

# Race Equity & Diversity in Public Higher Education in the South



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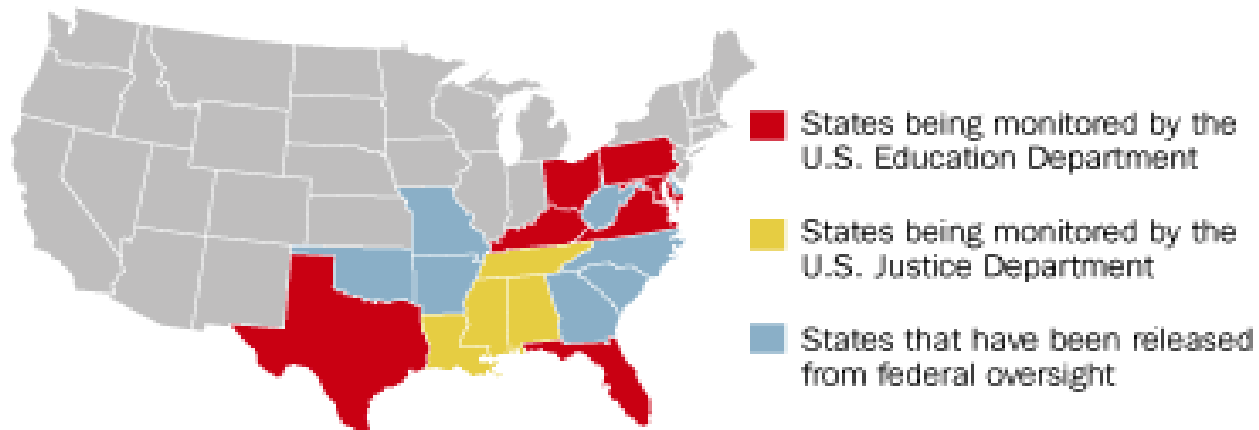
Center for Education Policy and Leadership Brown Bag Series

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# 19 Southern & Border States

## Vestiges of Segregation

A total of 19 states once operated dual, racially segregated systems of higher education. A 1992 decision by the U.S. Supreme Court, *United States v. Kirk Fordice*, requires states to eliminate policies that perpetuate segregation among their public colleges. Today the efforts of 11 states are still being monitored, either by federal courts or by the U.S. Education Department's Office for Civil Rights.



Source: Chronicle reporting



# Classification of States

## OCR Review

- Florida
- Kentucky
- Maryland
- Ohio
- Pennsylvania
- Texas
- Virginia

## Compliant\*

- Arkansas
- Delaware
- Georgia
- North Carolina
- Missouri
- Oklahoma
- South Carolina
- West Virginia

## Court Order

- Alabama
- Louisiana
- Mississippi
- Tennessee

\*These states have been determined to be in compliance by OCR in accordance with Title VI of the Civil Rights Act of 1964



# Project Overview

(Objectives 1-3)

- Analysis of Trends in Race & Ethnic Equity in Higher Education Enrollment & Employment in all 19 States.
- An Inventory of State-Sponsored Race & Ethnic Equity and Diversity Programs in all 19 States.
- Analyses of Trends in Race & Ethnic Equity and Diversity in Higher Education Enrollment & Employment for Each Public College & University for each of the 19 States.



