

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

STATE OF NORTH CAROLINA, et al.,)

Plaintiffs,)

v.)

DEPARTMENT OF EDUCATION, et al.,)

Defendants.)

No. 79-217-CIV-5

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

December 29, 1987

PREFACE

The commitments enumerated in Sections VI and VII of the Consent Decree terminated on December 31, 1986. However, for the purpose of monitoring continuing compliance with Title VI and the fourteenth amendment, the jurisdiction of the Court remains in effect through December 31, 1988.

Because the plans incorporated into the Decree had proved to be of great value to The University of North Carolina (The University), the Board of Governors of The University resolved that:

The University will continue until December 31, 1988, to carry out the commitments in Sections VI and VII, as hereinafter set forth, except as already met or otherwise restated.

Resolution of the Board of Governors of The University of North Carolina (Nov. 14, 1986).

This report to the Court is therefore made in accordance with Section VIII-2 of the Consent Decree (Decree), as amended by the Board of Governor's resolution of November 14, 1986. Section VIII-2 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 or as otherwise restated and then describes the actions taken to meet the commitment. Each section of the report corresponds to the identically numbered or lettered section of the Decree. A copy of current operations and capital improvements budgets of the comprehensive and general baccalaureate institutions, as approved by the Board of Governors for the fiscal year 1987-88, has previously been provided pursuant to Section VIII-2 of the Decree.^{1/}

1/ See Letter from Joseph J. Levin, Jr., to J. Rich Leonard (Nov. 25, 1987) (transmitting The 1987-88 Budgets, Report and Recommendations (Aug. 28, 1987)).

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 1987-88 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 -

Copies of the revised publication (Exhibit 1) were distributed by mail in the winter of 1986-87 to the recipients specified in the commitment. (Copies were made available to the specified students through their educational institutions.)

Copies of the publication also were sent to the Superintendent of Public Instruction, all superintendents of public school systems, the President of the Department of Community Colleges, and the major private employers and principal State agencies in North Carolina--the 100 largest manufacturing and 50 largest nonmanufacturing employers in the State (Exhibit 2) as identified by the State Department of Commerce, 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), and the departments of Cultural Resources, Human Resources, and Revenue. Because federal funding of the North Carolina Educational Information Center (NCEIC) was discontinued in December 1981, the EOIC distributed this publication to the 57 agencies (Exhibit 3) with which 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 -

Copies of the revised publication (Exhibit 4) were distributed by mail in the winter of 1986-87 to the recipients specified in the commitment, including the 57 NCEIC agencies (Exhibit 3) and the major private employers (Exhibit 2) and principal State agencies in North Carolina.

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 -

Copies of the revised publication (Exhibit 5) were distributed by mail in the winter of 1986-87 to the recipients specified in the commitment, including the 57

NCEIC agencies (Exhibit 3). The publication also was sent to the Superintendent of Public Instruction, all superintendents of public school systems, 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 -

Copies of the eighth edition of Policies (Exhibit 6) were distributed by mail in the winter of 1986-87 to the recipients specified in the commitment.

- 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 this eight-minute video-cassette about the University and its 16 constituent institutions. The cassette and projection equipment were provided during the 1981-82 academic year to 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 226 high

schools. The contract specifies that LRN will maintain the cassette and projection equipment in the high schools through December 31, 1988. Additional copies of the cassette, along with projection equipment, are 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 contracted with LRN either to revise its video-cassette or to produce a new one and, during the 1981-82 academic year, 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 226 high schools. The contracts specify that LRN will maintain the cassettes and projection equipment in these high schools through December 31, 1988.

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 -

Each constituent institution which revised during 1986-87 its general or undergraduate catalogue distributed copies to each public and private high school and institution of higher education in North Carolina. Each constituent institution which revised during 1986-87 a graduate catalogue or a catalogue for a school of dentistry, law, medicine, or veterinary medicine, distributed copies to each public and private institution of higher education in North Carolina. Catalogues were distributed by mail or in person during high school counselor workshops, College Day Programs, or special high school recruitment visits. All catalogues included 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.

The University General Administration reviewed each general, undergraduate, graduate, and summer school catalogue; each catalogue for schools of dentistry, law, medicine, or veterinary medicine; and any separate catalogue for a school or college within a constituent institution that was revised during the 1986-87 academic year. This review assured that each catalogue prominently displayed the text quoted above near its beginning, included a description of any relevant Minority Presence Grant programs, and portrayed the multi-racial character of the institution.

