

North Carolina State University  
Division of Student Affairs

PEER MENTOR PROGRAM

MEMORANDUM



DATE: July 14, 1968

TO: Bill Drant

FROM: Endia Hall

Please note that Eddie Lawrence will be serving as the interim African-American Coordinator while I am on leave this fall and will be attending African-American Affairs Committee meetings in my place.

cc: Evelyn Beiman  
Lawrence Clark  
Eddie Lawrence

North Carolina State University, at Raleigh is a constituent institution of The University of North Carolina.





# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice Chancellor

*CAC*

July 7, 1988

## MEMORANDUM

TO: Mrs. Evelyn Alberg  
College of Education

FROM: Carolyn R. Ingram *C. Ingram*  
Administrative Assistant

SUBJECT: FALL 1988 MEETINGS

I am in the process of securing a meeting place for the Chancellor's Advisory Council on African American Affairs who will be meeting once a month on the first Wednesday at 2:00 p.m. Please advise me if we can use one of the rooms in Poe Hall. We anticipate having at least 14 members attending this meeting.

The following is the proposed dates and times of the Chancellor's Advisory Council meetings.

Wednesday, September 7, 1988 - 2:30 p.m. - 4:00 p.m.

Wednesday, October 5, 1988 - 2:30 p.m. - 4:00 p.m.

Wednesday, November 2, 1988 - 2:30 p.m. - 4:00 p.m.

Wednesday, December 7, 1988 - 2:30 p.m. - 4:00 p.m.

As always, your assistance in this matter is greatly appreciated.



North Carolina State University  
College of Humanities and Social Sciences

Office of the Dean  
(919) 737-2467

June 17, 1988

Box 8101  
Raleigh, N.C. 27695-8101

MEMORANDUM

TO: Dr. Tom Hammond  
Foreign Languages and Literatures

FROM: W. B. Toole  
Dean *Toole*

I am pleased to report that Dr. Amassa Fauntleroy has indicated his willingness to serve on the African-American Advisory Committee for the minor in African-American Studies.

cc: Dr. Lawrence Clark  
Dr. Charles Anderson  
Dr. William Grant  
Dr. Don Locke  
Dr. Gus Witherspoon  
Prof. Joan Griffin  
Dr. Jack Wilson



7-26-88

Dr. Clark:

enc

Rationale & Purpose  
for Minor in African-  
American Studies.

To .....

Time ..... Date .....



**NORTH CAROLINA  
STATE UNIVERSITY**

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YOU WERE  
OUT**

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| <input type="checkbox"/> Called to see you               | <input type="checkbox"/> Will call again    |
| <input type="checkbox"/> Left the following<br>message:— | <input type="checkbox"/> Returned your call |

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**Operator**



# North Carolina State University

Division of University Studies  
(919) 737-2470

Box 7107  
Raleigh, NC 27695-7107

## MEMORANDUM

TO: Dr. Lawrence Clark, Associate Provost  
Dr. Charles Anderson, Marine, Earth and Atmospheric Science  
Dr. William Grant, Zoology  
Dr. Don Locke, Counselor Education  
Dr. Gus Witherspoon, Graduate School  
Prof. Joan Griffin, Academic Coordinator for Minority Students  
Dr. Amassa Fautleroy, Mathematics

FROM: Dr. Tom Hammond, Assoc. Prof. of Foreign Langs. & Lits. *JH*  
Director, African-American Studies Minor

DATE: July 8, 1988

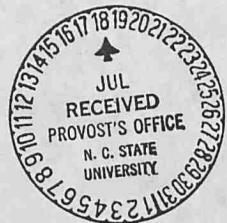
SUBJECT: African-American Studies Minor Advisory Committee

I was pleased to learn that you have accepted an appointment to the African-American Advisory Committee for the Minor in African-American Studies. Enclosed is a copy of the Minor program which was approved by the University Curriculum, Spring 1988. I look forward to seeing you at a meeting of the committee in early September.

TH:bjs

Enclosure

cc: Dean W. B. Toole  
Dr. Jack W. Wilson



## MINOR IN AFRICAN-AMERICAN STUDIES

### Purpose

The undergraduate Minor in African-American Studies at North Carolina State University allows the student to pursue a comparative and interdisciplinary study of the cultural and historical experiences of African-Americans and the peoples of Africa while earning credits for a major in one of the University degree programs.

The purpose of the program of study is to acquaint students with the cultures of Sub-Saharan Africa and the historical experiences of people of African descent in the Americas. Colonialism has had and continues to have enormous impact on modern African societies. Thus, the curriculum focuses on the issues of stability, development, politics, leadership, illiteracy, art and the individual in modern Africa. The program also enables the student to understand the cultural survivals which link African-Americans to the peoples of Africa. The minor explores international topics from cross cultural and transnational perspectives. It provides some tools that students can use to understand better the global context of the modern world. A great and immediate need has been recognized at both national and local levels for more individuals with knowledge of Third World cultures in order to improve our ability to deal with an increasingly interdependent world.

The specific goals of the African-American Studies Minor is to help students understand:

- (1) The principal themes and issues in the history of peoples of Sub-Saharan Africa.
- (2) The cultural links and survivals that exist for African-Americans between the African cultures of their ancestors and the cultures of the Americas.
- (3) The representative literary and artistic media in Africa and the Diaspora.

- (4) The analysis of the social, political, economic and religious structures of African and African-American societies.

#### CURRICULUM REQUIREMENTS

Students seeking a minor in African-American Studies must fulfill general University requirements for a selected major. Transcripts of students satisfactorily completing their program will bear the statement, "Minor in African-American Studies." The minor requires 15 credits hours. There will be three required courses and two electives. A grade of C or better is required in all courses counting toward this minor. All of the courses listed below are three credits.

#### Recommendation:

It is strongly suggested that students in this minor demonstrate proficiency in a foreign language at the 200-level.

#### REQUIRED COURSES

- ENG 248 Introduction to Black American Literature  
Black American writing and relationships to American culture. Emphasis on modern autobiography, novel, short story, drama, poetry. Includes such writers as Baldwin, Ellison, Morrison, Walker, Malcolm X, Maya Angelou, Wright, Baraka, Randall, and Reed.
- UNI 240 Introduction to African-American Studies  
An interdisciplinary study of Sub-Saharan Africa, its arts, culture, and people and the African-American experience.
- HI 372 Afro-American History Through the Civil War, 1619-1865  
After a brief consideration of their African background, the course considers the particular role, experience and influence of Afro-Americans in the United States through the Civil War.

OR



- HI 373 Afro-American History Since 1865  
The history of Afro-Americans in the United States from the Reconstruction era through the Civil Rights Movement or Black Revolution of the 1950s and 1960s.

LIST OF ELECTIVE COURSES

- ANT 330 Peoples and Cultures of Africa:  
Introduction to African peoples and life styles, especially in Sub-Saharan Africa. Examines pre-colonial cultural and social patterns, the various culture areas, colonialism, and elements of change since independence.
- FLF 352 Francophone Culture of Africa and the Caribbean  
Examines the literary and cultural traditions of French-speaking West Africa and the Caribbean. Taught in French.
- HI 275 Introduction to History of South and East Africa.  
Discusses the history of Southern and Eastern Africa, focusing on such topics as the African kingdom; the European encroachment, the origins of Colonialism and the character of colonial societies and economies, South African apartheid, African Protest, nationalism and independence.
- HI 276 Introduction to History of West Africa  
The history of Western Africa, focusing on such topics as the forest civilizations and the slave trade, the trade and the expansion of Islam, the colonialism in West Africa, the emergence of African nationalism and the achievement of independence, and post colonial West Africa.
- HI 475 History of the Republic of South Africa: Race, Class, and Politics in Historical Perspectives.  
The evolution of South Africa's plural society, with emphasis on the interaction of diverse peoples and cultures. Particular attention is given to the period marked by rapid economic growth since 1870.
- HI 476 Leadership in Modern Africa  
An investigation of the conditions under which 20th century African leaders have obtained and exercised power, together with detailed looks at the careers of several prominent African leaders. The case studies range from radicals to reactionaries, democrats to tyrants, and include such figures as Nkrumah, Kenyatta, Nyerere, Amin, Cabral, Vorster and Senghor.

- SOC 305 Racial and Ethnic Relations  
Study of the nature of the relationships among racial and ethnic groups in societies around the world but with emphasis on the United States. Explores topics such as inequalities of wealth, power, and status, racism, conflict, and social boundaries among groups. Current trends in intergroup relations are discussed.
- SP 212 Interracial Communication  
Focuses on human communication in interracial contexts. Stresses self awareness of racial attitudes and behaviors. Involves individual and group exercises and presentations. Requires one intensive weekend session.
- SW 311 Black Family In Its Social Environment  
This course considers alternative conceptual models of Black family life and their relationship to other social institutions and to social policy development. Examines policy implications of Black family demographic characteristics, socialization patterns, gender roles and kinship patterns.

The Cooperating Faculty

Risa Sue Ellovich, Asst. Prof. of Sociology and Anthropology

Gail A. Hankins, Asst. Prof. of Speech-Communication

Thomas N. Hammond, Assoc. Prof. of Foreign Langs. and Lits.

Linda O. McMurray, Assoc. Prof. of History

Linda A. Smith, Asst. Prof. of Sociology and Anthropology

Kenneth P. Vickery, Assoc. Prof. of History

Eric M. Woodrum, Assoc. Prof. of Sociology and Anthropology

For more information contact:

The Division of University Studies  
North Carolina State University  
Raleigh, North Carolina  
Telephone: (919) 737-2470

or

Dr. Thomas N. Hammond, Director of African-American Studies  
Room 217 1911 Building  
North Carolina State University  
Telephone: (919) 737-2475



# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

MEMORANDUM TO: Chancellor Bruce R. Poulton

FROM: Lawrence M. Clark  
Associate Provost

SUBJECT: Status Report - Plans for Conference on Blacks  
in Education

This is a follow-up to a recent conversation with regard to a conference to be held during the Centennial Year with emphasis on Blacks in Education.

I have reserved March 2 and 3, 1987 for possible dates for the Conference at McKimmon Center. Suggestions for planning and holding the conference are as follows:

I. The Conference on Blacks in Education be one that looks at Education in a holistic way, i.e., looking at problems facing Blacks in a) elementary and secondary schools - looking at self-image, aspiration and achievement.

b) Preparation of the entering student at the undergraduate level, i.e. - motivational, achievement and retention.

c) Black graduate students and the concept of mentoring.

II. The role of the Black family in education.

III. The rationale and objectives of the specific programs established by NCSU to address the problems facing Blacks in Education.

A small Task Force should be appointed with several members from the Chancellor's Afro-American Advisory Council to plan the Conference.

4/15/87  
Send to members  
and ask for  
revisions. Show  
distributors

Chancellor's Afro-American Council Meeting  
January 20, 1987 - 2:00 p.m.  
500 Poe Hall

- Members Present: Dr. Winser Alexander  
Dr. Dianne Scott-Jones  
Ms. Fran Weston  
Dr. Wilma Peebles-Wilkins  
Mr. Thomas Conway  
Dr. Lawrence Clark  
Ms. Charmette Brown  
Mr. Steve Caldwell

Chancellor Bruce R. Poulton

The Chancellor's Advisory Council on Afro-American Affairs met on January 20, 1987 at 2:00 p.m. in Room 500 Poe Hall. The meeting was called to order by Dr. Winser Alexander. However, Dr. Dianne Scott-Jones was asked to chair the meeting since Dr. Alexander had ~~another meeting~~ to attend. The following items were discussed. *Class*

Reflections on the Brotherhood Dinner

Chancellor Poulton indicated that he was pleased with the Dinner this year. He would, however, like to improve the menu and rotate the guest list.

National Conference

The Committee discussed plans for a national conference for Spring 1987 which would concern itself with the status of education for Afro-Americans.

The National Conference will address such issues as data on Black presence, past and present; recruitment efforts - entrance requirements; the role of high schools in the area of counseling and tracking; financial aid; retention efforts - specific programs designed to create an atmosphere for Black students; transition to college life; Black/white institutions - how they relate to the education of Black students; future direction; follow-up and a written product; and selection of a committee to decide on an audience. A suggested audience to include local and state educators, Black ministers, some consideration should be given to selecting an audience in terms of what is to be accomplished at the conference, and colleagues in other institutions of higher education.

It was also suggested that the date for the conference be placed on the University calendar.

North Carolina State University and Martin Luther King, Jr. Holiday

The University as a whole does not recognize the Martin Luther King, Jr. Holiday. It was felt that this issue should be addressed to make sure that the Black students and white students are working together on this very important cause. Chancellor Poulton suggested that we start working now for next year to plan other activities in addition to those activities already planned.

Retention of Black Students

The Advisory Council will meet with one dean per meeting to talk about the whole affirmative action process within their school. Emphasis will be placed on faculty, student retention, and staff.

Other

Interest was expressed in the support staff area with regard to retention and recruitment. This issue will be discussed at the next scheduled meeting.

Physical Plant Adult Services Program will be discussed in future meetings.

As a point of information, Chancellor Poulton indicated that Human Resources has been given the authority to classify positions. This means that instead of waiting six months to classify a position it can be done within a matter of days here on campus.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Carolyn Ingram

Charnette  
Brown

~~Call Larry Campbell (2451)~~  
Black Student Bd

~~Call~~  
Enlia #3835

Pres. DAAC

Dennis Rogers

Call Exire 3345 (Dec 1987)

Incoming Pres.

of Soc.

Replacement for Scott Jones  
Bill Grant

Dr. Karla Holloway  
Dr. Joyce O. Pittis English

Heading & Outline

Report of the Board

The Charge

Basic Assumption

General Discussion

Recommendation



North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

To  
Dr. Clark

Office of the Provost  
and Vice-Chancellor

June 15, 1987

MEMORANDUM TO: Chancellor Bruce R. Poulton

FROM: Lawrence M. Clark *lmc*  
Associate Provost

SUBJECT: Afro-American Advisory Council

① Attached is the list of your Advisory Council. You will notice that those members appointed for a one-year term expires on June 30, 1987. My recommendation is to continue the appointment of Mr. Conway, Ms. Weston and Mr. Barrax for another year. The one-year student appointments will, of course, change with the appointment of a new president for each organization represented.

② Dr. Diane Scott-Jones is leaving the University and I recommend as her replacement Dr. Bill Grant or Dr. Karla Holloway or Dr. Joyce O. Pettis.