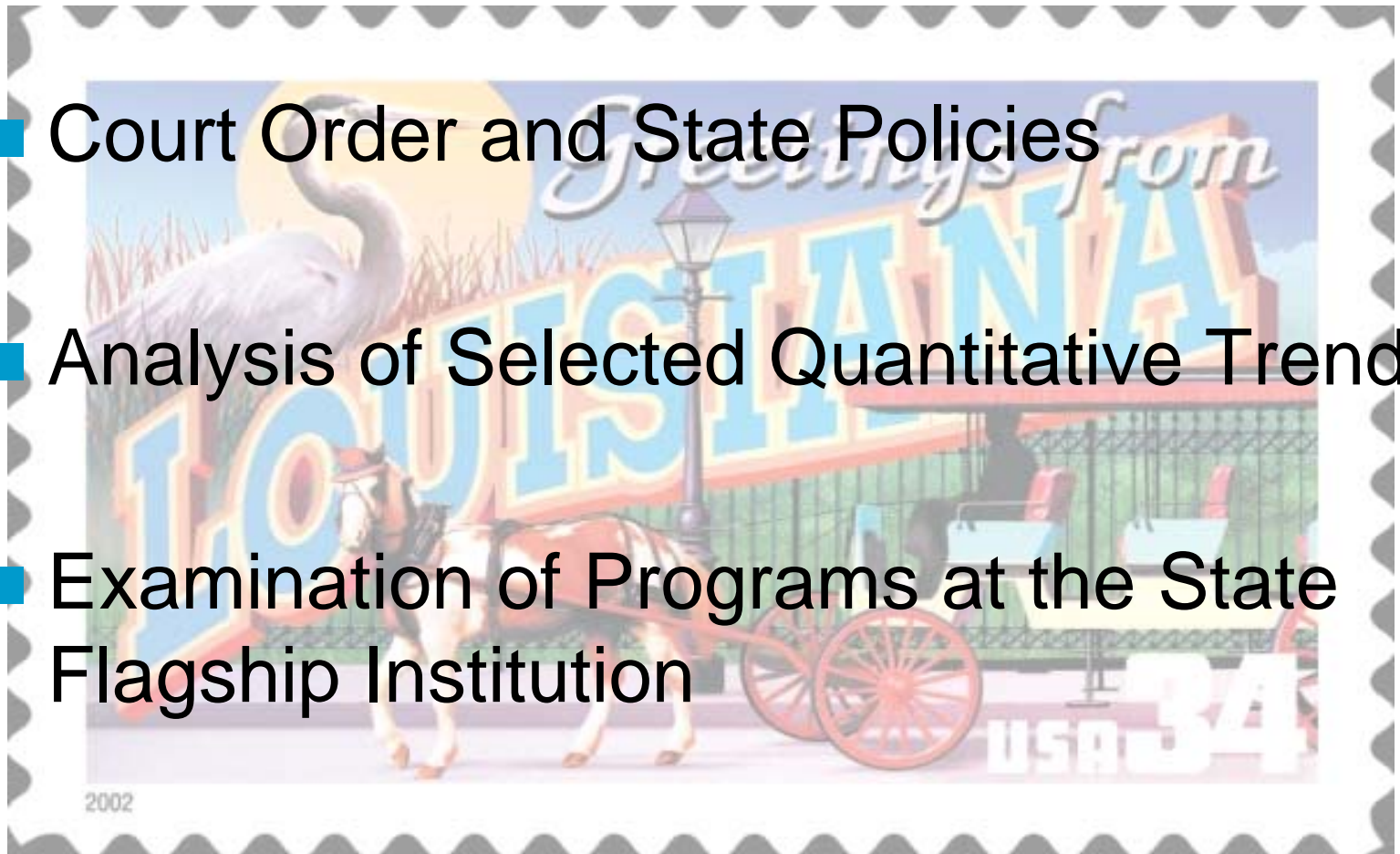
# Project Overview

(Objectives 4-6)

- An Inventory of the Campus-Based Race & Ethnic Equity and Diversity Programs at the Public Flagship Institutions.
- Analyses of Campus-Based Race & Ethnic Equity and Diversity Programs at 3 Public Flagship Universities
- Analysis of Title VI Enforcement by the U.S. Office of Civil Rights (OCR) over the period from 1990 to the Present.

# Louisiana: 1 of 19

- Court Order and State Policies
- Analysis of Selected Quantitative Trends
- Examination of Programs at the State Flagship Institution



# Key Events in Louisiana Higher Education Desegregation Litigation

- 1969-1973: HEW Sends Letters to Louisiana Regarding Operation of Segregated System of Public Higher Education
- 1974: U.S. DOJ Files Suit Against State
- 1981: Consent Decree Agreed to Between Parties
- 1988-1993: District Court Issues a New Series of Remedial Orders that are Later Vacated
- 1994: Parties Enter into Current Settlement Agreement

# Highlights of 1994 Settlement Agreement

- Ending of Open Admissions at Certain State Universities
- Recruitment and Retention of Other Race Students and Employees
- Establishment of Community College for Baton Rouge area to be Jointly Administered by the LSU and SU Boards
- New Programs at HBCUs to Attract Other Race Students and to Achieve New SREB Classification
- Funding for Construction Projects at HBCUs not Completed under Previous Settlement Agreement
- Cooperative Efforts between Proximate Institutions
- Examination of Unnecessary Program Duplication

