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Executive Secretary
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UNITED STATES DEPARTMENT OF EDUCATION
THE SECRETARY

MAY 5 1986

Executive Registry
86- 1971X



Honorable William J. Casey
Director
Central Intelligence Agency
Washington, D. C. 20505

Dear Mr. Casey:

I am pleased to forward to you a copy of the Fiscal Year 1986 Annual Federal Plan for Assistance to Historically Black Colleges and Universities (Annual Plan). This document summarizes the programs which the 27 Federal agencies governed by Executive Order 12320 plan to undertake in support of historically Black colleges and universities (HBCUs).

A wide array of activities is anticipated as part of the agencies' efforts to fulfill their responsibilities under the Executive Order. In order to ensure that the Central Intelligence Agency makes maximum use of its resources in implementing its strategies for assisting HBCUs, I urge you to communicate to the responsible personnel in your agency your support of the President's commitment to these institutions as expressed in the Executive Order.

I call your attention to Chapter V of the Annual Plan which summarizes the comments of HBCU presidents and chancellors on the activities presented in this document. These comments should be used by your agency in evaluating the need and relevance of its planned activities and in developing its future short- and long-range plans under the Executive Order.

I look forward to your continued support in achieving the objectives of Executive Order 12320.

Sincerely,

A handwritten signature in cursive script that reads "William J. Bennett".

William J. Bennett

Enclosure

ANNUAL FEDERAL PLAN FOR ASSISTANCE TO
HISTORICALLY BLACK COLLEGES AND UNIVERSITIES
FISCAL YEAR 1986

Prepared by

THE WHITE HOUSE INITIATIVE
ON
HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

WILLIAM J. BENNETT
SECRETARY OF EDUCATION

Prepared in accordance with Executive Order 12320
issued on September 15, 1981,
by Ronald Wilson Reagan,
President of the United States

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I. INTRODUCTION

"It must be borne in mind that the tragedy of life doesn't lie in not reaching your goal. The tragedy lies in having no goal to reach. It isn't a calamity to die with dreams unfulfilled, but it is a calamity not to dream. It is not a disaster not to capture your ideal, but it is a disaster to have no ideals to capture. It is not a disgrace not to reach the stars, but it is a disgrace to have no stars to reach for. Not failure, but low aim is sin."

Dr. Benjamin E. Mays
President Emeritus
Morehouse College

The above quotation from an outstanding educator, college administrator, minister, and preeminent orator captures the spirit and mission which have guided and sustained America's historically Black colleges and universities (HBCUs) for over a hundred and thirty years. With limited resources and against formidable obstacles these institutions have developed from invariably humble beginnings to positions of prominence which, according to statistics contained in President Reagan's Proclamation establishing National Historically Black Colleges Week, 1984, and in the statement of the President Pro Tempore of the United States Senate on the signing of the National Historically Black Colleges Week Resolution on September 25, 1985, have allowed them to bestow forty-six percent of all degrees earned by Black business executives, sixty percent of the Black pharmacists, fifty percent of the Black engineers, seventy-five percent of Black military officers, and eighty percent of the Black members of the Judiciary.

These obstacles have not destroyed the determination of historically Black postsecondary institutions to recruit, educate, and graduate young men and women who will make contributions to their professions and their communities. These institutions have likely been inspired by the Far Eastern language in which the written character for "challenge" is the same as the character for "opportunity". Thus, in this language it is both semantically and conceptually impossible to respond to a situation or event which poses a challenge without, at the same time, being aware of the opportunities which are concomitantly presented. If this character were transposed to American English it would be an apt generic description of the current status of our nation's historically Black colleges and universities.

President Reagan has demonstrated his full realization of the value of historically Black colleges and universities and the unique contributions which they have made and can continue to make to the fabric and fiber of our nation. This was made manifest by the President's issuance of Executive Order 12320 which established a government-wide coordination of Federal activities to ensure full and maximum participation of Black colleges and universities in programs which are sponsored by the Federal government.

The Reagan administration realizes that in order to successfully convert the many formidable challenges with which HBCUs are confronted into opportunities for continued growth and development, the Federal government and the private sector must join with historically Black colleges and uni-

versities in a cooperative partnership. To achieve this end the Reagan administration shall, in Fiscal Year 1986, embark upon the fifth year of a comprehensive program to strengthen the capacity of historically Black colleges and universities to provide quality education, and to overcome the effects of discriminatory treatment.

This Annual Federal Plan for Assistance to Historically Black Colleges and Universities (Annual Plan) contains strategies, program activities, and other information that the participating Federal agencies plan to undertake during the coming Fiscal Year to provide support and assistance to HBCUs. An assessment of the impact that these strategies and actions had on HBCUs will be presented in the Fiscal Year 1986 Annual Performance Report on Executive Agency Actions to Assist Historically Black Colleges and Universities.

Executive Order 12320 requires that this document be circulated to HBCU presidents/chancellors for comments before it is submitted to the White House for review and approval. These comments on the Fiscal Year 1986 Annual Plan are incorporated into this document as Section V.

It is intended that this document be used by:

- o historically Black colleges and universities to identify potential Federal sources of financial, technical, and administrative support;
- o the Federal agencies to disseminate prototypic information on opportunities for such support within their respective spheres of responsibility;
- o the private sector to become familiar with those Federal programs with which substantive partnerships/linkages may be established to assist HBCUs; and
- o the public to increase its awareness of the Federal effort in support of HBCUs.

II. METHODOLOGY

The White House Initiative on Historically Black Colleges and Universities (WHI), which is organizationally located in the Office of Post-secondary Education, U. S. DEPARTMENT OF EDUCATION, provides leadership and coordination for the Federal effort on behalf of HBCUs. (A chronology of significant events which presents major milestones of the White House Initiative is Appendix A of this document.)

Pursuant to its responsibility under Executive Order 12320, the White House Initiative requested each of the 27 participating Federal agencies to submit plans outlining activities to be undertaken in Fiscal Year 1986 to achieve the goals of the Executive Order. These agencies were asked to highlight efforts designed to: 1) eliminate barriers; 2) strengthen HBCU infrastructures; and 3) stimulate private sector participation. They were also asked to describe projected strategies using the following categories:

- o Research and Development: Includes studies, observations, and other activities concerned with the identification, description, experimental investigation, and theoretical explanation of social, physical, and behavioral phenomena. It also includes implementation activities.
- o Program Evaluation: Includes activities designed to assess program effectiveness. Program evaluation included as part of a grant or contract for another purpose is not considered in this category.
- o Training: Includes the utilization of professional education personnel to provide institutional personnel with the appropriate knowledge and skills necessary for the implementation of institutional missions and functions.
- o Facilities and Equipment: Includes support for direct, indirect, incidental, or related costs incurred by the construction, rehabilitation, or acquisition of land, structures, facilities, or equipment for college use.

- o Fellowships, Traineeships, Recruitment, and IPAs (Intergovernmental Personnel Agreement): Includes, but is not limited to, support for cooperative education activities, IPAs, faculty and student internships, visiting professorships, management internships, and summer faculty research from which an institution or institutional clientele receives some direct benefit.
- o Student Tuition Assistance, Scholarships, and Aid: Includes funding obligations to an institution or individual for payment of grants or loans, and remuneration for internship and cooperative work-study arrangements.

An overview of the agencies' projected plans shows that they propose a variety of activities to increase HBCU participation in Federally sponsored programs. Examples of these activities include:

- o sponsoring technical assistance workshops in areas such as grants and proposal writing;
- o "loaning" technical experts to HBCUs and sponsoring Intergovernmental Personnel Agreement assignments;
- o increasing joint efforts with the private sector on behalf of HBCUs;
- o providing direct institutional financial support for research, equipment, and facilities modification;
- o providing financial assistance for students enrolled at HBCUs; and
- o conducting on-site campus visits to gain information about campus resources and needs and/or to provide needed assistance.

Through the implementation of these and other strategies which are reported below, the Federal agencies have again demonstrated their intention to extensively allocate their respective resources to achieve in letter and spirit the objectives of Executive Order 12320.

III. SUMMARY OF FEDERAL STRATEGIES

Selected examples of the Federal strategies to be undertaken in Fiscal Year 1986 in the six major funding categories cited above are presented in this section. The reader is reminded that this document does not attempt to present all of the activities which the agencies propose to implement. Further, the citation of agencies which propose certain strategies is not intended to be exhaustive. That is, for any given strategy there may be agencies other than the one(s) cited which will, at some point in the Fiscal Year, adopt the referenced strategy. In instances in which the reader has interest in the implementation of an activity by an agency other than the agency cited, the reader should contact directly the agency of interest for additional information. The reader should also bear in mind that the particular mission and legislated authority of Federal agencies do not always allow them to provide support in all of the six major funding categories.

