

College of William and Mary
Williamsburg, Virginia 23185

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May 1, 1978

The Honorable John N. Dalton
Governor of Virginia
State Capitol
Richmond, Virginia 23219

Dear Governor Dalton:

In response to your request, the Board of Visitors of the College of William and Mary, at its annual meeting on April 28, passed two resolutions pertaining to the "Virginia Plan for Equal Opportunity in State-supported Institutions of Higher Education (revised 1978)."


The two resolutions, one for the College of William and Mary and the other for Richard Bland College, are enclosed.

Following your announcement of the new Virginia Plan some weeks ago I wrote to you that the approach which you were taking had my full support. I am confident that the Board of Visitors of the College of William and Mary, in passing these two resolutions, is also expressing to you its full support in the approach which you are taking.

The members of the Board of Visitors and I appreciated your letter of March 22 in which you offered the services of Wade Gilley and Marshall Coleman in meeting with the Board when it considered the new Virginia Plan. In view of the several more informal communications which we were having with the Attorney General's Office and the Secretary's Office during the consideration of the Plan we concluded that it would not be necessary to request that either one of them meet formally with the Board.

Now that the Board of Visitors has taken these actions we are proceeding ahead on all of the other details in the development of plans at both William and Mary and Richard Bland and in the implementation of the new Virginia Plan, as requested by Secretary Gilley's Office.

Sincerely,


Thomas A. Graves, Jr.
President

Archives

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College of William and Mary
Williamsburg, Virginia 23185

cc: Dr. Wade Gilley
Mr. Marshall Coleman
Dr. Edward Brickell, Rector
Board of Visitors
Dr. Clarence Maze
Mr. Wesley Wilson, Assistant to
the President for AA/LEO

bl. c. -

Dean Spong
Mr. Walter Ryland
Mr. Ross Weeks ✓
Mr. James Kelly
Professor Ito
Dr. Healy
Mr. Carter
Mr. Heemann

Encls.
TAG:jl

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The William and Mary Segment of "The Plan for Equal Opportunity in Virginia's Institutions of Higher Education: A Shared Responsibility" dated September, 1974.

The College of William and Mary's Affirmative Action Program is paralleled to the state plan and is structured on the bi-level principle of coordination by the central administration and implementation and individual responsibility by department heads.

The Virginia Plan for Equal Opportunity in Higher Education, as approved by Governor Godwin, calls for it to be submitted to the individual governing board for ratification by July 1, 1974. The College of William and Mary's Board of Visitors ratified the Virginia Plan for Equal Opportunity in Higher Education, including Executive Order #1 on May 17, 1974.

On March 19, 1974, a memorandum was sent to all academic deans and department chairpersons. This memorandum read in part: "as we consider important matters of faculty tenure, promotion, retention, and salary, we must remember that we are committed as an institution to continuing and vigorously affirmative good-faith efforts to do all we reasonably can to sustain or bring about equal opportunity employment opportunities for all faculty at the College".

Executive Order Number 1 requires the following actions:

- a. Dissemination of the Policy
-we do this in all College publications related to programs and activities; also in posters located throughout the campus.
- b. Administration of the Program
-established the positions of Affirmative Action Coordinator and Director of Minority Student Affairs in 1974.
- c. Recruitment
-faculty positions are advertised widely in professional journals and publications, also filed with SCHEV. Classified positions, in addition to the traditional method are advertised by handout and dial-a-phone.

- d. Qualifications and Examinations
 - reviewed on a continuing and position by vacancy basis by the Affirmative Action Coordinator and the Director of Personnel.
- e. Promotion
 - same as (d) above.
- f. Supervision
 - Memoranda such as mentioned above is disseminated throughout the College. Supervisors and potential supervisors are afforded opportunities for training conducted by MDTS.
- g. Grievance Procedures
 - are available and visible to all employees and students at the College. Grievances are monitored by the Affirmative Action Coordinator.
- h. Compensation
 - is competitive with community rates and within the College population.
- i. Training
 - in addition to MDTS the College conducts classes for employees in basic skills (reading and writing) in our adult skills laboratory. There is also a tuition free program for college credit courses.
- j. State and College Owned Facilities
 - are maintained on a nonsegregated basis
- k. Record Keeping
 - accomplished consistent with state and federal regulations and programs

All targets and target dates have been, or are being met consistent with Executive Order Number 1, Section VI. The only exception is the action requiring discussion and evaluation of Affirmative Action efforts with top and middle management on a quarterly basis. The semi-annual OCR report is used to fulfill this requirement. The OCR report sequence is more consistent with the College calendar and the full report is provided to vice-presidents and deans.

