the Langston portion of Oklahoma's Extended Revised State Plan be revised to address the matters identified in my June 16 letter to Governor Nigh. Specifically, in that letter, I stated ". . . to be acceptable, the amended plan should include additional resources to be allocated to [Langston] University's main campus, and high demand or unduplicated academic programs that hold the promise of attracting significant numbers of white students." I also expressed concern about the effect of the recently established University Center in Tulsa on Langston's development in Tulsa. The amended plan should address this issue as well.

*cc's mailed by LEPS 7.  
orig marked by  
by J. Agarkov  
J. Agarkov*

The Revised Criteria Specifying the Ingredients of Acceptable Plans to Desegregate State Systems of Public Higher Education provides guidance on how to further enhance and desegregate traditionally black institutions. In addition, I am enclosing a portion of the Kentucky Plan relating to that State's traditionally black institution that you may find applicable in Oklahoma.

#### Enrollment Goals for the Traditionally White Institutions

The revised goals included in the June 24 submission are acceptable. As explained previously, we are required by court order in Adams v. Bell to adhere to the goals and commitments set forth in Oklahoma's 1978 Plan.

#### Institutional Measures to Achieve Goals

We look forward to receiving revised institutional measures encompassing student recruitment and faculty employment as promised in the June 24 submission. An additional copy of the sample graduate and professional school recruitment measures that were given to you during the June 2 meeting in Dallas is enclosed for your convenience. These sample measures should be used for developing undergraduate student and employment measures as well. The State is responsible for seeing that these measures are developed and implemented properly.

#### Retention

Our June 20 letter requested additional information on retention rates and graduation goals to enable us to determine to what extent the existing goals must be revised to reflect current enrollment. Instead of supplying the requested information, Oklahoma has indicated in the June 24 submission that it will retain the graduation goals of the 1978 plan. At the same time, exception is taken to the goals as "philosophically and statistically flawed." As indicated, we are compelled by court order to maintain the goals and commitments that Oklahoma made in its 1978 plan. However, depending upon the facts, there may be some flexibility available to make some adjustments. We continue to be willing to discuss this possibility.

#### Reporting

The issue of the timing of the submission of Oklahoma's statistical report remains unresolved.

As explained in my letter of April 5, 1983, we are required by a March 24 court order in Adams v. Bell to accept amendments to Oklahoma's 1978 higher education desegregation plan by June 30 or to prepare to initiate enforcement proceedings not later than September 15, 1983. Unfortunately, we are not able to accept Oklahoma's proposed plan amendments at this time.

This does not foreclose continued efforts to develop acceptable plan amendments, and we strongly encourage Oklahoma to continue the development of its amended plan. Receipt of acceptable amendments before September 15 will obviate the need to initiate enforcement proceedings. To ensure that we can evaluate and act favorably on any further proposals and information, we should receive them no later than August 1.

Members of my staff will be in touch with you in the near future to provide whatever assistance we can in completing the development of the Oklahoma Extended Revised Plan. We are confident that the issues outlined above can be resolved voluntarily and look forward to receiving a positive response.

Sincerely,

A handwritten signature in black ink, appearing to read "Harry M. Singleton", with a long horizontal line extending to the right.

Harry M. Singleton  
Assistant Secretary  
for Civil Rights

Enclosures

cc: Governor George Nigh  
Edwin Long, Chairman, Board of Regents, Oklahoma State University and  
A&M Colleges  
Presidents, Oklahoma Public Institutions of Higher Education



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE OF THE ASSISTANT SECRETARY FOR CIVIL RIGHTS

16 JUN 1983

The Honorable George Nigh  
Governor of Oklahoma  
Oklahoma City, Oklahoma 73105

Dear Governor Nigh:


Since writing to you about Langston University on June 3, 1983, I have had the opportunity to meet personally with several Oklahoma higher education officials, including Mr. Ed Long, Chairman, Board of Regents, Oklahoma State University and A&M Colleges, Dr. Ernest Holloway, President, Langston University, and Bill Dawson, Senator, Oklahoma State Senate. These state officials have made clear to me their understanding that the desegregation goal for Langston University set forth in Oklahoma's Revised State Plan for Compliance with Title VI encompasses the Langston clinical bases in Tulsa and Oklahoma City as well as the University's main campus in Langston. Moreover, they made it clear that, in light of this understanding, they have directed a substantial portion of their efforts to enhance and further desegregate Langston University toward the development of the clinical bases. In light of this information, I have concluded that their interpretation of the goal of 38.5 percent full-time equivalent white student enrollment at Langston University, i.e., that the goal included students in the two clinical bases, is correct.

However, Oklahoma has a continuing obligation, under Title VI of the Civil Rights Act of 1964, to increase the desegregation of Langston University's main campus along with its obligations to increase the desegregation at the State's other institutions of higher education. To hold otherwise would result in achievement of the desegregation goal by having an entirely black student body at Langston's main campus and entirely white student bodies at the clinical bases in Tulsa and Oklahoma City. Such a result would be unacceptable to the Office for Civil Rights. Consequently, with respect to Langston University, to be acceptable the amended plan should include additional resources to be allocated to the University's main campus, and high demand or unduplicated academic programs that hold the promise of attracting significant numbers of white students.

Since the State appears to remain committed to pursuing Langston's urban mission, I must reiterate our previously expressed concern about the recently established University Center in Tulsa. This Center, in which several other Oklahoma universities in addition to Langston participate, thwarts the development of Langston University in Tulsa.

I am advised that substantial progress has been made in improving Langston University in the past few years, and I want to do everything I can to foster this positive trend. I hope that this letter serves to allay some of the concerns that have been expressed to me, and that state officials are working vigorously to complete the development of the Oklahoma plan amendments within the allotted time.

Sincerely,



Harry H. Singleton  
Assistant Secretary  
for Civil Rights

cc: J. A. Leone, Chancellor, Oklahoma State Regents for Higher  
Education  
Ed Long, Chairman, Board of Regents, Oklahoma State University  
and A&M Colleges  
H. Jerrell Chesney, Executive Secretary, Oklahoma State University  
and A&M Colleges  
Ernest L. Holloway, President, Langston University  
Bill Dawson, Senator, Oklahoma State Senate