

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF NORTH CAROLINA
RALEIGH DIVISION

STATE OF NORTH CAROLINA, et al.,)
)
Plaintiffs,)
)
v.) No. 79-217-CIV-5
)
DEPARTMENT OF EDUCATION, et al.,)
)
Defendants.)

FIRST ANNUAL REPORT UNDER
THE CONSENT DECREE
ENTERED ON JULY 17, 1981

December 31, 1981

PREFACE

This report to the Court is made in accordance with Section VIII-2 of the Consent Decree (Decree), which provides:

Through December 1986, the University shall file each December, beginning in December 1981, annual reports with the Court, with copies to counsel for the Government and the Assistant Secretary for Civil Rights of the Department of Education, setting out (1) the actions taken by the University and its constituent institutions in accordance with the commitments set forth in Section VI of this Decree; (2) the minority presence enrollments at the predominantly white and predominantly black institutions for each year beginning in 1981-82; (3) the current operations and capital improvements budgets for each comprehensive and general baccalaureate constituent institution as approved by the Board [of Governors] for each fiscal year beginning with 1981-82; and (4) the implementation of the institutional development plans for each of the predominantly black institutions as set forth in Section VII.

The report cites each commitment as contained in Sections VI and VII of the Decree and then describes the steps that have been taken to meet the commitment. Each section of the report corresponds to the identically numbered or lettered section of the Decree. Copies of the current operations and capital improvements budgets of the comprehensive and general baccalaureate institutions as approved by the Board of Governors for the fiscal year 1981-82 have previously been provided pursuant to Section VIII-2 of the Decree.¹

1. See letter from Joseph J. Levin, Jr., to J. Rich Leonard (Dec. 1, 1981) (transmitting The 1981-82 Budgets, Supplemental Report and Recommendations (Nov. 13, 1981)); letter from Joseph J. Levin, Jr., to J. Rich Leonard (Aug. 21, 1981) (transmitting The 1981-82 Budgets, Report and Recommendations (July 31, 1981)). No budget requests or editions of Long-Range Planning have been adopted by the Board of Governors since the entry of the Decree.

SECTION VI

COMMITMENTS TO INCREASE
MINORITY PRESENCE ENROLLMENTS AND EMPLOYMENT

1. The University shall engage in extensive informational and student recruitment activities . . . [as specified hereinafter].
2. Informational Activities

COMMITMENT -

The University General Administration shall continue to fund, staff, and operate the Educational Opportunities Information Center (EOIC). The EOIC shall coordinate and supervise the publication and dissemination of the following publications:

ACTION -

The 1981-82 Continuing Operations Budget for The University of North Carolina - General Administration, Operating Budget, as established by the Board of Governors, provides for continued funding of the EOIC and that office is staffed and continues to be fully operative. Publications are described below.

- a. Educational Opportunities . . . The University of North Carolina

COMMITMENT -

Educational Opportunities . . . The University of North Carolina -- a brochure of approximately eight pages describing all undergraduate degree programs offered by each of the sixteen constituent institutions. The brochure shall include discussion of the University's nondiscrimination policies and the intent of the University to increase minority presence enrollment at each constituent institution. The brochure shall be revised annually and shall be produced in quantities sufficient to ensure its availability to students in grades 7 through 12 of the public and private schools in North Carolina, in community colleges, in technical colleges and institutes, and in private junior colleges in North Carolina. Copies shall be sent to all principals, librarians, and guidance and counseling staffs of all public and private schools that have students in grade 7 or higher, and to all presidents, librarians, and counseling staffs of community colleges, technical colleges and institutes, and the private junior colleges in North Carolina. Copies shall be made available to adults through the North Carolina Educational Information Center.

ACTION -

A revised publication was developed in the fall of 1981 and is currently at press. A copy of the proofs is attached as Exhibit 1. Distribution will be made early in 1982 by mail.

(Distribution to the relevant public schools may be made through the Department of Public Instruction.) A copy of the publication will be made available to each student in grades 7 through 12 of the public and private schools in North Carolina and in the community colleges, technical colleges and institutes, and private junior colleges.

The publication also will be sent to the Superintendent of Public Instruction, all superintendents of public schools, and the President of the Department of Community Colleges. Because federal funding of the North Carolina Educational Information Center (NCEIC) is being discontinued in December 1981, the EOIC will distribute this publication to the 57 agencies (Exhibit 2) with which the NCEIC worked.

b. Graduate and Professional Education in the University of North Carolina

COMMITMENT -

Graduate and Professional Education in the University of North Carolina -- a brochure of approximately eight pages describing all graduate and first professional degree programs offered by constituent institutions. The brochure shall include discussion of the University's nondiscrimination policies and the intent of the University to increase minority presence enrollment at each constituent institution. The brochure shall be revised annually and shall be produced in quantities sufficient for distribution to the academic counseling staffs of each public and private senior institution of higher education in the State, and shall be made available to adults through the North Carolina Educational Information Center and to the personnel directors of major private and governmental employers within the State.

ACTION -

A revised publication was developed in the fall of 1981 and is currently at press. A copy of the proofs is attached as Exhibit 3. Distribution will be made early in 1982 by mail and will include mailings to the 57 NCEIC agencies listed in Exhibit 2. Distribution will be made to the firms identified by the State Department of Commerce as the 100 largest manufacturing and 50 largest non-manufacturing employers in the State (Exhibit 4), and to all principal State agencies specified in N.C.G.S. § 143A-11 (the offices of the Governor and Lieutenant Governor and the departments of the Secretary of State, the State Auditor, the

State Treasurer, Public Instruction, Justice, Agriculture, Labor, Insurance, Administration, Transportation, Natural Resources and Community Development, Social Rehabilitation and Control, and Commerce), as well as to the departments of Cultural Resources, Human Resources, and Revenue.

c. The University of North Carolina

COMMITMENT -

The University of North Carolina -- a booklet of approximately fifty pages providing detailed information about the University, including program offerings, admissions procedures, and student financial aid programs at each of the sixteen constituent institutions. The booklet, which shall be revised annually, shall include discussion of the University's nondiscrimination policies and the intent of the University to increase minority presence enrollment at each constituent institution. The University shall produce sufficient quantities of this booklet to ensure that it is available to the principals, librarians, and guidance and counseling staffs of the schools in North Carolina with grades 9 through 12, to the presidents, librarians, and counseling staffs of the community colleges, the technical colleges and institutes, and the private junior colleges in North Carolina, and to adults through the North Carolina Educational Information Center.

ACTION -

A revised publication was developed in the fall of 1981 and is currently at press. A copy of the proofs is attached as Exhibit 5. Distribution will be made early in 1982 by mail, and will include mailings to the 57 NCEIC agencies listed in Exhibit 2. (Distribution to the relevant public schools may be made through the Department of Public Instruction.) The publication also will be sent to the Superintendent of Public Instruction, all superintendents of public schools, and the President of the Department of Community Colleges.

d. Policies of Senior Colleges and Universities Concerning Transfer Students from Two-Year Colleges in North Carolina

COMMITMENT -

Policies of Senior Colleges and Universities Concerning Transfer Students from Two-Year Colleges in North Carolina -- a manual prepared by the Joint Committee on College Transfer and published by the University General Administration describing the policies of the constituent institutions of the University, as well as the policies of the

thirty private senior colleges and universities in North Carolina, governing the admitting of and granting of academic credit to students transferring from two-year colleges. The manual shall be revised annually and shall be produced in quantities sufficient to ensure its availability to students and to academic, admissions, counseling, and other administrators at the community colleges, technical colleges and institutes, private junior colleges, and all senior institutions in North Carolina.

ACTION -

The sixth edition of the Policies is currently at press. A copy of the proofs is attached as Exhibit 6. Distribution is scheduled for January 1982. Ten copies will be mailed to each public and private institution of higher education in North Carolina and, as in the past, additional copies will be supplied at their request.

- e. The University of North Carolina: A Multi-Campus University

COMMITMENT -

The University of North Carolina: A Multi-Campus University -- an eight-minute video-cassette providing basic information about the University and its sixteen constituent institutions, including the location of constituent institutions, the variety and levels of degree programs available within the University, admissions procedures, and the availability of financial aid. The presentation shall feature the multi-racial character of the institutions. The cassette, along with projection equipment if necessary, shall be placed in each public high school in North Carolina with a total enrollment of 500 students or more, with the permission of the school authorities, for use in connection with guidance and counseling programs maintained by the respective public high schools. Additional copies of the cassette, along with necessary projection equipment, shall be maintained by the EOIC to respond to requests from other institutions or groups.

ACTION -

The University General Administration contracted with the Learning Resources Network (LRN) to produce an eight-minute video-cassette about the University and its 16 constituent institutions, including the features set forth above, and to place a copy, along with projection equipment, in public high schools in North Carolina identified by the North Carolina Department of Public Instruction as having 500 or more students in grades 10 through 12. Exhibit 7 provides the name and address

of each of these 225 high schools. The contract specifies that LRN will maintain the cassette and projection equipment in the high schools from April 1, 1982, through May 31, 1987. Additional copies of the cassette, along with projection equipment, will be maintained by the EOIC to respond to requests from other institutions or groups.

f. Video-Cassette for Each Constituent Institution

COMMITMENT -

Under the direction of the EOIC, each constituent institution shall produce and distribute beginning in 1981-82 an eight-minute video-cassette which shall supply basic information about the institution, portray the multi-racial character of the institution, and direct viewers to sources of additional information about the institution. Each institution's cassette, along with projection equipment if necessary, shall be placed in each North Carolina public high school with a total enrollment of 500 students or more.