A list of the participating agencies which contains relevant contact persons, addresses, and telephone numbers is presented as Appendix B.

RESEARCH AND DEVELOPMENT

In each of the years of the implementation of Executive Order 12320 the Research and Development category has been one in which the agencies have directed the greatest portion of their resources. The experience of the White House Initiative, supported by input from HBCUs themselves,

clearly indicates that this is an area in which the HBCUs have a large reservoir of available resources. The examples of proposed activities presented below show the agencies' awareness of this fact, as well as their commitment to more fully tap the potential of these institutions.

At the DEPARTMENT OF COMMERCE the National Measurement Laboratory in the National Bureau of Standards (NBS) will use the relationship that has been developed through previously sponsored Analytical Chemistry workshops to interact with HBCUs. Current plans are to award grants to selected HBCUs in order to conduct research between the HBCUs and NBS scientists, utilizing facilities at NBS.

Several new initiatives are scheduled for implementation by the DEPARTMENT OF DEFENSE (DOD). The Office of the Secretary of Defense (OSD) will explore the possibility of providing free access to the Defense Technical Information Center (DTIC) for HBCU researchers on a one-year trial basis. DTIC is DOD's "research library" and maintains information on all research projects in various disciplines. The Department of the Army intends to establish an Army HBCU Committee to oversee the accomplishment of Army goals and to initiate interaction with the Department of the Navy and the NATIONAL AERONAUTICS AND SPACE ADMINISTRATION for cooperative research and development efforts at HBCUs. Also, the Department of the Air Force plans activities designed to increase HBCUs' awareness of mission-related initiatives in order to stimulate HBCU proposal submission. The Department of the Air Force will also direct reserve funds from the Fiscal Year 1986 budget to quality HBCU research proposals and shall actively monitor their progress.

The DEPARTMENT OF ENERGY (DOE) has traditionally been a chief sponsor of research activities at HBCUs. In Fiscal Year 1986 DOE will continue to implement the HBCU Collaborative Research and Demonstration Cluster Model initiated in Fiscal Year 1985. This effort will focus on "Thematic Subjects" co-defined and co-developed by HBCUs and DOE program offices, laboratories, and operating contractors. The following are some DOE planned activities. The Office of Civilian Radioactive Waste Management will solicit proposals from HBCUs for applied research in six areas relevant to civilian radioactive waste management: 1) packaging and transportation of spent fuel; 2) shielding and burial of radioactive waste packages; 3) geologic repository siting studies; 4) advanced concepts in disposal and isolation systems; 5) socio-economic aspects of radioactive waste management; and 6) monitored retrievable storage systems. The Office of Fossil Energy will continue its program designed to expand the number of HBCU investigators by, among other activities, sponsoring summer work assignments at the Pittsburgh Technology Center. The Office of Energy Research will continue to support programs for faculty and student research participation, laboratory research participation, faculty institutes and workshops, and visiting staff lectures. These activities are designed to increase the research capabilities of participating HBCUs.

A wide range of research activities is planned by the DEPARTMENT OF HEALTH AND HUMAN SERVICES. Illustrative of these activities are the following: The Minority High School Student Research Apprentice Program (S03) plans to fund 29 eligible HBCUs which will provide 96 student positions

at \$1,500 per student. A Biomedical Research Support Grant Program (S07) expects to award 6 grants to 4 eligible HBCUs. The Minority Biomedical Research Support Thematic Grant Program (S11) is a new program initiative with the intention of awarding five grants to HBCUs. The Research Centers for Minority Institutions (G12) is also a new program and it anticipates that approximately 50% of its available budget will be awarded to HBCUs. The objective of the Minority School Faculty Development Program is to encourage the development of faculty investigators at minority schools in areas relevant to cardiovascular, pulmonary, and blood disease research. Approximately \$120,000 will be awarded to HBCUs. The National Cancer Institute will introduce a new initiative by funding planning grants for establishing a consortium of three historically Black health professional schools (C. R. Drew Postgraduate Medical School, Meharry Medical College, and Morehouse School of Medicine) to conduct research, education, and the application of research findings for reducing cancer incidence and mortality as well as increasing survival rates among Black persons. Approximately \$950,000 has been requested for the coming Fiscal Year. The National Institute of Mental Health will hold a technical assistance workshop in September 1986 for 30 faculty members of HBCUs who are interested in conducting research in an area of mental health. The National Institute of Child Health and Human Development will continue to support the National Institutes of Health Visiting Professors Program by encouraging its intramural scientists to visit HBCUs for a period of from one week to several months. This program assists HBCU faculty and stimulates their students to consider research careers.

At the DEPARTMENT OF THE INTERIOR (DOI) the Minerals Management Service will execute a Cooperative Agreement, valued at \$650,000 per year over an initial three-year period, with two or three HBCUs to conduct environmental studies and research. In addition to this Cooperative Agreement, DOI will utilize HBCUs which have Landscape Architecture, and Park and Recreation curricula to conduct designated research and to prepare guidelines for reclamation of surface mining sites for park and recreation use.

A good example of how a Federal agency may develop a process by which the particular resources of HBCUs are directly related to the agency's needs will be demonstrated by the ENVIRONMENTAL PROTECTION AGENCY (EPA). This agency will identify priority needs in its regional offices and then make this information available to HBCUs. To further increase the possibility of HBCUs being selected to address the needs of the agency, EPA will also provide the HBCUs with the names of contact persons who will aid them in developing proposals for consideration.

Another of the agencies which provides extensive research and development support for HBCUs is the NATIONAL SCIENCE FOUNDATION (NSF). Indeed, the overwhelming portion of support provided to HBCUs by NSF falls into this category. These research opportunities are typically in the areas of the biological, chemical, and physical sciences. Because virtually all HBCUs offer majors and/or minors in one or more of these areas, NSF's

projected Fiscal Year 1986 research and development activities are presented in detail. Workshops and seminars on issues of special concern to HBCUs and other small colleges and universities will be encouraged encouraged by NSF. Topics addressed at these workshops will include project management at minority institutions, preparation of competitive research proposals, and scientific and technological writing for refereed journals. Funding for the Research Improvement in Minority Institutions (RIMI) program will remain at \$5 million in Fiscal Year 1986. The RIMI program provides research support to help predominantly minority colleges and universities that have graduate programs in science or programs in engineering to further improve their research environments. It is expected that at least ten RIMI awards, ranging up to \$300,000 each, will be made to HBCUs in Fiscal Year 1986. RIMI will also continue its policy of making comprehensive site visits to prospective awardees. Team members will spend at least two days at each institution. It is anticipated that ten visits will be made in Fiscal Year 1986. During these visits conferences are held with presidents/chancellors, other administrators, faculty, and students to discuss the institution's long-range plans and needs for strengthening its research capabilities and environment, thereby encouraging the institution to become competitive in the Foundation's regular programs. Support will remain at the \$2.5 million level in Fiscal Year 1986 for the Minority Research Initiation (MRI) program. The MRI program provides research support for capable minority faculty who

nationals of the United States and who have also participated in qualified research activities. It is expected that HBCUs will receive eight or more awards under the MRI program.

At the DEPARTMENT OF TRANSPORTATION (DOT) the Urban Mass Transportation Administration's (UMTA) University Centers for Transit Research and Management Development, and the Annual Summer Faculty Workshops for Minority Institution Faculty will be key elements for HBCUs to foster greater involvement in urban transportation research and training activities. Part of the proposed funding for the UMTA University Research and Training Program is intended to continue these two programs. Additionally, UMTA's Human Resources Program authorizes the funding of projects that are directed to human resources needs as they apply to public transportation activities. These activities should include: 1) employment training efforts; 2) outreach to institutions to increase minority and female employment in public transportation endeavors; 3) research on public transportation and training needs; 4) and training assistance for minority business opportunities. At the National Highway Traffic Safety Administration (NHTSA), regional administrators in all 5 regions in which HBCUs are located will actively negotiate with the respective governor's representatives for highway safety to ensure that such institutions in their state which can ably perform NHTSA-type projects are afforded every opportunity to do so. Also, efforts will be made to provide greater assistance to HBCUs by adopting a policy that would permit the use of agency discretionary authority to target awards to HBCUs. The Maritime Administration (MARAD) will make an aggressive effort to increase HBCU participation in

its University Research Program. MARAD will attempt to identify more HBCUs with capabilities to meet its research needs, with the intent of including them on solicitation mailing lists.

The NUCLEAR REGULATORY COMMISSION (NRC) will continue its efforts to encourage HBCUs to submit research proposals for possible funding. To assist these institutions toward this end, NRC will identify all major program areas where research assistance is desired. This information will be forwarded to HBCUs for their use.

