



November 10, 1994

**MEMORANDUM**

**TO:** Fred Slabach, Assistant Secretary  
Congressional Relations

**FROM:** Lawrence Wachs  
Associate Director *LW*

**SUBJECT:** Assessment of Funding for Land-Grant Institutions

Here is the assessment of funding for the land grant institutions in the Southern States. The contents of the attached three ring binder is as follows:

- Your memorandum of July 15 initiating this effort
- The assessment
- Comments received on the final draft

The assessment was prepared by Office of Budget and Program Analysis staff with extensive assistance from the Office of the General Counsel. Comments on the final draft were received from R. D. Plowman, Acting Under Secretary, Research, Education and Economics and from Mike Alexander, Executive Assistant to the Secretary. We have attempted to incorporate the comments which relate directly to the assessment. Some of Mike Alexander's comments need further discussion and I suggest they be handled in a different venue. For example, the suggestion that the "... Department quickly establish a process to complete a more thorough study and analysis of this issue" would clearly not affect the assessment but should be part of a dialogue to determine what if any further action is required. Likewise, suggestions concerning modification to existing legislation or new legislative authorities should be handled in the farm bill deliberations. Lastly, recommendations to increase the priority for funding at the 1890's should be handled as part of the Department's ongoing budget process.

On that point, while there is wealth of information in the assessment I would call your attention to the table attached to this memorandum. It is essentially the same information as appears in Table 4 of the assessment but has been updated to include

Fiscal Year 1996 budget data. As you will recall, Fiscal Year 1996 budget information should not be made public until after the release of the President's budget next February. What the data shows is the emphasis the Department has placed on its relationships and funding responsibilities concerning the 1890 institutions since 1989. In fact there has been continuing significant growth in funding since that time.

If you wish to discuss the assessment or any of these points, please let us know. I would also suggest that future discussions include the individuals listed below who are receiving copies of the assessment.

Attachment

cc: Richard Rominger, Deputy Secretary  
Charlie Rawls, Executive Assistant to the Deputy Secretary  
Mike Alexander, Executive Assistant, OSEC  
R.D. Plowman, Acting Under Secretary, REE  
Wardell Townsend, Assistant Secretary, DA  
Bonnie Luken, Deputy General Counsel  
David Montoya, Director, OCRE  
William Carlson, Acting Administrator, CSREES  
James Michael Kelly, Associate General Counsel

USDA Programs to Support 1890 Institutions and Other Historically Black Colleges and Universities.  
(\$ in millions)

Agency Program	1989 actual	1993 actual	1994 enacted	1995 est.	1996 budg.t
Cooperative State Research Service .....	\$28.8	\$41.3	\$42.3	\$42.0	\$42.9
Evans-Allen formula .....	24.3	27.4	28.2	28.2	29.0
Capacity building .....	0.0	10.3	9.9	9.9	11.5
Other .....	4.4	3.7	4.2	3.9	2.4
Extension Service .....	29.5	34.7	35.3	35.3	48.2
Extension formula .....	18.3	24.7	25.5	25.5	26.2
Facility grants .....	9.5	8.0	7.9	7.9	20.0
Other .....	1.7	1.9	1.9	1.9	2.0
Other Agencies .....	6.3	16.6	16.2	19.1	22.2
Agricultural Research Service .....	0.7	0.8	1.4	1.8	2.2
Forest Service .....	1.6	3.7	4.3	4.3	4.3
Soil Conservation Service .....	1.4	2.6	2.5	3.2	3.7
Farmers Home Administration & RDA .....	1.4	6.9	4.1	5.7	7.0
Other Agencies .....	1.3	2.6	4.0	4.2	5.1
<b>Total .....</b>	<b>64.6</b>	<b>92.5</b>	<b>93.8</b>	<b>96.4</b>	<b>113.4</b>
<b>Analysis</b>					
Increase from 1989 (mil.\$) .....	xx	\$28.0	\$29.2	\$31.8	\$48.8
Percent increase from 1989 .....	xx	43.3%	45.2%	49.3%	75.6%
Percent increase from 1989, constant dollars .....	xx	23.3%	21.6%	21.3%	38.6%
1890 as a percent of 1862:					
Research formula .....	15.6%	16.2%	16.4%	16.4%	16.4%
Extension formula .....	5.5%	6.3%	6.3%	6.3%	6.6%
Capacity building grants, cumulative (mil.\$) .....	0.0	\$34.2	\$44.1	\$54.0	\$65.5
Facilities grants, cumulative since 1983 (mil.\$) .....	\$68.0	\$104.5	\$112.4	\$120.3	\$140.3
ARS-FS-SCS-FmHA-Other subtotal (mil.\$) .....	\$6.3	\$16.6	\$16.2	\$19.1	\$22.2
ARS-FS-SCS-FmHA-Other percent of total (mil.\$) .....	9.8%	17.9%	17.3%	19.9%	19.6%
Centers of excellence, annual funding (mil.\$) .....	xx	xx	\$2.7	\$5.3	\$7.3
Centers of excellence, number .....	xx	xx	3	7	10