ACTION -

Each constituent institution, except Appalachian State University, presently has an eight-minute video-cassette in place at various high schools throughout the State. Appalachian State University, Fayetteville State University, North Carolina Agricultural and Technical State University, North Carolina School of the Arts, Pembroke State University, and Winston-Salem State University have contracted with LRN to produce new video-cassettes and to place copies, along with projection equipment, in all public high schools in North Carolina identified by the North Carolina Department of Public Instruction as having 500 or more students in grades 10 through 12. Exhibit 7 provides the name and address of each of these 225 high schools. The contracts specify that LRN will maintain the cassettes and projection equipment in the high schools from April 1, 1982, through May 31, 1987.

East Carolina University, Elizabeth City State University, North Carolina Central University, North Carolina State University at Raleigh, the University of North Carolina at Asheville, the University of North Carolina at Chapel Hill, the University of North Carolina at Charlotte, the University of North Carolina

at Greensboro, the University of North Carolina at Wilmington, and Western Carolina University have contracted with LRN to revise their video-cassettes and to maintain copies, along with projection equipment, in each of the high schools listed in Exhibit 7 from February 1, 1982, through May 31, 1987.

g. Institutional Catalogues

COMMITMENT -

Each constituent institution shall distribute its most current undergraduate and graduate catalogues or bulletins to each public and private high school in North Carolina and to each public and private institution of higher education in North Carolina. All such catalogues or bulletins shall highlight the institution's policy of nondiscrimination and its intent to increase minority presence enrollment.

ACTION -

Catalogues are distributed by mail, or in person during high school counselor workshops, College Day Programs, or special school recruitment visits. All catalogues include this text:

[Name of institution] is committed to equality of educational opportunity and does not discriminate against applicants, students, or employees based on race, color, national origin, religion, sex, age, or handicap. Moreover, [name of institution] is open to people of all races and actively seeks to promote racial integration by recruiting and enrolling a larger number of [white/black] students.

Most constituent institutions revise their catalogues no more often than every other year, and most already had distributed catalogues to North Carolina public and private high schools and institutions of higher education, for use during the 1981-82 academic year, when the Decree was signed. These constituent institutions sent letters containing the text quoted above to high schools and institutions of higher education which already had received catalogues for 1981-82, requesting that copies of the letter be inserted in those catalogues. All constituent institutions also inserted the letter or text in all undistributed catalogues.

The following fourteen constituent institutions distributed existing catalogues with the text inserted, during the 1981 fall term: Appalachian State University (undergraduate and graduate),

East Carolina University (undergraduate and graduate), Elizabeth City State University, Fayetteville State University, North Carolina Agricultural and Technical State University (undergraduate and graduate), North Carolina Central University (undergraduate and graduate), North Carolina State University at Raleigh (undergraduate and graduate), Pembroke State University, the University of North Carolina at Asheville, the University of North Carolina at Chapel Hill (undergraduate and graduate), the University of North Carolina at Charlotte, the University of North Carolina at Greensboro (undergraduate and graduate), the University of North Carolina at Wilmington, and Western Carolina University (undergraduate and graduate). The catalogue revision schedules of the North Carolina School of the Arts and Winston-Salem State University permitted the quoted text to be inserted directly in revised catalogues to be distributed early in 1982. North Carolina Agricultural and Technical State University also will distribute revised catalogues early in 1982.

As catalogues are revised in the future, the University General Administration will ensure that they contain the text quoted above, displayed prominently near the beginning of each catalogue, and that they include information on the Minority Presence Grant Program. When printed, all revised catalogues will be distributed to all North Carolina public and private high schools and institutions of higher education.

Some of the constituent institutions also publish catalogues for professional schools or for specific curricula also encompassed by their general bulletins. These catalogues also will be reviewed by the University General Administration. These catalogues include those for: the East Carolina University schools of Allied Health and Social Professions, Medicine, Music, and Nursing; the North Carolina Central University schools of Law and Library Science; the North Carolina State University at Raleigh School of Veterinary Medicine; and the University of North Carolina at Chapel Hill schools of Business Administration (undergraduate and graduate), Dentistry, Education, Journalism, Law, Library Science, Medicine, Nursing, Pharmacy, Public Health,

and Social Work, and departments of City and Regional Planning and Statistics. Of these programs, the following enroll substantial numbers of undergraduate students, and thus their revised catalogues also will be distributed to North Carolina public and private high schools and institutions of higher education: the East Carolina University schools of Allied Health and Social Professions, Music, and Nursing; and the University of North Carolina at Chapel Hill schools of Business Administration (undergraduate), Education, Journalism, Nursing, Pharmacy, and Social Work and the departments of City and Regional Planning and Statistics.

h. Brochures for Prospective Minority Presence Students

COMMITMENT -

Each predominantly white institution shall produce a four to six page brochure, specifically for prospective minority presence students, highlighting the institution's policy of nondiscrimination and its intent to increase minority presence enrollment and including such items as information about organizations and activities in the institution that may be of special interest to prospective minority presence students. Copies of the brochure shall be sent to high schools and two-year institutions prior to recruiting visits, with the request that they be made available to potential minority presence students. Each brochure shall include a card to be completed and returned by the student to the admissions office. All cards submitted by members of the high school graduating class shall be placed in a central file at the institution. The file shall be checked to determine whether the student has applied to the institution and, if the student has applied, whether the application is complete. If the student has not applied to the institution, the institution shall send the student an application with a letter encouraging the student to apply. If the student's application is not complete, the institution shall contact the student by mail or telephone to encourage the student to complete the application.

ACTION -

A brochure for prospective minority presence students was produced by each constituent institution (Exhibit 8), except the North Carolina School of the Arts, with distribution as follows: the predominantly white constituent institutions will send enough copies for the estimated number of black students in the graduating class (Exhibit 9) of each public high school in

North Carolina which is to be visited; at least 30 copies to each community college or private junior college in North Carolina to be visited; and at least 15 copies to each technical college or institute in North Carolina to be visited. These ten constituent institutions have distributed the appropriate number of brochures to all high schools and two-year institutions visited during September and October 1981. Mailings normally occur from one to four weeks before each visit. Some of the high schools and two-year institutions visited in early September received their copies after the visit by some institutions because of delays in initial printing. The brochures are accompanied by letters to the principals of the high schools (Exhibit 10) and presidents of the two-year institutions (Exhibit 11) requesting that copies be made available to black students, particularly those in the graduating class.

A brochure for prospective minority presence students produced by the North Carolina School of the Arts is currently at press. Because of its specialized nature, the North Carolina School of the Arts will distribute its brochure in the following manner. Five copies of the brochure for the North Carolina School of the Arts will be mailed in January 1982 to each public school teacher of music or drama in North Carolina identified by the North Carolina Department of Public Instruction and to each teacher of dance in North Carolina identified by the director of admissions at the North Carolina School of the Arts. An accompanying letter (Exhibit 12) will ask the teachers to give copies to black students with special talent in the performing arts, particularly those in their senior year of high school.

The five predominantly black constituent institutions also produced brochures for prospective white students. During the fall 1981 semester, each of these institutions sent at least 100 copies to each public high school to be visited in its county and all adjacent counties, at least 20 copies to each additional public high school in North Carolina to be visited, at least 30 copies to each community college or private junior college in North Carolina to be visited, and at least 15 copies to each

technical college or institute in North Carolina to be visited. The brochures were accompanied by letters to the principals of the high schools (Exhibit 10) and presidents of the two-year institutions (Exhibit 11) requesting that copies be placed on bulletin boards and made available to white students.

The brochure for each institution includes a card (Exhibit 8) which may be completed and returned by the prospective student to the admissions office. In each case, the card is addressed for return to the admissions office and the cost of postage is paid by the institution.

An application and letter (Exhibit 13) are sent to prospective students who return a card and have not applied. Those with incomplete applications are sent a letter (Exhibit 14) specifying the items needed to complete the application process.

3. Statewide Liaison With the North Carolina Public Schools

COMMITMENT -

In cooperation with the State Department of Public Instruction, the University General Administration shall sponsor a series of workshops for the guidance and counseling staffs of the public junior and senior high schools of the State. One such workshop shall be conducted each fall in each of the eight Education Districts as established by the State Department of Public Instruction. Representatives of guidance and counseling staffs, as designated by each superintendent in the District, and other appropriate representatives of the public schools in the District shall be invited to attend. The workshops shall be conducted by representatives of the University General Administration and of each constituent institution located in that District, with such additional institutional representation as necessary to have representation from both a predominantly black and a predominantly white institution. The institutional participants by District shall include the following:

- District 1 - Elizabeth City State University
East Carolina University
- District 2 - University of North Carolina at
Wilmington
East Carolina University
Fayetteville State University
- District 3 - North Carolina Central
University
North Carolina State University
at Raleigh

- District 4 - Fayetteville State University
Pembroke State University
University of North Carolina at
Charlotte
- District 5 - North Carolina Agricultural and
Technical State University
University of North Carolina at
Chapel Hill
University of North Carolina at
Greensboro
Winston-Salem State University
- District 6 - North Carolina Central University
University of North Carolina at
Charlotte
- District 7 - Appalachian State University
North Carolina Agricultural and
Technical State University
- District 8 - Western Carolina University
Winston-Salem State University
University of North Carolina at
Asheville

The workshops shall focus on increasing junior and senior high school students' awareness of and interest in college opportunities. They shall seek to address ways in which public school personnel can work more effectively to encourage more students to complete their high school studies, to increase the college-going rate of North Carolina high school graduates, to acquaint all students with the range of educational opportunities available in the University and with the fact that these opportunities are open to all students without regard to race, and to explore means by which the University can better assist in these efforts.

The workshops shall highlight the institutions' policy of nondiscrimination and their intent to increase minority presence enrollment, and shall provide comprehensive information about the increased minority presence at the institutions and about the support services and programs designed to further increase minority presence.

With respect to students in grades 7 through 9, the workshops shall focus upon techniques to help these students and their parents to understand the variety of opportunities offered in the constituent institutions of the University, the availability of various student financial aid programs, and the consequences of high school curricula choices in the college admissions process.

