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# UA3/6/3 WKU Presidents' Office Subject File - Desegregation Plan Progress Report

William Bivin  
*Western Kentucky University*

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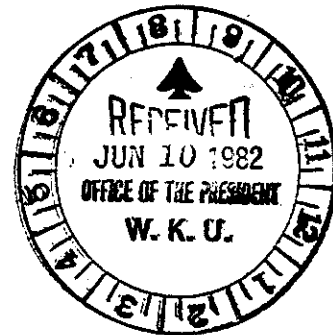
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WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101



University Attorney

June 9, 1982

MEMORANDUM

TO: Gary S. Cox

FROM: William E. Bivin, WKU Desegregation Plan Coordinator *web*

SUBJECT: Desegregation Plan Progress Report (Cox Memo, dated 5/17/82)

The following is WKU's written progress report due by June 10, 1982, according to your memorandum of May 5, 1982. I believe it includes what we discussed on the phone yesterday. Let me know if additional information is required.

DISESTABLISHMENT OF THE STRUCTURE OF THE DUAL SYSTEM

No report, except that we are participating in the activities of the KSU Faculty/Staff Relocation Committee. Our vacancy lists are in preparation and will be submitted as required by the committee plan.

DESEGREGATION OF STUDENT ENROLLMENT—STUDENT RECRUITMENT, RETENTION AND MOBILITY

The University has created a new position in the Office of the Dean of Scholastic Development at the level of Staff Assistant. (see letter to Snyder from Donald W. Zacharias dated May 18, 1982) Fifty percent of this position will be devoted to planning, coordinating, implementing activities designed to attract black resident students to the freshman class. Fifty percent of this new position will be devoted to student retention. Particular emphasis will be given to retaining black resident freshmen during the first two years of lower division work.

The President appointed a University Task Force on Student Retention in May 1982 with twenty-three members. The Task Force includes three minority members, one student, a faculty member, and a staff person from the Office of Student Affairs. One objective of the task force will be to address ways and means whereby the University can retain a higher percentage of the qualified black students and subsequently graduate a higher percentage of black students.

STUDENT ENROLLMENT

Section III-B of the Desegregation Plan indicates that Western should have at least 226 black resident freshmen (8.1%) enrolled for the 1982 fall semester. The University registered 45 black freshmen during the March Orientation-Advisement-Registration Program, 73 have been accepted and have confirmed their intent to register during the June OAR Program, and 159 have been accepted but have not yet confirmed their registration date. Thus, 277 black freshmen have registered or been accepted for the 1982 fall semester.

The following activities are planned for the 1982 fall semester:

- (a) A special Orientation-Advisement-Registration (OAR) session will be conducted for black students on June 23, 25, 29, July 1, and August 23.
- (b) A special OAR session is planned for July 16 for transfer and readmission black students.
- (c) The University will call 159 black students who have been accepted as new freshmen but have not confirmed their intention to register. These phone calls will be for the purpose of further encouraging these black students to enroll at Western. In addition, their eligibility for financial aid will be checked. Those who are eligible for financial aid will be encouraged to pursue those opportunities.
- (d) During late July a special orientation/information leaflet will be designed and mailed to those new freshmen who registered in March and June and plan to return in August to begin their college career. The information leaflet will be designed to assist in a smooth transition from high school to college by providing numerous details the new student will need in adjusting to college life upon arrival in August.
- (e) An effort will be made to make lower division black students (especially new freshmen) aware of a new course available in the Psychology Department entitled "Psychology 050, Strategies for Success." An effort will also be made to make black students with remedial education needs aware of pre-college courses, including Reading 090, English 055, and a new course entitled "Developmental Studies 054," which focuses on basic math skills and will provide computer-assisted instruction.
- (f) A special information session is being planned for September, 1982, for all new black freshmen.

Plans are being developed for recruiting black resident undergraduate students for the fall of 1983. These recruitment strategies are being developed with the intent to implement the programs and activities during the 1982-83 academic year and subsequently increase the number of black resident freshmen in the fall of 1983. Included in these plans will be visits by University staff, faculty, and students to selected high schools within the University's market area. These visits are intended to identify and recruit qualified black freshmen.

#### STUDENT RETENTION

With regard to student retention, the following activities are listed:

- (a) Retention Strategies are being developed in an effort to retain a higher percentage of black freshmen.
- (b) Plans are being developed in an effort to retain a higher percentage of sophomores and to assure that they file a "formal academic degree program" at the beginning of the junior year.
- (c) Plans are being developed to involve certain campus black student organizations whose primary focus is on academic quality and broad-based scholastic development

- (d) Plans are being developed for using upper division students as student advisors for new freshmen. This would include assistance in both academics and student life.
- (e) Also being planned is a "Black Student Career Day," which may eventually have two parts. First, we are considering bringing black high school seniors to the campus for a career day. Second, we are considering a career day for WKU lower division students who are interested in "career opportunities" in connection with their choice of an academic major and minor.

During the 1982 Summer Term, Western will have a committee of faculty representatives reviewing and evaluating the University's academic support efforts for students in general and for underprepared students in particular. This committee will, as a result of their work, make recommendations for improving these efforts. In addition, two faculty members will be developing a remedial/developmental course in basic skills mathematics, to be taught beginning fall 1982 with computer assistance.

Western's federally funded grant under Title III has been extended through September 30, 1982. Under this grant, advising, remedial instruction, and counseling has been provided for underprepared students. The advising and counseling activities will continue through the summer. Staff members in the program will assist with the orientation, advisement, and registration of new students scheduled for June, July, and August. Minority students will be involved in these activities.

The Office of Grant and Contract Services has worked with several proposals submitted to external agencies recently include minority components. Included in those submitted were:

- Special Services for Disadvantaged Students
- Talent Search
- Growing up Victorian
- Growing up Victorian: High School English Program
- Public Service Graduate Fellowship Program
- Educational Equity Project for Rural Minority Women

#### RECRUITMENT OF COMMUNITY COLLEGE STUDENTS

With regard to the recruitment of graduates from Community and Junior Colleges, no specific plans have been made at this time. It is anticipated that recruitment plans will be made by August 1982 with emphasis on increasing the likelihood that black students will transfer from the University of Kentucky Community Colleges to Western during both the 1982 spring semester and the 1983 fall semester.

#### DESEGREGATION OF FACULTIES, ADMINISTRATIVE STAFFS, NONACADEMIC PERSONNEL AND GOVERNING BOARDS

By letter to Mr. Harry Snyder, dated May 20, 1982, President Zacharias notified your offices that the U.S. Department of Labor, OFCCP, has dissolved its show cause order and has accepted Western's Affirmative Action Plan, as revised. Copies of the Labor letters and the revised Plan were forwarded. It is our understanding that our reporting obligations on Part IV, Desegregation of Faculties, Administrative Staffs, and Nonacademic Personnel consists of furnishing a copy of the periodic employment effort reports which we are required to submit to the U.S. Department of Labor, OFCCP, pursuant to the conciliation agreement. Copies will be furnished as and when submitted. You are aware of the fact that Governor John Y. Brown, Jr., has appointed to Western's Board of Regents Mr. Julius Price, a Louisville Insurance Company Executive. Mr.

Price is black. Western's student body has elected a black student to serve on our Board of Regents for the 1982-83 academic year. This is the second black student elected in recent years. We feel that these election results evidence a healthy campus racial climate and atmosphere that encourages black students to come and stay.

jso

cc: President Donald W. Zacharias ✓