PROGRAM EVALUATION

In Fiscal Year 1986, as in previous years, the category in which the least amount of support is provided by the Federal agencies is Program Evaluation. As reflected in the comments on previous years' Annual Plans by HBCU presidents/chancellors, HBCUs generally are in need of assistance in developing and implementing strategies to assess the effectiveness of their curricula, administrative operations, and fund raising activities. Those agencies which undertake activities in this area in Fiscal Year 1986 will provide essentially the same kind of support; using HBCU personnel as reviewers/field readers of proposals submitted for funding and as members of advisory panels/boards. This is based on the premise that the expertise gained in performing these services will be transferred by the HBCU personnel to their institutions' particular needs.

Among those agencies which intend to offer this kind of support are the NUCLEAR REGULATORY COMMISSION, DEPARTMENT OF EDUCATION, and ENVIRONMENTAL PROTECTION AGENCY. One agency which will sponsor a more specific evaluation activity is the DEPARTMENT OF TRANSPORTATION where the Federal Highway Administration's Demonstration Project funds are allocated to the states by the Demonstration Projects Division. This office will encourage the states to identify contracting opportunities in the area of program evaluation which could be performed by HBCUs.

TRAINING

Opportunities to obtain experience in actual or simulated work situations are vital component in a well-rounded curriculum. The Federal agencies are aware of this as is depicted in the following examples of their proposed Fiscal Year 1986 activities in this category.

At the DEPARTMENT OF TRANSPORTATION the Urban Mass Transportation Administration (UMTA) grants for training programs are available to train professional, managerial, and technical employees in public transportation. Although UMTA does not select the particular institutions which will participate in this program, it is estimated that 10% of the participating students will elect to train at HBCUs.

The CENTRAL INTELLIGENCE AGENCY (CIA) is investigating the possibility of establishing an exchange program between CIA personnel and the administrators of various HBCUs which would provide instructors and/or speakers for programs within the HBCUs which are pertinent to the CIA.

At the DEPARTMENT OF COMMERCE, through the National Bureau of Standards (NBS), the National Measurement Laboratory will sponsor an Analytical Chemistry Workshop for faculty and students from HBCUs. Staff from HBCUs will participate in lectures and laboratory demonstrations by NBS staff in the areas of (1) sophisticated instrument techniques for chemical analysis, (2) special topics in analytical chemistry, and (3) discussions beneficial to all participants.

The DEPARTMENT OF THE INTERIOR, through the National Park Service, will effect a Cooperative Agreement with the Conference of National Park Concessioners under which the National Park Concessioners will agree to place Hotel/Restaurant Management students from HBCUs in specially designed management training positions at several National Park concession operations throughout the United States.

Training assistance will also be available through the DEPARTMENT OF HEALTH AND HUMAN SERVICES under the Minority Institutional Research Training Program, which is administered by the National Heart, Lung, and Blood Institute. The objective of this program is to train graduate students from minority schools and to expose them to a sophisticated program in cardiovascular, pulmonary, or blood research. The total estimated awards to HBCUs is \$156,000. Additionally, through the Alcohol, Drug Abuse, and Mental Health Administration, 6 HBCUs will receive approximately \$500,000 for the Minority access to Research Careers Program.

The NATIONAL AERONAUTICS AND SPACE ADMINISTRATION (NASA) will continue to support a summer faculty fellowship program at seven HBCUs near NASA installations. This program enables faculty members to spend ten weeks working directly with NASA scientists and engineers on programs of mutual interest. During the summer of 1986 Howard University will conduct this program at the NASA Goddard Space Flight Center in Greenbelt, Maryland and Hampton University will conduct the program at the Langley Research Center in Hampton, Virginia.

At the DEPARTMENT OF THE TREASURY the Bureau of Alcohol, Tobacco, and Firearms will continue to participate with HBCUs under a cooperative agreement to provide on-the-job training. In many instances, following the termination of the co-op agreement, these students will be hired in a full-time status. Some occupations in which students may be hired include the positions of attorney, auditor, inspector, analyst, and chemist.

The National Institute of Justice at the DEPARTMENT OF JUSTICE will sponsor a workshop to be held in conjunction with the annual meeting of the National Association of Blacks in Criminal Justice which will take place in Washington, D. C., March 2-6, 1986. The workshop will provide information about the programs in the Office of Justice Programs (which includes the National Institute of Justice, Bureau of Justice Statistics, Office of Juvenile Justice and Delinquency Prevention, and the Bureau of Justice Assistance), grant processing, agency policies and procedures and

the dissemination of final research products. Ten HBCUs that have graduate level criminal justice or related programs will be invited to participate in the training sessions., This proposed workshop is to serve as a strategy to generate research proposals from HBCUs.

Most medical centers operated by the VETERANS ADMINISTRATION serve as teaching facilities for adjacent medical schools, and funds for these facilities frequently benefit the medical schools' programs. A clinical addition to the Murfreesboro medical center is being constructed which will enable the Meharry Medical College to become a major clinical teaching site.

FACILITIES AND EQUIPMENT

Increased enrollments, spiraling construction costs, new advances in state-of-the-art technology which render on-hand hardware and software obsolete, the high cost of purchasing, operating, and repairing computer and other technological equipment — these are but a few of the developments with which all higher education institutions are faced. For our nation's historically Black postsecondary institutions, with acknowledged limited resources, these developments constitute a major obstacle to their continued growth and development, and in some instances, to their very existence. In order to successfully recruit and retain students and to provide those facilities and resources which allow them to to graduate

students who will possess those skills and abilities requisite to being competitive in today's marketplace, HBCUs must receive assistance of the kind provided under the category of Facilities and Equipment.

The Federal agencies have been made aware of and sensitized to the wide range of opportunities to provide assistance to HBCUs in this area. Through both financial and non-monetary means these agencies will make assistance available to HBCUs in Fiscal Year 1986. Some specific efforts to accomplish this objective are presented below.

One of the more substantial forms of assistance will be provided by the DEPARTMENT OF TRANSPORTATION where current plans call for awarding \$100,000 to \$1,000,000 grants to HBCUs for the Airway Science Demonstration Project. Grants under this program are restricted to the purchase or lease of buildings and associated facilities, instructional materials, or equipment to be used in conjunction with an Airway Science curriculum.

The NATIONAL AERONAUTICS AND SPACE ADMINISTRATION (NASA) is planning to provide HBCUs the option of acquiring a remote console, online, interactive computer system for information search and retrieval. This system will enable HBCUs to interact directly with NASA's scientific and technical data base. It offers access to comprehensive bibliographic information of special interest to faculty and students whether engaged in research, teaching, or learning. Among the benefits of this computer system are rapid access with a capability of making a literature search of pertinent documents. Thus, duplicative research will be avoided and research quality and productivity will be enhanced. The offer will be made

initially to HBCUs which are in a research relationship with NASA and may later, after an evaluation, be offered to all HBCUs.

At the DEPARTMENT OF DEFENSE (DOD) the Department of the Air Force will honor its agreement with Tuskegee University's School of Engineering to assist when possible in the transfer of surplus research equipment from the Frank J. Seiler Research Laboratory to the General Daniel James Aerospace and Health Center. The equipment, when transferred, will be used to assist in the establishment of an aerospace research effort at Tuskegee University. Also at DOD, the awarding of \$60 million in instrumentation funding will be effected as the final phase of its five year University Research Instrumentation Program. DOD will send out a special mailing to HBCUs inviting them to submit proposals in this competition.

Within the total \$15,304,000 estimate for the Minority Biomedical Research Support Traditional Grant program, the Department of Health and Human Services plans to provide approximately five HBCUs with equipment support. In addition to assistance under this program, the Research Centers for Minority Institutions will also provide funds for the purchase of equipment or the upgrading of equipment and facilities.

A more specific form of assistance in this category is seen in the plan of the DEPARTMENT OF THE INTERIOR, in conjunction with the Wildlife Management curriculum development at Grambling State University, to provide 3 trucks and to donate a wildlife library to this university.

The DEPARTMENT OF EDUCATION is among the most involved agencies in providing support for HBCUs in this category. For example, the College Housing Loan Program has a regulatory requirement to set aside 10% of available funds for HBCUs. It is projected that at least \$4,000,000 will be made available to these schools from the funds available under this program. These funds are provided to construct housing facilities to alleviate severe housing shortages, and to reduce fuel consumption or related operating costs of existing housing facilities. Of special interest is the fact that funding will be available for the first time during Fiscal Year 1986 for Grants for Construction, Reconstruction, and Renovation of Undergraduate and Graduate Facilities. The Department has targeted \$1,500,000 to support HBCUs. Also, under Title VII-B of the Higher Education Act funds are provided for construction, reconstruction, or renovation of academic facilities and for the acquisition of certain special equipment. It is estimated that approximately 5 percent of the funds available will go to HBCUs.