For students in grades 10 through 12, the workshops shall focus on assisting counselors in encouraging students and their parents to consider the range of higher educational opportunities available in the University. Particular attention shall be devoted to student financial aid programs, their nature and availability, and the means of applying for and obtaining such aid.

ACTION -

Workshops for counselors in grades 10 through 12 were held in each of the eight Education Districts between August 25, 1981, and September 4, 1981 (Exhibit 15). The workshops were attended by 358 counselors from 219 public high schools and 20 private high schools in North Carolina. Also in attendance were 39 persons from several State and federal agencies and from the central office of a number of school systems. The President sent a letter (Exhibit 16) to each public high school guidance director in the State encouraging them and their colleagues to attend.

At each workshop, presentations were made by representatives of the North Carolina Department of Public Instruction, the College Board, the Carolinas Association of Collegiate Registrars and Admissions Officers, and the University General Administration. The Vice President for Student Services and Special Programs and the Assistant Vice President for Student Services and Special Programs informed the counselors of the commitments made by the University in the Decree and requested the counselors' help in achieving the goals set forth in the Decree.

Admissions officers from the institutions listed on page 14 of the Decree attended the designated workshop(s); provided catalogues and/or other informational brochures about their institutions to the counselors; and talked about their institutions with the counselors. Each workshop was also attended by representatives of some of the constituent institutions that were not required to send representatives.

Presentations by the Vice President, the Assistant Vice President, and the directors of admissions emphasized student financial aid programs that are available and how prospective students should inquire about these programs.

Workshops for counselors in grades 7 through 9 will be held during the 1982 spring semester.

4. Undergraduate Recruitment¹

a. Minority Presence Admissions Officers

COMMITMENT -

Each predominantly black institution shall make a good faith effort to employ one or more admissions officers who are white and each predominantly white institution shall make a good faith effort to employ one or more admissions officers who are black.

ACTION -

Each predominantly white institution, except the North Carolina School of the Arts, has on its staff one or more black admissions officers and Elizabeth City State University, North Carolina Agricultural and Technical State University, and North Carolina Central University each has one white admissions officer on its staff (Exhibit 17). The Board of Governors allocated funds to Fayetteville State University and to Winston-Salem State University for an additional State-supported position on the admissions office staff at each institution beginning January 1, 1982.

b. High School Visits

COMMITMENT -

Each constituent institution shall continue to conduct visitation programs to high schools in the State. In all instances where it is practicable to do so, the high school shall be visited by a minority presence staff or faculty member. In its high school visits, each constituent institution shall make special efforts to contact minority presence high school students, to acquaint them with the institution's policy of nondiscrimination, its intent to increase minority presence enrollment, and the nature and extent of student financial aid and the manner in which application may be made for such aid, and the Minority Presence Grant Program.

ACTION -

Each institution has continued during the 1981 fall semester to conduct visitation programs to high schools in the State. A letter (Exhibit 18) was sent to minority presence faculty and

1. Because of its specialized nature, the North Carolina School of the Arts is excluded from the requirements set out in this part of the Decree. See Decree at 15n.1. It is implementing commitments 4.b., 4.c., 4.f., and 4.j. as efforts to increase its enrollment of black students.

professional staff members at each institution requesting volunteers to attend high school visitation programs not covered by a minority presence admissions officer and a procedure was set up on each campus to schedule the volunteers for visits.

Institutional representatives took copies of their institution's brochure for prospective minority presence students (Exhibit 8) with them on high school visits held after the brochures were published and made them available to interested minority presence students to acquaint the students with the institution's policy of nondiscrimination, its intent to increase minority presence enrollment, the nature and extent of student financial aid and the manner in which application may be made for such aid, and the Minority Presence Grant Program. Also, a summary (Exhibit 19) of information about financial aid was taken on visits after mid-October and made available to students. Information contained in Meeting College Costs and Early Financial Aid Planning Services, publications of the College Scholarship Service of the College Board, is included in this summary.

c. Minimum Number of High School Visits

COMMITMENT -

There were a total of 4,282 North Carolina public high school visits by the University's constituent institutions during 1980-81. The constituent institutions shall visit each year a number of public high schools at least equal to the number visited in 1980-81.

ACTION -

During September and October 1981, there were a total of 3,246 North Carolina public high school visits by the University's constituent institutions (Exhibit 20).

d. Visits to High Schools Having More Than 15 Percent Black Enrollment

COMMITMENT -

Notwithstanding the minimum requirement stated in the preceding paragraph, each predominantly white institution having in any given year a budgeted enrollment of 4,000 or more regular session full-time equivalent (FTE) students shall visit at least 100 of the public senior high schools in the State having more than 15% black enrollment as most recently reported by the State Department of Public Instruction.

ACTION -

For 1981-82, Appalachian State University, East Carolina University, North Carolina State University at Raleigh, the University of North Carolina at Chapel Hill, the University of North Carolina at Charlotte, the University of North Carolina at Greensboro, the University of North Carolina at Wilmington, and Western Carolina University each has a budgeted enrollment of 4,000 or more regular session FTE students. Accordingly, each is meeting this requirement. The public high schools in the State having more than 15 percent black enrollment, as most recently reported by the State Department of Public Instruction, are listed in Exhibit 21. The number of these schools visited during September and October 1981 by each of the designated constituent institutions is provided in Exhibit 22.

e. Minority Presence Students on PSAT and SAT Lists

COMMITMENT -

The University General Administration shall obtain from the College Board and provide to each predominantly white institution each fall a complete list of all North Carolina students still enrolled in high school, identified by race, who took the Preliminary Scholastic Aptitude Test or the Scholastic Aptitude Test earlier in the year and agreed to have their names released, to assist the predominantly white institutions in identifying prospective minority presence students.

ACTION -

The University General Administration has ordered from the College Board a complete list of all black North Carolina high school seniors who have taken the Scholastic Aptitude Test (SAT) at any time during or before December 1981 and agreed to have their names released. This list will be provided to each predominantly white institution (excluding the North Carolina School of the Arts) when it is received in February 1982.

Thereafter, each institution will send to each student on the SAT list who has not submitted an application or contact card, an application, a copy of its brochure for prospective minority presence students, and a letter (Exhibit 23) encouraging that student to make application for admission.

Names of black North Carolina high school students who have taken the Preliminary Scholastic Aptitude Test (PSAT) will be provided also to the predominantly white institutions (except the North Carolina School of the Arts) when the list is made available by the College Board early in 1982. Each institution will send a brochure for prospective minority presence students and a letter encouraging future application for admission to each high school student on the PSAT list it receives.

f. Solicitation of Names from Minority Presence Alumni and Enrolled Students

COMMITMENT -

Each constituent institution shall solicit each fall from its currently enrolled minority presence students and its minority presence alumni the names of individuals who may be prospective minority presence applicants to the institution.

ACTION -

During the 1981 fall semester, articles were placed by Elizabeth City State University and the North Carolina School of the Arts in publications sent to all alumni of their respective institutions requesting the names and addresses of individuals who may be prospective minority presence applicants (Exhibit 24). Each of the other institutions mailed a letter (Exhibit 25) to minority presence alumni with the same request. All 16 institutions mailed letters (Exhibit 26) to enrolled minority presence students requesting that they submit names and addresses of prospective minority presence students.

Each institution sends a letter (Exhibit 27) to each prospective minority presence student whose name and address is provided by an enrolled student and a letter (Exhibit 28) to each prospective student whose name and address is provided by an alumnus, along with an application and a brochure for prospective minority presence students. The letters encourage the student to apply for admission.

g. Visits to Two-Year Institutions

COMMITMENT -

Each constituent institution annually shall visit each community college, technical college or institute, and private junior college located in the county in which the

constituent institution is located or in any adjacent county. Each public community college annually shall be visited by the nearest predominantly white institution and by at least one predominantly black institution. In all instances where it is practicable to do so, the two-year institutions shall be visited by a minority presence staff or faculty member. In its visits, each constituent institution shall make special efforts to contact minority presence students, to acquaint them with the institution's policy of nondiscrimination, its intent to increase minority presence enrollment, the nature and extent of student financial aid and the manner in which application may be made for such aid, and the Minority Presence Grant Program.

ACTION -

During 1981-82 and in each subsequent year covered by the Decree, each institution will visit the two-year institutions identified in Exhibit 29. This will result in each institution annually visiting each two-year institution located in its county or any adjacent counties and will also result in each public community college being visited annually by the nearest predominantly white institution and by at least one predominantly black institution.

A letter (Exhibit 18) was sent to minority presence faculty and professional staff members at each institution (excluding the North Carolina School of the Arts) requesting volunteers to attend visitation programs at two-year institutions not covered by a minority presence admissions officer and a procedure was set up on each campus to schedule the volunteers for visits.

Institutional representatives took copies of their institution's brochure (Exhibit 8) for prospective minority presence students with them on visits to two-year institutions after the brochures were published and made them available to interested minority presence students to acquaint the students with the institution's policy of nondiscrimination, its intent to increase minority presence enrollment, the nature and extent of student financial aid and the manner in which application may be made for such aid, and the Minority Presence Grant Program.

h. Black Students on Talent Roster of Outstanding Minority Community College Graduates

COMMITMENT -

The University General Administration annually shall obtain from the College Board and provide to each predominantly white institution the Talent Roster of Outstanding Minority Community College Graduates in North Carolina to assist the predominantly white institutions in identifying prospective minority presence students.

ACTION -

The University General Administration will obtain the 1981-82 Talent Roster of Outstanding Community College Graduates from the College Board when it is available and will provide a copy to each predominantly white institution (excluding the North Carolina School of the Arts). Each of these institutions will mail an application form to each student from North Carolina on the list who has not submitted an application, along with a brochure for prospective black students, and a letter (Exhibit 30) encouraging that student to apply.

i. Joint Committee on College Transfer Students

COMMITMENT -

To provide information designed to minimize the loss of credit and time in the transfer process to academic advisors and potential transfer students at two-year institutions, the University shall continue to be a member of, provide staff to, and assist in producing and distributing the publications of the Joint Committee on College Transfer Students.