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 predominantly white and predominantly black constituent institution (Exhibit 8). Each predominantly white constituent institution (except the North Carolina School of the Arts) sent the number of copies specified in Exhibit 9 to the public high schools 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. Each predominantly black institution sent at least 20 copies to each 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 North Carolina School of the Arts mailed five copies of its brochure to each North Carolina public high school teacher of music or drama identified by the North Carolina Department of Public Instruction and to each North Carolina teacher of dance identified by the director of admissions at the North Carolina School of the Arts.

The brochures for each institution (except the North Carolina School of the Arts) were accompanied by letters to high schools (Exhibit 10) and to two-year institutions (Exhibit 11) requesting that copies be made available to minority presence students in the graduating class. The brochures for the North Carolina School of the Arts were accompanied by a letter (Exhibit 12) requesting that copies be made available to black students with special talent in the performing arts.

In addition, the EOIC sent posters to all public high schools and all two-year institutions in North Carolina for placement on bulletin boards. These posters were designed to inform students of the availability of the brochures for prospective minority presence students and of other publications about educational opportunities at the 16 constituent institutions of the University.

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

When such a card was received by the admissions office, the application file was checked to determine whether the student had applied. An application and letter (Exhibit 13) were sent to those prospective students who had not applied. Applicants with incomplete applications were 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 in each of the eight Education Districts were held between November 18 and December 5, 1986, for school

counselors who work with students in grades K through 12. All counselors were sent information about the workshops and a letter of invitation from the President of the University (Exhibit 15), as well as letters of support from the Superintendent of Public Instruction (Exhibit 16) and from the Director of the Southern Regional Office of The College Board.

Representatives from the constituent institutions specified in the commitment and from the University General Administration attended each workshop. Presentations addressing topics specified in the commitment were made by representatives of The College Board, the University General Administration, and the North Carolina Department of Public Instruction; by chancellors and directors of admissions from constituent institutions; and by school counselors. The agenda for the workshops are included in Exhibit 17.

4. Undergraduate Recruitment^{1/}

a. Minority Presence Admissions Officers

COMMITMENT -

Each predominantly black institution shall make a good faith effort to employ one

^{1/} Because of its specialized nature, the North Carolina School of the Arts is exempt 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.

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 -

During the 1986-87 academic year, each constituent institution (except the North Carolina School of the Arts) had at least one minority presence admissions officer (Exhibit 18).

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 conducted visitation programs to high schools in the State during 1986-87. A letter (Exhibit 19) was sent to minority presence faculty and professional staff members at each institution requesting volunteers to attend high school visitation programs not covered by a minority

presence admissions officer. Where practicable, volunteers made high school visits or took part in other recruitment activities.

During high school visits, institutional representatives made copies of their institution's brochure for prospective minority presence students (Exhibit 8) available to interested 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, including the Minority Presence Grant Program, and the manner in which application may be made for such aid. A summary of information about financial aid (Exhibit 20) was also 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 the 1986-87 academic year, there were a total of 4,885 North Carolina public high school visits by the University's constituent institutions (Exhibit 21).

- 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 1986-87, 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 had a budgeted enrollment of 4,000 or more regular session FTE students. Accordingly, each of these institutions met this commitment. 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 22. The number of these schools visited during 1986-87 by each of the designated constituent institutions is provided in Exhibit 23.

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 -

During 1986-87, the University General Administration obtained from the College Board and provided to the predominantly white constituent institutions (except the North Carolina School of the Arts) three separate lists of black high school students who took the Scholastic Aptitude Test (SAT) in North Carolina and agreed to have their names released. The first list, provided in October 1986, contained the names of black students who took the SAT as juniors during the 1985-86 year. The second list, provided in February 1987, contained the names of black high school seniors who took the SAT for the first time in the fall of 1986. The third list, provided in March 1987, contained the

names of black high school seniors who took the SAT for the first time in January 1987.

All students on each list who had not previously submitted or been sent a contact card or an application were sent from each institution a brochure for prospective black students and a letter (Exhibit 24) encouraging them to apply. Students on the lists provided in February and March 1987 were also sent an application for admission by any constituent institution whose application deadline was within 30 days of the mailing date.