Lamy

① is OK  
② you choose

please prepare letters for me to send -



CHANCELLOR'S ADVISORY COUNCIL ON AFRO-AMERICAN AFFAIRS  
AUGUST 1986

Three Year Appointments expiring June 30, 1988

✓ Dr. Winsler Alexander  
Professor  
Elec. & Comp. Engr.  
Box 7911  
NCSU Campus 2336  
2336

✓ Dr. Wilma C. Peebles-Wilkins  
Associate Professor  
Socio. & Anthro.  
Box 8107  
NCSU Campus  
3291

✓ Dr. Diane Scott-Jones  
Assistant Professor  
Psychology  
Box 7801  
NCSU Campus  
2251

One Year Appointments expiring June 30, 1987

Mr. Thomas Conway  
Assistant Director  
Academic Skills Program  
Box 7104  
NCSU Campus  
2464/3680

Ms. Fran Weston  
Fringe Benefits Manager  
Payroll & Benefits  
Box 7215  
NCSU Campus  
2151

Mr. Gerald Barrax  
Assoc. Professor  
English  
Box 8105  
NCSU Campus  
3870

One Year Student Appointments expiring June 30, 1987

Mr. Steven Caldwell  
President  
Society of Afro-American  
Culture  
Box 7306  
NCSU Campus  
2453

Ms. Charmette Brown  
President  
Black Student Board  
Box 7306  
NCSU Campus  
2453

Mr. Ademola Ejire  
President  
Association of Afro-  
American Graduate Students  
Box ~~7412~~ 7612  
NCSU Campus  
3345

Ex-Officio Members

Dr. Lawrence M. Clark  
Associate Provost  
Box 7101-201 Holladay  
NCSU Campus  
3148

Mrs. Endia Hall  
Coordinator  
Afro-American Student Affairs  
Student Development  
Box 7314-212 Harris  
NCSU Campus  
2441

Dr. Augustus Witherspoon  
Associate Graduate Dean  
Box 7102-108 Peele  
NCSU Camous  
7461

NORTH CAROLINA STATE UNIVERSITY

Raleigh, N. C.

Office of Provost and Vice-Chancellor

Holladay Hall — Box 7101

TO:

*Tomnie*

*6/15/87*  
Date

ACTION REQUESTED ON ATTACHED:

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| <input type="checkbox"/> Note and Return                           | <input type="checkbox"/> Please draft reply for my signature |
| <input type="checkbox"/> For your information<br>(need not return) | <input type="checkbox"/> Please give me your comments        |
| <input type="checkbox"/> Please handle                             | <input type="checkbox"/> Requires your approval              |
| <input type="checkbox"/> Please answer; furnish me copy            | <input type="checkbox"/> Please return attachments           |
| <input type="checkbox"/> Please circulate                          |  |

*Please let me know  
tomorrow if this is  
okay with R. Paulton.*

FROM:

*C Ingram*



# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

June 15, 1987

MEMORANDUM TO: Chancellor Bruce R. Poulton

FROM: Lawrence M. Clark *LMC*  
Associate Provost

SUBJECT: Afro-American Advisory Council

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Dr. Diane Scott-Jones is leaving the University and I recommend as her replacement Dr. Bill Grant or Dr. Karla Holloway or Dr. Joyce O. Pettis.

CHANCELLOR'S ADVISORY COUNCIL ON AFRO-AMERICAN AFFAIRS  
AUGUST 1986

Three Year Appointments expiring June 30, 1988

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Box 7911  
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Dr. Wilma C. Peebles-Wilkins  
Associate Professor  
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Box 8107  
NCSU Campus  
3291

Dr. Diane Scott-Jones  
Assistant Professor  
Psychology  
Box 7801  
NCSU Campus  
2251

One Year Appointments expiring June 30, 1987

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Ex-Officio Members

Dr. Lawrence M. Clark  
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Box 7101-201 Holladay  
NCSU Campus  
3148

Mrs. Endia Hall  
Coordinator  
Afro-American Student Affairs  
Student Development  
Box 7314-212 Harris  
NCSU Campus  
2441

Dr. Augustus Witherspoon  
Associate Graduate Dean  
Box 7102-108 Peele  
NCSU Campus  
7461

# Chancellor's Advisory Council

## CHANCELLOR'S ADVISORY COUNCIL ON AFRO-AMERICAN AFFAIRS MINUTES - JANUARY 9, 1987

Attendance: Dr. Winser Alexander Dr. Gus Witherspoon  
Dr. Wilma Peebles-Wilkins Mr. Thomas Conway  
Dr. Lawrence Clark Mr. Ademola Ejire  
Mr. Steve Caldwell Ms. Endia Hall  
Dr. Diane Scott-Jones Ms. Charmette Brown  
Mr. Gerald Barrax

Guests: Dr. Thomas Stafford Mr. Henry Bowers

The Chancellor's Advisory Council on Afro-American Affairs met on January 9, 1987 at 2:00 p.m. in Room 311 Poe Hall. The meeting was called to order by Dr. Winser Alexander at which time Chairman Alexander introduced Dr. Thomas Stafford and Mr. Henry Bowers.

### Afro-American Culture Center

Dr. Stafford and Mr. Bowers gave an update of the recent actions taken by the Student Committee concerning the African-American Culture Center. A copy of the resolution passed by the student committee is attached.

A member of the Afro-American Council will work with the architect to design the African-American Culture Center.

Visits will be made to other African-American Culture Centers to get ideas for the design features and content for the Culture Center.

### Approval of Minutes

The minutes of the November 18 and November 11 meetings were approved with corrections. The minutes of the October 10 meeting were approved.

The minutes are to be sent to members of the Black Faculty and Staff and student organizations leaders.

### Other

Endia Hall, Thomas Conway and Gus Witherspoon will draft a resolution regarding the coordination of student activities through the Office of Afro-American Affairs as a matter of protocol and structure.

A student conference will be held with student leaders to discuss protocol for coordinating activities.

Dr. Alexander will attend the next Student Roundtable Meeting scheduled on Friday, January 23 at 3:15 in the Harris Hall Conference Room.

A schedule will be sent to Council members to select another date and time for the meeting.

Dr. Lawrence Gary, Institute of Urban Affairs, will be lecturing on February 3, 3:30 p.m., Faculty Senate Room. His topic will be "Black Men and Their Families".

National Conference

Plans for a national conference on the status of education for Afro-Americans will be discussed with Chancellor Poulton at the next Council meeting.

There being no further business, the meeting was adjourned.

Respectfully submitted,  
Carolyn R. Ingram

February 9, at 6:30 (dinner at Special Edition - \$6) and will be speaking at 8:00.

\*\*\* Print Diagnostics for: CHANCELLOR'S ADVISORY COUNCIL

Total Formatting Exceptions = 2      Total Listed Below = 2

The Following Two Formats Will Be Used:

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1	0034-Text Exceeds Paper Length



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CHANCELLOR'S ADVISORY COUNCIL

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Author's Name:

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OPRPV82

Author's Name:  
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Letter of appointment

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spencer

Author's Name:

OPRPV8

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RDCSBOARD

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OPRPV8

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Author's Name:

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Author's Name:  
spencer

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Requestor's ID:  
OPRPV8

Author's Name:  
spencer

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Author's Name:

OPRPV8

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Document Name:  
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OPRPV82

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Letter of appointment

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Author's Name:

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Chancellor's Advisory Council Afro-American Affairs Meeting  
March 25, 1987 - 2:00 pm  
Poe Hall

Members Present: Dr. Winser E. Alexander, Dr. Dianne Scott-Jones, Ms. Fran Weston,  
Dr. Wilma Peebles-Wilkins, Dr. Lawrence Clark, Mrs. Endia Hall, Mr.  
Thomas Conway, Mr. Gerald Barrax, Ms. Charmette Brown

The Chancellor's Advisory Council on Afro-American Affairs met on March 25, 1987 at 2:00 p. m. in room 410 Poe Hall. The meeting was called to order by Dr. Winser Alexander. The following items were discussed.

Proposal by Dr. Arlene Fingeret

Dr. Alexander presented a memorandum and an enclosed proposal to the Council from Dr. Arlene Fingeret, Associate Professor in the Department of Adult and community College Education. The proposal was entitled "Proposal for Expansion of the Physical Plant Adult Basic Education Program". In the memorandum, Dr. Fingeret requested feedback from the council and expressed appreciation to the Council for its willingness to present the enclosed information to the Chancellor. After several minutes of discussion, the Council decided by common consent that it was inappropriate to take any action until additional information can be obtained on the overall benefits of the program to Afro-Americans that are employed by the Physical Plant. It is more appropriate for the Council to undertake a study of the recruitment, retention, and opportunities for advancement of all Afro-American SPA and EPA employees on campus. Thus, this matter was deferred for discussion at future meetings.

Celebration of Dr. Martin Luther King's Birthday

Dr. Clark presented a concept currently under consideration by the Chancellor's office for the Brotherhood Awareness Dinner to be moved to coincide with Dr. Martin Luther King's birthday. There were mixed feelings on this matter by several members of the Council. The general feeling of most of the members was that this would not solve the problem of the University taking appropriate measures to celebrate Dr. King's birthday. In particular, students have limited participation in the Brotherhood Awareness Dinner. In addition, changing the schedule to this time may cause problems with schedule conflicts, etc.

Culture Center

Dr. Clark, Mr. Conway and Ms. Brown provided an update on the Program Advisory Committee for the Cultural Center. They presented a plan for the space allocation for the Center. There was some discussion on the adequacy of the space for the social activities. No action was taken.

(32)

National Conference

Carry over to next page  
1



Dr. Clark agreed to solicit participants for a Task Force to plan and implement a National Conference on the status of Afro-Americans in higher education. The Conference will be held sometime this Fall.

*Other Business*

A discussion of the ~~activities~~ future activities of the Council was held. The general consensus was that more effort should be made to plan the activities and that individual members of the Council should be assigned primary responsibility for each major program or activity. That member would then solicit assistance from throughout the University to carry out the program. Dr. Alexander agreed to give consideration to developing a plan for next years' activities.

The meeting was adjourned.

Respectfully submitted  
Carolyn L. Ingram

Chancellor's Advisory Council Afro-American Affairs Meeting  
March 25, 1987 - 2:00 p.m.  
410 Poe Hall

Members Present: Dr. Winsler E. Alexander, Dr. Dianne Scott-Jones, Ms. Fran Weston, Dr. Wilma Peebles-Wilkins, Dr. Lawrence Clark, Mrs. Endia Hall, Mr. Thomas Conway, Mr. Gerald Barrax, Ms. Charmette Brown

The Chancellor's Advisory Council on Afro-American Affairs met on March 25, 1987 at 2:00 p.m. in room 410 Poe Hall. The meeting was called to order by Dr. Winsler Alexander. The following items were discussed.

Proposal by Dr. Arlene Fingeret

Dr. Alexander presented a memorandum and an enclosed proposal to the Council from Dr. Arlene Fingeret, Associate Professor in the Department of Adult and Community College Education. The proposal was entitled "Proposal for Expansion of the Physical Plant Adult Basic Education Program". In the memorandum, Dr. Fingeret requested feedback from the Council and expressed appreciation to the Council for its willingness to present the enclosed information to the Chancellor. After several minutes of discussion, the Council decided by common consent that it was inappropriate to take any action until additional information can be obtained on the overall benefits of the program to Afro-Americans that are employed by the Physical Plant. It is more appropriate for the Council to undertake a study of the recruitment, retention, and opportunities for advancement of all Afro-American SPA and EPA employees on campus. Thus, this matter was deferred for discussion at future meetings.

Celebration of Dr. Martin Luther King's Birthday

Dr. Clark presented a concept currently under consideration by the Chancellor's office for the Brotherhood Awareness Dinner to be moved to coincide with Dr. Martin Luther King's birthday. There were mixed feelings on this matter by several members of the Council. The general feeling of most of the members was that this would not solve the problem of the University taking appropriate measures to celebrate Dr. King's birthday. In particular, students have limited participation in the Brotherhood Awareness Dinner. In addition, changing the schedule to this time may cause problems with schedule conflicts, etc.

Culture Center

Dr. Clark, Mr. Conway and Ms. Brown provided an update on the Program Advisory Committee for the Cultural Center. They presented a plan for the space allocation for the Center. There was some discussion on the adequacy of the space for the social activities. No action was taken.

National Conference

Dr. Clark agreed to solicit participants for a Task Force to plan and implement a National Conference on the status of Afro-Americans in higher education. The Conference will be held sometime this fall.

Other Business

A discussion of the future activities of the Council was held. The general consensus was that more effort should be made to plan the activities and that individual members of the Council should be assigned primary responsibility for each major program or activity. The member would then solicit assistance from throughout the University to carry out the program. Dr. Alexander agreed to give consideration to developing a plan for next year's activities.

The meeting was adjourned.

Respectfully submitted

Carolyn R. Ingram

4/15/87 - Chancellor Advisory  
Council

Open by Chair - Alexander

• Committee Appointment

write a letter to continue appt.

Weston SPA Activity

Conway - Retention Activity

• Invite Deans

Things going on in Dean's school to  
enhance leadership, etc.

Members Present

• Alexander • Stew Caldwell

• Conway •

• Clark

Start with Dean Briggs - PAMS

Bill Toole - SHASS

Larry Monteith - Engineering

Dean Bateman - AHS

then at random pick  
and choose other deans

Prompt everything and have  
mtg. w/ these few items.

(2)

Improving SPA - As Arlene Fingeret  
Fingeret v. P whole concept  
of 2, 1, 0 P Human Res.  
People (are concerned w/ how it  
is @ Alice Miller ask  
for Susan Babcock,

Conway when C, - 6 people  
paying in gone, 1  
of interim 4 3 5 x

Write Chancellor and let him investigate

Summary - Report to Chancellor

- Recommendation of C
- SPA

- Paragraph about Cultural Ctr involvement  
Program of 8 2 3 representatives
- MLK ~~Rev~~ King Festival
- MLK Holiday
- Need series on <sup>MLK</sup> human Relations and  
understanding
- Task Force for National Conference on Friday

- Graduate Students wants to discuss some matters with the Afro-Amer. Council
- Need to Do Some leadership programs for students  
Clark has money and no staff - have money to accommodate about 40 people -



Conway - Connection - to go in w/Ron Butler

Caldwell - Students need to know the structure of faculty and where resources and communication

Staff Development Idea

Deans - Can you put aside money for your staff while on sabbatical leave.

Alexander willing to assume  
Chair for another

► Need to focus on Faculty  
Social hour for faculty and  
staff.

► Adjournment  
Send minutes to Black Faculty + Staff  
Student Leaders

Sept Chair (Masnari)  
for each person

February 7, 1987

*Lme*



MEMORANDUM

To: Dr. Lawrence Clark  
Associate Provost

From: Fran S. Weston  
Benefits Manager

Subject: Topics of Concern from the University Employees Association  
(FYI)

The University Employees' Association meets once each month. Currently its membership includes University Physical Plant Staff only. Both African American and white SPA employees participate but the group is primarily African American. Following is a list of issues that the group plans to address during 1987.

1. Minimum support given to employees who wish to make lateral and/or promotional transfers, particularly, Physical Plant trade and service personnel.
2. A lack of appropriate information and assistance to employees who who want an opportunity to participate in various apprenticeship programs.
3. A lack of support and cooperation by management to employees who wish to attend various training and career development programs sponsored by the University.
4. An inadequate number of career and vocational assistance programs that are designed to help employees develop appropriate interviewing and job search techniques.
5. Clarification and stronger enforcement of the University's hiring policy.
6. The high ratio of non-campus applicants being hired for positions at the University versus the number of NCSU employees who apply for these positions and are not considered or interviewed.
7. The lack of feedback to NCSU employees when they are not selected to fill a position.



8. Establish employee-employer participatory management practices.

This list of issues has been forwarded to Associate Vice Chancellor Lauren Brisky by the Human Resources Director.