ACTION -

The Associate Vice President for Student Services and Special Programs continues as the Joint Committee's Secretary and as a member ex officio. In addition to the Policies of Senior Colleges and Universities Concerning Transfer Students from Two-Year Colleges in North Carolina (Exhibit 6), the University also publishes and distributes the Joint Committee's Guidelines for Transfer (Exhibit 31).

j. Admitted Minority Presence Students

COMMITMENT -

All minority presence students admitted to a constituent institution shall be contacted by mail, telephone, or personal visit and

encouraged to enroll at the constituent institution.

ACTION -

Each institution sends a letter (Exhibit 32) after the notice of admission to all admitted minority presence students encouraging them to enroll. The letter also reminds students who plan to apply for financial aid that they should complete the application process as soon as possible.

k. Campus Visits

COMMITMENT -

Each predominantly white institution annually shall invite to its campus a number of prospective minority presence students from high schools and two-year institutions not less than 2% of the total size of the most recent entering freshman class and undergraduate transfer cohort at the institution. The visits shall be used to inform the prospective students of the University's and the institution's nondiscrimination policy and intent to increase minority presence enrollment and of the educational opportunities available at the institution.

ACTION -

Each predominantly white institution (excluding the North Carolina School of the Arts) will send a letter (Exhibit 33) to not less than the required number of black students inviting them to participate during the 1981-82 academic year in a campus visitation program designed for prospective black students. The programs will include information about the institution's nondiscrimination policy and intent to increase black student enrollment as well as general information about educational opportunities available at the institution.

5. Graduate and First Professional Recruitment

a. Graduate School Recruitment

COMMITMENT -

The University of North Carolina at Chapel Hill, North Carolina State University at Raleigh, and the University of North Carolina at Greensboro, the major research and other doctoral-granting institutions, annually shall make at least one recruiting visit to each predominantly black institution and to at least three of the predominantly black private colleges in North Carolina. The deans of the graduate schools shall arrange and organize such visits. Special efforts shall be made to contact minority presence students to acquaint them with the institu-

tion's policy of nondiscrimination and its intent to increase minority presence enrollments. Presentations made and information distributed during such visits shall be designed to provide students with information about opportunities for graduate and professional study, application procedures and schedules, admission requirements, and financial aid programs, including opportunities for scholarships, fellowships, and assistantships.

These same three institutions annually shall utilize the Minority Graduate Student Locator Service of the Graduate Record Examination Board for distribution by the deans of each graduate school to all departments to assist them in identifying prospective minority graduate students.

ACTION -

The program of institutional visits is in progress and will continue into the 1982 spring semester. Before each visit, the dean of the graduate school at each of these three institutions sends to the chancellor or president of the predominantly black college or university a letter (Exhibit 34) which emphasizes the institution's policy of nondiscrimination and its intent to increase black student enrollment, includes information about the Minority Presence Grant Program for doctoral students, and requests that the visit be publicized and prospective graduate students encouraged to attend.

Each of these three institutions is utilizing the Minority Graduate Student Locator Service of the Graduate Record Examination Board. Each black student on the list supplied who has indicated an interest in a program of study offered by the institution, and who has a North Carolina address or is a graduate of a college or university in North Carolina, and who has not applied for admission, will be sent the following materials: an application for graduate school admission, information about the appropriate degree program, and a letter (Exhibit 35) which states the institution's policy of nondiscrimination and its intent to increase black student enrollment.

b. Health-Related Professional School Recruitment

COMMITMENT -

The deans of the schools of medicine at East Carolina University and the University of North Carolina at Chapel Hill, the Dean of

the School of Dentistry at the University of North Carolina at Chapel Hill, and the Dean of the School of Public Health at the University of North Carolina at Chapel Hill annually shall send representatives to each predominantly black institution and to at least three predominantly black private colleges in North Carolina. Special efforts shall be made to contact minority presence students to acquaint them with the institution's policy of nondiscrimination and its intent to increase minority presence enrollments. Presentations made and information distributed during such visits shall be designed to provide students with information about opportunities for study in these fields and in other health profession programs, application procedures and schedules, admission requirements, and financial aid programs, including opportunities for scholarships, fellowships, and assistantships.

ACTION -

The program of institutional visits is in progress and will continue into the 1982 spring semester. Prior to each visit, the dean of each of the designated professional schools sends to the chancellor or president of the predominantly black college or university a letter (Exhibit 36) which emphasizes the institution's policy of nondiscrimination and its intent to increase black student enrollment, and requests that the visit be publicized and prospective students encouraged to attend. The letters also include information about special financial aid programs. The School of Veterinary Medicine at North Carolina State University at Raleigh is also meeting the requirements of this commitment.

c. Printed Information About Graduate or First Professional Programs

COMMITMENT -

Each other constituent institution that offers graduate or first professional degree programs shall transmit each fall printed information about such programs to the chancellor, the chief academic officer, and the chief student affairs officer of each other constituent institution with a majority undergraduate enrollment different in racial composition from its own. The information shall include application procedures and schedules, admissions requirements, and financial aid programs, including opportunities for scholarships, fellowships, and assistantships. The receiving institution shall direct such information to interested students.

ACTION -

During the 1981 fall semester, Appalachian State University, East Carolina University, Pembroke State University, the University of North Carolina at Charlotte, the University of North Carolina at Wilmington, and Western Carolina University sent printed information about their graduate and first professional degree programs to the predominantly black constituent institutions. Fayetteville State University, North Carolina Agricultural and Technical State University, and North Carolina Central University sent information about their graduate and first professional degree programs to the predominantly white constituent institutions during the 1981 fall semester.

d. Information to Public School Personnel

COMMITMENT -

Each constituent institution offering, or serving as the site of a Graduate Center for, master's degree programs for in-service teachers and administrators in the public schools annually shall contact each public school in the county in which the institution is located and in adjacent counties to acquaint public school personnel with the availability of such programs, the institution's policy of nondiscrimination, and its intent to increase minority presence enrollments.

ACTION -

A letter (Exhibit 37) was sent by each institution offering, or serving as the site of a Graduate Center for, master's degree programs to the principal of each public school located in its county and in all adjacent counties. Each letter includes information about the institution's master's degree programs for in-service teachers and administrators, its policy of nondiscrimination, its intent to increase enrollment of minority presence students, and a request that this information be made available to teachers and other administrators in the school.

6. Special Student Financial Aid Programs

a. Minority Presence Grant Program -- General Program

COMMITMENT -

The University shall continue to fund, at the current level (\$720,000 per year) or higher, the Minority Presence Grant Program -- General Program. The University shall allocate this money to predominantly white

and predominantly black institutions to aid them in recruiting financially needy North Carolina students who would be minority presence students at the respective institutions by enabling the institutions to offer relatively more aid for minority presence students in the form of grants rather than loans. This general program includes funds for minority presence grants for students attending the North Carolina Central University School of Law.

ACTION -

The Board of Governors has allocated \$720,000 to the constituent institutions for the Minority Presence Grant Program-- General Program, for 1981-82.

- b. Minority Presence Grant Program -- Doctoral Study, Law, and Veterinary Medicine

COMMITMENT -

The University shall continue to fund, at the current level (\$280,000 per year) or higher, the Minority Presence Grant Program -- Doctoral Study, Law. Under this program, black North Carolinians who are selected to participate receive a stipend of up to \$4,000 for the academic year, with an option of additional support in the amount of \$500 for study in the summer session, to pursue doctoral and law degrees at East Carolina University, North Carolina State University at Raleigh, the University of North Carolina at Chapel Hill, and the University of North Carolina at Greensboro. Recipients must be full-time graduate students who demonstrate financial need. The University shall continue to give priority to students pursuing degrees in fields in which black participation has been historically low (e.g., engineering and the physical sciences). Beginning in 1982-83, a veterinary medicine component shall be added to the program. Black North Carolina residents who are admitted to the veterinary medicine program at North Carolina State University at Raleigh shall be eligible for scholarships under the program.

ACTION -

The Board of Governors has allocated a total of \$280,000 to East Carolina University, North Carolina State University at Raleigh, the University of North Carolina at Chapel Hill, and the University of North Carolina at Greensboro for the Minority Presence Grant Program--Doctoral Study and Law, for 1981-82.

- c. Board of Governors Medical Scholars Program

COMMITMENT -

The University shall continue to fund, at the current level or higher, the Board of Governors Medical Scholars Program. This

program provides special funds for approximately sixty minority and disadvantaged students annually to enroll at the University of North Carolina at Chapel Hill, East Carolina University, Duke University, and Bowman Gray medical schools. Each scholarship pays all tuition and fees plus an annual stipend of \$4,000. North Carolina residents who are full-time students are eligible.

ACTION -

The Board of Governors has allocated \$489,821 to the University General Administration for the Board of Governors Medical Scholars Program for 1981-82, as compared to the allocation of \$460,864 for that purpose for 1980-81.

d. Board of Governors Dental Scholars Program

COMMITMENT -

The University shall continue to fund, at the current level or higher, the Board of Governors Dental Scholars Program. This program is now in its third year and is designed to provide special funds for approximately twenty minority and disadvantaged students annually to enroll at the University of North Carolina at Chapel Hill School of Dentistry. Each scholarship pays all tuition and fees plus an annual stipend of \$4,000. North Carolina residents who are full-time students are eligible.

ACTION -

The Board of Governors has allocated \$129,179 to the University General Administration for the Board of Governors Dental Scholars Program for 1981-82, as compared to the allocation of \$107,715 for that purpose for 1980-81.