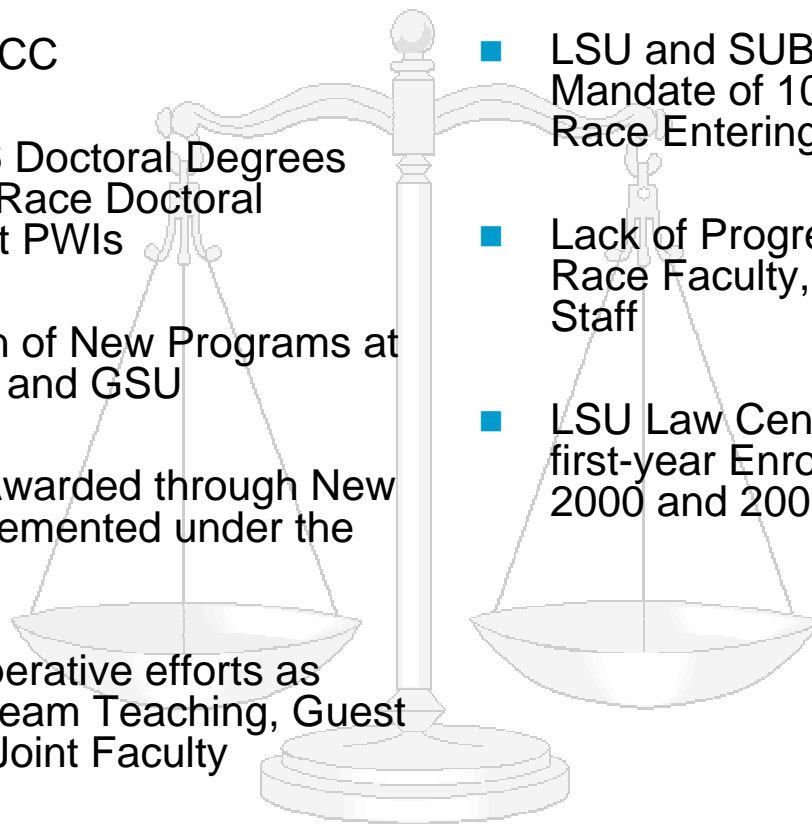
# Activity Since 1994

## Mandates Accomplished

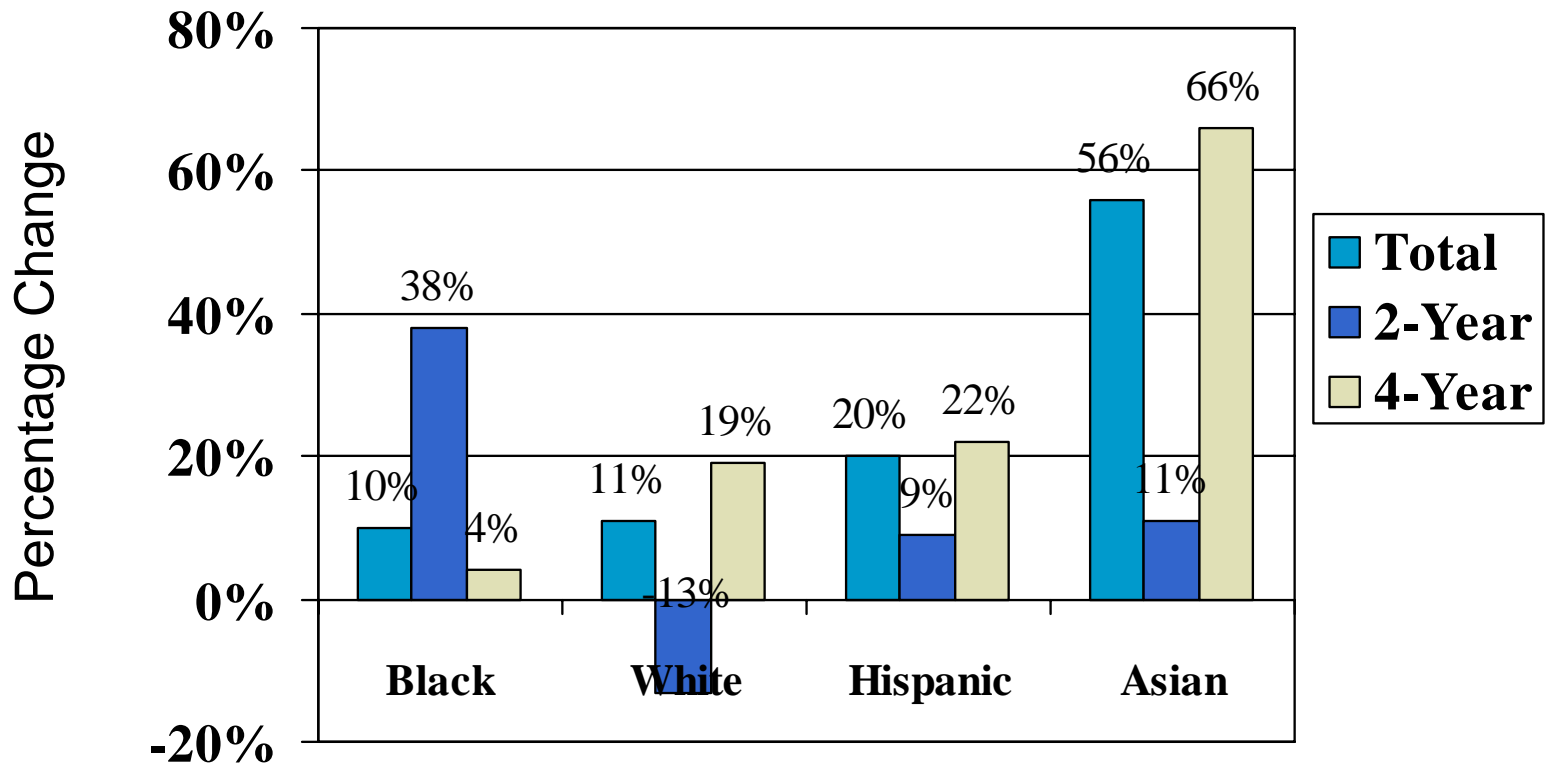
- Construction on 15 of 21 Capital Outlay Projects Completed
- Creation of BRCC
- Awarding of 66 Doctoral Degrees through Other Race Doctoral Scholarships at PWIs
- Implementation of New Programs at SUBR, SUNO, and GSU
- 564 Degrees Awarded through New Programs Implemented under the Settlement
- Joint and Cooperative efforts as Illustrated by Team Teaching, Guest Lectures, and Joint Faculty Appointments
- 79 Programs Eliminated with 50 Programs Targeted for Collaboration

