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Board of Trustees of State Institutions of Higher Learning State of Mississippi, 5 June 1973

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BOARD OF TRUSTEES OF STATE
INSTITUTIONS OF HIGHER LEARNING
STATE OF MISSISSIPPI

Plan of Compliance as Requested by the
Department of Health, Education, and Welfare
by Letter Dated May 21, 1973

BOARD OF TRUSTEES OF STATE
INSTITUTIONS OF HIGHER LEARNING
STATE OF MISSISSIPPI

The Board of Trustees of State Institutions of Higher Learning adopted a non-discrimination policy for all institutions and agencies under its jurisdiction at the January 31, 1965, meeting.

In January, 1965, the presidents of all state-supported institutions of higher learning in Mississippi signed the Assurance of Compliance with the Department of Health, Education, and Welfare under Title VI of the Civil Rights Act of 1964.

All eight (8) institutions, their branches, and resident centers have noted in their catalogs and bulletins that they are in compliance with the law and do not discriminate because of race, color, religion, sex* or national origin.

The Board of Trustees of State Institutions of Higher Learning has instructed all institutions that are in compliance with the following:

PLAN OF COMPLIANCE AS REQUESTED
BY THE DEPARTMENT OF HEALTH,
EDUCATION, AND WELFARE
BY LETTER DATED MAY 21, 1973

1. Title VI,
2. Executive Order No. 11246, as amended,
3. Title IX of the Higher Education amendment of 1972.

The following specific areas are hereby identified and designated as compliance areas with the letter dated May 21, 1973, from the Office for Civil Rights, U. S. Department of Health, Education, and Welfare:

1. Non-Discrimination Policy

JACKSON, MISSISSIPPI

JUNE 5, 1973

All institutions shall provide equal educational opportunities for all in all publications. These publications shall include but not be limited to the following:

- Academic Bulletins
- Student Assistance Brochures
- Student Activities Brochures

*Mississippi State College for Women does limit their enrollment to females.

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INSTITUTIONS OF HIGHER LEARNING
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The Board of Trustees of State Institutions of Higher Learning adopted a non-discrimination policy for all institutions and agencies under its jurisdiction at the January 21, 1965, meeting.

In January, 1965, the presidents of all state-supported institutions of higher learning in Mississippi signed the Assurance of Compliance with the Department of Health, Education, and Welfare under Title VI of the Civil Rights Act of 1964.

All eight (8) institutions, their branches, and resident centers have noted in their catalogs and bulletins that they are in compliance with the law and do not discriminate because of race, color, religion, sex* or national origin.

The Board of Trustees of State Institutions of Higher Learning has instructed all institutions to establish procedures that are in compliance with the following Federal laws:

1. Title VI, Civil Rights Act of 1964.
2. Executive Order No. 11246, as amended.
3. Title IX of the Higher Education Amendment of 1972.

The following specific areas are hereby identified and designated as Mississippi's affirmative action plan in accordance with the letter dated May 21, 1973, from the Office for Civil Rights, U. S. Department of Health, Education, and Welfare:

1. Non-Discrimination Policy

All institutions shall use an equal educational opportunity tag line in all publications. These publications shall include but not limited to the following:

Academic Bulletins
Financial Assistance Brochures
Student Activities Brochures

*Mississippi State College for Women does limit their enrollment to females.

Application Forms
Housing Applications and Policies
Graduate Fellowship Brochures
Employee Handbook
Placement Applications

2. Student Recruitment.

The recruitment practices of the institutions must be conducted so that all groups of potential students will be reached without regard to race, color, national origin, or sex.*

The total student recruiting program of an institution is within the discretion of the institutional head with the following procedures required in the total student recruitment program:

1. Each institution is encouraged to visit the high schools and junior colleges of the state for recruiting purposes. When such visits are made, the institutions will invite all members of the classes affected in the recruiting program.
2. All high schools and junior colleges must be provided informative literature regarding admissions and matriculation policies of the public senior colleges and universities.
3. All institutions must assign the responsibility for minority student recruitment to a specific person or group of persons.
4. Special efforts to recruit minority group students are encouraged by the Board.
5. The Board suggests that the use of minority personnel be used in the recruitment programs and utilize minority group organizations in this effort.