7. Minority Presence Enrollment Goals

COMMITMENT -

By the 1986-87 academic year, minority presence enrollment shall equal or exceed 15.0% of the total combined headcount enrollment in the predominantly black institutions and shall equal or exceed 10.6% of the total combined headcount enrollment in the predominantly white institutions. These enrollment goals pertain to all regular session fall headcount enrollments and include fall headcount enrollments in the Fayetteville Graduate Center at Fayetteville State University, the Elizabeth City State University Graduate Center, and the Winston-Salem Graduate Center at Winston-Salem State University. In the event the actual rate of change in minority presence enrollment in the predominantly black institutions exceeds the average annual rate implied by the 15.0% goal (.63%), then that excess, less any under-realization of the average annual rate in any other prior or subsequent year, shall be

added to the 15.0% goal. In the event the actual rate of change in minority presence enrollment in the predominantly white institutions exceeds the average annual rate implied by the 10.6% goal (.53%), then that excess, less any underrealization of the average annual rate in any other prior or subsequent year, shall be added to the 10.6% goal.

Note: Correction of Enrollment Data for 1980

After the Decree was entered, the University found an error in the 1980 enrollment data submitted by North Carolina Agricultural and Technical State University.

The error was one that reported a larger minority presence enrollment at North Carolina Agricultural and Technical State University for the fall of 1980 than was actually the case: 9.1 percent rather than 8 percent. This changed the overall minority presence enrollment for the five predominantly black institutions from 11.2 percent, the fall of 1980 figure indicated in the Decree, to 10.9 percent. Statistics on minority presence enrollments in the predominantly black institutions given on page 2 of the Decree, on pages 1-4 of Appendix I to the Decree, and Table 8 of Appendix II to the Decree, therefore require corrections.

These corrections are shown in Attachment I to this report.

These corrections do not change the minority presence enrollment goal for the predominantly black institutions as set out in Section VI-7 of the Decree. They do alter the average annual rate of change implied by the minority presence enrollment goal for those institutions from .63% to .68%.

ACTION -

The following table presents minority presence enrollment data for the predominantly black and predominantly white institutions for the fall of 1981:

	<u>Black</u>	<u>White</u>	<u>Other</u>	<u>Total</u>	<u>Percent Minority Presence</u>
<u>Predominantly Black Institutions -</u>	14,304	1,993	628	16,925	11.8
<u>Predominantly White Institutions -</u>	7,676	90,516	3,788	101,980	7.5
<u>UNC Total -</u>	21,980	92,509	4,416	118,905	

8. Monitoring Institutional Compliance

COMMITMENT -

The President shall monitor each constituent institution's compliance with the minority presence student recruitment commitments in this Section of the Decree, and these commitments shall be regularly reviewed and discussed with the chancellors in the Administrative Council. If at any time a constituent institution appears not to be meeting in a timely manner those commitments or any benchmarks set for the institution by the President or the Board, the President shall direct the chancellor to take appropriate corrective action.

ACTION -

The minority presence student recruitment commitments, as well as all other commitments contained in the Decree, were discussed in detail in the Administrative Council on July 28, 1981. On August 18, 1981, the student recruitment commitments were discussed in a meeting with the undergraduate admissions directors of all constituent institutions. On September 30, 1981, the student recruitment commitments in graduate and first professional enrollments were discussed at a meeting with the graduate deans identified in Section VI-5 a. and b. of the Decree. The Dean of the School of Veterinary Medicine at North Carolina State University at Raleigh also participated in this last meeting.

Constituent institutions submitted minority presence enrollment data in November 1981. There will be discussions with each chancellor, as well as general discussions in Administrative Council, during early 1982 about institutional progress.

9. Employment

COMMITMENT -

Each constituent institution's affirmative action plan now extends over a five-year period ending October 1, 1983. By June 30, 1983, these plans shall be revised for a period to expire December 31, 1986, and shall comply with the requirements of Executive Order 11,246.

ACTION -

Each institution is continuing its efforts in accordance with its affirmative action plan. Preparation for the revision of these plans will begin in late 1982 or early 1983.

Section VII

COMMITMENTS FOR THE FURTHER DEVELOPMENT
OF THE PREDOMINANTLY BLACK INSTITUTIONS

1. State Financial Support for Current Operations

COMMITMENT -

The University shall provide financial support consisting of appropriations and tuition receipts to each predominantly black institution at least equal to the weighted average of the financial support provided to the predominantly white institutions in the same institutional category (excluding the East Carolina University School of Medicine), measured on a per-budgeted-FTE-student basis.

ACTION -

The Board of Governors has established 1981-82 Current Operations Budgets which provide the specified financial support in the amount of: \$4,543 per student for North Carolina Agricultural and Technical State University and \$4,091 per student for North Carolina Central University, as compared with the weighted average of \$3,688 per student for the predominantly white comprehensive universities; and \$4,793 per student for Elizabeth City State University, \$3,912 per student for Fayetteville State University, and \$4,405 per student for Winston-Salem State University, as compared with the weighted average of \$3,688 per student for the predominantly white general baccalaureate universities.

2. Student-Faculty Ratios

COMMITMENT -

At each predominantly black institution in each year, the University shall maintain a budgeted student-faculty ratio at least equal to the most favorable ratio of any predominantly white institution in the same institutional category (excluding the East Carolina University School of Medicine).

ACTION -

The Board of Governors has established 1981-82 Current Operations Budgets which provide for student-faculty ratios of: 15.1-1 for North Carolina Agricultural and Technical State University and 15.5-1 for North Carolina Central University, as compared to the most favorable ratio for any predominantly white comprehensive university, 15.5-1 for East Carolina University; and 15.3-1 for Elizabeth City State University, 15.3-1 for

Fayetteville State University, and 14.9-1 for Winston-Salem State University, as compared to the most favorable ratio for any predominantly white general baccalaureate university, 15.7-1 for the University of North Carolina at Asheville and the University of North Carolina at Wilmington.

3. State Appropriations for Faculty Salaries

COMMITMENT -

[T]he budgeted average teaching salary in State funds for budgeted teaching positions in the predominantly black institutions is at parity with that provided the predominantly white institutions in the same institutional category with three exceptions: the East Carolina University School of Medicine, the North Carolina Central University School of Law, and the University of North Carolina at Asheville. The University shall maintain this parity, with the exceptions noted.

ACTION -

The Board of Governors has established 1981-82 Current Operations Budgets which provide average teaching salaries of \$25,322 for each comprehensive university, except the East Carolina University School of Medicine and the North Carolina Central University School of Law, and \$24,471 for each general baccalaureate university except the University of North Carolina at Asheville.

4. State Financial Support for Libraries

COMMITMENT -

Table 4 compares library budgets for the comprehensive and general baccalaureate institutions in 1972-73 and 1980-81. In a 1974 library improvement plan, the University undertook to bring all University libraries up to minimal standards in terms of their overall collections and their level of funding as defined in the plan. The goal was accomplished in fiscal 1978-79. A comparable pattern of support now exists. The University also has given priority to increases in library acquisitions budgets to offset severe inflationary cost increases. These increases have been allocated across the board to all institutions and additional increases in acquisition funds intended to offset inflationary price increases in books and journals shall be distributed in a similar manner. The University shall consider carefully any institutional request for funds to address particularized library needs.

ACTION -

No budget estimates or requests have been prepared in any area since the entry of the Decree.

5. State Appropriations for Summer Session Instruction

COMMITMENT -

The University has established and shall maintain parity in State appropriations, per budgeted credit hour of instruction for in-state students, for summer session instruction provided to the predominantly black and predominantly white institutions in the same institutional category.

ACTION -

The Board of Governors has established 1981-82 Current Operations Budgets which provide State appropriations of \$15.85 per credit hour, as specified, to each comprehensive university and \$15.25 per credit hour, as specified, to each general baccalaureate university.

6. State Appropriations for Student Financial Aid

COMMITMENT -

The University has established and shall maintain parity in State appropriations, per budgeted full-time equivalent regular session in-state student, for non-service scholarships provided to predominantly black and predominantly white institutions in the same institutional category.

State appropriations for matching funds for College Work-Study per budgeted regular session full-time equivalent student attending the predominantly black institutions shall be at least equal to the weighted average of such appropriations to the predominantly white institutions in the same institutional category.

ACTION -

The Board of Governors has established 1981-82 Current Operations Budgets which provide State appropriations for: non-service scholarships of \$19 per in-state student for each comprehensive university and \$19 per in-state student for each general baccalaureate university; matching funds for College Work-Study of \$19 per student for North Carolina Agricultural and Technical State University and \$34 per student for North Carolina Central University, as compared with the weighted average of \$10 per student for the predominantly white comprehensive universities; and matching funds for College Work-Study of \$38 per student for Elizabeth City State University, \$41 per student for Fayetteville State University, and \$46 per student for Winston-Salem State University, as compared with the weighted average of \$9 per stu-

dent for the predominantly white general baccalaureate universities.

7. Tuition Rates for Regular Session Students

COMMITMENT -

[P]arity exists in tuition charges to in-State students attending the predominantly black and predominantly white institutions in the same institutional category (excluding the higher tuition charges at the East Carolina University School of Medicine). This parity shall be maintained, except that the Board reserves the right to establish different tuition rates for graduate and first professional students than for undergraduates. In that event, parity shall be maintained among institutions in the same institutional category and among categories of students (undergraduate, graduate, and first professional).

Tuition charges to out-of-state students attending institutions in the same institutional category differ. The University shall, effective fall 1981, establish parity for tuition charges to out-of-state students attending the predominantly black and predominantly white institutions in the same institutional category (excluding the higher tuition charges at the East Carolina University School of Medicine). When realized, this parity shall be maintained.

ACTION -

The Board of Governors has established the following tuition rates per academic year, effective the 1981 fall term: in-state students at the comprehensive universities, \$372 (excluding the East Carolina University School of Medicine); out-of-state students at the comprehensive universities, \$2,160 (excluding the East Carolina University School of Medicine); in-state students at the general baccalaureate universities, \$318; and out-of-state students at the general baccalaureate universities, \$1,900.