## Mandates Not Accomplished

- No Change in SREB Classifications as Directed by Settlement
- LSU and SUBR Fail to Achieve Mandate of 10% enrollment of Other Race Entering Freshmen
- Lack of Progress on Hiring of Other Race Faculty, Administrators, and Staff
- LSU Law Center did not meet 10% first-year Enrollment Goals for 1999, 2000 and 2003

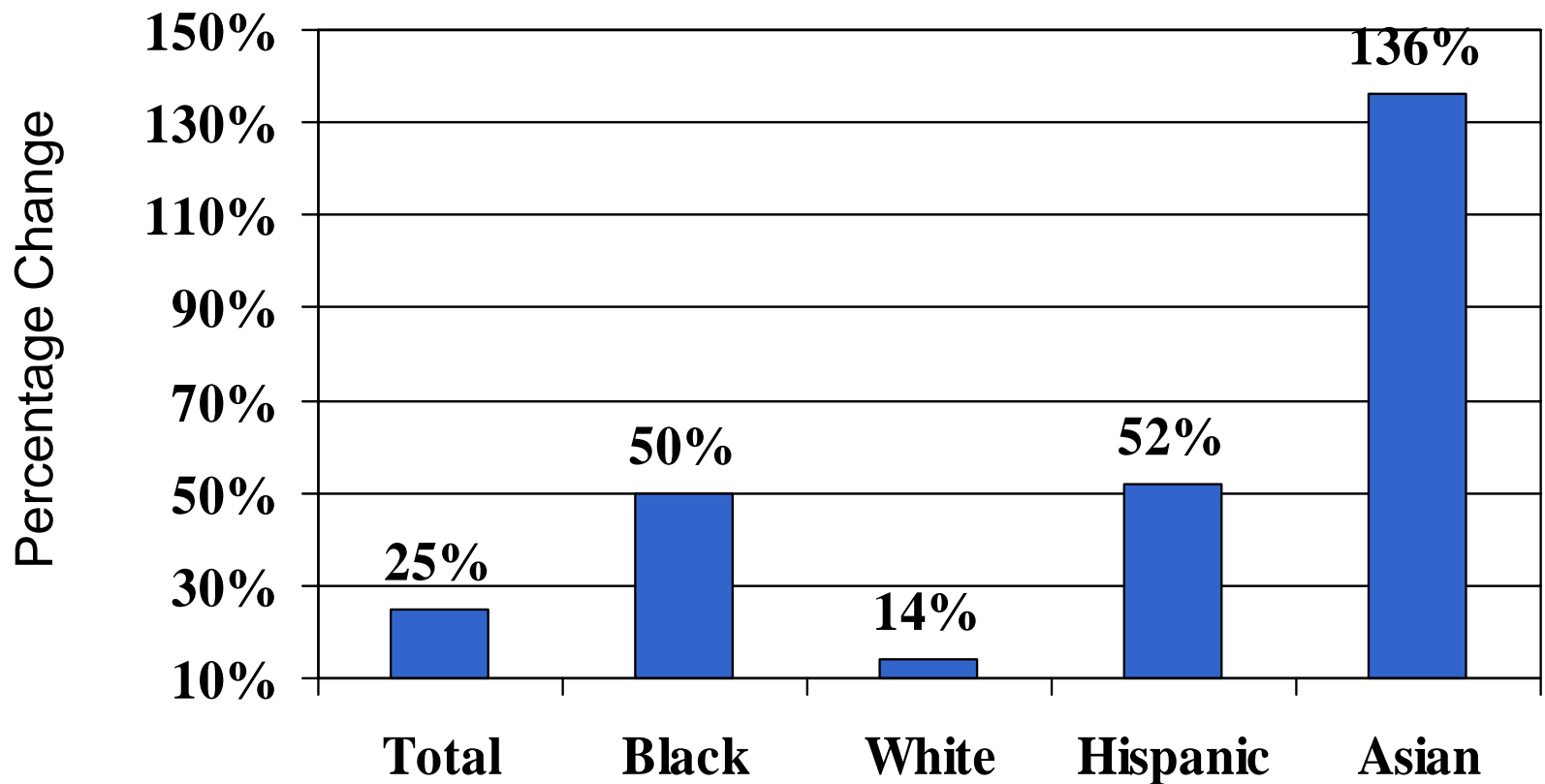


# Growth in Enrollment of First Time, Full-Time Freshman Attending Colleges and Universities in Louisiana by Race/Ethnicity: 1991-2000



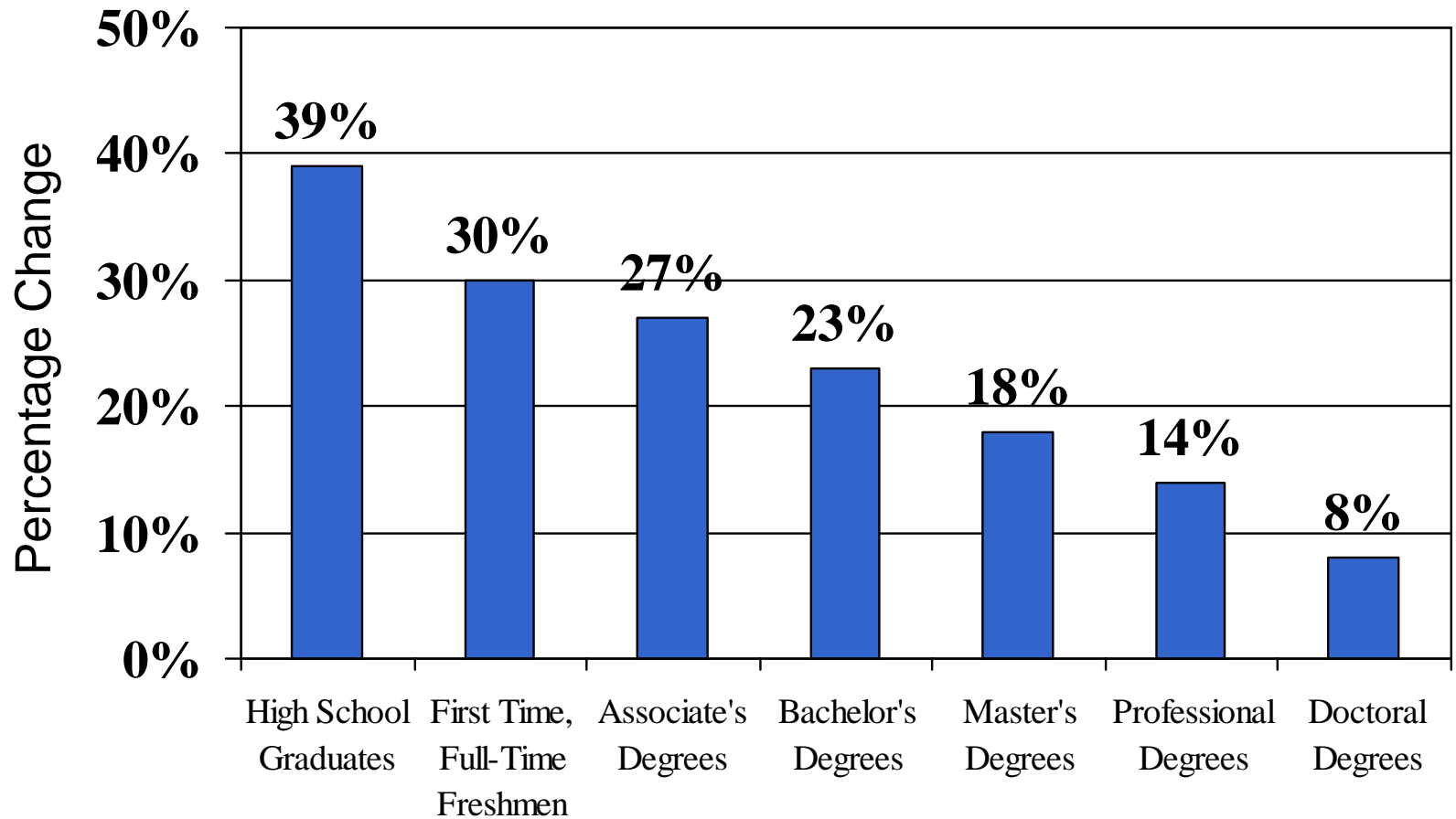
Source: Analyses of data from Integrated Postsecondary Education Data System