The University General Administration also obtained from the College Board a list of all black high school sophomores and juniors who took the Preliminary Scholastic Aptitude Test in North Carolina during the fall of 1986 and agreed to have their names released. This list was provided to each predominantly white constituent institution (except the North Carolina School of the Arts) in April 1987. Each institution mailed to each student on the list a brochure for prospective black students and a letter (Exhibit 25) encouraging the student to apply for admission in the future.

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 1986 fall semester, East Carolina University, Fayetteville State University, North Carolina Central University, North Carolina School of the Arts, Pembroke State University, and the University of North Carolina at Asheville placed articles 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 26). Each of the other institutions mailed a letter (Exhibit 27) to minority presence alumni with the same request. All 16 institutions mailed letters (Exhibit 28) to enrolled minority presence students requesting that they submit names and addresses of prospective minority presence students.

Each institution sent a letter (Exhibit 29) to each prospective minority presence student whose name and address was provided by an enrolled student and a letter (Exhibit 30) to each prospective student whose name and address was provided by an alumnus, along with a brochure for prospective minority presence students. The letters encouraged 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 1986-87, each constituent institution (except the North Carolina School of the Arts) visited each two-year institution located in its county or in any adjacent county, and each public community college was visited by the nearest predominantly white institution (other than the North Carolina School of the Arts) and by at least one predominantly black institution. Exhibit 31 lists the two-year institutions visited.

A letter (Exhibit 19) was sent to minority presence faculty and professional staff members at each institution

requesting volunteers to attend visitation programs at two-year institutions not covered by a minority presence admissions officer. Where practicable, volunteers visited two-year institutions or took part in other recruitment activities.

During visits to two-year institutions, institutional representatives made copies of their institution's brochure for prospective minority presence students (Exhibit 8) 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, including the Minority Presence Grant Program, and the manner in which application may be made for such aid.

- 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 -

In April 1987, the University General Administration provided a copy of the 1986-87 Talent Roster of Outstanding

Community College Graduates from the College Board to each predominantly white institution (except the North Carolina School of the Arts). Each of these institutions mailed an application to each student from North Carolina on the list who had not submitted an application, along with a brochure for prospective black students, and a letter (Exhibit 32) encouraging the 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 Planning served during 1986-87 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 33).

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 sent a letter (Exhibit 34) after the notice of admission to all admitted minority presence students encouraging them to enroll. The letter also reminded students who planned 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 -

The predominantly white institutions (except the North Carolina School of the Arts) sent letters (Exhibit 35)

inviting at least the required number of black students to participate during the 1986-87 academic year in the institutions' campus visitation programs. The programs at each campus were attended by prospective black students and included 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 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 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 -

During 1986-87, representatives of the three graduate schools scheduled visits to each predominantly black constituent institution and at least three private predominantly black colleges in North Carolina. Before each visit, the dean of the graduate school at each of these three institutions sent a letter to the chancellor or president of the predominantly black college or university (Exhibit 36) which emphasized the institution's policy of nondiscrimination and its intent to increase black student enrollment, included information about the Minority Presence Grant Program for doctoral students, and requested that the visit be publicized and prospective graduate students encouraged to attend.

Each of the three graduate schools also utilized the Minority Graduate Student Locator Service of the Graduate Record Examination Board. Black students on the three lists made available by the Graduate Record Examination Board in 1985-86 who indicated an interest in a program of study offered by the institution, who had a North Carolina address

or were graduates of a college or university in North Carolina, and who had not applied for admission, were sent the following materials: an application for graduate school admission, information about the appropriate degree program, and a letter (Exhibit 37) indicating 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 -

During 1986-87, representatives of the designated professional schools, as well as representatives of the

School of Veterinary Medicine at North Carolina State University at Raleigh, visited each predominantly black constituent institution and at least three private predominantly black colleges in North Carolina. Prior to each visit, the dean of each of the designated professional schools sent a letter to the chancellor or president of the predominantly black college or university (Exhibit 38) which emphasized the institution's policy of nondiscrimination and its intent to increase black student enrollment, and requested that the visit be publicized and prospective students encouraged to attend. The letters also included information about special financial aid programs.

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 1986 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. In addition, 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. Each institution sending material accompanied it with a letter (Exhibit 39) requesting that the information be disseminated to prospective students.