In addition to providing facilities for use by HBCUs, Federal agencies may also assist these institutions by renting, on a short-term or extended basis, facilities already present on the various campuses. This approach to assistance is readily available to most agencies. An example of how a Federal agency can successfully adopt this approach is seen at the DEPARTMENT OF LABOR which will utilize the facilities of two HBCUs for Job Corps Centers.

At the CENTRAL INTELLIGENCE AGENCY, in direct response to the need for updated sophisticated equipment by HBCUs, a Surplus Equipment Seminar is planned for early fall 1986 to which the presidents or chancellors of 20 HBCUs will be invited. This Seminar will inform the participants as to how HBCUs can gain access to surplus equipment from not only the CENTRAL INTELLIGENCE AGENCY, but also from other government agencies. Representatives from the General Services Administration will conduct that portion of the Seminar.

FELLOWSHIPS, TRAINEESHIPS, RECRUITMENT, AND
INTERGOVERNMENTAL PERSONNEL AGREEMENTS (IPA)

The need for ongoing professional development is essential to all personnel in today's higher education institutions. Rapid and often fundamental changes in the various disciplines are the rule rather than the exception in our society. The ability to take advantage of opportunities to remain abreast of these developments is especially difficult for personnel employed at HBCUs as well as for students enrolled at these institutions. Insufficient knowledge of where these opportunities exist and the difficulty many HBCUs face in "sparing" personnel to avail themselves of these opportunities are but two of the factors responsible for this situation.

In order to ameliorate this need the Federal agencies will continue to offer continuing education and off-campus professional development

opportunities for HBCU personnel and students. To illustrate certain of these opportunities, examples of proposed Federal agencies' actions in Fiscal Year 1986 are reported below.

The ENVIRONMENTAL PROTECTION AGENCY's (EPA) Office of Exploratory Research plans to award 35 to 40 special fellowships to students attending HBCUs. The announcement and application forms for the fellowships will be sent to the presidents/chancellors, department heads, and development officers. Each department will be asked to designate a faculty member to advise the students and coordinate their timely submission of completed applications. As a new initiative, the EPA Office of Exploratory Research will use \$30,000 of the total funds to place fellowship awardees in EPA research laboratories during the summer months for career enrichment and possible job placement. Further, EPA Region III will begin to institute a program with an HBCU that will provide a cooperative education program for students in their sophomore or junior year and continue until graduation. This program will also include summer faculty internships and the utilization of EPA professional personnel to serve as visiting professors/lecturers.

The DEPARTMENT OF STATE will explore the possibility of hosting a foreign policy conference for HBCU presidents/chancellors and other appropriate staff members.

The NATIONAL ENDOWMENT FOR THE HUMANITIES will continue its unique Faculty Graduate Study Program for faculty at HBCUs who wish to complete the requirements for the Ph.D. degree in one of the disciplines of the

humanities. The program is designed to strengthen the teaching of the humanities at HBCUs by providing one-year fellowships for faculty members at these institutions. Although the agency plans to offer approximately ten awards of up to \$27,500 each, the exact number of awards will depend on the number and quality of applications. Award recipients may not accept other employment during the period of the grant and are expected to devote full time to graduate study.

The DEPARTMENT OF LABOR (DOL) will continue to recruit qualified students from HBCUs to participate in its cooperative education program. DOL plans to accomplish this goal by increasing the number of co-op agreements with HBCUs and to fill at least 25% of cooperative agreement positions with HBCU students.

Under the National Bureau of Standards (NBS) at the DEPARTMENT OF COMMERCE funds will be used to hire HBCU faculty and students during the summer vacation periods, providing co-op fellowships to qualified students, and offer graduate fellowships. NBS staff will travel to HBCUs to make presentations on work being conducted by NBS. This effort will establish beneficial relationships between the HBCU and NBS, thereby leading to potential hiring possibilities. Also at NBS, The National Engineering Laboratory (NEL) will again offer in the 1986-87 academic year a Resident Research Fellowship for members of faculties of HBCUs involved with physical science and engineering. NEL will also work with HBCUs to the maximum extent possible to enter into agreements under the Intergovernmental Personnel Act (IPA).

The Department of the Air Force Summer Faculty Research Program (SFRP) at the DEPARTMENT OF DEFENSE provides the greatest access to Air Force Research for the largest number of HBCU faculty. In Fiscal Year 1986 Air Force anticipates an increase from 27 HBCU participants in the SFRP to a minimum of 30 participants, representing 20 percent of the total program. The Department of the Air Force also plans a new graduate fellowship program totaling forty-five fellows, five of whom are expected to come from HBCUs.

The U.S. INFORMATION AGENCY will continue its support of the HBCU effort through the University Affiliations Program, a grant program intended to encourage American higher education institutions to establish linkages with universities and colleges in other countries. These grants help U.S. institutions to meet the costs of faculty, student, and research exchanges with counterpart foreign institutions.

The DEPARTMENT OF THE TREASURY, through the Internal Revenue Service, will assign professional employees under IPA arrangements to provide instructor assistance to HBCUs in tax administration related courses (e.g., accounting, auditing, and tax law).

At the DEPARTMENT OF TRANSPORTATION there are several Federal Aviation Administration (FAA) Cooperative Education and Training Programs that are directed and administered through the Office of Personnel and Technical Training at the FAA headquarters, the Aeronautical Center, the Technical Center, and the FAA regional offices. HBCUs will be encouraged to become acquainted with these programs and to promote student involvement

when opportunities are available for their participation. These programs are listed as follows: Cooperative Education Program (Co-op) for undergraduate students; Graduate Cooperative Education (Grad Co-op); Federal Junior Fellowship Program; Presidential Management Intern Program; Summer Employment Program; and Stay-In-School Program.

STUDENT TUITION ASSISTANCE, SCHOLARSHIPS,
AND AID

Accelerating college costs and personal family resources which have not increased at the same rate as these costs have conjoined to make it increasingly difficult for many students enrolled in HBCUs to afford the education they are seeking. The conjunction of these forces has made the securing of outside financial assistance a virtual prerequisite for a high percentage of HBCU matriculates. Without this assistance fewer students would be able to enroll in HBCUs, especially as full-time students. The resulting decrease in enrollment would cause a corresponding decrease in the already strained financial resources of HBCUs. The obvious and critical nature of this need did not escape the notice of Federal agencies as they developed their strategies for assisting HBCUs in Fiscal Year 1986. The following examples are illustrative of the kinds of activities planned by the participating Federal agencies.

The ENVIRONMENTAL PROTECTION AGENCY, through its Office of Emergency and Remedial Response, plans to provide \$100,000 for academic training in the complex problems associated with hazardous materials management and

control. This grant program intends to award funds to 4 HBCUs: Atlanta University, Southern University, Tennessee State University, and Howard University.

The DEPARTMENT OF EDUCATION anticipates a substantial increase in the Pell Grant Program which should provide \$141,000,000 to students enrolled in HBCUs during Fiscal Year 1986. The additional funding in the program provides for maximum grants to students of \$2,100 per year as compared to the \$1,900 maximum award during Fiscal Year 1985. HBCUs have traditionally enrolled a high percentage of students from lower income families, and as a result, the student aid program modification, which tends to target support to needier students, benefits these institutions. Additionally, the Campus Based Student Aid programs (Supplemental Educational Opportunity Grant, College Work Study, and National Direct Student Loan programs) plan to provide \$73,020,388 to HBCUs in Fiscal Year 1986. Further, under the Upward Bound Program, approximately \$10 million will be supporting projects at HBCUs to aid high school disadvantaged youth realize their college potential. The Special Services Program funds projects which provide remedial, tutorial, and other types of special help to students from disadvantaged backgrounds after they are accepted at institutions of higher education. A total of \$1,754,650 is projected to support the Talent Search projects during Fiscal Year 1986 at HBCUs and \$421,885 is slated for the Training Programs.

At the DEPARTMENT OF ENERGY support for students will be provided by sponsoring graduate participation opportunities at the Department's national labs for undergraduate and graduate students. Over 100 graduate and undergraduate HBCU students will be supported this year.

An interesting approach to providing student financial support is part of the DEPARTMENT OF HEALTH AND HUMAN SERVICES' Fiscal Year 1986 projected activities. Through the Office of Civil Rights (OCR) the Student Internship Program has been established. The purpose of the program is to provide students an opportunity to work for OCR on a voluntary basis and receive academic credit for the completed work projects. Students can thus gain valuable insight into OCR activities while enhancing their marketability in the job market.