Not only is recruitment and retention of African American SPA Staff surfacing as an area that the Chancellor's Advisory Council should address, but this list is an indication that these employees are beginning to see the need to take a risk and speak up about internal University procedures, policies, and attitudes that seem to keep them at low pay, non-managerial job levels.

February 1, 1987

MEMORANDUM

To: Dr. Lawrence Clark  
Associate Provost

From: Fran S. Weston *F.S. Weston*  
Benefits Manager

Subject: Position Paper on Recruitment and Retention of SPA Support Staff

Development of a position paper on SPA support staff recruitment and retention was discussed briefly during the Advisory Council meeting Tuesday, January 20, 1987. Council members in attendance suggested that a draft be presented at the February meeting.

In order to draft a paper, some statistical data is needed to build the argument that, for what ever reason, African American presence in SPA jobs at North Carolina is concentrated at the lower salary, non-managerial levels. A report that provides the following data would be helpful in building this argument.

1. All African American (Black) SPA Employees
2. Social Security numbers
3. School/Division/Department or Check Distribution Code
4. Sex
5. Birthdate/Age
6. NCSU Hire Date
7. Job Classification/Title
8. F.T.E.
9. Salary Grade/Step
10. Annual Salary
11. Appointment Type (Permanent Full-Time, Permanent Part Time, etc.)
12. Wage/Hour Designation (Subject, Exempt)

Copies of the SPA Personnel Action form from which this data is coded into the system and the 1986 Salary Grade/Step chart are enclosed. Once I have the report with the above data, I will ask Dr. Alexander and several other Council members to assist with the draft for the position paper.

Let me know if you have questions about the data that I have requested and if there are problems getting a report of this type. I appreciate your assistance.

# NORTH CAROLINA STATE UNIVERSITY SPA PERSONNEL ACTION

DATE PREPARED \_\_\_\_\_

1	LAST NAME	FIRST NAME	MI	EMPLOYEE ID	DESCRIPTION THIS ACTION						
2						DATE EFFECTIVE					
3	SCHOOL/DIVISION		DEPARTMENT		ODC-PRIMARY	CHECK DIST CODE					
4											
5	SEX	RACE/ETH	BIRTHDATE	HANDICAP	VETERAN	EDUCATION	FICA	STATE GOVT HIRE DATE	UNIVERSITY HIRE DATE	AGGREGATE SERVICE	DDCUP ACTIVITY
6											

### EMPLOYEE ASSIGNMENT INFORMATION

7	CLASSIFICATION CODE/TITLE				FTE	GRADE/STEP	ANNUAL SALARY		ODC-ASSIGNED	POSITION #				
8														
9	JOB CODE	ASSIGNMENT #	ASSIGNMENT BEGIN DATE	ASSIGNMENT END DATE	START EVENT	LINK	STOP EVENT	COUNTY	EMP	COUNTY ANNUAL AMT	COUNTY FTE	COUNTY CODE	MP	FED APT
10														
11	ANNIVERSARY DATE	NEXT REVIEW DATE	LAST APPRAISAL		WK/AG	APPT. TYPE	W/H	REC. VAL.	YEARS	FREQ.	START DATE	STOP DATE		
12											DA/CS ONLY	ACCT. DIST.		
13	PERSON REPLACED								LAST SALARY		HRS/WK	ASSN. DURATION		

### SEPARATION INFORMATION

14	REASON FOR SEPARATION					LAST WORK DAY	DATE OF DEATH	SEPARATION			
15	HRS SK LV	FROM	SICK LEAVE EXHAUSTED	TO	HRS VAC LV	FROM	VACATION LEAVE EXHAUSTED	TO	FROM	LEAVE PAID AS TERMINAL	TO

### POSITION INFORMATION

16	POSITION #	CLASSIFICATION CODE/TITLE				BUDGETED AMT	FTE	GRADE/STEP	ODC-POSITION	LWOP	
17											
18	JOB CODE	POSITION TYPE	CAL. ID	REC. VAL.	W/H	FUNDING — INCREASE POSITION RESERVES			FUNDING — DECREASE POSITION RESERVES		

### EMPLOYEE SALARY DISTRIBUTION

19	JOB CODE	DCOR	ACCOUNT	OBJECT	PROJECT	% DISTRIBUTION	SALARY	ACCOUNT	OBJECT	PROJECT	FTE	SALARY	
							\$					\$	
TOTAL							\$						\$

PROVIDE TOTAL ONLY IF MORE THAN ONE SOURCE

20	COMMENTS				
21	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;">DEPT. HEAD _____ DATE _____</td> <td style="width: 50%; border: none;">DEAN/VICE CHANCELLOR _____ DATE _____</td> </tr> <tr> <td style="border: none;">DIRECTOR _____ DATE _____</td> <td style="border: none;">DIRECTOR OF HUMAN RESOURCES _____ DATE _____</td> </tr> </table>	DEPT. HEAD _____ DATE _____	DEAN/VICE CHANCELLOR _____ DATE _____	DIRECTOR _____ DATE _____	DIRECTOR OF HUMAN RESOURCES _____ DATE _____
DEPT. HEAD _____ DATE _____	DEAN/VICE CHANCELLOR _____ DATE _____				
DIRECTOR _____ DATE _____	DIRECTOR OF HUMAN RESOURCES _____ DATE _____				

OFFICE OF STATE PERSONNEL  
STATE OF NORTH CAROLINA SALARY SCHEDULE  
EFFECTIVE 07/01/86

ADE	HIRING RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	
50	9636	10008	10116 A	10512 A	10908 A	11328 A	11784 A	12276 A	12780 A	13284 A	13812 A	14400 A	
			10212 B	10608 B	11004 B	11436 B	11904 B	12396 B	12900 B	13416 B	13956 B	14544 B	15156 B
			10308 C	10716 C	11112 C	11544 C	12024 C	12528 C	13032 C	13548 C	14100 C	14688 C	15312 C
			10404 D	10812 D	11220 D	11652 D	12144 D	12648 D	13152 D	13668 D	14244 D	14832 D	15468 D
51	10008	10404	10512 A	10908 A	11328 A	11784 A	12276 A	12780 A	13284 A	13812 A	14400 A	15000 A	
			10608 B	11004 B	11436 B	11904 B	12396 B	12900 B	13416 B	13956 B	14544 B	15156 B	
			10716 C	11112 C	11544 C	12024 C	12528 C	13032 C	13548 C	14100 C	14688 C	15312 C	
			10812 D	11220 D	11652 D	12144 D	12648 D	13152 D	13668 D	14244 D	14832 D	15468 D	
52	10404	10812	10908 A	11328 A	11784 A	12276 A	12780 A	13284 A	13812 A	14400 A	15000 A	15636 A	
			11004 B	11436 B	11904 B	12396 B	12900 B	13416 B	13956 B	14544 B	15156 B	15792 B	
			11112 C	11544 C	12024 C	12528 C	13032 C	13548 C	14100 C	14688 C	15312 C	15948 C	
			11220 D	11652 D	12144 D	12648 D	13152 D	13668 D	14244 D	14832 D	15468 D	16104 D	
53	10812	11220	11328 A	11784 A	12276 A	12780 A	13284 A	13812 A	14400 A	15000 A	15636 A	16284 A	
			11436 B	11904 B	12396 B	12900 B	13416 B	13956 B	14544 B	15156 B	15792 B	16452 B	
			11544 C	12024 C	12528 C	13032 C	13548 C	14100 C	14688 C	15312 C	15948 C	16620 C	
			11652 D	12144 D	12648 D	13152 D	13668 D	14244 D	14832 D	15468 D	16104 D	16788 D	
54	11220	11652	11784 A	12276 A	12780 A	13284 A	13812 A	14400 A	15000 A	15636 A	16284 A	16968 A	
			11904 B	12396 B	12900 B	13416 B	13956 B	14544 B	15156 B	15792 B	16452 B	17136 B	
			12024 C	12528 C	13032 C	13548 C	14100 C	14688 C	15312 C	15948 C	16620 C	17304 C	
			12144 D	12648 D	13152 D	13668 D	14244 D	14832 D	15468 D	16104 D	16788 D	17472 D	
55	11652	12144	12276 A	12780 A	13284 A	13812 A	14400 A	15000 A	15636 A	16284 A	16968 A	17652 A	
			12396 B	12900 B	13416 B	13956 B	14544 B	15156 B	15792 B	16452 B	17136 B	17832 B	
			12528 C	13032 C	13548 C	14100 C	14688 C	15312 C	15948 C	16620 C	17304 C	18012 C	
			12648 D	13152 D	13668 D	14244 D	14832 D	15468 D	16104 D	16788 D	17472 D	18192 D	
56	12144	12648	12780 A	13284 A	13812 A	14400 A	15000 A	15636 A	16284 A	16968 A	17652 A	18396 A	
			12900 B	13416 B	13956 B	14544 B	15156 B	15792 B	16452 B	17136 B	17832 B	18600 B	
			13032 C	13548 C	14100 C	14688 C	15312 C	15948 C	16620 C	17304 C	18012 C	18804 C	
			13152 D	13668 D	14244 D	14832 D	15468 D	16104 D	16788 D	17472 D	18192 D	18996 D	
57	12648	13152	13284 A	13812 A	14400 A	15000 A	15636 A	16284 A	16968 A	17652 A	18396 A	19212 A	
			13416 B	13956 B	14544 B	15156 B	15792 B	16452 B	17136 B	17832 B	18600 B	19416 B	
			13548 C	14100 C	14688 C	15312 C	15948 C	16620 C	17304 C	18012 C	18804 C	19632 C	
			13668 D	14244 D	14832 D	15468 D	16104 D	16788 D	17472 D	18192 D	18996 D	19836 D	
58	13152	13668	13812 A	14400 A	15000 A	15636 A	16284 A	16968 A	17652 A	18396 A	19212 A	20052 A	
			13956 B	14544 B	15156 B	15792 B	16452 B	17136 B	17832 B	18600 B	19416 B	20268 B	
			14100 C	14688 C	15312 C	15948 C	16620 C	17304 C	18012 C	18804 C	19632 C		
			14244 D	14832 D	15468 D	16104 D	16788 D	17472 D	18192 D	18996 D			

OFFICE OF STATE PERSONNEL  
STATE OF NORTH CAROLINA SALARY SCHEDULE

EFFECTIVE 07/01/86

GRADE	HIRING RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
59	13668	14244	14400 A	15000 A	15636 A	16284 A	16968 A	17652 A	18396 A	19212 A	20052 A	20928 A
			14544 B	15156 B	15792 B	16452 B	17136 B	17832 B	18600 B	19416 B	20268 B	21156 B
			14688 C	15312 C	15948 C	16620 C	17304 C	18012 C	18804 C	19632 C	20484 C	21384 C
			14832 D	15468 D	16104 D	16788 D	17472 D	18192 D	18996 D	19836 D	20700 D	21600 D
60	14244	14832	15000 A	15636 A	16284 A	16968 A	17652 A	18396 A	19212 A	20052 A	20928 A	21852 A
			15156 B	15792 B	16452 B	17136 B	17832 B	18600 B	19416 B	20268 B	21156 B	22104 B
			15312 C	15948 C	16620 C	17304 C	18012 C	18804 C	19632 C	20484 C	21384 C	22356 C
			15468 D	16104 D	16788 D	17472 D	18192 D	18996 D	19836 D	20700 D	21600 D	22596 D
61	14832	15468	15636 A	16284 A	16968 A	17652 A	18396 A	19212 A	20052 A	20928 A	21852 A	22848 A
			15792 B	16452 B	17136 B	17832 B	18600 B	19416 B	20268 B	21156 B	22104 B	23100 B
			15948 C	16620 C	17304 C	18012 C	18804 C	19632 C	20484 C	21384 C	22356 C	23352 C
			16104 D	16788 D	17472 D	18192 D	18996 D	19836 D	20700 D	21600 D	22596 D	23592 D
62	15468	16104	16284 A	16968 A	17652 A	18396 A	19212 A	20052 A	20928 A	21852 A	22848 A	23844 A
			16452 B	17136 B	17832 B	18600 B	19416 B	20268 B	21156 B	22104 B	23100 B	24096 B
			16620 C	17304 C	18012 C	18804 C	19632 C	20484 C	21384 C	22356 C	23352 C	24348 C
			16788 D	17472 D	18192 D	18996 D	19836 D	20700 D	21600 D	22596 D	23592 D	24600 D
63	16104	16788	16968 A	17652 A	18396 A	19212 A	20052 A	20928 A	21852 A	22848 A	23844 A	24876 A
			17136 B	17832 B	18600 B	19416 B	20268 B	21156 B	22104 B	23100 B	24096 B	25152 B
			17304 C	18012 C	18804 C	19632 C	20484 C	21384 C	22356 C	23352 C	24348 C	25428 C
			17472 D	18192 D	18996 D	19836 D	20700 D	21600 D	22596 D	23592 D	24600 D	25692 D
64	16788	17472	17652 A	18396 A	19212 A	20052 A	20928 A	21852 A	22848 A	23844 A	24876 A	25992 A
			17832 B	18600 B	19416 B	20268 B	21156 B	22104 B	23100 B	24096 B	25152 B	26292 B
			18012 C	18804 C	19632 C	20484 C	21384 C	22356 C	23352 C	24348 C	25428 C	26592 C
			18192 D	18996 D	19836 D	20700 D	21600 D	22596 D	23592 D	24600 D	25692 D	26892 D
65	17472	18192	18396 A	19212 A	20052 A	20928 A	21852 A	22848 A	23844 A	24876 A	25992 A	27216 A
			18600 B	19416 B	20268 B	21156 B	22104 B	23100 B	24096 B	25152 B	26292 B	27540 B
			18804 C	19632 C	20484 C	21384 C	22356 C	23352 C	24348 C	25428 C	26592 C	27864 C
			18996 D	19836 D	20700 D	21600 D	22596 D	23592 D	24600 D	25692 D	26892 D	28176 D
66	18192	18996	19212 A	20052 A	20928 A	21852 A	22848 A	23844 A	24876 A	25992 A	27216 A	28500 A
			19416 B	20268 B	21156 B	22104 B	23100 B	24096 B	25152 B	26292 B	27540 B	28824 B
			19632 C	20484 C	21384 C	22356 C	23352 C	24348 C	25428 C	26592 C	27864 C	29148 C
			19836 D	20700 D	21600 D	22596 D	23592 D	24600 D	25692 D	26892 D	28176 D	29460 D
67	18996	19836	20052 A	20928 A	21852 A	22848 A	23844 A	24876 A	25992 A	27216 A	28500 A	29820 A
			20268 B	21156 B	22104 B	23100 B	24096 B	25152 B	26292 B	27540 B	28824 B	30180 B
			20484 C	21384 C	22356 C	23352 C	24348 C	25428 C	26592 C	27864 C	29148 C	30540 C
			20700 D	21600 D	22596 D	23592 D	24600 D	25692 D	26892 D	28176 D	29460 D	30840 D