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 40) 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 included information about the institution's master's degree programs for in-service teachers and administrators, its policy of nondiscrimination, its intent to increase minority presence enrollment, 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 allocated \$1,140,000 to the constituent institutions for the Minority Presence Grant Program--General Program for 1987-88.

- 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 allocated a total of \$360,000 to 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, Law, and Veterinary Medicine for 1987-88.

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 allocated \$732,688 to the University General Administration for the Board of Governors Medical Scholars Program for 1987-88, as compared with the allocation of \$460,864 in 1980-81 (the "current level" referred to in the Decree).

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 allocated \$231,501 to the University General Administration for the Board of Governors Dental Scholars Program for 1987-88, as compared with the allocation of \$107,715 in 1980-81 (the "current level" referred to in the Decree).

7. Minority Presence Enrollment Goals

COMMITMENT -

The University shall work to increase its minority presence enrollment, as defined in the Decree, beyond the levels reached in the fall of 1986.

ACTION -

The following table presents minority presence enrollment data for the predominantly black and predominantly white institutions for the fall of 1987:

	<u>Black</u>	<u>White</u>	<u>Other</u>	<u>Total</u>	<u>Percent Minority Presence</u>
<u>Predominantly Black Insti- tutions -</u>	14,708	2,966	412	18,086	16.4
<u>Predominantly White Insti- tutions -</u>	9,369	99,033	5,652	114,054	8.2
<u>UNC Total -</u>	24,077	101,999	6,064	132,140	

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 -

Minority presence enrollment goals, student financial aid, and other Consent Decree matters were discussed with all the Chancellors in Administrative Council meetings on December 2, 1986, February 3, 1987, April 28, 1987, and June 16, 1987. (The Administrative Council did not meet in August, October, or November in 1986, or in March or May in 1987.)

In December 1986, and early January 1987, the President and his staff reviewed minority presence enrollments in each constituent institution for the fall of 1986. The President then sent to each Chancellor of a predominantly white constituent institution a memorandum comparing what had been realized at that institution with the Decree goals. These matters were discussed in Administrative Council on December 2, 1986, and February 3, 1987.

At the President's direction, the Vice President for Academic Affairs, the Vice President for Student Services and Special Programs, and the Associate Vice President for Planning held meetings on minority presence enrollments at constituent institutions as follows: North Carolina Agricultural and Technical State University (March 31, 1987), the University of North Carolina at Greensboro (March 31, 1987), the University of North Carolina at Chapel Hill (April 14, 1987), North Carolina State University at Raleigh (April 15, 1987), East Carolina University (April 17, 1987), the University of North Carolina at Wilmington (April 30, 1987, and June 25, 1987), Appalachian State University (May 4, 1987), the University of North Carolina at Charlotte (May 5, 1987), Pembroke State University (May 28, 1987), North Carolina School of the Arts (June 10, 1987), Western Carolina University (June 18, 1987), and the University of North Carolina at Asheville (June 18, 1987). Participants in these meetings generally included the Chancellor, the Vice Chancellor for Academic Affairs, the Vice Chancellor for Student Affairs, the Director of Admissions, the Director of Student Financial Aid, and a minority presence admissions officer. During the winter and spring the Vice President for Academic Affairs conferred with other chancellors about minority presence

enrollments. On July 7, 1987, a meeting of all directors of undergraduate admissions and admissions officers having principal responsibility for minority presence recruitment was held in Chapel Hill to review and assess the year's activity in minority presence recruitment.

Minority presence enrollment reports for fall 1987 were received by University General Administration in November and are being reviewed and analyzed. Reviews with representatives of individual institutions will begin early in 1988.

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 -

All institutions have developed revised affirmative action plans that came into effect on January 1, 1987, supplanting the plans that expired on December 31, 1986.

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 1987-88 Current Operations Budgets which provide the specified financial support in the amount of: \$6,459 per student for Fayetteville State University, \$7,369 per student for North Carolina Agricultural and Technical State University and \$6,786 per student for North Carolina Central University, as compared with the weighted average of \$5,753 per student for the predominantly white comprehensive universities; and \$8,134 per student for Elizabeth City State University, and \$7,195 per student for Winston-Salem State University, as compared with the weighted average of \$6,150 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 1987-88 Current Operations Budgets which provide for student-faculty ratios of: 15.1-1 for Fayetteville State University, 14.9-1 for North Carolina Agricultural and Technical State University and 15.0-1 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 15.1-1 for Elizabeth City State University, and 14.8-1 for Winston-Salem State University, as compared to the most favorable ratio for any predominantly white general baccalaureate university, 15.7-1 for Pembroke State University and for the University of North Carolina at Asheville.