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SUMMARY DATA 1975-76

TOTAL-FULL-TIME STUDENTS....5227
TOTAL - PART-TIME STUDENTS....497
GRAND TOTAL.....5724

SUMMARY DATA 1976-77

TOTAL - FULL-TIME STUDENTS...5156
TOTAL - PART-TIME STUDENTS....838
GRAND TOTAL.....5992

SUMMARY DATA 1977-78

TOTAL-FULL-TIME STUDENTS....5214
TOTAL-PART-TIME STUDENTS.....836
GRAND TOTAL.....6050

SUMMARY OF STUDENT PROGRESSION AND RETENTION

Progression of students is that group that advance from the current year of study to next year of FTE study; i. e., 1st year progression, freshman to sophomore.

| | <u>1976</u> | <u>1977</u> | <u>1978</u> | <u>3rd Year Average</u> |
|---|-------------|-------------|-------------|-------------------------|
| <u>1st Year Progression</u> | | | | |
| White | 83.0% | 85.3% | 87.2% | 85.1% |
| Black | 79.3% | 58.3% | 75.0% | 70.8% |
| <u>2nd Year Progression</u> | | | | |
| White | 76.1% | 85.8% | 83.9% | 87.8% |
| Black | 76.0% | 81.8% | 65.0% | 74.2% |
| <u>3rd Year Progression</u> | | | | |
| White | 84.9% | 85.7% | 92.8% | 87.8% |
| Black | 85.7% | 69.5% | 89.4% | 81.5% |
| <u>Final Year Students Completing All Requirements For Graduation</u> | | | | |
| White | 93.0% | 93.8% | 94.0% | 93.6% |
| Black | 100% | 100% | 100% | 100% |

SUMMARY: Black Student Enrollment

Census: Fall 1976; Compiled 1/15/77

FULL-TIME

| | | |
|---------------|-----------|-------------|
| Undergraduate | 98 | (52M) (46F) |
| Unclassified | 1 | (1F) |
| Law | 19 | (11M) (8F) |
| Graduate | <u>10</u> | (4M) (6F) |
| Total | 128 | |

PART-TIME

| | | |
|---------------|-----------|------------|
| Undergraduate | 0 | |
| Unclassified | 10 | (4M) (6F) |
| Law | 1 | (1M) |
| Graduate | <u>19</u> | (11M) (8F) |
| Total | 30 | |

| | | |
|-------------|-----|-------------|
| GRAND TOTAL | 158 | (83M) (75F) |
|-------------|-----|-------------|

SUMMARY: Minority Student (Includes Black)

Census: Fall 1976; Compiled 1/15/7

FULL-TIME

| | | |
|---------------|------------|----------------------|
| Undergraduate | 195 | (105M) (91F) |
| Unclassified | 6 | (4M) (2F) |
| Law | 23 | (15M) (8F) |
| Graduate | 29 | (18M) (11F) |
| Sub-Total | <u>253</u> | <u>(141M) (112F)</u> |

PART-TIME

| | | |
|---------------|-----------|--------------------|
| Undergraduate | 2 | (0M) (2F) |
| Unclassified | 14 | (6M) (8F) |
| Law | 1 | (0M) (1F) |
| Graduate | 31 | (21M) (10F) |
| Sub-Total | <u>46</u> | <u>(27M) (19F)</u> |

GRAND TOTAL 299 (168M) (131F)

1. Minority students (TOT) are 4.7% of total population (Grand).
2. Black students (TOT) are 45.0% of minority population and 2.1% of total population (Grand).
3. Women students (TOT) are 51.1% of total population (Grand).

REPRESENTATION BY RACE, ETHNICITY, SEX
BY CATEGORY AND WITHIN CATEGORY

1. Black - Full-Time

Undergraduate of Total Undergraduate 2.3%
Men of Men 2.5%
Women of Women 2.1%

Unclassified of Total Unclassified 2.0%
Men of Men 0%
Women of Women 4.0%

Law of Total Law 4.3%
Graduate of Total Graduate 2.3%
Full-time of Total Full-time 2.5%
Men of Men 2.6%
Women of Women 2.5%

2. Black - Part-Time

Undergraduate of Total Undergraduate 0%

Unclassified of Total Unclassified 3.6%
Men of Men 3.9%
Women of Women 3.4%

Law of Total Law 16.0%

Graduate of Total Graduate 3.5%
Men of Men
Women of Women

Part-Time of Total Part-Time 3.5%
Men of Men 4.1%
Women of Women 3.1%

Grand of Grand 2.6%
Men of Men 2.7%
Women of Women 2.5%