8. State Financial Support for Capital Improvements

COMMITMENT -

For the construction of new facilities or major additions, the University shall continue to request funds from each successive Session of the General Assembly for those projects at the predominantly black institutions identified on Line 5 of the Schedule of Priorities - Capital Improvements in the 1981-83 Budget Request of the Board of Governors but for which funds were not available for allocation from appropriations made by a preceding Session; moreover, such requests shall be assigned priority over those for any new facilities or major addi-

tions at any other constituent institution not already identified on Line 5. Other capital improvements requests put forward by the Board shall include requests on behalf of the predominantly black institutions that are at least proportionate to those institutions' size as measured by their share of total University enrollment. Share of total enrollment shall be defined in terms of the authorized regular session enrollments at the time the requests are made.

ACTION -

For new facilities and major additions identified on Line 5 of the Schedule of Priorities, the 1981 General Assembly made available and the Board of Governors allocated funds for (1) the planning and construction of the Physical Education and Recreation Complex for North Carolina Central University; (2) the planning of the Administrative Office Building project for Elizabeth City State University, the new Library Building project for Fayetteville State University, and the Engineering School Classroom and Laboratory Building project at North Carolina Agricultural and Technical State University; and (3) assuring the availability of the Anderson School facilities for the Winston-Salem State University project by establishing a substantial reserve for acquisition of the property and for planning the required renovations. No further budgetary action will be required until the Board of Governors submits its 1983-85 budget request to the 1983 Session of the General Assembly.

9. Institutional Development

a. Faculty development

COMMITMENT -

The University shall continue the Faculty Doctoral Study Assignment Program at its present level of funding (\$400,000 annually). In making awards under this program, priority shall continue to be given to faculty in the predominantly black institutions.

ACTION -

The Board of Governors has allocated \$400,000 to the University General Administration for the Faculty Doctoral Study Assignment Program for 1981-82. Of 16 faculty members who received awards in 1981-82, 14 are from the predominantly black institutions.

COMMITMENT -

The University shall require the doctorate or other appropriate terminal degree for all new full-time faculty appointments to the predominantly black institutions and for the conferral of permanent tenure on any faculty member, unless there are exceptional circumstances. Each such exception must be approved by the President in the instance of new faculty appointments and by the President and the Board in the conferral of permanent tenure.

ACTION -

All new full-time faculty appointments, including first-time appointments and reappointments to new contracts of individuals currently on the faculty, have thus far been treated as exceptions within the meaning of this provision of the Decree unless the individual held the doctoral or first professional degree. The University is in the process of preparing formal guidelines indicating other appropriate terminal degrees for those fields where the doctorate or first professional may not be the appropriate degree. It is anticipated that some of the actions counted as exceptions in this report will not be regarded as exceptions after the guidelines have been completed. (For example, it is expected that the master's degree will be considered as the appropriate terminal degree in nursing. The "exceptions" noted below include 15 reappointments to new contracts of nursing faculty members who hold a master's degree.) Under the current operating rule, the following exceptions have been approved by the President for first-time appointments and reappointments to new contracts not involving a conferral of permanent tenure (as of December 16, 1981):

First-time appointments: 18

Reappointments to new contracts: 78

There has been one exception (as of December 16, 1981) that has been approved by the President and the Board of Governors in the conferral of permanent tenure on a faculty member who did not have the doctorate or first professional degree.

COMMITMENT -

The University General Administration shall convene one or more conferences annually involving all deans and selected department heads of the predominantly black institutions

to discuss issues related to academic personnel policies.

ACTION -

The first of these annual conferences has been tentatively scheduled for a two- or three-day period in April 1982. The Institute of Government at the University of North Carolina at Chapel Hill is assisting in organizing the conference, and the chief academic officers of the predominantly black institutions are assisting in planning the conference agenda.

b. Administration

COMMITMENT -

The University shall work for continued improvements in the administration and management of the predominantly black institutions. Each year the University General Administration shall convene conferences for the following groups of administrative officers at these institutions:

- (1) Chief academic officers
- (2) Chief financial officers
- (3) Chief student affairs officers
- (4) Affirmative action officers
- (5) Directors of student financial aid
- (6) Directors of admissions
- (7) Directors of physical plant planning and operations
- (8) Directors of institutional research
- (9) University librarians

Additional institutional staff in each of these administrative areas shall be asked to participate in these conferences as may be appropriate. The conferences shall be designed to identify areas in which technical assistance may help effect improvements. Technical assistance shall be provided by the University General Administration or, as the President may deem appropriate, by other institutional staff or external consultants.

ACTION -

The chief academic officers of the predominantly black institutions met with staff of the University General Administration on September 16, 1981, and October 20, 1981. The principal item of discussion at these meetings was the issue of developing a clearer definition of "appropriate terminal degree" for faculty in those disciplines where the doctorate or first professional may not be the appropriate degree. These discussions were the basis of a general discussion at a meeting of the chief academic officers of all 16 constituent institutions on November 19 and 20, 1981. The meetings with the chief academic

officers of the predominantly black institutions also involved planning and preparation for meetings of deans and department heads to begin in April 1982.

The chief student affairs officers of the predominantly black institutions met with staff of the University General Administration on December 11, 1981. Principal items for discussion were implementation of this Decree and student retention.

The admissions officers of the predominantly black institutions met with staff of the University General Administration on November 2, 1981. The commitments contained in Section VI of the Decree were discussed.

Meetings with the other categories of officials designated above are being scheduled for the period January - June, 1982.

COMMITMENT -

Prior to December 31, 1986, the University shall provide State funds to establish senior administrative positions for institutional development at Elizabeth City State University, Fayetteville State University, and Winston-Salem State University.

ACTION -

The Current Operations Budgets for 1981-82 for Elizabeth City State University, Fayetteville State University, and Winston-Salem State University, as established by the Board of Governors, provide State funds for chief development officers. Position descriptions are being developed, and it is anticipated that each of the three positions will be at the vice chancellor level.

c. Institutional Plans and Commitments

COMMITMENT -

The new program planning authorizations enumerated below are incorporated in the University's Long-Range Planning, 1980-1985. These programs shall be established by December 31, 1986.

ACTION -

See discussion under institutional sections
below.

COMMITMENT -

No fewer than one-third of any new degree programs not presently enumerated in Long-Range Planning, 1980-1985 that may be author-

ized for planning in the comprehensive institutions shall be in the predominantly black comprehensive institutions, and no fewer than one-half of any new degree programs not presently enumerated in Long-Range Planning, 1980-1985 that may be authorized for planning in the general baccalaureate institutions shall be in the predominantly black general baccalaureate institutions.

ACTION -

No additional programs have been authorized for planning in any comprehensive institution since the adoption of Long-Range Planning, 1980-1985. A new baccalaureate program in social work has been authorized for planning and established at Pembroke State University. A report on nursing education authorizes the University of North Carolina at Wilmington to plan a baccalaureate degree program in nursing that would, when established, supplant the existing associate degree program in nursing.

COMMITMENT -

In the event the Board closes a nursing program at a predominantly black institution, the resources that were allocated to the nursing program shall be reassigned to strengthen an existing degree program or to initiate a new degree program in that institution.

ACTION -

The Board of Governors has not closed a nursing program at a predominantly black institution.

COMMITMENT -

The University General Administration shall give assistance to the institutions in the planning of these new programs and shall convene one or more conferences annually involving all deans and selected department heads of the predominantly black institutions to discuss academic program development procedures.

ACTION -

Assistance is being given in institutional program planning. For example, a conference was held on December 11, 1981, at the University General Administration with faculty members and the Vice Chancellor for Academic Affairs at Elizabeth City State University to discuss plans for new degree programs in accounting and in computer science. In November, there were discussions with the Vice Chancellor for Academic Affairs and the Dean of the Graduate School at North Carolina Central University on a draft

proposal for the master's program in criminal justice. The conference scheduled for April 1982 for deans and selected department heads will be devoted in part to academic program development procedures.

1. Elizabeth City State University

COMMITMENT -

Elizabeth City State University shall continue as a general baccalaureate institution.

Four new baccalaureate degree programs are authorized for planning. They are Computer Science, Applied Mathematics, Accounting, and Music.

ACTION -

Elizabeth City State University continues as a general baccalaureate institution. The status of the four new baccalaureate degree programs being planned is as follows:

- Computer Science and Accounting

Preliminary drafts of program proposals have been prepared by Elizabeth City State University. These drafts were reviewed and discussed with University General Administration staff on December 11, 1981.

- Music

The completed draft of this program proposal has been received at the University General Administration and is being reviewed.

- Applied Mathematics

The program proposal is being prepared.

COMMITMENT -

The Elizabeth City State University Graduate Center, established in the fall of 1980, shall continue. Master's programs or individual courses at the master's level offered by any constituent institution in that region shall be offered through this Center. To support the Center, the University shall make an annual allocation of \$78,000. The program of the Center shall focus on serving the needs of public school personnel in that region for access to master's level programs and courses in education and related fields.

ACTION -

The Board of Governors has allocated \$78,000 to the University General Administration for the Elizabeth City State University Graduate Center for 1981-82. Three constituent institutions are now offering programs in the Center focusing on needs of public school personnel in that region. The programs are: master's in Elementary Education, master's in Special Education, and master's in Occupational Education offered respectively by East Carolina University, the University of North Carolina at Chapel Hill, and North Carolina State University at Raleigh.

COMMITMENT -

The administrative offices of the [Graduate] Center shall be housed in the Continuing Education Center building when it is completed. The University also shall allocate \$50,000 annually to the Continuing Education Center to support an expansion of extension and public service programs in the northeastern region of the State.

ACTION -

The Continuing Education Center building is still under construction. No budgetary action will be needed until the Board establishes Continuing Operations Budgets for 1982-83.

2. Fayetteville State University

COMMITMENT -

Fayetteville State University shall be changed from a general baccalaureate to a comprehensive institution.

Three new baccalaureate degree programs are authorized for planning. They are Accounting, Art, and Criminal Justice.