At the DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT the work-study program will be an essential source of financial support and professional work experience support for minority students pursuing graduate level training in various areas of Community and Economic Development. The participation of HBCUs in this area is expected to exceed 20 percent of all Institutions of Higher Education.

The ROTC program at the DEPARTMENT OF DEFENSE shall provide funds to support student scholarships, uniforms, and a monthly subsistence allowance. Approximately 13 percent of all HBCU ROTC enrollees have student scholarships.

In Fiscal Year 1986 the NATIONAL SCIENCE FOUNDATION plans to make approximately \$27.3 million available to support about 1,550 graduate fellowship students, of which 550 will be first-year grants.

ADMINISTRATIVE INFRASTRUCTURE

The case for financial and other tangible forms of assistance to historically Black colleges and universities has been forcefully and patently made. These institutions have demonstrated an accompanying need which is only slightly less critical than the more traditional kinds of support. This is the need for assistance in increasing their management and administrative resources. Providing support in these areas presents a special challenge to Federal agencies because it typically requires assistance which does not involve the direct awarding of funds to HBCUs. The proposed activities of the Federal agencies indicate that they will energetically meet this challenge.

For example, the SMALL BUSINESS ADMINISTRATION (SBA) intends to continue a grant to the International Association of Black Business Educators (IABBE). This is a significant example of a project that will capitalize on the combined resources of the Federal government and the HBCUs to strengthen the administrative infrastructure at participating institutions. While SBA funds will not be utilized for administrative purposes at the institutions, participants will be required to develop entrepreneurial training courses and tools for evaluating the progress of their projects. Seminars provided for the HBCUs should benefit from the administration and coordination of IABBE advisors.

To ensure adequate project management, the NATIONAL SCIENCE FOUNDATION (NSF) makes support available to HBCUs to help improve administrative infrastructures for research. The infrastructures include personnel other than principal investigators, namely, undergraduate and graduate students, post-doctoral students, and/or highly qualified (Ph.D. level) research associates and research assistants. Special attention to this management effort will be provided to institutions with small or no doctoral programs in the sciences or engineering. Also, NSF's Research Improvement in Minority Institutions (RIMI) program will sponsor another of its two-day seminars in Washington, D. C. for managerial personnel who will be actively involved in new RIMI and Minority Research Initiation research projects. The participants will receive technical assistance through a wide range of activities, including techniques for managing successful research projects, preparation of quality research articles for refereed journals, and site visits to outstanding research projects at HBCUs.

At the DEPARTMENT OF HEALTH AND HUMAN SERVICES (HHS) the Minority Access to Research Careers (MARC) program staff will provide advice and technical assistance to HBCU students, colleges, and universities. Under the efforts of the MARC program, HBCUs with limited research capacity will be encouraged to develop cooperative agreements with institutions that do have strong research programs in which HBCU students can participate. At the National Institutes of Health (NIH) the Extramural Associates Program

enables HBCUs to upgrade the expertise and to broaden the experience of their science administrators by spending 5-6 months in residence at NIH where they participate in extramural program administration under the guidance of senior staff. In Fiscal Year 1986 it is projected that the number of HBCUs participating in this program will be 56, of which 10 have not participated in this program before. Also at HHS, a staff member within the Office of the Director, NIH, will continue to work with a consortium operating as the Minority Biomedical Research Consortium which is composed of Meharry Medical College, Charles R. Drew Postgraduate Medical School, Morehouse School of Medicine, and Provident Hospital in Baltimore, Maryland. The NIH staff member will provide consultation with respect to organizational development and resource allocation within the member institutions of the Consortium, serve as liaison between NIH components, and otherwise coordinate consortium operations. At the Administration on Aging a new Grants Writing Training Program is scheduled to be begun in Fiscal Year 1986. It is designed to provide support to minority institutions to help increase the numbers of approved applications from these institutions. Participants will have direct advice and guidance from an assigned Health Science Administrator, and will write a grant proposal to be critiqued through normal program staff procedures. The results of this direct interaction are expected to improve the quality of grant applications and lead to increased funding of grants from HBCUs.

The Fish and Wildlife Service at the DEPARTMENT OF THE INTERIOR plans to spend over \$200,000 to provide staff resources, equipment, and funding to create a fully developed Wildlife Management curriculum at Grambling State University.

The DEPARTMENT OF ENERGY (DOE) will utilize a variety of mechanisms to support the administrative infrastructure at HBCUs. Management and technical assistance will be extended from DOE laboratories and headquarters staff. Additionally, the DOE and its laboratories will provide support personnel to HBCUs as appropriate to assist in infrastructure development, including curriculum development; computer systems evaluations, installations, and start-up; non-defense utilization of nuclear energy; and other energy related research, development, and demonstration efforts.

Free technical planning and assistance services will be offered to all HBCUs by the National Telecommunications and Information Administration (NITA) at the DEPARTMENT OF COMMERCE. NITA also plans to provide HBCUs with initial engineering planning, proposal development, and facilities development guidance necessary for establishing a viable telecommunications station.

At the DEPARTMENT OF EDUCATION (ED), the Division of Project Services within Management Services in the Office of Higher Education Programs, has Regional Grants Representatives (RGR) in eight Department of Education regional offices. As part of their responsibility the RGRs will provide needed technical assistance to HBCUs to help them improve grant administration. This includes conducting workshops that cover major areas such as proposal preparation, program and financial management, and devel-

opment of research capabilities. In order to assist HBCUs to establish and expand endowments and other critical developmental activities, the the Institutional Aid programs (Title III), which are administered by the DEPARTMENT OF EDUCATION, have projected \$45,741,000 as the Fiscal Year 1986 level of support.

The AGENCY FOR INTERNATIONAL DEVELOPMENT (AID), under its Cooperative Agreement with the National Association for Equal Opportunity in Higher Education (NAFEO), will survey NAFEO's membership to ascertain institutional and individual faculty members' capabilities and interests in international development work. The overall Fiscal Year 1986 goal is to have 65 institutions and 700 individuals profiled. The ENVIRONMENTAL PROTECTION AGENCY plans to provide grant funds to each participating institution to provide partial support for program coordinators on their respective campuses. The coordinators will provide counseling and consultative services to the administration, faculty, and students.

BARRIERS TO HBCUS' PARTICIPATION IN FEDERAL PROGRAMS

It is extremely rare that there are statutory provisions which specifically exclude HBCUs from participation in Federally sponsored programs. However, there have long been agency policies, regulations, and practices which, although they did not exclude participation by HBCUs, did in fact preclude these institutions' participation. This has resulted in de facto barriers to the inclusion of HBCUs among the populations being significantly benefitted by opportunities and activities sponsored by Federal agencies.

The presidents and chancellors of historically Black institutions of higher education have been virtually unanimous in their identification of these barriers as one of their major concerns. Through their comments on previous years' Annual Plans, as well as through direct communications with key Federal agency personnel, these officials have made their concerns known.

These contacts have resulted in the agencies conducting in-depth introspective analyses of their policies and operations to determine if any barriers, including unintended and inadvertent barriers, within the purview of their authority in any way precluded or discouraged the full extension of their agencies' services and benefits to HBCUs.

As part of their conscientious efforts to fully eliminate all obstacles which unfairly mitigate against HBCUs fully participating in and benefitting from Federally sponsored programs, the Federal agencies have proposed specific strategies especially designed to accomplish this objective for implementation in Fiscal Year 1986.

A common strategy to be employed by almost all of the participating agencies is to ensure that HBCUs are kept current in their awareness of program information, including grant/contract announcements, eligibility requirements, deadlines, and information on the respective agencies' missions. Special attention will be given to making sure that HBCUs are on the mailing lists for the receipt of pertinent information in a timely manner.

More specifically, as an example of the planned agencies' actions to eliminate barriers to HBCU participation in programs sponsored by these agencies, the ENVIRONMENTAL PROTECTION AGENCY (EPA) has discovered that although some EPA Regional Offices have Direct Hire Authority for engineers, many of the HBCUs in their Regions do not have engineering programs. To eliminate this barrier EPA will do more hiring under the Delegated Examining and Temporary Hiring Authorities instead. Also, at EPA a new brochure entitled, "CERCLA Getting into the Act, Contracting and Subcontracting Opportunities in the Superfund Program", is scheduled to be updated. The brochure contains a brief description of current Superfund contracts awarded to firms in the private sector. This brochure will be distributed to HBCUs and should enable them to become more aware of potential contractual opportunities in the Superfund area.

The NATIONAL ENDOWMENT FOR THE HUMANITIES will send literature about new and current programs to HBCUs; will provide technical assistance to applicants who submit prospectives and preliminary proposals well before deadlines for submitting final proposals; and will continue to send to HBCUs notices of job vacancies and employment opportunities.