# Growth in Bachelor's Degrees Awarded by Colleges and Universities in Louisiana by Race/Ethnicity: 1991-2001



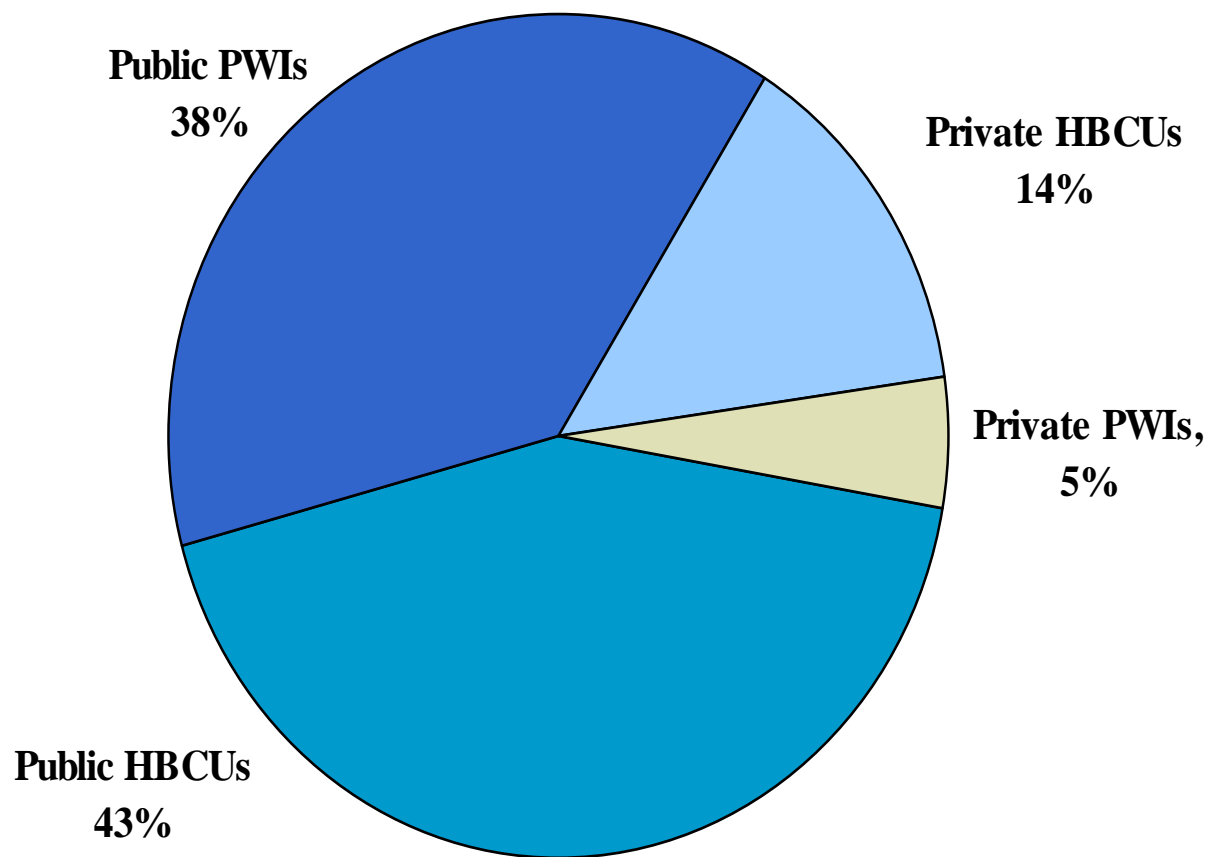
Source: Analyses of data from Integrated Postsecondary Education Data System