Three master's degree programs are authorized for planning. They are Special Education, Educational Administration and Supervision, and Business Administration. As these master's programs are approved and established, the Fayetteville Graduate Center shall be closed and a division of graduate studies established.

ACTION -

The transition of Fayetteville State University from a general baccalaureate to a comprehensive institution continues on schedule. The status of the new baccalaureate programs being planned is as follows:

- Accounting

The program proposal is being prepared.

- Art

The program proposal is being prepared.

- Criminal Justice

The program proposal is being prepared.

The status of the new master's degree programs authorized for planning is as follows:

- Special Education

The program proposal has been submitted and is now being reviewed.

- Educational Administration and Supervision

The completed program proposal was reviewed late in the summer and the program was established at Fayetteville State University beginning in the 1981 fall semester.

- Business Administration

The program proposal is being prepared.

When the master's in Elementary Education and the master's in Educational Administration and Supervision were established at Fayetteville State University in the fall of 1980 and 1981, respectively, those programs were discontinued in the Fayetteville Graduate Center. The master's in Special Education in the Fayetteville Graduate Center will also be discontinued when the program is established at Fayetteville State University. At that point, a division of graduate studies will be established.

3. North Carolina Agricultural and Technical State University

COMMITMENT -

North Carolina Agricultural and Technical State University shall continue as a comprehensive university.

Five new baccalaureate degree programs are authorized for planning. They are Special Education, Reading Education, Chemical Engineering, Civil Engineering, and Occupational Safety. Four new master's degree programs are authorized for planning. They are Mechanical Engineering, Architectural Engineering, Applied Mathematics, and Transportation. In addition, a

sixth-year certificate of advanced study is authorized in Education Media.

ACTION -

North Carolina Agricultural and Technical State University continues as a comprehensive university. The status of the new baccalaureate degree programs being planned is as follows:

- Special Education

The program proposal is being prepared.

- Reading Education

The program proposal is being prepared.

- Chemical Engineering

The program proposal has been submitted and all reviews have been completed. The University General Administration will soon have conferences with the Chancellor and his representatives concerning establishment of this program.

- Civil Engineering

The program proposal is being prepared.

- Occupational Safety

The program proposal is being prepared.

The status of the new master's degree programs being planned is as follows:

- Mechanical Engineering

The program proposal has been submitted and all reviews have been completed. The University General Administration will soon have conferences with the Chancellor and his representatives concerning the establishment of this program.

- Architectural Engineering

The program proposal is being prepared.

- Applied Mathematics

The program proposal is being prepared.

- Transportation

The program proposal is being prepared.

The program proposal is being prepared for a Sixth-year Certificate of Advanced Study in Education Media.

COMMITMENT -

Continued emphasis shall be placed on strengthening programs in engineering, science, and technology. The School of Engineering shall remain a principal element in the process of institutional development. North Carolina Agricultural and Technical State University shall participate in the Microelectronics Center of North Carolina and, through its program in animal science, shall have a major role in the training of pre-veterinary medicine students.

ACTION -

In addition to the program planning described above, other steps are being taken to strengthen programs in engineering, science, and technology. The Board of Governors allocated \$300,000 to the institution for purchase of scientific equipment in 1981-82. The institution continues to participate in the Microelectronics Center of North Carolina (MCNC). MCNC is providing the resources to establish at the institution a fabrication facility for students in the Department of Electrical Engineering. A design station will also be established at the institution, and for this purpose a color graphics terminal has been established and a computer will soon be added. Two graduate fellowships have been established in 1981-82, and two additional fellowships will be provided in 1982-83. Construction of the new animal science building is to be completed in 1982. The new animal science program has seven upper division student majors, and 13 freshmen and sophomores have indicated an intent to major in the program.

4. North Carolina Central University

COMMITMENT -

North Carolina Central University shall continue as a comprehensive university.

One new baccalaureate degree program, Computer and Information Science, and two new master's degree programs, Criminal Justice and Political Science, are authorized for planning.

ACTION -

North Carolina Central University continues as a comprehensive university. A program proposal is being prepared for the new baccalaureate degree program in Computer and Information

Science. The status of the new master's degree programs being planned is as follows:

- Criminal Justice

The draft program proposal has been completed and is now being reviewed.

- Political Science

The program proposal is being prepared.

COMMITMENT -

Special attention shall be given at North Carolina Central University to improvements in the School of Business and to the continuing effort to improve the School of Law (including the further development of its evening program). In conjunction with the development of the master's program in Criminal Justice, the University shall develop an organized research program in that field. To initiate the program, the University shall make an annual allocation of \$65,000 beginning in 1983-84 for support staff and for released faculty time for research.

ACTION -

Efforts to strengthen the School of Business have been focused on preparing for accreditation by the American Assembly of Collegiate Schools of Business. No date has been set for applying for accreditation, but progress in some key areas has been significant. The renovation of the Willis Building (in which the School of Business is housed) is scheduled for completion in the spring, and a considerable amount of new equipment for the School has been ordered. Three faculty members are currently on leave studying for the doctorate (two with Board of Governors' Faculty Doctoral Study Assignment awards).

Progress continues in strengthening the School of Law. For example, the evening program began in January 1981, with 25 students, and enrollment in the fall of 1981 was 31.

5. Winston-Salem State University

COMMITMENT -

Winston-Salem State University shall continue as a general baccalaureate university.

Six new baccalaureate degree programs are authorized for planning. They are Accounting, Recreation Therapy, Economics, Communications, Spanish, and Chemistry.

ACTION -

Winston-Salem State University continues as a general baccalaureate institution. The status of the six new baccalaureate degree programs authorized for planning is as follows:

- Accounting

A preliminary draft of the program proposal has been discussed, and the revised draft proposal is in preparation.

- Recreation Therapy

The program proposal is being prepared.

- Economics

The program was approved for establishment by the Board of Governors in June 1981 and began in the fall of 1981.

- Communications

The program proposal has been submitted and is now being reviewed.

- Spanish

The program proposal has been submitted and is now being reviewed.

- Chemistry

The program proposal is being prepared.

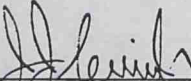
COMMITMENT -

A Graduate Center shall be established at Winston-Salem State University beginning no later than the fall of 1981, with the University of North Carolina at Greensboro or some other constituent institution offering an M.B.A. program in that Center. Beginning in 1981-82, the University shall allocate \$60,000 annually for at least two years to support this undertaking. Major responsibility for other master's level courses and programs in the Center will be assigned to North Carolina Agricultural and Technical State University and to the University of North Carolina at Greensboro, with the participation of other constituent institutions as appropriate. All master's level courses and programs offered in Winston-Salem by University constituent institutions shall be offered through the Center and, to the extent facilities and services can be provided, such offerings will be on the campus of Winston-Salem State University.

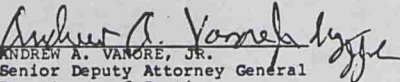
ACTION -

The Graduate Center began operations in the fall of 1981 at Winston-Salem State University. To support the Center, the Board of Governors has allocated \$77,500 to the University General Administration for 1981-82: the Reserve of \$17,500 for the Center and \$60,000 from the Reserve for New Degree Programs. Two master's degree programs are being offered in the Center: the master's in Business Administration, offered by Appalachian State University (the program is accredited by the American Assembly of Collegiate Schools of Business); and the master's in Education Administration, offered by North Carolina Agricultural and Technical State University.

Respectfully submitted,



JOSEPH J. LEVIN, JR.
EDWARD ASHWORTH
J. RICHARD COHEN
Morgan Associates, Chartered
1899 L Street, N.W.
Washington, D.C. 20036
(202) 466-7000



ANDREW A. VANORE, JR.
Senior Deputy Attorney General
Department of Justice
P. O. Box 629
Raleigh, North Carolina 27602
(919) 733-3377

COUNSEL FOR PLAINTIFFS

Dated: December 31, 1981

ATTACHMENT I
(7 pages)

administrative hearing in accordance with Title VI, denied plaintiffs' motion to enjoin the administrative hearing, and retained jurisdiction over the case.

5. On July 22, 1980, a hearing commenced in the Department of Education (the Department) before an administrative law judge. The University and the Department, as well as the intervenors,¹ have completed their affirmative cases. The record in that hearing, consisting of approximately 15,000 pages of testimony and over 500 exhibits, has been filed in this Court.

6. This Decree is based upon a recognition by the University and the Government² that each is committed to providing black North Carolinians an equal opportunity for higher education, that further litigation would be counter-productive, and that the University has engaged in extensive voluntary affirmative action efforts. Since 1972, the enrollment of black students in predominantly white institutions increased from 3.1 per cent of their total enrollment to 7.4 per cent. The proportion of total University black enrollment located in the predominantly white institutions more than doubled, increasing from 16.3 per cent in 1972 to 34.3 per cent in 1980. In this same period, the enrollment of white students in the predominantly black institutions increased from 5 per cent of their total enrollment to ~~11.1~~^{10.9} per cent. The parties now desire to resolve this lawsuit and all issues herein without the time and expense of further contested litigation. The parties have thoroughly explored and discussed all the contested issues in

1. The intervenors are the plaintiffs in Adams v. Richardson, 480 F.2d 1159 (D.C.Cir. 1973), aff'd in part, modified in part, 356 F.Supp. 92 (D.D.C. 1973). The Adams plaintiffs are not parties to North Carolina v. Department of Education, but were permitted by the administrative law judge, over the objections of the University and without objection from the Department, to intervene in the administrative hearing for the limited purpose of "offer[ing] additional evidence on particular issues [where the Government does not do an adequate job]." Order Permitting Adams Plaintiffs to Intervene at 4, ED Docket No. 79-VI-1, HUD Docket No. 79-4 (Aug. 13, 1979).