Several agencies, such as the National Institute of Education at the DEPARTMENT OF EDUCATION and the National Institute of General Medical Sciences at the DEPARTMENT OF HEALTH AND HUMAN SERVICES will invite HBCU staff and faculty to serve on agency peer review panels, study groups, and other like bodies. The DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT and

the NATIONAL SCIENCE FOUNDATION will pursue similar activities as well as participating in HBCU-related conferences and workshops.

At the DEPARTMENT OF TRANSPORTATION (DOT) the National Highway Traffic Safety Administration will adopt a policy that would permit the use of agency discretionary authority to target awards to HBCUs. To further target awards to HBCUs, the Federal Aviation Administration will meet with legal and procurement representatives from the DEPARTMENT OF ENERGY and the NATIONAL AERONAUTICS AND SPACE ADMINISTRATION in an attempt to establish "legal instruments of agreement" for doing business with minority institutions that are similar to mechanisms being used successfully by those agencies to significantly increase contracts and grants to HBCUs. DOT will meet with officials from Acquisition and Material Service and the Office of the Chief Counsel to explore the possibility of using "Short Form Research Contracts" and "Unsolicited Proposals" to facilitate implementation of the Executive Order.

PRIVATE SECTOR

President Reagan has been strong and consistent in his endorsement of the involvement of the private sector in the execution of Executive Order 12320. Indeed, the President included as Section 6 of the Executive Order a mandate to the Federal agencies "to the extent permitted by law (to) ... stimulate initiatives by private sector businesses and institutions to strengthen historically Black colleges and universities...."

This charge, and its accompanying responsibilities, are fully accepted by the Federal agencies. They recognize the impact which the current status of the nation has on the availability of Federal funds for the support of HBCUs, in spite of the President's firm commitment to these institutions. This realization has stimulated the agencies to develop increased and improved strategies to secure the active involvement of the non-public sector in the implementation of Executive Order 12320. As exemplars of this effort the following activities are cited.

At the NUCLEAR REGULATORY COMMISSION agency personnel will work with representatives from Battelle, Pacific Northwest Laboratory of Richland, Washington, to increase HBCU participation in various research and technical assistance contracts. A symposium for HBCUs on Technology Transfer and the U. S. Nuclear Power Industry Impacts and Opportunities is proposed for early in the Fiscal Year. This symposium would be held at Atlanta University and the participants will be representatives from HBCUs with Nuclear, Engineering, or other scientific curricula.

The Federal Aviation Administration at the DEPARTMENT OF TRANSPORTATION will bring together in seminars private sector companies (especially 8a firms) with HBCU personnel to investigate potential for joint venturing in research proposal development and conduct of projects and to offer, in seminars and through other contacts, assistance to private sector firms interested in working with HBCUs in: (1) identifying areas of research appropriate to FAA's mission; (2) identifying HBCUs with

capabilities appropriate to conduct research in the identified areas; 3) encouraging HBCUs to seek opportunities for joint venturing with private sector firms in local areas and/or with which they can or have established working relationships; and (4) continuing to work closely with FAA's Minority Business Development Officer in identifying and matching private sector minority firms with HBCUs on joint venture FAA contracts.

The SMALL BUSINESS ADMINISTRATION will detail one of its (7j) management and technical assistance officers to work with a joint committee of the White House Task Force on Private Sector Initiatives and the Administrative Conference of the United States. Through this procedure it hopes to provide funds to the International Association of Black Businesses that will equal, if not exceed, reductions that are expected in Federal support.

At the NATIONAL AERONAUTICS AND SPACE ADMINISTRATION (NASA) the Small Business Innovation Development Act of 1982 permits NASA to establish Small Business Innovation Research programs by reserving a statutory percentage of their extramural Research and Development budgets to be awarded to small business firms. Firms with strong research capabilities in science or engineering will be encouraged to participate. NASA plans to encourage HBCUs to become partners in this activity through consultative or other arrangements between such firms, with the small business firms serving as the prime contractor.

The Office for Civil Rights in the DEPARTMENT OF HEALTH AND HUMAN SERVICES will develop a Black College Expo to take place in Fiscal Year 1986. Funded by several private sector companies, this meeting would bring students, faculty, and corporate representatives together to discuss careers and career planning. Another private sector project is the Black College Educational Network (BCEN). This non-profit network will telecast live lectures utilizing two-way telephone audio and one-way satellite video directly to nine HBCUs from COMSAT General Headquarters in Washington, D. C. Corporate leaders will engage in dialogue which will ultimately provide improved access to career positions in the private sector for graduates of HBCUs.

The DEPARTMENT OF THE INTERIOR (DOI) and the International City Management Association (ICMA) will design a model internship program for the purpose of exposing public administration students at HBCUs to the complex and diverse relationships between local governments and neighboring Federal resource management agencies (e.g., National Park Service Bureau of Land Management). DOI will continue to obtain the support of the Edison Electric Institute and the American Gas Association in designing and conducting programs that will provide information that HBCU officials can utilize when they are considering the addition or expansion of energy-related curricula or seeking specialized research and training opportunities for faculty and students.

At the DEPARTMENT OF ENERGY (DOE) the Office of Fossil Energy will continue funding what could result in a major multi-year development project by an HBCU and a minority business in the area of advanced fossil energy technology. This effort, jointly initiated by DOE's Office of Minority Economic Impact and the Office of Fossil Energy, would be a significant step in expanding private sector involvement in efforts to strengthen HBCUs.

The DEPARTMENT OF COMMERCE plans activities in this area by seeking to increase the capabilities of HBCUs in management, administration, and fund raising by enlisting the support of non-HBCU schools and major corporations to provide technical assistance workshops and follow-up consultation, with possible executive loan programs. Through programs operated by the Minority Business Development Agency (MBDA) it will also seek to increase access and use of the MBDA network by briefing HBCUs and MBDA organizations on the potential for HBCU involvement and encouraging Minority Business Development Centers and other MBDA funded organizations' use of HBCUs, including intern programs for faculty and students. This would include encouraging MBDA visitations to HBCU campuses to promote greater understanding of the potential for HBCU involvement, promoting HBCU participation in MBDA national and regional conferences, and encouraging greater use of HBCU facilities for MBDA meetings. Under the auspices of the National Telecommunications and Information Administration (NITA) there will be a number of co-sponsored events and seminars with members of the private sector as both panelists and organizational

co-sponsors. These conferences are geared toward increasing ownership awareness and opportunities for minorities and HBCUs in the broadcasting and related technology areas.

A major purpose of the NATIONAL ENDOWMENT FOR THE HUMANITIES' Challenge Grant Program is the development of long-term non-Federal public and private financial support for the sustaining of humanities programs and resources within institutions and organizations. Thus, HBCUs which receive challenge grants will raise three non-Federal dollars from new donors to receive each Federal dollar offered. A similar opportunity exists at the DEPARTMENT OF EDUCATION which is in the third year of administering its Endowment Challenge Grant program which will further the ability of HBCUs to compete for matching grants to build endowment funds.

HBCUs will be encouraged to enter AGENCY FOR INTERNATIONAL DEVELOPMENT joint project enterprises with minority or women-controlled firms, small businesses, private voluntary organizations, and private sector organizations. HBCUs will be either prime or subcontractors in these contracts.

OTHER ACTIVITIES

In addition to those activities reported above, the participating Federal agencies will undertake many activities to support HBCUs which are not completely subsumed under any of the categories presented above. However, these activities are significant enough to be included as part of the Fiscal Year 1986 Annual Plan.

The DEPARTMENT OF STATE will explore the possibility of hosting a foreign policy conference for HBCU presidents and other appropriate staff members.

The AGENCY FOR INTERNATIONAL DEVELOPMENT (AID) plans to increase its use of joint memoranda of understanding (MOU), incorporating provisions for involvement and participation of HBCUs with other universities. It expects to develop joint MOUs between 3 or 4 pairs of HBCU medical schools and larger U. S. medical schools which have had extensive and successful A.I.D./overseas experience.

At the NATIONAL ENDOWMENT FOR THE HUMANITIES the Division of Education Programs plans to invite HBCUs to submit proposals for amounts not to exceed \$60,000 to plan and implement summer regional workshops and academic year follow-up programs to promote school-college collaboration and the more effective teaching of the humanities. In addition to the regional workshops, the Division of Education Programs will continue the High School Humanities Institutes Program. These institutes will be held on the campuses of HBCUs and they are designed to provide a summer of special, intense study of the humanities for high school juniors. Approximately 3 institutes will be funded for up to \$60,000 and each student selected will receive a stipend of \$200 per week and will live on campus.