Centers of excellence funded in 1994:

Tennessee St.: Horticulture    Alabama A & M Forestry    UAPB: Aquaculture

Centers of excellence proposed for 1995:

UAPB: Regulatory science    UMES: Food safety    Lincoln: Wildlife-GIS    Prairie View: World food distribution

Highlights for 1996:

\*Centers of excellence proposed for:

Alcorn: Cooperatives    Delaware State: Aquaculture    Virginia St.: Water Quality

\*Capacity building grants slated for a 16 percent increase.

\*Facility grants proposed at \$20 million under proposed legislation.

\*Legislation to make 1890's eligible for Extension 3d (earmarked programs) also under consideration.

\*CSRS Higher Education programs: a) minority scholars & challenge grants - increased from \$5.4 to \$7.0 million and b) new programs proposed for Hispanic education partnership grants (\$4.0 million) and a Native American Institution Endowment Fund (\$4.6 million).



DEPARTMENT OF AGRICULTURE  
OFFICE OF THE SECRETARY  
WASHINGTON, D.C. 20250

26 OCT 1994

MEMORANDUM TO AGENCY ADMINISTRATORS: AMS, CFSA, ERS, FAS, FNCS

FROM: Richard Rominger  
Deputy Secretary

*Rich*

SUBJECT: World Food Distribution Training Center

I believe most of you are personally familiar with, and have provided financial support for the planning and development of the World Food Distribution Training Center (WFDTC) at Prairie View A&M University in Texas. As you know, while the proposal to fund the Center with a specific appropriation to AMS was not approved by Congress, Secretary Espy has spoken of his intention to provide a meaningful level of support for the WFDTC through the broad authorities, and considerable resources we have to work with under the 1995 Appropriations Act.

I would like Messrs. Hatamiya and Fitzpatrick to continue their leadership role in coordinating this initiative on behalf of all of the agencies who stand to benefit from the marketing programs the Center plans to conduct. I am asking each of you to work with them, with assistance from the offices of the General Counsel and Budget and Program Analysis, to develop a financing plan that provides a meaningful level of support to move the Center forward in 1995. I am advised that at least \$410,000 would be required to support the programs the Center hopes to be able to conduct in the upcoming year. The following allocation illustrates how such a budget could be supported: AMS -- \$150,000; FNCS -- \$50,000; FAS -- \$50,000; CFSA -- \$150,000; and ERS -- \$10,000. If you give this your prompt attention, it should be possible to develop a financing package by November 15 to enable the Center to proceed with planning for the upcoming year.

I want to handle this in a way that is fully consistent with our program and appropriations authorities. Although the Appropriations Committees have not explicitly indicated their support for these efforts to work cooperatively with the 1890's, I believe we will have their general support, and I would like to keep them fully informed on our plans as we proceed.

Attachment

cc: Under Secretaries Moos and Haas  
Acting Under Secretary Plowman  
Acting Assistant Secretary Jensen  
Acting Chief Economist Collins  
General Counsel Gilliland

August 31, 1994

To: Steve Dewhurst  
Director  
OBPA

From: Mike Alexander  
Executive Assistant

Subject: Comments on draft preliminary assessment of funding for land grant institutions in Mississippi and other Southern states.

**Discussion:**

Even though this is a preliminary assessment, I believe that it should include more data and analysis than that presented in this draft. As the draft is currently written, it is difficult to understand the funding disparity issue that the Secretary has asked be reviewed. However, I believe several of the questions I have will probably be addressed in the assessment being prepared by the Office of Civil Rights Enforcement. When combined with the data and analysis by OBPA, this should provide a more comprehensive, though still preliminary, assessment of this issue.