OFFICE OF STATE PERSONNEL  
STATE OF NORTH CAROLINA SALARY SCHEDULE

EFFECTIVE 07/01/86

GRADE	HIRING RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	
68	19836	20700	20928 A	21852 A	22848 A	23844 A	24876 A	25992 A	27216 A	28500 A	29820 A	31260 A	
			21156 B	22104 B	23100 B	24096 B	25152 B	26292 B	27540 B	28824 B	30180 B	31620 B	32600 B
			21384 C	22356 C	23352 C	24348 C	25428 C	26592 C	27864 C	29148 C	30540 C	31980 C	33088 C
			21600 D	22596 D	23592 D	24600 D	25692 D	26892 D	28176 D	29460 D	30888 D	32340 D	33888 D
69	20700	21600	21852 A	22848 A	23844 A	24876 A	25992 A	27216 A	28500 A	29820 A	31260 A	32736 A	
			22104 B	23100 B	24096 B	25152 B	26292 B	27540 B	28824 B	30180 B	31620 B	33120 B	34680 B
			22356 C	23352 C	24348 C	25428 C	26592 C	27864 C	29148 C	30540 C	31980 C	33504 C	35076 C
			22596 D	23592 D	24600 D	25692 D	26892 D	28176 D	29460 D	30888 D	32340 D	33888 D	35460 D
70	21600	22596	22848 A	23844 A	24876 A	25992 A	27216 A	28500 A	29820 A	31260 A	32736 A	34284 A	
			23100 B	24096 B	25152 B	26292 B	27540 B	28824 B	30180 B	31620 B	33120 B	34680 B	36312 B
			23352 C	24348 C	25428 C	26592 C	27864 C	29148 C	30540 C	31980 C	33504 C	35076 C	36732 C
			23592 D	24600 D	25692 D	26892 D	28176 D	29460 D	30888 D	32340 D	33888 D	35460 D	37152 D
71	22596	23592	23844 A	24876 A	25992 A	27216 A	28500 A	29820 A	31260 A	32736 A	34284 A	35892 A	
			24096 B	25152 B	26292 B	27540 B	28824 B	30180 B	31620 B	33120 B	34680 B	36312 B	38004 B
			24348 C	25428 C	26592 C	27864 C	29148 C	30540 C	31980 C	33504 C	35076 C	36732 C	38436 C
			24600 D	25692 D	26892 D	28176 D	29460 D	30888 D	32340 D	33888 D	35460 D	37152 D	38856 D
72	23592	24600	24876 A	25992 A	27216 A	28500 A	29820 A	31260 A	32736 A	34284 A	35892 A	37584 A	
			25152 B	26292 B	27540 B	28824 B	30180 B	31620 B	33120 B	34680 B	36312 B	38004 B	39804 B
			25428 C	26592 C	27864 C	29148 C	30540 C	31980 C	33504 C	35076 C	36732 C	38436 C	40284 C
			25692 D	26892 D	28176 D	29460 D	30888 D	32340 D	33888 D	35460 D	37152 D	38856 D	40752 D
73	24600	25692	25992 A	27216 A	28500 A	29820 A	31260 A	32736 A	34284 A	35892 A	37584 A	39336 A	
			26292 B	27540 B	28824 B	30180 B	31620 B	33120 B	34680 B	36312 B	38004 B	39804 B	41736 B
			26592 C	27864 C	29148 C	30540 C	31980 C	33504 C	35076 C	36732 C	38436 C	40284 C	42228 C
			26892 D	28176 D	29460 D	30888 D	32340 D	33888 D	35460 D	37152 D	38856 D	40752 D	42708 D
74	25692	26892	27216 A	28500 A	29820 A	31260 A	32736 A	34284 A	35892 A	37584 A	39336 A	41244 A	
			27540 B	28824 B	30180 B	31620 B	33120 B	34680 B	36312 B	38004 B	39804 B	41736 B	43728 B
			27864 C	29148 C	30540 C	31980 C	33504 C	35076 C	36732 C	38436 C	40284 C	42228 C	44244 C
			28176 D	29460 D	30888 D	32340 D	33888 D	35460 D	37152 D	38856 D	40752 D	42708 D	44748 D
75	26892	28176	28500 A	29820 A	31260 A	32736 A	34284 A	35892 A	37584 A	39336 A	41244 A	43224 A	
			28824 B	30180 B	31620 B	33120 B	34680 B	36312 B	38004 B	39804 B	41736 B	43728 B	45816 B
			29148 C	30540 C	31980 C	33504 C	35076 C	36732 C	38436 C	40284 C	42228 C	44244 C	46320 C
			29460 D	30888 D	32340 D	33888 D	35460 D	37152 D	38856 D	40752 D	42708 D	44748 D	46816 D
76	28176	29460	29820 A	31260 A	32736 A	34284 A	35892 A	37584 A	39336 A	41244 A	43224 A	45288 A	
			30180 B	31620 B	33120 B	34680 B	36312 B	38004 B	39804 B	41736 B	43728 B	45816 B	47904 B
			30540 C	31980 C	33504 C	35076 C	36732 C	38436 C	40284 C	42228 C	44244 C	46320 C	48400 C
			30888 D	32340 D	33888 D	35460 D	37152 D	38856 D	40752 D	42708 D	44748 D	46816 D	48904 D

CHANCELLOR'S ADVISORY COUNCIL ON AFRO-AMERICAN AFFAIRS  
AUGUST 1986

Three Year Appointments expiring June 30, 1988

Dr. Winsor Alexander  
Professor  
Elec. & Comp. Engr.  
Box 7911  
NCSU Campus 2336  
2336

Dr. Wilma C. Peebles-Wilkins  
Associate Professor  
Socio. & Anthro.  
Box 8107  
NCSU Campus  
3291

Dr. Diane Scott-Jones  
Assistant Professor  
Psychology  
Box 7801  
NCSU Campus  
2251

One Year Appointments expiring June 30, 1987

Mr. Thomas Conway  
Assistant Director  
Academic Skills Program  
Box 7104  
NCSU Campus  
2464/3680

Ms. Fran Weston  
Fringe Benefits Manager  
Payroll & Benefits  
Box 7215  
NCSU Campus  
2151

Mr. Gerald Barrax  
Assoc. Professor  
English  
Box 8105  
NCSU Campus  
3870

One Year Student Appointments expiring June 30, 1987

Mr. Steven Caldwell  
President  
Society of Afro-American  
Culture  
Box 7306  
NCSU Campus  
2453

Ms. Charmette Brown  
President  
Black Student Board  
Box 7306  
NCSU Campus  
2453

Mr. Ademola Ejire  
President  
Association of Afro-  
American Graduate Students  
Box 7412  
NCSU Campus  
3345

Ex-Officio Members

Dr. Lawrence M. Clark  
Associate Provost  
Box 7101-201 Holladay  
NCSU Campus  
3148

Mrs. Endia Hall  
Coordinator  
Afro-American Student Affairs  
Student Development  
Box 7314-212 Harris  
NCSU Campus  
2441

Dr. Augustus Witherspoon  
Associate Graduate Dean  
Box 7102-108 Peele  
NCSU Campus  
7461

CHANCELLOR'S ADVISORY COUNCIL ON AFRO-AMERICAN AFFAIRS  
AUGUST 1986

Three-Year Appointments expiring June 30, 1988

Dr. Winsor Alexander  
Professor  
Elec & Comp. Engr.  
Box 7911  
NCSU Campus 2336  
2336

Dr. Wilma C. Peebles-Wilkins  
Associate Professor  
Socio. & Anthro.  
Box 8107  
NCSU Campus  
3291

Dr. Diane Scott-Jones  
Assistant Professor  
Psychology  
Box 7801  
NCSU Campus  
2251

One-Year Appointments expiring June 30, 1987

Mr. Thomas Conway  
Assistant Director  
Academic Skills Program  
Box 7104  
NCSU Campus  
2464/2464

Ms. Fran Weston  
Fringe Benefits Manager  
Payroll & Benefits  
Box 7215  
NCSU Campus  
2151

Mr. Gerald Barrax  
Assoc. Professor  
English  
Box 8105  
NCSU Campus  
3870

One-Year Student Appointments expiring June 30, 1987

Mr. Steven Caldwell  
President  
Society of Afro-American  
Culture  
Box 7306  
NCSU Campus  
~~2436~~ 6179  
office-2036

Ms. Charmette Brown  
President  
Black Student Board  
Box 7306  
NCSU Campus  
2453

Mr. Ademola Ejire  
President  
Association of Afro-  
American Graduate Students  
Box ~~7400~~ 7612  
NCSU Campus  
3345 3603

Ex-Officio Members

Dr. Lawrence M. Clark  
Associate Provost  
Box 7101-201 Holladay  
NCSU Campus  
3148

Mrs. Endia Hall <sup>9/16/86</sup>  
Coordinator *(see class today)*  
Afro-American Student Affairs  
Student Development  
Box 7314-212 Harris  
NCSU Campus  
2441/3835

Dr. Augustus Witherspoon  
Associate Graduate Dean  
Box 7102-108 Peele  
NCSU Campus  
7461 or 3345





# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

April 2, 1987

MEMORANDUM TO: Chancellor's Afro-American Advisory Committee

FROM: Carolyn R. Ingram *CR*  
Secretary to Dr. Clark

The next meeting fo the Chancellor's Afro-American Advisory Committee has been scheduled for Wednesday, April 15, 1987 at 2:00 p.m. in Room 500 Poe Hall. Please mark your calendar for this very important meeting.

Should you not be able to attend, please call me at x-3409.

AGENDA

CHANCELLOR'S AFRO-AMERICAN ADVISORY COUNCIL MEETING  
WEDNESDAY, APRIL 15, 1987 - 2:00 p.m.

500 Poe Hall

Organizing Afro-American Advisory Council

National Conference

Improving the Environment for SPA and EPA Professionals

Incomplete Projects of the Afro-American Advisory Council

Adjournment

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WEDNESDAY, APRIL 15, 1987 - 2:00 p.m.

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Organizing Afro-American Advisory Council

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Adjournment

ADJOURNMENT

AGENDA

CHANCELLOR'S AFRO-AMERICAN ADVISORY COUNCIL MEETING  
WEDNESDAY, APRIL 15, 1987 - 2:00 p.m.

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Organizing Afro-American Advisory Council

National Conference

Improving the Environment for SPA and EPA Professionals

Incomplete Projects of the Afro-American Advisory Council

Adjournment



# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

April 2, 1987

MEMORANDUM TO: Chancellor's Afro-American Advisory Committee

FROM: Carolyn R. Ingram *CR*  
Secretary to Dr. Clark

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Should you not be able to attend, please call me at x-3409.

2:00 - Feb 18 Wednesday

Mar 25  
Wed 2:00 - 4:00

4:00 ~~Back to~~

3291 - Wilma C. Pables left message  
~~2336~~ Winner Alexander ok

left msg try to make it  
 ok

2251 Diane Scott Jones ~~will call~~ ok

ok

2464 Thomas Conway will call

has a mtg - Carol Mc Coy will place on his calendar

3835 Endia Hall ok

will ~~call~~ ok

3603 Ademala Ejire in class

2151 Fran Weston ok

ok

3870 Gerald Barry ~~will call~~

left msg.

2453 Charmette Brown ~~will call~~

left msg.

7 6179 Steve Caldwell ok

ok

Dr. Clark ok

ok

called everyone except Steve Caldwell 3/24/87  
 Re location Pre-registration going on this week

Wed. Mar. 25 (2:00)

#10 Poe

List for mailing new faculty/ pg. 16 graduate form mailing

Document Name:  
 KADRE MAILING LIST  
 Requestor's ID:  
 OPRYS  
 Author's Name:  
 E. Chappell  
 Document Comments:

Document Name:  
R ADJ EH

Requestor's ID:  
OPRPV8

Author's Name:

Document Comments:

Document Comments:

spencer

Author's Name:

OPRPV8

Requestor's ID:

XXXXXXXXXX G  
Document Name:

Please indicate dates and times that you will not be available to meet.

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:00 - 9:00		X			
9:00 - 10:00		X			
10:00 - 11:00		X			
11:00 - 12:00		X			
12:00 - 1:00					
1:00 - 2:00					
2:00 - 3:00					
3:00 - 4:00					
4:00 - 5:00					





Carolyn R. Ingram  
Box 7101  
NCSU Campus



Wilma Peebles-Wilkins

Wed - Afternoon

Tues - morning

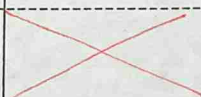
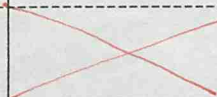
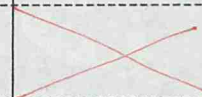
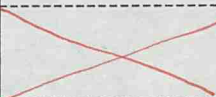
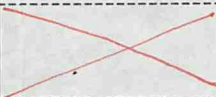

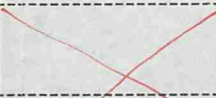



Thurs. morning

says that she can  
meet

Mrs Ingram,

The time slots with "X" in them are the times I can not attend a meeting.

Ademola Ejire

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:00 - 9:00					
9:00 - 10:00					
10:00 - 11:00					
11:00 - 12:00					
12:00 - 1:00					
1:00 - 2:00					
2:00 - 3:00					
3:00 - 4:00					
4:00 - 5:00					

Mrs Cardyn R. Ingram  
BOX 7101  
NCSU Campus

Chancellor's Afro-Advisory Committee

GERALD BARRAX  
Box 8105

Please indicate dates and times that you will not be available to meet.

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:00 - 9:00					
9:00 - 10:00					
10:00 - 11:00					
11:00 - 12:00					
12:00 - 1:00					
1:00 - 2:00					
2:00 - 3:00					
3:00 - 4:00					
4:00 - 5:00					

to 2:05  
2:10

Carolyn R. Ingram  
Box 7101  
NCSU Campus

Chancellor's Afro-Advisory Committee

Dr. Winser Alexander

Please indicate dates and times that you will not be available to meet

*April 8 ok*

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:00 - 9:00					
9:00 - 10:00					<del></del>
10:00 - 11:00			<del></del>	<del></del>	<del></del>
11:00 - 12:00				<del></del>	<del></del>
12:00 - 1:00					
1:00 - 2:00					
2:00 - 3:00		<del></del>		<del></del>	
3:00 - 4:00		<del></del>	<del></del>	<del></del>	
4:00 - 5:00		<del></del>	<del></del>	<del></del>	



Carolyn R. Ingram  
Box 7101  
NCSU Campus

PLEASE INDICATE BELOW THOSE TIMES AT WHICH YOU WILL NOT BE AVAILABLE ON A REGULAR BASIS (i.e., teaching courses, regularly scheduled meetings)

	a.m. 8 - 9	a.m. 9 - 10	a.m. 10 - 11	a.m. 11 - 12	p.m. 12 - 1	p.m. 1 - 2	p.m. 2 - 3	p.m. 3 - 4	p.m. 4 - 5
MONDAY									
TUESDAY									
WEDNESDAY									
THURSDAY									*
FRIDAY									

NAME:

Thomas

Please indicate those dates on which you will not be available because of out-of-town trips, seminars, vacation, etc.

RETURN TO:

Mae Jernigan, Box 7105  
300-D Poe Hall  
NCSU Campus

Feb 16, 17 & 18 JAEOPP Conf.  
\* Every other Thursday

## Chancellor's Afro-Advisory Committee

Diane Scott-Jones

Please indicate dates and times that you will not be available to meet.