The DEPARTMENT OF THE INTERIOR (DOI) will encourage its bureaus and offices to use strategies such as the following to stimulate increased HBCU involvement in DOI contractual activities: make subcontracting with HBCUs a selection criterion in general solicitations, organize joint ventures between HBCUs and section 8(a) firms, use 8(a) firms to subcontract with HBCUs, organize joint ventures between HBCUs and non-race specific HEIs, and organize consortia arrangements between HBCUs and DOI.

The National Institute on Aging at the DEPARTMENT OF HEALTH AND HUMAN SERVICES is planning a conference on Black Aging Research which is scheduled for the spring of 1986. The purpose of the conference is to increase research on specific issues related to aging of the Black population. The conference should bring about an exchange of information and networking among Black scientists who may not be aware of other scientists whether in majority or minority institutions.

Under the sponsorship of the U. S. INFORMATION AGENCY (USIA) the Council for International Exchange of Scholars and the Institute of International Education, the principal contract agencies implementing the USIA's Fulbright programs, will provide all descriptive materials and award announcements to Fulbright advisors at HBCUs. The latter will be invited to attend workshops to promote greater participation in the programs.

A Regional Office of the Internal Revenue Service at the DEPARTMENT OF THE TREASURY will, on a trial basis, contact various military bases in the region to obtain the names of military personnel about to be discharged. Brochures of HBCUs in the area will be sent to those persons, suggesting that they consider the HBCU as the site of any advanced study they may desire to pursue.

Since research and development in the VETERANS ADMINISTRATION is primarily an effort of its medial centers, it will increase its search for HBCU faculty and other personnel who would wish to serve as consultants or coinvestigators in its centers' research activities.

The DEPARTMENT OF JUSTICE will use persons employed at HBCUs as consultants and expert witnesses in selected cases under its jurisdiction. For example, statisticians may be used in employment discrimination cases handled by the Civil Rights Division and economists may be used by the Antitrust Division. Accountants, sociologists, and historians are other experts who may be used.

The U. S. EQUAL EMPLOYMENT COMMISSION will act as a conduit between HBCUs and Federal agencies providing information that will engage students and faculty on the one hand, and possibly Federal employees and officials on the other, in meaningful exchange programs.

IV. CONCLUSIONS

This Annual Federal Plan For Assistance To Historically Black Colleges and Universities has presented selected examples from the individual agencies' Fiscal Year 1986 Annual Plans which manifest this commitment. The proposed activities, programs, and strategies which the Federal agencies intend to execute in Fiscal Year 1986 on behalf of historically Black colleges and universities clearly demonstrate a continued strong commitment to the spirit and thrust of Executive Order 12320.

This support falls into six major funding categories and is additionally targeted to address the infrastructural needs of HBCUs to fully benefit from Federally sponsored programs, and the increased involvement of the private sector in the support and assistance to HBCUs.

The reader is again reminded that the information contained in this document is not intended to be exhaustive in its presentation of the Federal agencies' projected efforts to provide support and assistance to historically Black colleges and universities in Fiscal Year 1986. Rather, the contents of this Annual Plan are representative of the kinds of strategies which are projected for implementation.

The successful implementation of the proposed plans of the participating agencies, in joint partnership with the private sector, will help ensure that our nation's historically Black colleges and universities will be able to convert the many challenges which they face into opportunities to attain their full potential.

"We remain committed to the proposition that keeping historically Black colleges and universities as a vibrant force in American Education should not just be the goal of Black Americans but of all of us."

President Ronald Reagan

V. SUMMARY OF COMMENTS FROM HBCU PRESIDENTS/CHANCELLORS

One of the most distinctive features of Executive Order 12320 is section 5 which provides for the presidents/chancellors of HBCUs to have the opportunity to comment on the proposed Annual Federal Plan prior to its consideration by the White House. This makes possible the assessing of the direct relevance and benefit of the Federal agencies' projected activities by those persons most capable of providing this validation—the chief administrative officers of HBCUs.

These comments are instructive to the Federal agencies in identifying any modifications in their Fiscal Year 1986 activities they should make. These comments will also constitute a critical component among those considerations which will be reviewed by the Federal agencies when they develop their Annual Plan documents for Fiscal Year 1987. A summary of the most salient of the comments received from the HBCU presidents/chancellors is presented below.

There was general appreciation expressed for the efforts which the Federal agencies plan to undertake on behalf of HBCUs in Fiscal Year 1986. Several respondents cited specific programs and activities from which they anticipate receiving direct benefits. A statement which typifies the general assessment of the Fiscal Year 1986 Annual Plan was presented by one respondent who described it as a "fine compendium that well summarizes Federal efforts to assist historically Black colleges and universities."

In this same vein, it was commented that "the plan ... is a practical one which carries potential for a variety of creative ways the Federal government can assist in the financial support of Black higher education."

There were substantive and specific suggestions offered for improving the effectiveness, efficiency, and relevance of the Federal effort to assist HBCUs under the provisions of Executive Order 12320. Examples of these suggestions follow.

In order to secure the direct benefits which would ensue from the agencies' efforts, more campus visits to historically Black colleges and universities by key Federal agency personnel were urged.

All agencies were encouraged to increase their stimulation and involvement of the private sector in assisting HBCUs, especially in developing strategies to assess the effectiveness of curricula, administrative coordination, and fund raising activities.

Among the most strongly voiced comments proffered by the respondents concerned the critical issue of the impact that the increasing prominence of science and technology have on the small liberal arts undergraduate institution, which is the profile of the typical HBCU. These administrative officials are concerned that these two areas will be the primary foci of most Federal awards. They contend that the traditional mission of their colleges as liberal arts and teacher preparation institutions has not prepared them to be immediately and successfully competitive in the receipt of science and technology awards offered by Federal agencies.

An expressed corollary is the perceived increasing concentration of awards at the graduate level, again placing the typical HBCU, as an undergraduate institution, at a disadvantage. To address these perceived problems it was suggested that the Federal agencies could and should provide increased assistance to liberal arts HBCUs to "integrate technology into the liberal arts curriculumThis would provide the specialization necessary for such institutions to compete successfully for research grants and contracts (and) would provide for the important preparation of ... students for graduate and professional schools and careers in the highly technical and scientific fields"

Closely related to the comments made concerning the unique needs of the small liberal arts HBCU was the suggestion that the White House Initiative establish an advisory council of presidents/chancellors of such small institutions to develop strategies to meet these unique needs.

Another frequently voiced concern pertained to the Title III Institutional Aid Program which is administered by the DEPARTMENT OF EDUCATION. This concern had two foci: the expansion of the eligible recipient population to include non-HBCUs, and the need to increase the appropriation to this program in order to allow it to be "broadened to encompass the Black colleges and universities that have reached the first rungs in their climb toward self-sufficiency." It was the contention of these respondents that the established cut-off

point as regards institutional fiscal eligibility to receive assistance under this program is too low, with the result that many HBCUs may be financially stable enough to no longer qualify for assistance but nonetheless still in need of continued support.

In noting the \$4,000,000 set aside by the DEPARTMENT OF EDUCATION for HBCUs to use for the construction of housing facilities, it was stated that this amount is insufficient to provide meaningful assistance to more than a few HBCUs, based upon the costs of college housing as reported in the 1985 issue of the Dodge Report.

In discussing the Federal effort to "eliminate barriers which may have unfairly resulted in reduced participation in, and reduced benefits from, Federally sponsored programs" a new comment was presented this year. It was stated that this effort is directed almost entirely to eliminating barriers within HBCUs. Those responding to this issue felt that the most formidable of these barriers exist within Federal agencies themselves. As examples of such barriers one respondent cited "the language of the regulations developed from legislation; ... the bureaucracy that interprets and administers them; (and) ... the networking and practices of grant and contract administration."

It was suggested that the Federal agencies interpret and apply more literally that part of section 2 of the Executive Order which directs the agencies to establish annual plans and states that "these plans shall consist of measurable objectives."

In discussing section 6 of the Executive Order which calls for the involvement of the private sector, one of the responses submitted stated that "We believe that the vast majority of HBCUs would subscribe to the the proposition that they have not clearly perceived that justice is being done to Executive Order 12320 by Federal agencies and the private sector."

The number of volunteer internships being offered by the Federal agencies prompted the comment that such internships will preclude the participation of the typical HBCU student who, if he/she elects to devote time during their matriculation to work, would require remuneration.

To ensure that HBCUs take maximum advantage of the agencies' opportunities for support, it was suggested that seminars should be given early in the Fiscal Year by each agency on its program for HBCUs to assist them (HBCUs) in gaining access to available assistance.

As stated in the section of this document which discusses the category of Program Evaluation, this category, as in previous years, is the one in which the least amount of support is offered by the Federal agencies. In acknowledging this fact, significantly increased support in this area was urged. As expressed by one of the respondents "A stronger evaluation component is needed -- one that

effectively measures both the support efforts and programs provided by Federal agencies to HBCUs and the impact such efforts and programs have on HBCUs."