Even so, I do have the following comments and questions about OBPA's draft.

1) I believe that the section on funding history could be strengthened by addressing the following issues:

(a) the draft states that prior to 1972 USDA funding for 1890s was limited to \$283,000 for a formula research program. Was this an annual amount divided among all 17 schools? Secondly, what was the general status of funding for 1862 institutions prior to this time? What impact does this history have on the overall relative strengths and weaknesses of these institutions today?

(b) In 1972, what occurred to generate the dramatic increase in funding for 1890s? What led to Congressional action? Secondly, again, what was the status of 1890s vs. 1862s? Did that impact Congress' decision to increase 1890 funding?

(c) In 1983 the facilities program was added. Again, some assessment of why would be helpful in understanding this issue.

(d) The draft notes that sections 1444 and 1445 require a minimum of 6% and 15% of appropriations under Smith Lever and the Hatch Act. How were these percentages arrived at? How do we know that these percentages are adequate for today? Was there any assessment of the research or extension needs at the respective schools?

2) The comparative analysis of funding for 1862s and 1890s could be enhanced by addressing the following:

(a) include more than FY 93 data in this analysis. Unless we go back at least three to five years, I don't think any overall trends can be determined. I also believe that data on more years is necessary to enhance the credibility of the assessment.

(b) The draft notes that 1890s have received an average of \$3.2 million per year in capacity building grants since the program's inception. What are the comparable programs and figures for 1862 institutions over this time period? Also, what are the comparable figures for facilities?

(c) The discussion of matching funds should be expanded to include an analysis of the impact on funding disparities. For example, 1862 totals should be given that include the minimum matching amounts. This would state the total funding for 1862 institutions that is provided as a result of Federal statutes. If 1890s receive 20% of total USDA funds which have gone to 1862s without counting matching funds, what is the percentage when matching funds are included? What are the overall amounts? For example, do some states provide more than the 50% match?

(d) The discussion of special grants should also be expanded. There is no way to comprehend the impact of special grants on funding disparity by looking at one fiscal year. Also, any analysis of the criteria Congress uses when awarding special grants, other than pure politics, would be helpful.

(e) The sections on the NRI, McIntyre Stennis, and Sec. 1433 grants, as you note, should be expanded.

(f) The section on research facilities notes that such facilities at land-grant universities are generally considered the responsibility of state governments. By whom? The Congress obviously disagrees. Thus, cannot a case be made that the Executive branch should seek to ensure that 1890 institutions are not neglected in this process?

Also, some comparison data on the amount that have been spent on facilities in the ARS budget, and other agencies where facilities funds are placed, would be helpful. Again, I would look at the last three to five years.

3) In the section on recommendations, the budget requests, if appropriated would be substantial. However, it will be difficult to justify without a more detailed analysis of the funding patterns.

I also believe that more discussion of the pros and cons of the various other options would strengthen the report. For example, what is the content of the proposal to make 1890s eligible for 3(d) funds? How could we encourage additional 1890 funding through the states with matching requirements?

4) Lastly, I would include a brief summary to state, what, if any, issues of disparate funding does the preliminary report suggests need to be examined further. This is not made clear from the draft as it presently exists.