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 1987-88 Current Operations Budgets which provide average teaching salaries of \$35,876 for each comprehensive university, including Fayetteville State University and The University of North Carolina at Wilmington, as specified, but excluding the East Carolina University School of Medicine and the North Carolina Central University School of Law, and \$34,319 for each baccalaureate university, including 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 infla-

tionary 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 -

The Basic Program Support line in the Schedule of Priorities - Current Operations in the 1987-89 Budget Request included specific funding for library improvements at the predominantly black institutions as follows: \$64,926 in 1987-88 and \$65,895 in 1988-89 for Elizabeth City State University; \$177,855 in 1987-88 and \$227,542 in 1988-89 for Fayetteville State University; \$147,600 in 1987-88 and \$204,201 in 1988-89 for North Carolina Agricultural and Technical State University; \$77,166 in 1987-88 and \$134,436 in 1988-89 for North Carolina Central University; and \$42,000 in 1987-88 and \$76,362 in 1988-89 for Winston-Salem State University.

From appropriations made by the 1987 General Assembly, Regular Session, for 1987-88; on Line 10, Basic Program Support, the Board of Governors allocated the following amounts to the predominantly black institutions for library improvements: \$6,000 for Elizabeth City State University; \$51,583 for Fayetteville State University; \$5,462 for North Carolina Agricultural and Technical State University; and \$7,963 for North Carolina Central University.

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 1987-88 Current Operations Budgets which provide State appropriations of \$21.30 per credit hour, as specified, to each comprehensive university and \$20.50 per credit hour, as specified, to each general baccalaureate university.

t. 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 1987-88 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 \$35 per student for Fayetteville State University, \$24 per student for North Carolina Agricultural and Technical State University and \$39 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 \$57 per student for Elizabeth City State University, and \$46 per student for

Winston-Salem State University, as compared with the weighted average of \$11 per student 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 fall term 1987:

in-state students at the comprehensive universities, \$432 (except the East Carolina University School of Medicine); out-of-state students at the comprehensive universities, \$3,932 (except the East Carolina University School of Medicine and the North Carolina Central School of Law); in-state students at the general baccalaureate universities, \$368; and out-of-state students at the general baccalaureate universities, \$3,444.

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 additions 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 -

The 1987-89 Budget Request included in the Schedule of Priorities - Capital Improvements on Line 7, University-Wide Program for New Facilities and Other Major Construction Projects, the following projects for the predominantly black institutions: New School of Business Administration Building, \$6,350,000, Fayetteville State University; New University Library, \$14,823,000, North Carolina Agricultural and Technical State University; and Addition of Animal Research/Greenhouse Facility and Renovation to Lee Biology Building and Renovations Library, Old Law Building and Academic Buildings (Projects were combined and redesignated, Renovation of Major Facilities), \$4,485,000, North Carolina Central University.

The Capital Improvements requests put forward by the Board for 1987-89 other than those for the University-Wide Program for New Facilities and Other Major Construction Projects totaled \$147,128,650 (Lines 1, 2, 3, 4, 5 and 6 of the Schedule of Priorities - Capital Improvements). Of the total, \$6,000,000 is for University-wide land acquisition, without further institutional identification and \$12,716,250 is for installation, University-wide, of automated energy management systems. Included in the remaining \$106,000,000 in institutional requests (total excludes UNC-General Administration and UNC Center for Public Television requests totaling \$22,412,400) are:

\$1,462,800 for Elizabeth City State University, 1.38% of the total; \$2,438,000 for Fayetteville State University, 2.30% of the total; \$4,876,000 for North Carolina Agricultural and Technical State University, 4.60% of the total; \$4,123,400 for North Carolina Central University, 3.89% of the total; and \$2,098,800 for Winston-Salem State University, 1.98% of the total. The institutions' shares of total authorized regular session enrollments (FTE), 108,620 at the time the requests were made, are as follows: 1,500 for Elizabeth City State University, 1.38% of the total; 2,500 for Fayetteville State University, 2.30% of the total; 5,000 for North Carolina Agricultural and Technical State University, 4.60% of the total; 4,220 for North Carolina Central University, 3.89% of the total; and 2,150 for Winston-Salem State University, 1.98% of the total.