Additional areas were singled out for increased resources which should be made available to HBCUs. These areas were student tuition assistance; faculty fellowships, traineeships, and visiting professorships; and equipment, especially state of the art technological equipment.

AGENCY CITATIONS

AGENCY FOR INTERNATIONAL DEVELOPMENT.....32, 40, 41

CENTRAL INTELLIGENCE AGENCY.....14, 21

COMMERCE, DEPARTMENT OF.....7, 15, 23, 31, 39

DEFENSE, DEPARTMENT OF.....7, 18, 24, 27

EDUCATION, DEPARTMENT OF..... 13, 14, 20, 26, 31,
32, 34, 40, 48, 49

ENERGY, DEPARTMENT OF.....8, 26, 31, 35, 39

ENVIRONMENT PROTECTION AGENCY.....10, 14, 22, 25,
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NOTE: The National Endowment for the Arts failed to submit an Annual Plan for Fiscal Year 1986. The Department of Agriculture did not submit appropriate information for inclusion in this document.

APPENDIX A - CHRONOLOGY OF MAJOR EVENTS

CHRONOLOGY OF MAJOR EVENTS
WHITE HOUSE INITIATIVE ON HISTORICALLY
BLACK COLLEGES AND UNIVERSITIES

- September 15, 1981 President Reagan issues Executive Order 12320 mandating a Federal program "designed to achieve a significant increase in the participation of historically Black colleges and universities in Federally sponsored programs."
- November 1981 The Secretary of Education identifies 27 "designated Federal agencies" (DFAs) which provide 98 percent of all Federal support to Higher Education Institutions (HEIs). This becomes the universe of Federal agencies involved in the WHIHCUC effort.
- December 1981-March 1982 Data on FY 1982 funding plans collected from DFAs and analyzed by ED's WHIHCUC staff.
- January 1982 Vice President Bush hosts reception at his home for HBCU presidents and major corporate executives.
- April 1982 Draft of first Annual Federal Plan circulated to HBCU Presidents for comment.
- May 1982 Major private sector initiatives planning conference held at Howard University.
- June 1982 Secretary of Education Terrel H. Bell presents Final Annual Federal Plan to the President and the Cabinet Council on Human Resources. It calls for an increase of \$2.1 million in FY 1982 obligations to HBCUs over FY 1981 obligations.
- September 22, 1982 President Reagan hosts HBCU Presidents in the White House East Room to celebrate the first year of Executive Order 12320. The President issues a Memorandum to Federal Agency Heads directing them to:
1. place emphasis on use of Federal funds to improve HBCU administrative infrastructures;
 2. increase the percentage share of funds allocated to HBCUs even when agency funds to HEIs may be decreasing; and
 3. continue efforts to eliminate identified barriers to HBCU participation in Federal programs.

The President also directed the White House Office of Private Sector Initiatives to work with WHIHBCU to place special emphasis on increasing development of private sector support of HBCUs.

November 1982 The Department of Education and the Southeastern Federal Regional Council inaugurate a series of technical assistance workshops focusing on institutional management improvement. More than 60 HBCUs attended this two-day conference in Atlanta, Georgia.

December 1982 Data collection for both the FY 1982 Federal Agency Report and the Annual Federal Plan for FY 1983.

March 1983 Secretary Bell transmits the FY 1982 Federal Agency Performance Report to the President and the Cabinet Council on Human Resources. This report shows that actual FY 1982 obligations to HBCUs exceeded projections by more than \$17 million (\$564.5 million as opposed to \$546.9 million projected).

May 1983 3rd Technical Assistance Workshop for HBCUs held in Atlanta, Georgia, sponsored by the Department of Education.

June 1983 Draft FY 1983 Annual Federal Plan circulated to HBCU presidents for comment.

Request for agency data to compile the draft FY 1984 Annual Federal Plan.

September 1983 White House Reception to commemorate National Historically Black Colleges Day, and the second anniversary of the signing of Executive Order 12320.

President Reagan and Vice President Bush accepted the FY 1983 Federal Annual Plan.

January 1984 Draft FY 1984 Annual Federal Plan circulated to HBCU presidents for comment.

March 1984 President Reagan released the FY 1983 Federal Agency Performance Report during his meeting with a group of HBCU presidents. This report shows that FY 1983 obligations to HBCUs of \$606,209,205 exceeded the FY 1981 obligations (the base year) by \$61,391,205 or 11.3 percent. FY 1983 obligations exceeded FY 1982 obligations by \$41,750,886 or 7.4 percent.

May 1984 President Reagan and Vice President Bush accepted the FY 1984 Annual Plan.

September 1984 White House Reception to commemorate the third anniversary of the signing of Executive Order 12320. During this reception, President signed a proclamation designating September 23-29 as "National Historically Black Colleges Week".

October 1984 The Department of Education sponsored a Management Training and Technical Assistance Conference for the Presidents/Chancellors of Historically Black Colleges and Universities.

March 1985 Secretary of Education William J. Bennett releases the FY 1985 Annual Federal Plan for Assistance to Historically Black Colleges and Universities for general distribution.

March 1985 Secretary of Education William J. Bennett transmits the FY 1985 Annual Federal Performance Report of Executive Agency Actions to Assist Historically Black Colleges and Universities to the White House.

APPENDIX B - EXECUTIVE ORDER 12320

Federal Register

Vol. 46, No. 180

Thursday, September 17, 1981

Presidential Documents

Title 3—

Executive Order 12320 of September 15, 1981

The President

Historically Black Colleges and Universities

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

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

Sec. 2. Annually, each Executive Department and those Executive agencies designated by the Secretary of Education shall establish annual plans to increase the ability of historically Black colleges and universities to participate in Federally sponsored programs. These plans shall consist of measurable objectives of proposed agency actions to fulfill this Order and shall be submitted at such time and in such form as the Secretary of Education shall designate. In consultation with participating Executive agencies, the Secretary of Education shall undertake a review of these plans and develop an integrated Annual Federal Plan for Assistance to Historically Black Colleges for consideration by the President and the Cabinet Council on Human Resources (composed of the Vice President, the Secretaries of Health and Human Services, Agriculture, Labor, Housing and Urban Development, and Education, the Attorney General, the Counsellor to the President, and the White House Chief of Staff).

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

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

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

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

APPENDIX C - EXECUTIVE MEMORANDUM

THE WHITE HOUSE

Office of the Press Secretary

For Release at 11:45 a.m. EDT

September 22, 1982

MEMORANDUM FOR THE HEADS OF
EXECUTIVE DEPARTMENTS AND AGENCIES

As part of our continuing commitment to help strengthen Historically Black Colleges and Universities, a commitment begun when I issued Executive Order 12320 on September 15, 1981, I am hereby directing all Federal agency heads to implement the following three policies as they continue with their efforts to comply with Executive Order 12320:

- Wherever possible, agencies should place emphasis on the use of program funds to help improve the administrative infrastructures of Historically Black Colleges and Universities.
- In cases where agencies project decreased funding for all higher education institutions, they should strive to increase the percentage share allocated to Historically Black Colleges and Universities.
- Agencies should continue efforts to eliminate identified barriers to Historically Black Colleges and Universities participation in Federal programs and accelerate activities to single out policies or regulations which inhibit full participation in such programs by Historically Black Colleges and Universities.

Heads of Key Agencies Providing Federal Support for Historically Black Colleges and Universities (see attached list) shall use these policies in preparing their Annual Performance Reports, which must be submitted to the Secretary of Education after the close of the fiscal year in accordance with Section 3 of Executive Order 12320. The Secretary of Education shall use these policies in developing the Annual Federal Performance Report on Executive Agency Actions to Assist Historically Black Colleges, as required by Section 7 of the Executive Order. Heads of Key Agencies should ensure that these policies are followed in developing all other reports required by the Executive Order.

Additionally, I have directed that the White House Office of Private Sector Initiatives work in cooperation with the Department of Education's White House Initiatives staff to place special emphasis on increasing development of private sector support for Historically Black Colleges and Universities.

Your support for the efforts mandated by Executive Order 12320 is vital. We must all communicate clearly and sincerely through our actions our intention to preserve a measure of security for Historically Black Colleges and Universities while we work together toward developing strength through independence and institutional self-sufficiency.

RONALD REAGAN

APPENDIX D - DESIGNATED HBCU AGENCY REPRESENTATIVES AND LIAISONS

March, 1986

WHITE HOUSE INITIATIVE ON HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

DESIGNATED AGENCY REPRESENTATIVES AND LIAISONS

EXECUTIVE ORDER 12320

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JANUARY 1986

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