



The
University of Texas
at
Arlington

Office of the President
P.O. Box 19125
Arlington, Texas 76019

September 22, 1982

Dr. Bryce Jordan
Executive Vice Chancellor for
Academic Affairs
The University of Texas System
601 Colorado Street
Austin, Texas 78701

Dear Dr. Jordan:

Enclosed is The University of Texas at Arlington's narrative progress report on our equal educational opportunity and equal employment opportunity programs. The University is proud of the gains we have made in these areas and shall continue to develop and implement programs designed to foster greater participation of all individuals regardless of race, sex, national origin, handicap or veteran status.

Sincerely,

Wendell Nedderman
President

WN/cw/pac

Enclosure

THE UNIVERSITY OF TEXAS AT ARLINGTON

EQUAL OPPORTUNITY PROGRESS REPORT

Educational

The University of Texas at Arlington has followed a vigorous affirmative action program directed toward increasing the numbers of Black and Hispanic students in all programs and degree levels. Increased emphases were directed toward more effective recruitment strategies, greater facilitation of the admissions process, development of more effective academic and social/psychological support systems and the identification of new sources of financial assistance and greater dissemination of information on available assistance. Since January 1981 the University has expanded its Projects Inroads, a community outreach effort, to include minority schools in Dallas and Fort Worth, implemented the Academic Enhancement Program, participated in the Plans for Progress Minority Youth Motivation Programs, and secured extramural funding to conduct a full workshop on the factors affecting minority student retention and strategies for change. The University has invited all institutions of higher education located in the Dallas-Fort Worth metroplex to participate in this project designed to increase the graduation percentage of Black and Hispanic students. Further, the Fall 1982 enrollments for Black and Hispanic students show a 5.6 and 12.4 percentage increase, respectively, over Fall 1981 figures. This compares very favorably with a Caucasian percentage increase of 5.6. The University of Texas at Arlington is committed to the continual review and appropriate revision of all academic programs and student services in order to reduce any disparity between the proportions of Black and Hispanic students and the proportion of Caucasian students entering, completing their studies in, and graduating from the University.

Employment

The University's Affirmative Action Plan for compliance with Executive Order 11246, as amended, was approved by the Department of Labor in August 1981. This document outlines a number of affirmative strategies directed toward increasing the utilization of women and minorities in all job classifications and provides for a yearly review of the progress toward this end. During the year affirmative action briefings have been held with each administrator to explain in detail his/her responsibility for implementation of the Plan. Special travel monies were made available for Black and Hispanic faculty members to attend professional meetings and establish national recruiting networks. Affirmative recruitment strategies were identified for all vacancies and efforts were directed toward assembling applicant pools representative of qualified minorities and women. Further, the University of Texas at Arlington provided the leadership and resources to develop an availability data manual for use by all public institutions in Texas and instituted a computerized personnel data system to assist in improved retrieval of application materials and the identification of any adverse impact of an employment or selection criteria on minorities, women, handicapped, or veteran employees or applicants.