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:00 - 9:00					
9:00 - 10:00					
10:00 - 11:00					
11:00 - 12:00					
12:00 - 1:00					
1:00 - 2:00					
2:00 - 3:00					
3:00 - 4:00					
4:00 - 5:00					

Handwritten red markings indicate unavailability:

- Monday: 3:00 - 4:00
- Tuesday: 10:00 - 11:00, 11:00 - 12:00
- Wednesday: 12:00 - 1:00, 1:00 - 2:00
- Thursday: 8:00 - 9:00, 9:00 - 10:00, 10:00 - 11:00, 11:00 - 12:00, 12:00 - 1:00, 1:00 - 2:00, 2:00 - 3:00, 3:00 - 4:00, 4:00 - 5:00
- Friday: 8:00 - 9:00, 9:00 - 10:00, 10:00 - 11:00, 11:00 - 12:00, 12:00 - 1:00, 1:00 - 2:00, 2:00 - 3:00, 3:00 - 4:00, 4:00 - 5:00

Carolyn R. Ingram  
Box 7101  
NCSU Campus

Chancellor's Afro-Advisory Committee

*A. M. Wilkerson*

*any day is as good as an  
other day except Fridays*

Please indicate dates and times that you will not be available to meet.

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:00 - 9:00					<i>out</i>
9:00 - 10:00					
10:00 - 11:00					
11:00 - 12:00					
12:00 - 1:00					
1:00 - 2:00					
2:00 - 3:00					
3:00 - 4:00					
4:00 - 5:00					

Amu,

Campus Mail

Carolyn R. Ingram  
Box 7101  
NCSU Campus



# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

January 29, 1987

*Return to  
Carolyn Ingram*

## M E M O R A N D U M

To: Chancellor's Afro-American Advisory Committee

FROM: Carolyn R. Ingram *Carol Ingram*

In an effort to confirm a standard meeting date for the Committee this semester, you are being sent the attached calendar to indicate those dates and times that you will not be available for a meeting.

We will need to establish this standard date as quickly as possible so that we can get on with the business at hand. For this reason, your prompt response is greatly appreciated.

Attachment

Chancellor's Afro-Advisory Committee

Please indicate dates and times that you will not be available to meet.

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:00 - 9:00	<del> </del>	<del> </del>			
9:00 - 10:00	<del> </del>	<del> </del>			
10:00 - 11:00	<del> </del>	<del> </del>			
11:00 - 12:00					
12:00 - 1:00					
1:00 - 2:00		<del> </del>			
2:00 - 3:00		<del> </del>			
3:00 - 4:00		3:30 <del> </del>			<del> </del>
4:00 - 5:00				<del> </del>	<del> </del>



Carolyn R. Ingram  
Box 7101  
NCSU Campus

Peer Mentor Program  
Box 7317  
North Carolina State University  
Raleigh, N. C. 27695-7317

Carolyn Ingram  
Box 7101  
NCSU

**CAMPUS MAIL**

The A. A. Office supports the protection available to members of its community under all applicable Federal laws, including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 799A and 845 of the Public Health Service Act, the Equal Pay and Age Discrimination Acts, the Rehabilitation Act of 1973, the Vietnam Veterans Readjustment Assistance Act of 1974, and Executive Order 11246. In addition to assuring compliance with the Federal laws, the Office also monitors the North Carolina Affirmative Action Plan and is responsible for ~~the~~ developing programs which sensitize community members to human potential issues.



North Carolina State University  
School of Education  
School of Agriculture and Life Sciences

Department of Adult and Community College Education  
Box 7801, Raleigh, NC 27695-7801

March 23, 1987

MEMORANDUM

TO: Dr. Lawrence Clark

FROM: Arlene Fingeret *Arlene*

Enclosed is a copy of the proposal we have submitted to the Advisory Committee on AfroAmerican Affairs. We appreciate your support for our efforts!



Proposal for Expansion of the  
Physical Plant Adult Basic Education Program

Submitted by  
Robert Shreefter, Program Coordinator/Instructor  
Arlene Fingeret, Associate Professor

March, 1987 .

Introduction The low reading and writing skill levels of many North Carolina adults has become a cause of increasing concern in the past few years, and public and private resources are being marshalled to confront it. In fact, there are more than 300 employees at NCSU who have less than a high school diploma and are working in "dead end" positions, unless they are able to increase their reading and writing skills and obtain a high school credential. A disproportionate number of these employees are Black and many work for the Physical Plant Division. Physical Plant provides the opportunity for a small number of these persons to improve their literacy skills and prepare for their high school diploma tests through participation in a small workplace literacy program. This proposal is written to request the resources necessary to expand the current program, providing the chance for additional adults to grow and learn through their employment at North Carolina State University.

Background: Workplace Literacy Programs Literacy skills and attainment of high school diplomas have become increasingly important for North Carolina workers as the economic base of the state shifts from agricultural to manufacturing, research and development, and service industries. Workers are drawn from rural to urban areas; their approach to work has been forged in the fields of North Carolina which demand diligent, persistent effort, initiative and personal responsibility. The mobility of these hard working persons often is limited, however, when they are unable to read and write well or they have not attained a high school credential. Some feel caught in an endless cycle of hard work, subsistence level living and stigma as they work two or three jobs in order to make ends meet. They are unable to qualify for better employment because of their schooling records and have limited time and energy for returning to school in order to qualify for better jobs.

It is estimated that more than 830,000 adults in North Carolina are unable to read and write easily; a disproportionate percentage of these adults are Black. The problem is not going to disappear, as young adults continue to leave school or graduate without basic literacy skills -- North Carolina has one of the highest rates in the nation of people leaving school before completing the eighth grade. And it is many of these older and younger adults who move to large cities to find employment in maintenance or service work which requires little education. For example, NCSU's housekeepers and groundskeepers work in the most physically demanding and lowest-paying positions -- jobs which are nonetheless crucial for the University's operation -- because they are unable to qualify for anything else due to their low literacy levels. These jobs are overwhelmingly held by Black women and men, and these employees remain invisible with respect to educational and employment opportunities.

It is in this context that workplace literacy programs are becoming a topic of widespread interest. These are programs that are operated by employers for their employees; employers provide facilities, personnel, and some release time for their employees to attend classes. Workplace literacy programs' objectives include both increased reading and writing abilities and expanded job performance. Employees are rewarded for their progress as it is evidenced in their enhanced capabilities on their jobs and sometimes are eligible for promotion as they attain high school credentials. These programs are based on the assumptions that these adults are able to learn when they can participate in an appropriate educational program and that they will remain with an employer who has invested in their education when appropriate rewards and opportunities for mobility are available.

The Present Program The Physical Plant Division of North Carolina State University has been providing adult basic education (ABE) and preparation for high school equivalency examinations (GED) for its employees on a limited scale for more than ten years through an arrangement with the School of Education and the Department of Adult and Community College Education (ACCE). The Physical Plant ABE program has been an important contribution of the Physical Plant Division to the future of its employees and to the citizenry of North Carolina. It has enabled the development of reading and writing skills and the attainment of a high school credential for adults who otherwise may never have had the chance. Employees participate in the program voluntarily; they attend classes on campus during their work hours and they learn reading, writing, math, and critical thinking skills, how to apply those skills in their lives, and they prepare for their GED exams. There are 27 employees presently in the program, all of whom are Black.

The program is jointly supervised by Mr. Ken Mayer (Division of Physical Plant) and Dr. Arlene Fingeret (Dept. ACCE). One part-time coordinator/instructor is responsible for curriculum and materials development as well as classroom instruction. Physical Plant supervisory personnel are involved in identification of potential students and consult with the instructors about the development of curriculum relating to employees' job responsibilities. Additional School of Education personnel have donated time as informal consultants to the program, as their skills have been needed (e.g., Dr. B. Fox, Curriculum and Instruction -- reading; Dr. P. Horan, Psychology -- intelligence testing). Students interested in the program are interviewed and tested by one of the instructors and placed in classes appropriate for their learning objectives, learning styles and skills levels.

There are many benefits of the program. In the basic literacy classes students speak often of their increased reading and writing abilities and confidence on the job. Employees are better able to read instructions and signs, fill out forms, keep up with current events and, most importantly, confront situations without fear which demand writing or reading. Employees speak also of changing relationships at home. They can assist their school-age children and, most importantly, they serve as role models for their children, being viewed as hardworking, conscientious adult learners who see the necessity of schooling. These changes help break the cycle of illiteracy, often associated with home life, as families emphasize the

importance of learning and schooling.

Students in the GED class have the added incentive of a high school diploma. In the past year about a quarter of the students enrolled in this class have passed their GED. This means they now have the possibility of promotion, as well as generally increased employment and further education opportunities. For those who view themselves in dead-end jobs, facing years of hard work with little chance of promotion because of the lack of a diploma, this class has changed their idea of the future drastically. In the basic literacy and the GED classes, employees are willing to work hard, often for years, to ensure themselves and their families a better future.

In the context of a land-grant university, the program offers numerous opportunities for research and service to the field. It provides a laboratory in which questions relating to adult learning and literacy in particular can be explored. It also provides practicum opportunities for university students to enhance their instructional, administrative and curriculum development skills. In addition, the program has provided a context for developing curriculum that is useful for the larger adult literacy education field. For example, "Dream Variations: An ABE Language and Culture Workbook," by Robert Shreefter and Wendy Luttrell, primarily uses Black poetry and songs to teach basic readers and writers. The materials were developed with the students in the Physical Plant program, and copies of the manual are being requested from all over the country. Presently, the program has submitted a proposal to the Z. Smith Reynolds Foundation for money to train tutors and to produce a tutor training manual to be used to train literacy tutors statewide.

The program operates on the basis of a holistic approach to literacy education. Many mistake workplace literacy programs as simply the use of instructional tasks that are similar to tasks encountered on the job. Holistic approaches, however, build upon the contextual knowledge students bring to learning; this is deeper and broader than simply learning to do specific tasks. The curriculum development process must include introduction to specific skills in a meaningful context and opportunities to practice applying those skills to unique situations that are representative of work-related reading and writing demands students encounter. Materials make use of the language skills students have acquired through their life experiences rather than limiting vocabulary to simple words incorporating sounds taught in a rigid sequence. Curriculum materials, therefore, can be relevant and interesting rather than stilted and artificial.

This approach to curriculum recognizes that adults come back to school with lifetimes of experience as parents, workers, churchgoers, and community members; this experience is made central to the teaching and learning process. Materials are most often the oral and written histories and responses of students. This insures not only a student-centered curriculum, but makes it possible for everyone to contribute while changing perceptions about the relationship of the learner to his/her own education. In addition to students' experiences, the curriculum centers on larger historical and cultural bodies of knowledge, using Black history and literature as the major source of materials. For some students, it is their first exposure to such materials; for others it is their most consistent involvement. The program therefore creates and reinforces a sense of competence, pride and awareness of the rich culture students come from and the

rich life experiences they have had.

Expansion At this time we are attempting to expand the program in order to support provision of services to additional university employees and to provide a laboratory for training future leaders in adult basic education and conducting research. The program would be renamed the NCSU Employees Basic Skills Institute.

The existing program has been limited to the Physical Plant Division even though there are employees working in other areas who could benefit from such an opportunity. The program also has been limited by funds only for the provision of the salary of the coordinator/ instructor. This has enabled the program's operation but, at the same time, has limited the extent to which appropriate curriculum can be developed and additional employees served, since there is no provision of support personnel, materials or supplies. In addition, the extensive opportunities for research which exist in the program have had to go largely unexplored, even though this is an area of widespread national interest at this time. Finally, the program could provide additional practicum experiences for graduate students who desire future employment in adult basic education.

The program's major need is for a full-time Institute Coordinator who will be responsible for program development (including identification of new students, negotiation with their supervisors, creation of additional classes, etc.), curriculum development, instruction, supervision of interns, and evaluation. These funds would be in addition to the funds presently received from Physical Plant and would be further supplemented by fees from other departments whose employees attend the program. These funds will support graduate assistants, materials and supplies. Finally, external sources will continue to be sought, including federal, state and private foundation funds. The School of Education will be asked to continue providing office and classroom space as well as donating faculty time to supervisory, research and development activities.

We recommend that an Advisory Committee for the Institute be created to provide coordinated guidance and advice to Institute staff. The Advisory Committee would be composed of a representative from the Department of Adult and Community College Education, the Human Resources Division, and each division or department of the university that contributes funds (and students) to the program. Meetings of the Advisory Committee would be scheduled at least twice each academic year, although individual members as well as the Institute Coordinator could request a meeting of the entire Committee or an appropriate subgroup at any time.



Budget The proposed budget supporting program expansion is as follows

Institute Coordinator (full time)	30,000
(Twelve-month EPA position. Responsible for instruction, curriculum development, tutor training, student recruitment and administration of program)	
Benefits for Coordinator	6,600
(At 22% of salary)	
Materials and supplies	2,000
(Paper, pencils, reproduction of curriculum materials, audio cassette tapes, microcomputer supplies, and books for a program library as well as for direct instruction)	
Equipment	6,000
(MacIntosh microcomputer, because it has the capability to print a variety of type sizes easily, tape recorders for use in instruction and hand-held calculators)	

TOTAL REQUEST \$44,600

Conclusion This is an exciting time in the field of adult literacy education. There is an enhanced awareness of the importance of adult literacy skills and an excitement about the potential of providing educational opportunities for employees in their workplaces. North Carolina State University, dedicated to the education of the citizens of North Carolina, has the opportunity to provide increased educational opportunities for its own employees, and particularly for those minority employees whose possibilities of mobility in the future are quite bleak.

Support for expansion of this program will contribute to the continuing development of the quality of life in North Carolina. The university's workforce, the surrounding community and the state could only applaud the initiative of the university taking a leading role in the eradication of adult illiteracy. Even with its severe limitations, the present program is one of very few programs of its kind nationally. If expanded, it can serve not only as an effective way to lead state-wide literacy efforts but also as a national model of workplace literacy programs.

Thank you for your consideration of our request.

Tommie:

11-17-86

The attached is for the meeting  
of the Afro-American  
Council on Tomorrow for  
the Chancellor's review from  
Dr. Alexander. Carol Morgan

## AFRICAN-AMERICAN CULTURE PROGRAM

### INTRODUCTION

A memorandum dated June 22, 1984 from the Chancellor's Advisory Council on Afro-American Affairs to Chancellor Poulton included recommended goals and objectives for the operation of the Afro-American Culture Center. In view of recent events related to options to either renovate the Culture Center or replace it with a new structure, it is appropriate for these goals and objectives to be reviewed. In doing so, the Advisory Council on Afro-American Affairs feels that the Afro-American Culture Center should be the focus for a well thought out program specifically designed to enrich the social and cultural environment for African-American students, faculty and staff at N. C. State University. A preliminary plan for such a program is presented in this document. A more detailed plan is being developed by the Advisory Council and will be presented to the Chancellor before the end of the academic year.

One of the most important goals of North Carolina State University is that of providing a well rounded education to all of its students. It is our philosophy that the educational process extends beyond the classroom and should reinforce the cultural and social development of the students. It is our opinion that when a particular class or group of individuals are in the minority, then the normal cultural and social activities of campus life do not meet their needs.

African-American students represent approximately 8% of the student population at N. C. State University. In addition, African-Americans constitute only a small percentage of the faculty and professional staff. As a result, very few cultural or social activities are oriented toward African-Americans. Thus, African-American students are, in essence, deprived of a basic part of the educational experience or they must modify their cultural and social nature in order to align it with the majority.