3. Student Admission .

Admission policies and practices must be free of discrimination based on color, national origin, race, and sex.*

4. Student Counseling and Tutoring Services .

All counseling and tutoring services must be administered on a non-discriminatory basis without regard to race, color, national origin, or sex.

*Mississippi State College for Women is a traditional single sex institution for females.

*Has done
athletic
activities
for women?*

- AA Dept*
- a. Each institution shall make a good faith effort to employ minority personnel in their counseling and tutoring services.
 - b. Each institution is encouraged to include campus organizations in the advancement of the services of counseling and tutoring.

5. Student Teaching and Other Practicum Assignments.

Students may not be referred to training facilities which discriminate in their policies or programs. Although an official of the facility being used may make student assignments within the facility, it is the responsibility of the colleges and universities to assure that there is not discrimination in assignment.

6. Student Activities.

Arts & Sciences

All college and university supported or college and university activities and programs for students must be available without regard to color, national origin, race, or sex.

7. Intercollegiate Athletics.

Recruitment for minority group athletes must be engaged in as actively as recruiting for non-minority athletes to assure that minority group representatives have access to and participate in sports activities.

✓ The Board encourages the Athletic Department at each institution to make a good faith effort to recruit and employ minority staff personnel.

8. Student Financial Assistance.

The awarding of scholarships and other financial aid administered by the colleges and universities must be free of discrimination on the grounds of color, national origin, race, and sex. Financial assistance includes both public and private scholarships, fellowships, student loans, and employment provided through the colleges and universities as part of an assistance program (assistantships, work-study programs, etc.)

- a. All literature regarding financial assistance shall include the equal educational opportunity tag line.

- b. ✓ Each institution shall make additional efforts to assure further financial assistance to minority students.

9. Student Housing.

✓ All college and university owned and college and university supported housing must be available to all students. Housing assignments must be made without regard to race, color, or national origin. The colleges and universities must assure that any off-campus housing which they assist students to find is available without discrimination. Housing policies, benefits, or services must be administered without regard to race, color, or national origin.

Institutions shall not assist students in the acquisition of off-campus housing unless all on-campus housing is occupied; in this event, the institution may assist only upon assurance that such facilities will be provided on a non-discriminatory basis.

10. Student Placement.

✓ Services provided to assist students in finding off-campus employment, full-time or part-time, must be administered in a non-discriminatory manner and assurances must be received from potential employers that employment is available without regard to race, color, national origin, or sex.

- a. ✓ Each institution shall obtain in writing an assurance that prospective employers are equal opportunity employers.

- b. All communications, forms and publications pertaining to student placement shall contain an equal opportunity and non-discrimination clause.

11. Equal Employment Opportunity.

✓ Each institution is required to have an affirmative plan pertaining to equal employment opportunities as prescribed by Executive Order No. 11246, as amended. Under this affirmative plan, each institution and agency is required to establish goals and timetables in employing individuals from minority groups.

12. Physical Facility Improvements

From 1966 through 1973, the Mississippi State Legislature, upon the recommendation of the Board of Trustees of State Institutions of Higher Learning, appropriated a total of \$78 million for new construction at colleges and universities. Of this amount, \$32.4 million went to the three traditionally black institutions. These three institutions received 41.5 percent of the total appropriation for new construction while enrolling 25 percent of the students in the system. During the current year 1973, the Mississippi Legislature and the Board of Trustees approved the following physical facilities for the traditionally black institutions:

Alcorn A & M College
Administration-Classroom Building

Jackson State College
Science Building
Dining Hall Facility

Mississippi Valley State College
Renovation of Old Library
Renovation of Assembly Building
Outdoor Physical Education and Recreation

With this special attention to new facilities, the traditionally black institutions have physical facilities significantly more attractive to all prospective students, especially the minority students in respective institutions. The Board will continue to make every effort to assure the continued development of all institutions of higher learning.

13. Review of Plan.

It shall be the responsibility of the Federal Relations Committee of the Board of Trustees to review periodically with the individual institutions this plan and to make investigations to ascertain whether the plan is being properly implemented. Said Committee shall report to the Board its findings and recommendations, if any.