The 1987 General Assembly, Regular Session, appropriated funds for: New School of Business Administration Building at Fayetteville State University, \$6,350,000; New University Library at North Carolina Agricultural and Technical State University, \$14,823,000; and Renovation of Major Facilities at North Carolina Central University, \$4,485,000.

For capital improvements other than those for New Facilities and Other Major Construction projects, The University received designated appropriations from the

General Assembly to provide for Renovations/Additions to the Brody Building (\$4,200,000) at East Carolina University and the purchase of land (\$3,000,000) at The University of North Carolina at Greensboro. The General Assembly appropriated \$7,038,200 directly to the Office of State Budget and Management for repairs and renovations to State property in 1987-88. However, the General Assembly in the same appropriations bill designated specific capital improvements projects to be funded from this appropriation totaling \$6,978,216, leaving only \$59,984 undesignated.

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 1987-88. Of the 12 faculty members who received awards in 1987-88, 11 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 -

The University General Administration continues to review under this provision all new full-time faculty appointments, including first-time appointments and reappointments to new contracts of individuals currently on

the faculty, in each instance where the individual does not hold the doctorate or first professional degree. Under this operating rule, the following numbers of exceptions have been approved during 1987:

First-time appointments	28
Reappointments without tenure	97
Reappointments with tenure	1

(It is the practice to recognize the master's degree as an appropriate terminal degree in nursing, studio art, music [performance], and drama. The above figures include 12 individuals in nursing and 15 in the three fine arts areas.)

The five institutions have reported that, since the last annual report, seven additional faculty members approved as exceptions since the entry of the Decree completed their studies for the doctorate.

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 -

Conferences with all deans and department heads were held as follows during the 1986-87 academic year: Elizabeth City State University, February 2, 1987; Fayetteville State University, January 28, 1987; North Carolina Agricultural

and Technical State University, January 30, 1987; North Carolina Central University, February 3, 1987; and Winston-Salem State University, January 15, 1987. In each instance, the conferences were held at the institution. The agenda was prepared in consultation with the chief academic officers of the five institutions and included several areas of academic personnel policy as well as academic program planning and evaluation.

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 -

Conferences conducted by the University General Administration for the indicated groups of administrative officers from the predominantly black institutions during 1986-87 are as follows:

- (1) Chief academic officers - December 15, 1986
- (2) Chief finance officers - February 20, 1987
- (3) Affirmative action officers - April 3, 1987
- (4) Directors of physical plant planning and operations - March 4, 1987
- (5) Directors of institutional research - April 15, 1987
- (6) Librarians - May 20, 1987

Each of the institutions was represented at each conference by the designated administrative officer.

Joint meetings of the chief student affairs officers, the directors of admissions, and the directors of student financial aid were held at all of the predominantly black institutions as follows:

- Elizabeth City State University, May 4, 1987
- Fayetteville State University, May 12, 1987
- North Carolina Central University, May 12, 1987
- Winston-Salem State University, June 4, 1987
- North Carolina Agricultural and Technical State University, June 9, 1987.

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 Board of Governors has established 1987-88 Current Operations Budgets which provide State funds for Vice Chancellor for Development positions for Elizabeth City State University, Fayetteville State University and Winston-Salem State University.

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 authorized 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 -

As noted in the 1986 Annual Report, these proportions have been altered by the change of Fayetteville State University and the University of North Carolina at Wilmington from general baccalaureate to comprehensive universities. The proportions of predominantly black institutions in the general baccalaureate category remains the same: 50 per cent, or two of four, as a result of these changes. Among the comprehensive universities, the proportion of predominantly black institutions has changed from two of six, or 33 1/3 per cent, to three of eight, or 37.5 per cent.