The historical treatment of African-Americans in the United States further complicates this problem. From the beginning of slavery times, African-Americans have had to overcome significant obstacles in order to maintain a cultural or social identity which was different from that thought to be appropriate first by slave owners and later by American majority society. Consequently, many young African-Americans are confused or uninformed about their heritage and as a result, they do not have a positive racial and cultural identity. A positive racial and cultural identity is an important aspect of African-American students' educational development. Thus, we feel that it is important to take appropriate action to attack this problem.

### SPECIFIC PRELIMINARY SUGGESTIONS

Specific suggestions for cultural and social activities addressing the issues discussed above are outlined below;

1. Establish an African-American Heritage Hour which will be held once per week.
2. Establish a series of African-American Speakers with the speakers being nationally recognized for their area of expertise.
3. Hold a series of leadership conferences and/or retreats for African-American student leaders.
4. Develop an appropriate mechanism for increased interaction between African-American students and African-American faculty. This will reinforce the students self image by providing role models for professional accomplishments.
5. Identify culturally supportive activities in the Raleigh and Research Triangle communities and encourage students to participate.
6. Develop a series of programs oriented toward Africa and its role in developing the cultural and social character of African-American society.
7. Develop a series of programs oriented toward the problems facing the African-American family structure and potential solutions to these problems.

### RECOMMENDED PROGRAM STRUCTURE

In order for a program based upon these activities to be successful, it must be recognized as a part of the overall educational process for African-American students. Thus, a heavy faculty involvement in developing the ideas and concepts for these programs is essential. However, it is not appropriate for African-American faculty to totally take on the development of these programs while at the same time develop their professional careers for possible future consideration of promotion or tenure. Thus, it is also important that appropriate staff be provided to develop, supervise and control these activities. This staff must be coordinated by the appropriate University official (or his/her designate). It is our opinion that such a program would best fit under the Academic Affairs part of the overall University structure.

Chancellor's Advisory Council on Afro-American Affairs



# North Carolina State University

Office of the Chancellor

February 12, 1987

Box 7001, Raleigh 27695-7001  
(919) 737-2191

Dr. Larry Clark  
Holladay Hall  
NCSU Campus



Dear Dr. Clark:

In consideration of the interests of the Society for Afro-American Culture that the University make a greater effort in the celebration of Martin Luther King's birthday, I would like to propose we move our annual brotherhood dinner to coincide each year with the day of his birthday celebration.

Such a change would establish that North Carolina State University have a very appropriate celebration regardless of whatever actions the General Assembly may take.

Sincerely,

Bruce R. Poulton  
Chancellor

*Copies sent  
to Afro. Co.  
Members*



# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

February 20, 1987

MEMORANDUM TO: Chancellor Bruce R. Poulton

FROM: Lawrence M. Clark *lmc*  
Associate Provost

SUBJECT: UNIVERSITY-COMMUNITY BROTHERHOOD DINNER

We will be discussing moving the University-Community Brotherhood Dinner to coincide with Martin Luther King's Birthday at the next scheduled meeting of the Chancellor's Afro-American Advisory Council.

/c



# North Carolina State University

Office of the Chancellor

February 2, 1987

Box 7001, Raleigh 27695-7001  
(919) 737-2191



*B. R. Poulton*

MEMORANDUM

TO: Dr. Larry Clark

FROM: Bruce R. Poulton, Chancellor

It has been suggested that North Carolina State University have some appropriate University celebration of Dr. M. L. King's birthday.

An event of an hour or so in the middle of the day that students, faculty and staff could attend might be appropriate.

Would the Afro-American Advisory Council be willing to plan something appropriate for 1988.

Thanks.

*Messiah Bond*  
100% COTTON FIBER



# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

February 13, 1987

MEMORANDUM TO: Chancellor's Afro-American Advisory Committee

FROM: Carolyn R. Ingram *CR*  
Secretary to Dr. Clark

The next meeting of the Chancellor's Afro-American Advisory Committee has been scheduled for Wednesday, February 18, 1987 at 2:00 p.m. in Room 616 Poe Hall.

We look forward to meeting with you and to continuing our discussion of the conference on the status of education for Afro-Americans.

/c

*Heenrich Bond*

15% COTTON FIBER





Office of the Provost  
and Vice-Chancellor

# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

January 29, 1987

## M E M O R A N D U M

To: Chancellor's Afro-American Advisory Committee

FROM: Carolyn R. Ingram *Carol Ingram*

In an effort to confirm a standard meeting date for the Committee this semester, you are being sent the attached calendar to indicate those dates and times that you will not be available for a meeting.

We will need to establish this standard date as quickly as possible so that we can get on with the business at hand. For this reason, your prompt response is greatly appreciated.

Attachment

CHANCELLOR'S ADVISORY COUNCIL ON AFRO-AMERICAN AFFAIRS  
AUGUST 1986

Three Year Appointments expiring June 30, 1988

Dr. Winsor Alexander  
Professor  
Elec. & Comp. Engr.  
Box 7911  
NCSU Campus 2336  
2336

Dr. Wilma C. Peebles-Wilkins  
Associate Professor  
Socio. & Anthro.  
Box 8107  
NCSU Campus  
3291

Dr. Diane Scott-Jones  
Assistant Professor  
Psychology  
Box 7801  
NCSU Campus  
2251

One Year Appointments expiring June 30, 1987

Mr. Thomas Conway  
Assistant Director  
Academic Skills Program  
Box 7104  
NCSU Campus  
2464/

Ms. Fran Weston  
Fringe Benefits Manager  
Payroll & Benefits  
Box 7215  
NCSU Campus  
2151

Mr. Gerald Barrax  
Assoc. Professor  
English  
Box 8105  
NCSU Campus  
3870

One Year Student Appointments expiring June 30, 1987

Mr. Steven Caldwell  
President  
Society of Afro-American  
Culture  
Box 7306  
NCSU Campus  
2453/6/179 H

Ms. Charmette Brown  
President  
Black Student Board  
Box 7306  
NCSU Campus  
2453

Mr. Ademola Ejire  
President  
Association of Afro-  
American Graduate Students  
Box 7412 7612  
NCSU Campus  
3345/3603 Botany Dept. 2727

Ex-Officio Members

Dr. Lawrence M. Clark  
Associate Provost  
Box 7101-201 Holladay  
NCSU Campus  
3148/5409

Mrs. Endia Hall  
Coordinator  
Afro-American Student Affairs  
Student Development  
Box 7314-212 Harris  
NCSU Campus  
2441/3125/3835 left message

Dr. Augustus Witherspoon  
Associate Graduate Dean  
Box 7102-108 Peele  
NCSU Campus  
7461 left message

7:30  
Oct. 29  
SBE  
mann 216  
Dudley Flood

CHANCELLOR'S ADVISORY COUNCIL ON AFRO-AMERICAN AFFAIRS  
AUGUST 1986

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2453 *2036 etc*

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NCSU Campus  
3345 X 2727  
3603

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Coordinator  
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2441/3835/3125/  
*left message*

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Associate Graduate Dean  
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7461

821-3085 H

CHANCELLOR'S ADVISORY COUNCIL ON AFRO-AMERICAN AFFAIRS  
AUGUST 1986

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3345

*104 North Hall  
Box 21104  
CIV 737-6179 @737-2036*  
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CHANCELLOR'S ADVISORY COUNCIL  
ON AFRO-AMERICAN AFFAIRS

Tuesday, January 20, 1987  
2:00 p.m. - 500 Poe Hall

A G E N D A

- Reflections on the Brotherhood Dinner
- National Conference
- North Carolina State University and the Martin Luther King, Jr. Holiday
- Retention of Black Students at North Carolina State University with regards to Admission

NOTE: Regarding the last item, the Council will be looking at this Spring

CHANCELLOR'S ADVISORY COUNCIL ON AFRO-AMERICAN AFFAIRS

MINUTES - JANUARY 9, 1987

Attendance:	Dr. Winser Alexander	Dr. Gus Witherspoon
	Dr. Wilma Peebles-Wilkins	Mr. Thomas Conway
	Dr. Lawrence Clark	Mr. Ademola Ejire
	Mr. Steve Caldwell	Ms. Endia Hall
	Dr. Diane Scott-Jones	Ms. Charmette Brown
	Mr. Gerald Barrax	

Guests:	Dr. Thomas Stafford	Mr. Henry Bowers
---------	---------------------	------------------

The Chancellor's Advisory Council on Afro-American Affairs met on January 9, 1987 at 2:00 p.m. in Room 311 Poe Hall. The meeting was called to order by Dr. Winser Alexander at which time Chairman Alexander introduced Dr. Thomas Stafford and Mr. Henry Bowers.

1. Dr. Stafford and Mr. Bowers gave an update of the recent actions taken by the Student Committee concerning the African-American Culture Center. A copy of the resolution passed by the student committee is attached.
2. A member of the Afro-American Council will work with the architect to design the African-American Culture Center.
3. Visits will be made to other African-American Culture Centers to get ideas for the design features and content for the Culture Center.
4. The minutes of the November 18 and November 11 meetings were approved with corrections. The minutes of the October 10 meeting were approved.
5. The minutes are to be sent to members of the Black Faculty and Staff and student organization leaders.
6. Endia Hall, Thomas Conway and Gus Witherspoon will draft a resolution regarding the coordination of student activities through the Office of Afro-American Affairs as a matter of protocol and structure.
7. A student conference will be held with student leaders to discuss protocol for coordinating activities.
8. Dr. Alexander will attend the next Student Roundtable Meeting scheduled on Friday, January 23 at 3:15 in the Harris Hall Conference Room.
9. A schedule will be sent to Council members to select another date and time for the meeting.

Mon - finished at 2 pm

Tues - Between 12 + 2 after 3:30

Wed - same as Mon.

Thurs - no free time

Fri - same as Mon.

My last class on MWF can  
be missed. Then, I will be free  
after 12.

Charrette Brown



# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

January 29, 1987

## M E M O R A N D U M

To: Chancellor's Afro-American Advisory Committee

FROM: Carolyn R. Ingram *Carol Ingram*

In an effort to confirm a standard meeting date for the Committee this semester, you are being sent the attached calendar to indicate those dates and times that you will not be available for a meeting.

We will need to establish this standard date as quickly as possible so that we can get on with the business at hand. For this reason, your prompt response is greatly appreciated.

Attachment



Chancellor's Afro-Advisory Committee

Please indicate dates and times that you will not be available to meet.

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:00 - 9:00					
9:00 - 10:00					
10:00 - 11:00					
11:00 - 12:00					
12:00 - 1:00					
1:00 - 2:00					
2:00 - 3:00					
3:00 - 4:00					
4:00 - 5:00					

Carolyn R. Ingram  
Box 7101  
NCSU Campus



CHANCELLOR'S ADVISORY COUNCIL  
ON AFRO-AMERICAN AFFAIRS

Tuesday, January 20, 1987  
2:00 p.m. - 500 Poe Hall

A G E N D A

- Reflections on the Brotherhood Dinner
- National Conference
- North Carolina State University and the Martin Luther King, Jr. Holiday
- Retention of Black Students at North Carolina State University with regards to Admission

NOTE: Regarding the last item, the Council will be looking at this Spring



# North Carolina State University

Box 5067, Raleigh 27650

Office of the Chancellor

January 4, 1983

Mr. Bob Allen  
Personnel  
Primrose Hall  
NCSU Campus

Dear Mr. Allen:

I am this date establishing an **Advisory Committee on Afro-American Affairs**. The function of this committee will be to advise the NCSU Chancellor on matters pertaining to the needs of the black community at NCSU and to the achievement of an integrated University community supporting a positive multi-racial atmosphere.

I am anticipating the committee's meetings with me to involve time commitments of two-hours occurring three times a semester.

By this letter I seek your agreement to serve on this committee until June 30, 1985, and would appreciate your accepting this assignment in writing at your earliest convenience.

Very truly yours,

A handwritten signature in cursive script, appearing to read "B. R. Poulton".

Bruce R. Poulton  
Chancellor

Enclosure

Prior to the 1960's, relatively few Afro-American students were attending predominantly white colleges and universities. Today, nearly seventy percent of all Afro-Americans are enrolled on white campuses. It is a sad fact that in the more than three hundred years of its history, American higher education has shown little evidence, until relatively recently, of any sense of responsibility for the education of Afro-Americans. The exception has been, of course, special colleges for Afro-Americans. Colleges and universities were, on the whole, no better than handmaidens of a system which first enslaved and then systematically oppressed Afro-American people. It would be hard to demonstrate that these institutions at large were even demonstrably in advance of general public opinion in taking steps to right the great historical wrongs done to Afro-Americans. Additionally, there was little understanding that the American nation could never be true to its declared ideals, and therefore never have full integrity, until equality was a fact for all Americans - Afro-American as well as white.

Secondly, from the Afro-American perspective, it could hardly be claimed that higher education, for all it has done in recent years to make up for its earlier failures, has as yet achieved a state of real integration. <sup>Realizing</sup> ~~Granted~~ that such a goal may not be fully attainable without the assistance of many other agencies in society, higher education could, nonetheless, probably have gone much further on its own toward reaching the goal than it has. The admission of Afro-American students, even in sizeable numbers, does not in itself satisfy the demands of integration. What the term implies ultimately is a meaningful sharing in the governance, administration and academic staffing of higher education, especially as this affects the lives of Afro-Americans themselves.

Nothing can now be done about the former indictment; it is history. As to the latter, however, much can be done, but it will be a difficult undertaking in largely uncharted terrain.

It is surprising, considering the very long span of the world's history and the prevalence of pluralistic societies, how little is known about the ways minority and majority communities can live together harmoniously and with respect for the autonomy of each other's cultures within the requirements imposed <sup>for</sup> by the maintenance <sup>of</sup> of viable nation states. The United States has rejected oppression as a solution to the problem and is also beginning to reject an assumption of automatic conformity by minorities to the majority culture as the price for equality.

Since early in this century, it has been fashionable among many to suppose that the United States was a great melting pot; a crucible in which diverse peoples were being mixed and homogenized to produce a unique society. In recent years, however, it has become evident that there are serious limitations to this idea; that much of this country's strength and vitality rests, instead, on a vigorous cultural pluralism. Thus, there is a manifest need for all people to be aware of and in tune with the dynamics of their particular culture as a means of helping them maximize their potential. For Afro-Americans, as for other groups, it is tremendously important that they be exposed to the special elements that comprise their culture. This enables them ~~as Afro-Americans~~ to understand their role in the shaping of the whole American society. Indeed, such an exposure enables the whole society to know itself better and understand the roots from which it has evolved.

The term cultural pluralism is a concept that includes

to their senior year their value orientations seem to change. They become, on the one hand, less authoritarian, less dogmatic, less prejudiced and less conservative in their attitudes toward public issues. On the other hand, they become more independent, more self-confident, more prepared to assert ideas, and more receptive to social and technological change. It seems reasonable ~~to me~~ to suppose that these same changes in value orientations would be true of Afro-American students, with perhaps one exception. <sup>I</sup> ~~One~~ <sup>might</sup> ~~would~~ guess that on the subject of racial prejudice, higher education would make Afro-Americans somewhat ambivalent - both more and less hostile to whites. Their greater sense of self-worth would naturally make them less tolerant of white racism, white paternalism, and white ethnocentrism and less inclined to acquiesce in the injustices these faults produce. On the other hand, their increased maturity and wider knowledge of the history of man would perhaps lead them to see white racism in America in perspective -- as simply one more ugly manifestation of that age-old weakness of mankind generally that has led countless groups of people in all parts of the world and in all civilizations to create protective barriers between themselves and other people as a means of enhancing their perception of their own worth and importance.