cc: Gerald Larson  
OBPA

Dave Montoya  
OCRE

Farook Sait  
OCRE

**ASSESSMENT OF FUNDING FOR LAND-GRANT INSTITUTIONS IN MISSISSIPPI  
AND OTHER SOUTHERN STATES**

**TABLE OF CONTENTS**

**Tab**

**1. Letter from Fred Slabach, Assistant Secretary for Congressional Relations**

**2. Assessment**

**a. Introduction/Overview**

**b. Framework**

**c. Comparison of Support**

**d. Recommendations**

**e. Tables**

**f. Appendices**

**3. Comments:**

**Mike Alexander, Executive Assistance to Secretary Espy**

**R. D. Plowman, Acting Under Secretary for Research, Education,  
and Economics**

**ASSESSMENT OF FUNDING FOR LAND-GRANT INSTITUTIONS IN MISSISSIPPI  
AND OTHER SOUTHERN STATES**

**LETTER**



DEPARTMENT OF AGRICULTURE  
OFFICE OF CONGRESSIONAL RELATIONS  
WASHINGTON, D.C. 20250-0100

MEMORANDUM

TO: DAVID MONTOYA, DIRECTOR  
OFFICE OF CIVIL RIGHTS ENFORCEMENT

LARRY WACHS, ASSOCIATE DIRECTOR  
OFFICE OF BUDGET AND PROGRAM ANALYSIS

FROM: FREDERICK G. SLABACH  
ASSISTANT SECRETARY FOR CONGRESSIONAL RELATIONS  
AND COUNSEL TO THE SECRETARY

DATE: JULY 15, 1995

SUBJ: CIVIL RIGHTS ASSESSMENT OF FUNDING FOR 1890 INSTITUTIONS

Attached please find a statement by the Secretary, regarding the Ayers litigation in Mississippi, requesting the Director of the Office of Civil Rights Enforcement to make a preliminary assessment of this situation. We know that some work has already been done in this area.

The Secretary would like OCRE and OBPA to work together to complete this assessment in an expeditious manner.

Please contact me if you have questions or comments.

cc: Kim Schnoor  
Mike Alexander

ASSESSMENT OF FUNDING FOR LAND-GRANT INSTITUTIONS IN MISSISSIPPI  
AND OTHER SOUTHERN STATES

ASSESSMENT

1) ~~AKA~~  
2) ~~AKA~~

**INTRODUCTION/  
OVERVIEW**

# ASSESSMENT OF FUNDING FOR LAND-GRANT INSTITUTIONS IN MISSISSIPPI AND OTHER SOUTHERN STATES

## Introduction

On July 11, 1994, Secretary Espy provided a statement (Appendix A) to the United States District Court for the Northern District of Mississippi where the case of Ayers v. Fordice was pending as of October 15, 1994. Ayers involves a challenge by state residents, joined by the United States, against the State of Mississippi's alleged disparate funding of historically black and historically white public institutions of higher education in that state, including the land-grant institutions of Mississippi State University and Alcorn State University. Secretary Espy's statement affirmed the Department's commitment to the eradication of any unlawful discrimination by race in the funding of programs carried out at land-grant institutions in States having both 1862 and 1890 land-grant institutions. As part of the statement, the Secretary instructed department officials to conduct an assessment of the programs carried out at these institutions to determine whether a more comprehensive review or other actions by the Department are required.

The assessment is presented in four sections and a set of tables and background materials. Section I. provides an overview of the land grant system. There is a description of the four major statutes that establish the system and govern the relationship between the Federal government and the States -- the First Morrill Act of 1862, the Hatch Act of 1887, the Second Morrill Act of 1890, and the Smith-Lever Act of 1914. There is a summary of USDA funding for the 1890's for the 29-year period from

1967 when a program of formula grants for research was begun and when total funding for these institutions was approximately \$1.4 million to fiscal year 1995 when total funding will be approximately \$92 million. There is a discussion of the National Research, Extension, and Teaching Policy Act of 1977 which provided the first specific authorizations for research and extension payments to the 1890 institutions and set mandates for funding these programs as a percentage of the appropriations provided for comparable programs for the 1862 institutions.

Section II. is an analysis of all land grant programs in terms of the basis upon which payments or awards are made. The first category includes programs where eligibility is established by formula or restricted in other ways. This category includes the formula programs for both the 1862 institutions and the 1890 institutions, the 1890 facilities grants program, and the program activities USDA agencies carry out at the 1890 institutions under general contract and assistance authorities. The second category includes programs for which both sets of institutions are eligible and where awards are made on a competitive basis. The third category includes those programs where awards are based on Congressional earmarks. The assessment shows that much of the difference in absolute funding between the 1862 institutions and the 1890 institutions is attributable to the statutory formulas and the restricted eligibility established by Congress, the implementation of programs by the States, and the earmarking of funds by Congress. The assessment shows that the mandated funding level for 1890 research

has been met or exceeded each of the 17 years the mandate has been in effect and that the mandate for 1890 extension has been met in the first three years and the most recent six years. Finally, the assessment shows that total funding for USDA programs carried out at and/or supporting the 1890 institutions has been increased by approximately 49 percent since 1989.

Section III. presents data on all sources of Federal support for the land grant institutions in the Southern states, by federal agency. The data show that USDA is second only to the Department of Education in terms of the level of support provided to the 1890 institutions.

Section IV. includes recommendations to continue to assign high priority to budget requests for 1890 programs, to consider amendments to the Smith-Lever Act to make 1890 institutions eligible for programs funded under Sec. 3d of the Act, to explore opportunities for greater 1890 participation in various research programs, boards, and committees, and to encourage other federal agencies to strengthen their programs carried out at the 1890 institutions.