# Representation of African Americans in Higher Education in Louisiana: 2000-01



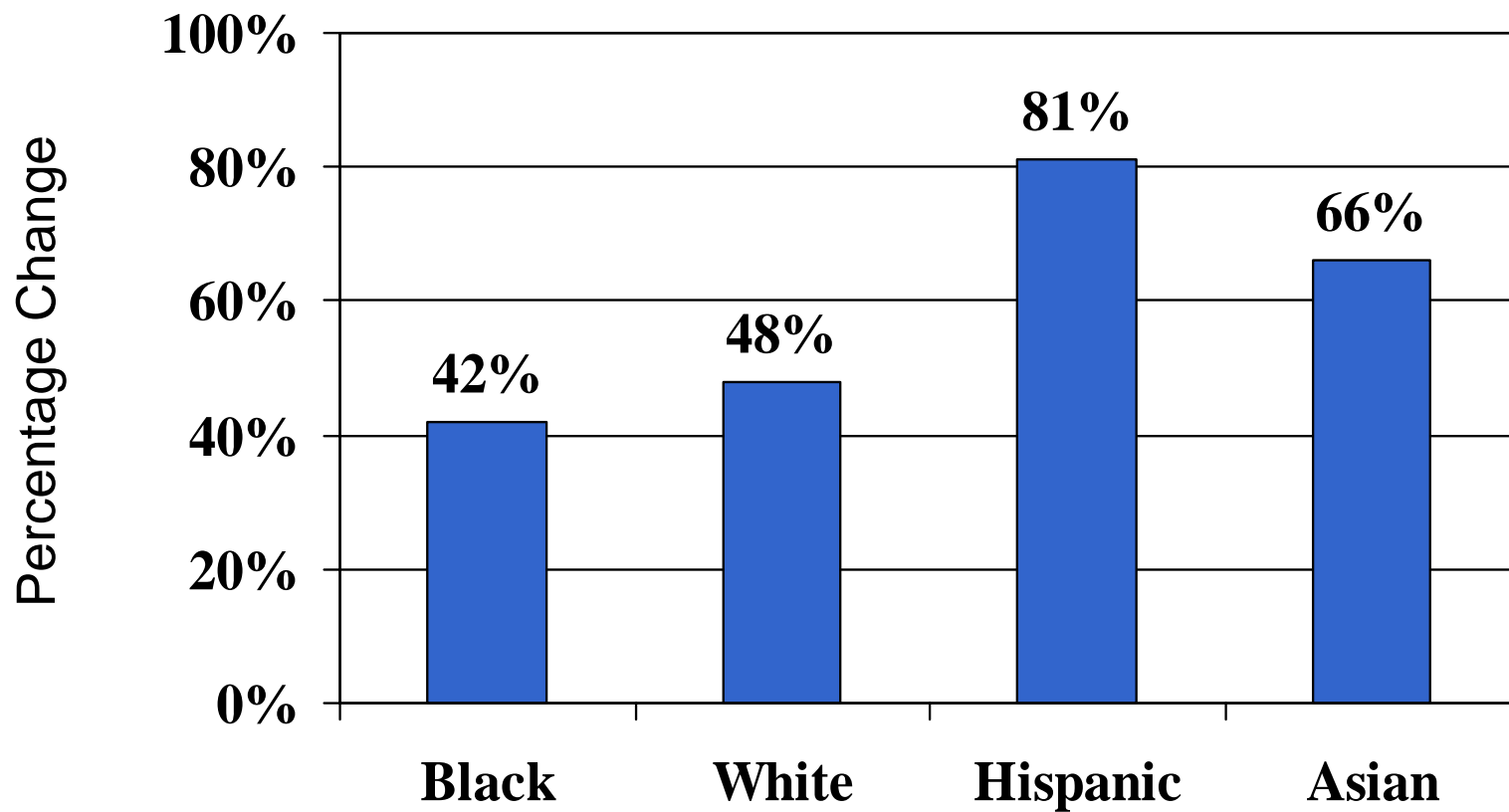
Source: Analyses of data from Integrated Postsecondary Education Data System