Since the 1986 Annual Report was submitted, the Board of Governors has given some additional new degree program planning authorizations in Long-Range Planning, 1986-1991, approved in November, 1987. Including the new authorizations in this latest revision of the long-range plan, the cumulative authorization totals through December 1987, are:

<u>General Baccalaureate</u>	<u>AUTHORIZATIONS, July 1981- July 1985</u>	<u>AUTHORIZATIONS After July 1985</u>
Elizabeth City State University	0	3
Fayetteville State University	3	NA
Winston-Salem State University	<u>2</u>	<u>2</u>
Subtotals	5	5
		PBI total-10
Pembroke State University	5	2
UNC-Asheville	2	1
UNC-Wilmington	<u>1</u>	<u>NA</u>
Subtotals	8	3
		PWI total-11

<u>Comprehensive</u>	<u>AUTHORIZATIONS, July 1981- July 1985</u>	<u>AUTHORIZATIONS, After July 1985</u>
North Carolina Agricultural & Technical State University	0	2
North Carolina Central University	1	3
Fayetteville State University	<u>NA</u>	<u>8</u>
Subtotals	1	13
		PBI total-14
Appalachian State University	3	2
East Carolina University	0	3
UNC-Charlotte	2	3
Western Carolina University	3	0
UNC-Wilmington	<u>NA</u>	<u>8</u>
Subtotals	8	16
		PWI total-24

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 -

As previously reported, all of the 29 new degree programs set out in the Consent Decree have been established. Two more new degree programs have been established in the past year by the Board of Governors: a B.S. in Sports Management at Winston-Salem State University and an M.S. in Plant and Soil Science at North Carolina Agricultural and Technical State University. There are 22 additional new degree programs currently being planned at the five predominantly black institutions. The University General Administration continues to work with the administration and faculty of each institution to give assistance in the preparation of these program plans. The UNC Educational Computing Service, a unit of the University General Administration, is continuing the new program of on-campus seminars and workshops for faculty and professional staff to assist in the development of applications of microcomputers in instruction. There were 18 of these held in 1986-87 at the five predominantly black institutions, and this program of strengthening computer applications in support of teaching programs and research will be maintained through the coming year.

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. In the fall of 1986 the President announced a new academic development plan for this institution. The principal elements of the plan are (1) a review and evaluation of all academic programs, (2) an assessment of administrative and management systems, with emphasis on student services and physical plant operations, (3) programs for strengthening cooperation between the institution and the public schools of the region, and (4) an incentive scholarship program. The scholarship program is open to freshmen students who graduated from high school in one of the counties in the northeastern region of the state and who were in the top half of their graduating classes, and to transfer students from two-year institutions in the northeastern region.

The program and other reviews called for in the plan have begun, and the 1987 Session of the General Assembly

appropriated \$850,425 for implementation of the plan. In the fall of 1987 there were 230 students enrolled at Elizabeth City State University who had received one of the new Incentive Scholarships (199 freshmen and 31 transfers). The average value of the scholarships is \$1,800 in 1987-88.

As previously reported, the four new baccalaureate programs noted in the Consent Decree (in Computer Science, Applied Mathematics, Accounting, and Music) have been established. Three additional new baccalaureate programs are being planned: Art, Economics, and Marine Science. The pilot program established last year, to work with the public schools in the region to increase the enrollment of women and racial minorities in courses in mathematics and science, is continuing in 1987-88.

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 -

An allocation of \$175,450 to the University General Administration for operation of the Elizabeth City State University Graduate Center has been made for 1987-88. In the fall semester, 1987, these three programs are offered in the Center: the master's in Elementary Education by East Carolina University; the master's in Special Education by the University of North Carolina at Chapel Hill; and the master's in Middle Grades Education by East Carolina University.

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 north-eastern region of the State.

ACTION -

The 1987-88 Continuing Operations Budget for Elizabeth City State University, as established by the Board of Governors, provides \$50,000 for the Continuing Education Center to support an expansion of extension and public service programs in the northeastern region of the State.

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 -

As previously reported, the transition of Fayetteville State University from a general baccalaureate to a comprehensive institution has been accomplished. Funds have been appropriated to bring the level of appropriations for each budgeted teaching position to the level of that of the other comprehensive institutions. A College of Arts and Sciences, a School of Business and Economics, and a School of Education have been established. The Dean of the School of Education has been appointed, but the searches for the other two deans were suspended during 1987 when the Chancellor resigned. A new chancellor has now been appointed, effective January 1, 1988, and the searches will be resumed shortly after he takes office. All the new

degree programs specified in this commitment have been established. Eleven additional new degree programs are now being planned under authorizations approved by the Board of Governors in revisions of the University's long-range plan. The eleven include baccalaureate programs in Computer Science, Health Education, and Spanish; and master's programs in Biology, English, History, Mathematics, Political Science, Psychology, and Sociology, and the Master's of Arts in Teaching. The University General Administration is assisting in the planning of these programs. Fayetteville State University is also one of the constituent institutions participating in the network of Mathematics and Science Centers that works with the public schools to improve teaching in these subjects.