It is within this context that this proposal recommends the creation of an Afro-American Center in order to encourage and promote an awareness of and appreciation for the diversity and richness of the Afro-American experience.



education, social action, public policy, and institutional responses to cultural diversity. Cultural pluralism is not just a recognition, but an acceptance of cultural diversity. In recent years, there has been a renaissance in cultural variance and pluralism as an outgrowth of ethnic identity and ethnic pride.

As stated earlier, since the United States is beginning to reject an assumption of automatic conformity by minorities to the majority culture as the press of equality, the search for this knowledge will, we believe, be one of the major preoccupations for the balance of this century - not only with regard to Afro-Americans, but with respect to other minorities as well.

As this search goes forward, our colleges and universities will be among the first institutions in the society to be involved. Indeed many of them are already deeply involved because the presence of substantial numbers of Afro-American students is having a profound impact on many campuses, and as real integration (as described above) progresses, the impact will be even greater. There are those, of course, who are fearful of any Afro-American impact on our university campuses and who would prefer to see all of the change in this confrontation of white university/Afro-American student take place on the Afro-American side. <sup>It is our</sup> ~~There are many others~~ who believe that the Afro-American impact will be beneficial and that as a result of it, our colleges and universities will be more humane institutions better able to contribute to the building of a more humane society.

Not much is known about ~~what might be called~~ the sociological and psychological effects of higher education specifically on Afro-American students. Research on the impact of college on students has been almost exclusively concerned with white students. This research shows that as students move upward from their freshman



# North Carolina State University

Box 5067, Raleigh 27650

Office of the Chancellor

January 4, 1983

Mr. Bob Allen  
Personnel  
Primrose Hall  
NCSU Campus

Dear Mr. Allen:

I am this date establishing an ~~Advisory Committee on Afro-American Affairs~~. The function of this committee will be to advise the NCSU Chancellor on matters pertaining to the needs of the black community at NCSU and to the achievement of an integrated University community supporting a positive multi-racial atmosphere.

I am anticipating the committee's meetings with me to involve time commitments of two-hours occurring three times a semester.

By this letter I seek your agreement to serve on this committee until June 30, 1985, and would appreciate your accepting this assignment in writing at your earliest convenience.

Very truly yours,

Bruce R. Poulton  
Chancellor

Enclosure



# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

April 2, 1987

MEMORANDUM TO: **Chancellor's Afro-American Advisory Committee**

FROM: Carolyn R. Ingram *CR*  
Secretary to Dr. Clark

The next meeting fo the Chancellor's Afro-American Advisory Committee has been scheduled for Wednesday, April 15, 1987 at 2:00 p.m. in Room 500 Poe Hall. Please mark your calendar for this very important meeting.

Should you not be able to attend, please call me at x-3409.

Chancellor's Advisory Council Afro-American Affairs Meeting  
March 25, 1987 - 2:00 p.m.  
410 Poe Hall

Members Present: Dr. Winsler E. Alexander, Dr. Dianne Scott-Jones, Ms. Fran Weston, Dr. Wilma Peebles-Wilkins, Dr. Lawrence Clark, Mrs. Endia Hall, Mr. Thomas Conway, Mr. Gerald Barrax, Ms. Charmette Brown

The Chancellor's Advisory Council on Afro-American Affairs met on March 25, 1987 at 2:00 p.m. in room 410 Poe Hall. The meeting was called to order by Dr. Winsler Alexander. The following items were discussed.

Proposal by Dr. Arlene Fingeret

Dr. Alexander presented a memorandum and an enclosed proposal to the Council from Dr. Arlene Fingeret, Associate Professor in the Department of Adult and Community College Education. The proposal was entitled "Proposal for Expansion of the Physical Plant Adult Basic Education Program". In the memorandum, Dr. Fingeret requested feedback from the Council and expressed appreciation to the Council for its willingness to present the enclosed information to the Chancellor. After several minutes of discussion, the Council decided by common consent that it was inappropriate to take any action until additional information can be obtained on the overall benefits of the program to Afro-Americans that are employed by the Physical Plant. It is more appropriate for the Council to undertake a study of the recruitment, retention, and opportunities for advancement of all Afro-American SPA and EPA employees on campus. Thus, this matter was deferred for discussion at future meetings.

Celebration of Dr. Martin Luther King's Birthday

Dr. Clark presented a concept currently under consideration by the Chancellor's office for the Brotherhood Awareness Dinner to be moved to coincide with Dr. Martin Luther King's birthday. There were mixed feelings on this matter by several members of the Council. The general feeling of most of the members was that this would not solve the problem of the University taking appropriate measures to celebrate Dr. King's birthday. In particular, students have limited participation in the Brotherhood Awareness Dinner. In addition, changing the schedule to this time may cause problems with schedule conflicts, etc.

Culture Center

Dr. Clark, Mr. Conway and Ms. Brown provided an update on the Program Advisory Committee for the Cultural Center. They presented a plan for the space allocation for the Center. There was some discussion on the adequacy of the space for the social activities. No action was taken.

### National Conference

Dr. Clark agreed to solicit participants for a Task Force to plan and implement a National Conference on the status of Afro-Americans in higher education. The Conference will be held sometime this fall.

### Other Business

A discussion of the future activities of the Council was held. The general consensus was that more effort should be made to plan the activities and that individual members of the Council should be assigned primary responsibility for each major program or activity. The member would then solicit assistance from throughout the University to carry out the program. Dr. Alexander agreed to give consideration to developing a plan for next year's activities.

The meeting was adjourned.

Respectfully submitted

Carolyn R. Ingram

Chancellor's Afro-American Council Meeting  
January 20, 1987 - 2:00 p.m.  
500 Poe Hall

Members Present: Dr. Winser Alexander  
Dr. Dianne Scott-Jones  
Ms. Fran Weston  
Dr. Wilma Peebles-Wilkins  
Mr. Thomas Conway  
Dr. Lawrence Clark  
Ms. Charmette Brown  
Mr. Steve Caldwell

Chancellor Bruce R. Poulton

The Chancellor's Advisory Council on Afro-American Affairs met on January 20, 1987 at 2:00 p.m. in Room 500 Poe Hall. The meeting was called to order by Dr. Winser Alexander. However, Dr. Dianne Scott-Jones was asked to chair the meeting since Dr. Alexander had a class to attend. The following items were discussed.

Reflections on the Brotherhood Dinner

Chancellor Poulton indicated that he was pleased with the Dinner this year. He would, however, like to improve the menu.

National Conference

The Committee discussed plans for a national conference for Spring 1987 which would concern itself with the status of education for Afro-Americans.

The National Conference will address such issues as data on Black presence, past and present; recruitment efforts - entrance requirements; the role of high schools in the area of counseling and tracking; financial aid; retention efforts - specific programs designed to create an atmosphere for Black students; transition to college life; Black/white institutions - how they relate to the education of Black students; future direction; follow-up and a written product; and selection of a committee to decide on an audience. A suggested audience to include local and state educators, Black ministers, some consideration should be given to selecting an audience in terms of what is to be accomplished at the conference, and colleagues in other institutions of higher education.

It was also suggested that the date for the conference be placed on the University calendar.

North Carolina State University and Martin Luther King, Jr. Holiday

The University as a whole does not recognize the Martin Luther King, Jr. Holiday. It was felt that this issue should be addressed to make sure that the Black students and white students are working together on this very important cause. Chancellor Poulton suggested that we start working now for next year to plan other activities in addition to those activities already planned.

Retention of Black Students

The Advisory Council will meet with one dean per meeting to talk about the whole affirmative action process within their school. Emphasis will be placed on faculty, student retention, and staff.

Other

Interest was expressed in the support staff area with regard to retention and recruitment. This issue will be discussed at the next scheduled meeting.

Physical Plant Adult Services Program will be discussed in future meetings.

As a point of information, Chancellor Poulton indicated that Human Resources has been given the authority to classify positions. This means that instead of waiting six months to classify a position it can be done within a matter of days here on campus.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Carolyn Ingram

CHANCELLOR'S ADVISORY COUNCIL ON AFRO-AMERICAN AFFAIRS  
MINUTES - JANUARY 9, 1987

Attendance:	Dr. Winsor Alexander	Dr. Gus Witherspoon
	Dr. Wilma Peebles-Wilkins	Mr. Thomas Conway
	Dr. Lawrence Clark	Mr. Ademola Ejire
	Mr. Steve Caldwell	Ms. Endia Hall
	Dr. Diane Scott-Jones	Ms. Charmette Brown
	Mr. Gerald Barrax	
Guests:	Dr. Thomas Stafford	Mr. Henry Bowers

The Chancellor's Advisory Council on Afro-American Affairs met on January 9, 1987 at 2:00 p.m. in Room 311 Poe Hall. The meeting was called to order by Dr. Winsor Alexander at which time Chairman Alexander introduced Dr. Thomas Stafford and Mr. Henry Bowers.

Afro-American Culture Center

Dr. Stafford and Mr. Bowers gave an update of the recent actions taken by the Student Committee concerning the African-American Culture Center. A copy of the resolution passed by the student committee is attached.

A member of the Afro-American Council will work with the architect to design the African-American Culture Center.

Visits will be made to other African-American Culture Centers to get ideas for the design features and content for the Culture Center.

Approval of Minutes

The minutes of the November 18 and November 11 meetings were approved with corrections. The minutes of the October 10 meeting were approved.

The minutes are to be sent to members of the Black Faculty and Staff and student organizations leaders.

Other

Endia Hall, Thomas Conway and Gus Witherspoon will draft a resolution regarding the coordination of student activities through the Office of Afro-American Affairs as a matter of protocol and structure.



A student conference will be held with student leaders to discuss protocol for coordinating activities.

Dr. Alexander will attend the next Student Roundtable Meeting scheduled on Friday, January 23 at 3:15 in the Harris Hall Conference Room.

A schedule will be sent to Council members to select another date and time for the meeting.

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#### National Conference

Plans for a national conference on the status of education for Afro-Americans will be discussed with Chancellor Poulton at the next Council meeting.

There being no further business, the meeting was adjourned.

Respectfully submitted,  
Carolyn R. Ingram

Chancellor's Advisory Council Afro-American Affairs Meeting  
March 25, 1987 - 2:00 p.m.  
410 Poe Hall

Members Present: Dr. Winser E. Alexander, Dr. Dianne Scott-Jones, Ms. Fran Weston, Dr. Wilma Peebles-Wilkins, Dr. Lawrence Clark, Mrs. Endia Hall, Mr. Thomas Conway, Mr. Gerald Barrax, Ms. Charmette Brown

The Chancellor's Advisory Council on Afro-American Affairs met on March 25, 1987 at 2:00 p.m. in room 410 Poe Hall. The meeting was called to order by Dr. Winser Alexander. The following items were discussed.

Proposal by Dr. Arlene Fingeret

Dr. Alexander presented a memorandum and an enclosed proposal to the Council from Dr. Arlene Fingeret, Associate Professor in the Department of Adult and Community College Education. The proposal was entitled "Proposal for Expansion of the Physical Plant Adult Basic Education Program". In the memorandum, Dr. Fingeret requested feedback from the Council and expressed appreciation to the Council for its willingness to present the enclosed information to the Chancellor. After several minutes of discussion, the Council decided by common consent that it was inappropriate to take any action until additional information can be obtained on the overall benefits of the program to Afro-Americans that are employed by the Physical Plant. It is more appropriate for the Council to undertake a study of the recruitment, retention, and opportunities for advancement of all Afro-American SPA and EPA employees on campus. Thus, this matter was deferred for discussion at future meetings.

Celebration of Dr. Martin Luther King's Birthday

Dr. Clark presented a concept currently under consideration by the Chancellor's office for the Brotherhood Awareness Dinner to be moved to coincide with Dr. Martin Luther King's birthday. There were mixed feelings on this matter by several members of the Council. The general feeling of most of the members was that this would not solve the problem of the University taking appropriate measures to celebrate Dr. King's birthday. In particular, students have limited participation in the Brotherhood Awareness Dinner. In addition, changing the schedule to this time may cause problems with schedule conflicts, etc.

Culture Center

Dr. Clark, Mr. Conway and Ms. Brown provided an update on the Program Advisory Committee for the Cultural Center. They presented a plan for the space allocation for the Center. There was some discussion on the adequacy of the space for the social activities. No action was taken.

National Conference

Dr. Clark agreed to solicit participants for a Task Force to plan and implement a National Conference on the status of Afro-Americans in higher education. The Conference will be held sometime this fall.

Other Business

A discussion of the future activities of the Council was held. The general consensus was that more effort should be made to plan the activities and that individual members of the Council should be assigned primary responsibility for each major program or activity. The member would then solicit assistance from throughout the University to carry out the program. Dr. Alexander agreed to give consideration to developing a plan for next year's activities.

The meeting was adjourned.

Respectfully submitted

Carolyn R. Ingram

Chancellor's Advisory Council Afro-American Affairs Meeting  
March 25, 1987 - 2:00 p.m.  
410 Poe Hall

Members Present: Dr. Winsor E. Alexander, Dr. Dianne Scott-Jones,  
Ms. Fran Weston, Dr. Wilma Peebles-Wilkins, Dr.  
Lawrence Clark, Mrs. Endia Hall, Mr. Thomas  
Conway, Mr. Gerald Barrax, Ms. Charmette Brown

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The meeting was adjourned.

Respectfully submitted

Carolyn R. Ingram

Chancellor's Afro-American Council Meeting  
January 20, 1987 - 2:00 p.m.  
500 Poe Hall

Members Present: Dr. Winser Alexander  
Dr. Dianne Scott-Jones  
Ms. Fran Weston  
Dr. Wilma Peebles-Wilkins  
Mr. Thomas Conway  
Dr. Lawrence Clark  
Ms. Charmette Brown  
Mr. Steve Caldwell

Chancellor Bruce R. Poulton

The Chancellor's Advisory Council on Afro-American Affairs met on January 20, 1987 at 2:00 p.m. in Room 500 Poe Hall. The meeting was called to order by Dr. Winser Alexander. However, Dr. Dianne Scott-Jones was asked to chair the meeting since Dr. Alexander had a class to attend. The following items were discussed.

Reflections on the Brotherhood Dinner

Chancellor Poulton indicated that he was pleased with the Dinner this year. He would, however, like to improve the menu.

National Conference

The Committee discussed plans for a national conference for Spring 1987 which would concern itself with the status of education for Afro-Americans.

The National Conference will address such issues as data on Black presence, past and present; recruitment efforts - entrance requirements; the role of high schools in the area of counseling and tracking; financial aid; retention efforts - specific programs designed to create an atmosphere for Black students; transition to college life; Black/white institutions - how they relate to the education of Black students; future direction; follow-up and a written product; and selection of a committee to decide on an audience. A suggested audience to include local and state educators, Black ministers, some consideration should be given to selecting an audience in terms of what is to be accomplished at the conference, and colleagues in other institutions of higher education.