2. Government as used herein refers to all defendants collectively.

APPENDIX C

BASIC COMMITMENTS AND MAJOR ACCOMPLISHMENTS OF THE UNIVERSITY
1972-1980

Since its establishment in July 1972, the University has sought at all times to ensure compliance with the fourteenth amendment and Title VI. Consistent with that purpose, the University has been committed:

- (1) to increase the participation of black persons in the University;
- (2) to promote the further racial integration of the 16 constituent institutions; and
- (3) to improve the quality of educational opportunities at all constituent institutions and, within the context of a coordinated system of public senior higher education, to give special attention to the strengthening of the predominantly black institutions.

The University's actions in support of these commitments have resulted in the following accomplishments:

SECTION I

INCREASED ACCESS TO PUBLIC SENIOR HIGHER EDUCATION

1. Total fall headcount enrollment in the University grew 53.6 per cent between 1972-73 and 1980-81, from 88,067 to 117,649. During that same period, enrollment of black students increased 50.6 per cent, from 14,440 to 21,741, while the enrollment of white students increased 26.7 per cent, from 72,494 to 91,882.

2. The difference in the proportions of black and white North Carolina high school graduates entering University institutions as freshmen declined markedly between 1972 and 1980. In 1972, black freshmen entering the University constituted 16.9 per cent of black North Carolina high school graduates, as compared with 23.5 per cent for whites, yielding a black/white ratio of .719. In 1980, the percentages were 20.5 for blacks and 25.6 for whites, yielding a black/white ratio of .801.

3. Between 1976 and 1978, black enrollment increases in the University exceeded increases in public four-year institutions nationally.¹ During this period, black enrollment in the University increased 5.7 per cent while nationally the increase was 0.7 per cent. In the University, there was a further increase in black enrollment from 1978 to 1980 of 6.0 per cent, from 21,089 to 22,353. (Corresponding national figures for the 1978-80 period are not yet available.)

SECTION II

RACIAL INTEGRATION IN THE UNIVERSITY OF NORTH CAROLINA

1. Enrollment

a. Total headcount enrollments

(1) The enrollment of black students in predominantly white institutions increased from 2,349 (3.1 per cent of total enrollment) to 7,481 (7.4 per cent of total enrollment) from 1972 to 1980. In the predominantly white institutions, the percentage increase in black enrollment was approximately nine times greater than the percentage increase in white enrollment (218 per cent versus 25 per cent).

(2) The proportion of black students in the University's total enrollment grew from 16.4 per cent in 1972 to 18.5 per cent in 1980. The proportion of total University black enrollment located in the predominantly white institutions more than doubled between 1972 and 1980, from 16.3 per cent to ^{34.4}~~34.4~~ per cent.

(3) The enrollment of white students in predominantly black institutions increased 193 per cent from 1972 to 1980, from 636 (5.0 per cent of total enrollment) to ^{1,801}~~1,801~~ _{10.9} (10.9 per cent of total enrollment).

1. The enrollments in this paragraph include extension enrollments in order to permit comparisons with the nation. All other enrollments in this Appendix exclude extension enrollments.

(Table 8 displays total headcount enrollments in the University, by race, for each constituent institution in the fall of 1972 and the fall of 1980.)

b. Undergraduate Enrollments

(1) Undergraduate enrollments in the University increased 33.1 per cent between 1972 and 1980, or slightly less than the total enrollment increase of 33.6 per cent.

(2) During the period 1972-80, black undergraduate enrollment in predominantly white institutions increased by 4,374, or 250.7 per cent, while white undergraduate enrollment in predominantly black institutions increased by ⁸⁵⁷ 917, or ^{185.5} 198.5 per cent.

(3) The proportion of black students in the University's total undergraduate enrollment grew from 18.0 per cent in 1972 to 19.9 per cent in 1980. The percentage of total University black undergraduate enrollment located in predominantly white institutions increased from 13.3 per cent in 1972 to ^{31.6} 31.6 per cent in 1980.

c. Graduate and First Professional Enrollments

(1) Graduate and first professional¹ student enrollments in the University increased ^{36.2} 36.2 per cent from 14,964 to ^{20,381} 20,381 between 1972 and 1980.

(2) During this same period, black graduate and first professional enrollments increased ⁸⁷ 87 per cent, compared with an increase of 24 per cent in white enrollments. The proportion of the University's graduate and first professional enrollment that is black has risen from 8.6 per cent in 1972 to 11.8 per cent in 1980, and the percentage of total University black graduate and first professional students enrolled in the predominantly white institutions has increased from 46.9 per cent to ^{56.6} 56.6 per cent.

1. First professional students are those students enrolled as candidates for the D.D.S. degree, the M.D. degree, and the J.D. degree, and, beginning in 1980-81, the Pharm. D. degree and, in 1981-82, the D.V.M. degree.

(3) In medicine, the University of North Carolina at Chapel Hill School of Medicine ranked first among the 50 leading medical schools, public and private, as that group was defined by Cole and Lipton.¹ The 1978 HEGIS data show that it ranked third among all predominantly white medical schools, public and private, in its percentage of black enrollment. Between 1972 and 1980, black enrollment in the medical school at Chapel Hill increased from 37 to 84, or from 9.1 per cent to 13.1 per cent of total enrollment. In the new School of Medicine at East Carolina University, 12.2 per cent of the 1980 enrollment was black. Black enrollment in medicine nationally is 5.4 per cent.

(4) Black enrollment in the School of Dentistry at the University of North Carolina at Chapel Hill was 4.8 per cent in 1978. Nationally, HEGIS data showed that black enrollment in dentistry was 4.2 per cent in 1978. In the fall of 1980, black enrollment in dentistry at Chapel Hill had increased to 5.5 per cent.

(5) In engineering, 1978 HEGIS data showed nationally that 5.2 per cent of undergraduate enrollments and 2.2 per cent of graduate enrollments were black, while in the University, black undergraduate enrollments were 16.5 per cent and black graduate enrollments were 3.8 per cent. In 1980, blacks constituted $\frac{17.5}{17.7}$ per cent of the University's undergraduate engineering enrollment and $\frac{4.0}{4.2}$ per cent of the graduate engineering enrollment.

(6) Black enrollment at the University of North Carolina at Chapel Hill School of Law increased from 12 (1.6 per cent) in 1972 to 51 (7.5 per cent) in 1980. White enrollment in the North Carolina Central University School of Law rose from 29.8 per cent in 1972 to 42.9 per cent in 1980.

1. Cole & Lipton, The Reputation of American Medical Schools, 55 Social Forces, No. 3 (March 1977).

Table II
 Regular Session Headcount Enrollments in the University of North Carolina
 by Race, Fall 1972-1980

INSTITUTION	FALL, 1972					FALL, 1980					1972-1980	
	Black	White	Other	Total	% Minority Presence ^a	Black	White	Other	Total	% Minority Presence ^a	Minority Change	Headcount % Change
<u>Predominantly Black Institutions</u>												
ESU	1,030	71	-	1,109	6.4	1,270	100	22	1,400	12.6	+ 117	164.0
FSU	1,500	49	6	1,643	3.0	2,043	379	43	2,465	15.4	+ 330	671.5
NCWTSU	4,290	219	1	4,510	4.9	4,700	438	329	5,467	8.0	+ 219	100.0
NCSSU	3,521	231	0	3,760	6.1	4,752	490	217	5,467	9.1	+ 279	127.4
WESSU	1,654	66	-	1,720	3.0	1,919	294	7	2,220	13.2	+ 220	345.5
1972 Total	12,091	636	15	12,742	5.0	14,260	1,801	489	16,550	10.9	+ 1,165	183.2
1980 Total	12,091	636	15	12,742	5.0	14,312	1,861	377	16,550	11.2	+ 1,225	192.6
<u>Predominantly White Institutions</u>												
ASU	101	7,195	57	7,353	1.4	243	9,457	94	9,794	2.5	+ 142	140.6
WVU	311	10,354	171	10,850	3.1	1,329	11,649	107	13,165	10.1	+ 996	299.1

^aMinority presence as used in this Decree refers to white students in predominantly black institutions and black students in predominantly white institutions.

IRSA	29	319	3	351	0.3	40	372	10	430	11.0	+	19	65.5
IRSD	222	13,505	02	13,009	1.6	1,355	10,567	1,247	21,169	6.4	+	1,133	510.4
IRSI	55	1,611	304	1,970	2.0	203	1,436	502	2,301	12.3	+	220	414.5
IRSC-A	27	937	4	960	2.0	99	1,967	33	2,099	4.7	+	72	266.7
IRSC-CH	042	10,247	135	19,224	4.4	1,650	10,925	630	21,205	7.0	+	000	96.0
IRSC-C	191	4,913	55	5,159	3.7	706	0,202	315	9,303	0.4	+	595	311.5
IRSC-G	327	6,022	279	7,420	4.4	1,077	9,135	170	10,390	10.4	+	750	229.4
IRSC-W	76	2,156	1	2,233	3.4	290	4,341	57	4,696	6.4	+	222	292.1
IRSI	146	5,799	27	5,972	2.4	313	5,950	196	6,459	4.0	+	167	114.4
IRSI Total	2,349	71,050	1,110	75,325	3.1	7,401	90,001	3,537	101,099	7.4	+	5,132	210.5
IRSC TOTAL	14,440	72,494	1,133	80,067		21,741	91,882	4,026					
						21,793	91,942	3,914	117,649				

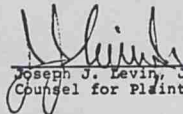
CERTIFICATE OF SERVICE

I hereby certify that on the 31st day of December, 1981, I caused to be served a copy of the foregoing First Annual Report Under the Consent Decree Entered on July 17, 1981 and Exhibits 1-37 thereto, by first class mail, postage prepaid, on the following:

Robert L. Bombaugh, Esquire
Trial Attorney
Civil Division
Department of Justice
Washington, D.C. 20530

and

Clarence Thomas
Assistant Secretary for Civil Rights
Department of Education
Washington, D.C. 20202



Joseph J. Levin, Jr.
Counsel for Plaintiffs