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. All new degree programs enumerated in this commitment have been established. In addition, a new master's program in Plant and Soil Science has been established, and planning for a new master's program in Social Work is in progress. The Social Work program is being jointly planned with the University of North Carolina at Greensboro.

For support of the operations at North Carolina Agricultural and Technical State University of the Cooperative Ph.D. program in Engineering (developed jointly by North Carolina State University at Raleigh, North Carolina Agricultural and Technical State University, and the University of North Carolina at Charlotte), the Board of Governors allocated \$78,976 to the University General Administration for 1987-88.

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 -

The Board of Governors has made additional allocations of funds in the expansion budgets for 1987-88 to North Carolina Agricultural and Technical State University for further improvements in programs in engineering, science, and technology. For improvements in academic computing, an additional \$180,000 was allocated. For biotechnology research, the \$150,000 initially allocated in 1985-86 is in the 1987-88 continuing budget.

North Carolina Agricultural and Technical State University continues to be a participating institution in the Microelectronics Center of North Carolina, and it participates also in the statewide network of Mathematics and Science Centers that the University has established to work with the public schools to strengthen the teaching of these subjects.

In the Fall of 1987 the institution has reported that there are 50 students enrolled as majors in the program in laboratory animal science.

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. All the new degree programs set out in the decree have been established. Planning of four additional new programs has been authorized: baccalaureate programs in Environmental Science,^{*/} and in Social Work, and master's programs in Earth Sciences and in Information Sciences.

North Carolina Central University is continuing the effort through its University College to improve its educational services offered to adults in the community who seek to enter programs of study while continuing to work full-time.

^{*/} The program in Environmental Science was erroneously referred to as a program in Computer Science in the Sixth Annual Report (December 29, 1986) at page 69. The B.S. in Computer Science, one of the new programs at North Carolina Central University listed in the Decree, was established by the Board of Governors in 1984.

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 -

Work continues on strengthening both the School of Business and the School of Law. A new Dean of the School of Business took office on July 1, 1987. He is currently making a thorough assessment of all accreditation matters, looking toward the scheduling of an accreditation site visit by the American Assembly of Collegiate Schools of Business at the earliest practicable date.

In the School of Law, there are 74 students enrolled in the fall of 1987 in the Evening Program, of whom 10 are black and 64 white. Under the new fellowships program for financially disadvantaged law students established by the Board of Governors in 1986, a full complement of nine fellows (three per class) has been appointed.

The 1987-88 Continuing Operations Budget for North Carolina Central University, as established by the Board of Governors, provides \$65,000 for the support staff and

released faculty time required for the organized research program in Criminal Justice.

North Carolina Central University continues to be one of the campuses taking part in the Summer Ventures program of the Board of Governors. These are special summer institutes in mathematics and science for academically gifted rising high school juniors and seniors.

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 new degree programs set out in the Decree have all been established. A new baccalaureate program in Sports Management has also been established, and planning of three additional new degree programs has been approved and is underway: Medical Records Administration, Physical Therapy, and Applied Mathematics.

COMMITMENT -

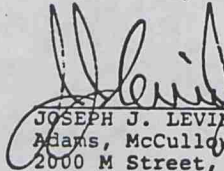
A Graduate Center shall be established at Winston-Salem State University beginning no later than the fall of 1981, with the University of North Carolina at Greensboro or some other constituent institution offering an M.B.A. program in that Center. Beginning in 1981-82, the University shall allocate \$60,000 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 -

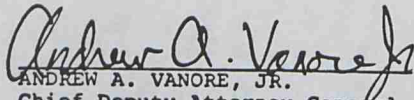
The Board of Governors has allocated \$328,047 for 1987-88 to the University General Administration for operation of the Winston-Salem Graduate Center. Four master's degree programs are offered in the Center by Appalachian State University: Business Administration, Middle Grades Education, Social Science Education and Special Education.

Work is nearing completion on extending to Winston-Salem State University and to the Graduate Center there the microwave communication system of the Microelectronics Center of North Carolina.

Respectfully submitted,



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