It was also suggested that the date for the conference be placed on the University calendar.

North Carolina State University and Martin Luther King, Jr. Holiday

The University as a whole does not recognize the Martin Luther King, Jr. Holiday. It was felt that this issue should be addressed to make sure that the Black students and white students are working together on this very important cause. Chancellor Poulton suggested that we start working now for next year to plan other activities in addition to those activities already planned.

Retention of Black Students

The Advisory Council will meet with one dean per meeting to talk about the whole affirmative action process within their school. Emphasis will be placed on faculty, student retention, and staff.

Other

Interest was expressed in the support staff area with regard to retention and recruitment. This issue will be discussed at the next scheduled meeting.

Physical Plant Adult Services Program will be discussed in future meetings.

As a point of information, Chancellor Poulton indicated that Human Resources has been given the authority to classify positions. This means that instead of waiting six months to classify a position it can be done within a matter of days here on campus.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Carolyn Ingram

CHANCELLOR'S ADVISORY COUNCIL ON AFRO-AMERICAN AFFAIRS  
MINUTES - JANUARY 9, 1987

Attendance: Dr. Winser Alexander Dr. Gus Witherspoon  
Dr. Wilma Peebles-Wilkins Mr. Thomas Conway  
Dr. Lawrence Clark Mr. Ademola Ejire  
Mr. Steve Caldwell Ms. Endia Hall  
Dr. Diane Scott-Jones Ms. Charmette Brown  
Mr. Gerald Barrax

Guests: Dr. Thomas Stafford Mr. Henry Bowers

The Chancellor's Advisory Council on Afro-American Affairs met on January 9, 1987 at 2:00 p.m. in Room 311 Poe Hall. The meeting was called to order by Dr. Winser Alexander at which time Chairman Alexander introduced Dr. Thomas Stafford and Mr. Henry Bowers.

Afro-American Culture Center

Dr. Stafford and Mr. Bowers gave an update of the recent actions taken by the Student Committee concerning the African-American Culture Center. A copy of the resolution passed by the student committee is attached.

A member of the Afro-American Council will work with the architect to design the African-American Culture Center.

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## AFFIRMATIVE ACTION

### THE EXECUTIVE ORDER

Executive Order No. 11246, issued by President Lyndon B. Johnson in September 1965, provides that all federal contracts include clauses agreeing not to "discriminate" against any employee or applicant for employment because of race, color, religion, or national origin." Nondiscrimination on the basis of sex was added to the requirements under Executive Order No. 11375, effective October 1968. The Department of Labor is responsible for issuing rules and regulations to carry out the purposes of the executive order and to enforce compliance, but it may delegate its compliance enforcement powers to other federal agencies. In its application to colleges and universities, the order is enforced by the Office for Civil Rights (OCR) in the Department of Health, Education, and Welfare (HEW), but certain final decisions for colleges and universities must be made by the Secretary of Labor, on the recommendation of the Secretary of HEW.

### EQUAL PAY ACT OF 1963

The first significant legislation relating to sex discrimination in employment was the Equal Pay Act of 1963, which did not apply to administrative and professional employees until July 1972. The legislation is enforced by the Wage and Hour Administration of the Department of Labor.

### TITLE VI OF THE CIVIL RIGHTS ACT OF 1964

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin under any program or activity receiving federal financial assistance. Federal funds may be withheld from any such program or activity if an institution is found in violation. Authority for enforcement of the provisions in relation to education is delegated to OCR.

### TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

Under Title VII of the Civil Rights Act of 1964, discrimination in employment on the basis of sex, race, color, religion, and national origin is prohibited. The provision did not apply to academic employment until they were extended by the Equal Employment Opportunity Act of 1972, which brought educational institutions and employees of state and local governments under coverage. The legislation is administered by a five-member bipartisan Equal Employment Opportunity Commission (the EEOC) appointed by the President.

### TITLE IX OF THE EDUCATION AMENDMENTS OF 1972

Title IX of the Education Amendments of 1972 provides that "no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance." Private undergraduate education is excepted, but only with respect to admissions, not with respect to equal treatment of the sexes after admission. Regulations for the enforcement of Title IX were first published by HEW in June 1974.

### REHABILITATION ACT OF 1973

Sec 501

Sec 504

AFFIRMATIVE ACTION PLANS UNDER HEW, 1972 REVISED ORDER NO. 4 OF THE DEPARTMENT OF LABOR

Availability Of Women and Minorities

A unique aspect of equal employment opportunity under the Executive Order is the required compilation of availability data on women and minorities for use as a measure of the contractor's equal employment opportunity. By comparing availability data with current employees, the contractor has an indication of how representative its workforce is of the persons qualified for employment in its institution...OCR recommends the following procedure for determining availability figures for women and minorities for academic positions: Many disciplinary associations and professional groups have data that show percentages of racial and national origin minorities available in certain fields, and a 1968 study the Ford Foundation...provides percentages of Negroes holding doctorates. To determine the number of women available for senior level positions, the Office recommends that the contractor use data available from the National Register of Scientific and Technical Personnel prepared by the National Science Foundation, and the U.S. Office of Education's annual reports on earned degrees. Another source is the National Research Council of the National Academy of Sciences...

Comparison of Current Work Force With Availability Data

The next step for the contractor is to compare the number of women and minorities in its current workforce with their availability in the market from which it can reasonably recruit. This comparison must be by comparable job categories. Whenever the comparison reveals that a hiring unit of the university (a department or other section) is not employing minorities and women to the extent that they are available and qualified for work, it is then required to set goals to overcome this situation.

Goals should be set so as to overcome deficiencies in the utilization of minorities and women within a reasonable time. In many cases this can be accomplished within 5 years; in others more time or less time will be required.

In Many institutions the appropriate unit for goals is the school or division, rather than the department. While estimates of availability in academic employment can best be determined on a disciplinary basis, anticipated turnover and vacancies can usually be calculated on a wider basis. While a school, division or college may be the organizational unit which assumes responsibility for setting and achieving goals, departments which have traditionally excluded women or minorities from their ranks are expected to make particular efforts to recruit, hire and promote women and minorities. In other words, the Office for Civil Rights will be concerned not only with whether a school meets its overall goals, but also whether apparent general success has been achieved only by strenuous efforts on the part of a few departments.

ADAMS VS U.S. DEPARTMENT OF EDUCATION

- Background
- Consent Decrees

Curtis Hamilton

Susan Smith

Andrew Barner, Box 8301, TMM  
3072

Council  
Chancellor's Advisory ~~Committee~~ on Afro-American Affairs

Committee Members Addresses and Phone Numbers

- ✓ Bob Allen - work - <sup>1</sup>Prin~~ip~~se Hall, NCSU - 2135 *Box 7210*
- ✓ Larry Clark - work - 201 Holladay, NCSU - 3148 *Box 7101*
- ✓ Reginald Fennell - work - 112 Peele, NCSU - 2437 *no longer work at Univ as of 1/3/84*  
*3011 Holly Springs Rd., Raleigh, 27603*
- ✓ Calvin Green - home - E. S. King Village, Apt. K-024, Raleigh, 27607 - 834-6838
- ✓ Curtis Hamilton - home - ~~9330~~ <sup>2502</sup> Becton, NCSU - ~~5043~~ *5198* *South Hall B. 21307-21307*  
*101-J South Hall*
- ✓ Wandra Hill - work - ~~200~~ <sup>2502</sup> Harris - ~~2423~~ *2423* *Box 312*
- ✓ MacCarol Love - work - 4004A Biltmore - 3276 *Box 8004*
- ✓ Sharaugh Scales - home - ~~0602D~~ <sup>Box 22087</sup> Carroll - 6439 *7115-2C Sandy Forks Rd., 27609*
- ✓ Dr. Gus Witherspoon - work - Botany Dept., 3211 Gardner Hall, NCSU - 2873,3345 *Box 7102*  
*(203 Paley Hall)*
- ✓ Dr. Tommy Wynn - work - Botany Dept., 2717-B Bostian, NCSU - 3341 *Box 7612*
- ✓ Dr. Thoyd Melton - work - Microbiology Dept., 4515 Gardner Hall - 2393 *Box 7615*

~~Dr. Witherspoon #2873 (203 Paley Hall)~~  
~~444 - ...~~

To contact students, send ...

Helen ... 2422  
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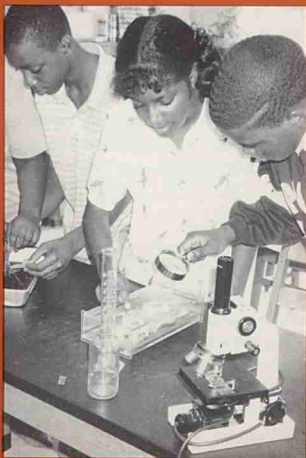
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Mathematics and Science Education Network

# PRE-COLLEGE PROGRAM IN MATHEMATICS AND SCIENCE



University of North Carolina  
at Chapel Hill

The Pre-College Program is a result of studies that reveal the serious underrepresentation of minorities and females in 6th–12th grade mathematics and science courses. Responding to these needs, the UNC Mathematics and Science Education Network (MSEN) has developed the Pre-College Program in which targeted **students** participate in academic enrichment activities and associated **teachers** receive intensive in-service training.

---

## GOALS:

- To increase the number of participating students who complete Algebra I by the 9th grade and enroll in geometry in the 10th grade;
- To increase the number of participating high school graduates who have completed four college preparatory credits in mathematics and English, and three in science (including chemistry and physics);

## STUDENT ACTIVITIES

The MSEN Pre-College Program is for targeted students with an expressed interest in, or demonstrated potential for, success in mathematics and science careers. Pre-College students will participate in a designated daily class and take part in the following activities:

**Academic, university and career counseling** to guide students toward educational and career objectives.

**Role model speakers and field trips** to expose students to the world of people and work.

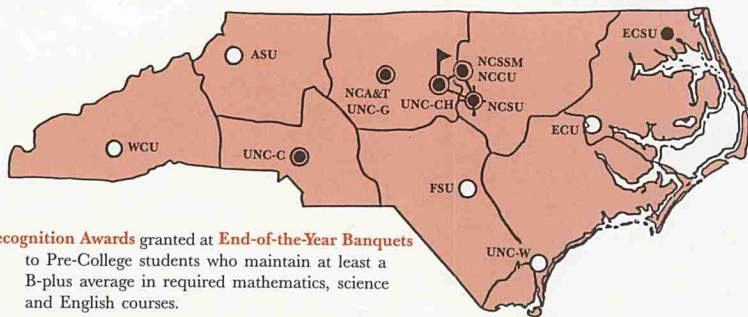
**Independent study groups** to help students study and learn together.

**Academic enrichment tutoring** by professionals, peers, university students and community members.

**Summer Scholars Program**—a five week session of math/science projects, computer training, problem solving exercises and accelerated English courses.

**Student leadership skills** developed through MSEN Pre-College Program Academic Chapters for Excellence (ACE).

**The ACE Saturday Academy**—a 12-week period to further develop skills in mathematics, science and communication skills.



- KEY:
- Mathematics and Science Education Centers
  - Pre-College Program Sites
  - ⊙ Research and Development Unit, NCSU
  - ▴ Network Headquarters, UNC-CH

**Recognition Awards** granted at **End-of-the-Year Banquets** to Pre-College students who maintain at least a B-plus average in required mathematics, science and English courses.

**Math/Science Competitions** that allow students to create and design their own math, science or engineering projects and compare their work in a competitive setting.

**Parent involvement** in Booster Clubs and Pre-College Advisory Committees. Parents will also be encouraged to participate in seminars and workshops such as Family Math/Science and ACE Saturday Academics.

## TEACHER ACTIVITIES

Teachers associated with the Pre-College Program will receive intensive in-service training in programs that encourage minority and female students to enroll in math and science courses.

The teacher training component builds on two successful models:

- 1) SECME (South Eastern Consortium for Minorities in Engineering). SECME Summer Technological Institutes are three-semester-hour graduate education courses designed to help participants:
  - enrich their instructional programs through the use of curriculum materials and computer applications, and
  - develop motivational guidance activities for their students.

SECME participants engage in hands-on projects in engineering laboratories and observe engineering applications in industrial settings.

- 2) EQUALS, a national program addressing the problem of underrepresentation of females in mathematics and science.

EQUALS training consists of intensive in-service programs for teachers that emphasize a hands-on approach to mathematical concepts. Its goals include providing participants with:

- instructional strategies to encourage cooperative learning,
- curriculum materials to promote problem-solving,
- career information to stimulate interest in mathematics, science and computer fields of study, and
- role models to motivate students to persist in mathematics and science courses.

## ORGANIZATION

The Program is conducted by the UNC Mathematics and Science Education Network. The Network is composed of nine teacher training centers and a research and development center, each housed at a constituent institution of the University of North Carolina. The MSEN Pre-College Program is being piloted at four sites:

Elizabeth City State University  
UNC-Charlotte

NC A&T University-Greensboro

Research Triangle Consortium  
(NCSU, UNC-CH, NCSSM and NCCU)

The MSEN Pre-College Program has established a support structure at each of the four program sites. The functional roles of Pre-College staff members and volunteers are as follows:



**University Faculty Sponsor**— a tenured university mathematics, science or engineering faculty member who organizes the local Pre-College Advisory Committee and establishes support from his/her university, local math/science-oriented businesses, professional associations, public school districts and community organizations.

**Center Pre-College Assistant Coordinator**—works closely with an MSEN Pre-College *Advisor TEAM* at each school and seeks support from industry, educational and community groups.

**Pre-College Advisor TEAM**—composed of mathematics, science and English teachers, and an academic advisor at each participating junior/senior high school, directs all activities at each participating junior/senior high school.

**TEAM Lead Advisor**— a math/science teacher who teaches an MSEN Pre-College Academic Enrichment Class, keeps records of students' academic progress, accompanies students on field trips and supervises study sessions.

**Pre-College Advisory Committee**—composed of representatives from local secondary schools, universities, businesses, professional organizations, minority organizations, parent and other community organizations.

### **MSEN Pre-College Partnerships**

The Network and the Pre-College Program use North Carolina's abundant resources by developing effective PARTNERSHIPS among students, educators, university faculty, scientists, business leaders, parents and government. All have vital resources to contribute to the youth of our state as they strive for excellence in their educational pursuits. And all will benefit from improvements in mathematics and science education.

**For more information, please contact:**

Mathematics and Science Education Network  
Pre-College Program in Mathematics and Science  
Dr. Vinetta Jones, MSEN Director  
Ms. Verna Benzler, Assistant Director for  
Pre-College Programs  
University of North Carolina at Chapel Hill  
201 Peabody Hall, 037A  
Chapel Hill, NC 27514  
(919) 966-3256  
Or the MSEN Center nearest you



**Mathematics-Science Education Network**  
University of North Carolina at Chapel Hill  
201 Peabody Hall 037A  
Chapel Hill, N.C. 27514

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Permit No. 177  
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Dr. Vinetta Jones, Director  
Thomas Rudin, Ass't Director  
Verna Benzler, Ass't Director, Pre-College Program  
James Garland, Business Coordinator