# Distribution of African American First-Time, Full-Time Freshmen in Louisiana Colleges by Institution Type: Fall 2000



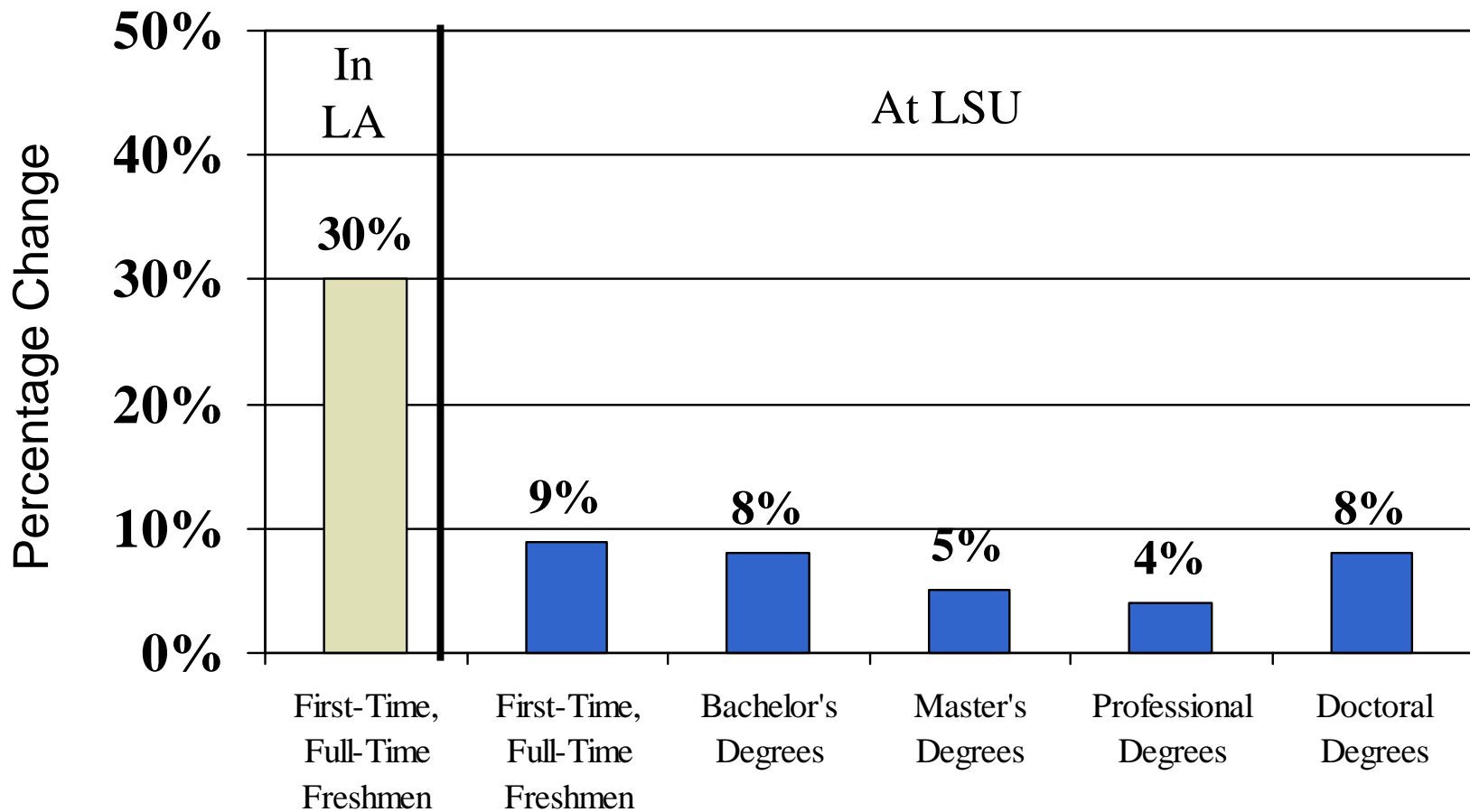
Source: Analyses of Data from the Integrated Postsecondary Education Data System

# Growth in First-Time, Full-Time Freshmen Enrollment at LSU by Race/Ethnicity: 1990 - 2000



Source: Analyses of data from Integrated Postsecondary Data System

# Representation of African Americans at LSU: 2000-01



Source: Analyses of data from Integrated Postsecondary Education Data System



# Flagship Assessment: Louisiana State University

## What We Asked For

- Mission Statement
- Organizational Chart
- Strategic Plan
- Desegregation Plans (last 2)
- Compliance Reports (last 2)
- Campus Diversity Plans
- Affirmative Action Plan

## LSU Submitted

- ✓ Mission Statement
- ✓ Organizational Chart
- ✓ Strategic Plan
- ✓ Compliance Reports (last 2)
- ✓ Campus Diversity Report
- ✓ Affirmative Action Plan



# Questions about LSU Resulting from Document Analysis

- What are the Specific Plans/Programs to Increase “Other Race” Presence and What Evidence do we have Regarding their Impact?
  - Increased evidence of recruitment of out of state students
- How much Funding is Being Allotted to these Programs and Administrative Positions?
- What Structural Changes have been Made at the Institution to Coordinate these Programs/Initiatives?
  - Who is responsible for enacting accountability measures that are said to be in place?

# Considerations for Project Resulting from Document Analysis

- Campus Reports are one Data Point for Determining Where Site Visits will be Conducted
- Little Helpful Information in the Documents that we Have Analyzed to Date
- Campus Reports/Documents Raise more Questions than they Answer
- Campus Report/Documents must be Compared across Campus Context Regarding Patterns that Emerge, Similarities/Differences