## I.

**AN OVERVIEW OF THE HISTORY OF THE LAND-GRANT COLLEGE SYSTEM**

The land-grant system in the United States essentially took shape with the passage of four acts. Below is a brief summary of those acts followed by a description of the historical legacy of the system which they formed.

The legacy began with the First Morrill Act, Act of July 2, 1862, as amended (7 U.S.C. 301, et seq.), under which States that elected to take the benefits of the Act received grants of public land or land scrip to establish a perpetual endowment for at least one institution to teach "agriculture and the mechanic arts." Every State since has established at least one such institution. These institutions are referred to collectively as the "1862 institutions."

The Hatch Act, Act of March 2, 1887, as amended (7 U.S.C. 361a, et seq.), authorized annual appropriations to States for continuing agricultural research at experiment stations under the direction of an 1862 institution or "such other substantially equivalent arrangement as any State shall determine." Funds so appropriated are allocated among the States according to a statutory formula based on farm and rural populations. In States having two experiment stations, funds are divided as determined by the State legislature.

The Second Morrill Act, Act of August 30, 1890, as amended (7 U.S.C. 321, et seq.), provided a permanent annual appropriation of funds (now \$50,000 to each State)<sup>1</sup> for the more complete endowment and maintenance of the colleges established according to the First Morrill Act. A proviso of the Second Morrill Act ("segregation proviso") forbade payment of such funds to colleges that discriminated on the basis of race in the admission of students. However, the Act also provided that State establishment of separate colleges for each race would satisfy the segregation proviso if the funds were divided "equitably" between the two schools. "Equitably" was not interpreted to mean "equally." Seventeen States designated such institutions for the education of black students under the segregation proviso. West Virginia abolished such designation in the wake of Brown v. Bd. of Education. The remaining 16 institutions so designated collectively are called the "1890 institutions."

The Smith-Lever Act, Act of May 8, 1914, as amended (7 U.S.C. 341, et seq.), provided for the establishment of the state cooperative extension services in conjunction with the college or colleges in each State receiving benefits of the First and Second Morrill Acts. Annual appropriations under sections 3(b) and (c) of the Act are distributed among the States pursuant to statutory formulas based on the 1962 appropriation, rural population, and farm population, with varying matching requirements. In addition to the

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<sup>1</sup> For FY 1995, the permanent annual appropriation provided in the Second Morrill Act has been discontinued in favor of funding for competitively awarded higher education programs for land-grant colleges and universities and other institutions that have significant enrollments of minority students and a demonstratable capacity for teaching programs in food and agricultural science. Section 724 of P.L. 103-330, the 1995 agriculture appropriations act, provides that no funds shall be available in FY 1995 and thereafter for Second Morrill Act payments.

statutory formula payments, section 3(d) of the Act authorizes the appropriation of additional funds as Congress shall determine. Legislatures in States with more than one such institution are permitted to divide the amounts distributed to their respective States as they see fit.

These four acts comprise the core of the Federal-State relationship in the land-grant college system. No State has designated an 1890 Institution as a beneficiary of the First Morrill Act; no State has established Hatch Act experiment stations at an 1890 Institution; and no State has qualified an 1890 Institution as a recipient of Smith-Lever funds. Through fiscal year (FY) 1994, the only Federal funds the 1890 institutions received under the core land-grant authorities were a portion of the annual payment under the Second Morrill Act.<sup>2</sup>

In 1967, USDA began a program of formula grants for research at the 1890 universities at a total funding level of \$283,000. This formula research grant program was conducted under the authority of section 2 of Public Law No. 89-106. In FY 1972, Congress appropriated \$8,883,000 for this purpose. In addition, beginning that same year, Congress appropriated \$4,000,000 under section 3(d) of the Smith-Lever Act for extension work at "colleges receiving the benefits of the Second Morrill Act." These funds were distributed to the 1890 institutions through the 1862 land-grant institution in the

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<sup>2</sup> In addition to the second Morrill Act, the Bankhead-Jones Act of 1935, Act of June 29, 1935, as amended (7 U.S.C. 329) authorized a program of grants to support teaching at the same set of institutions eligible to receive Morrill-Nelson funds. The formula provided a base amount to each State in equal shares and an incremental amount based on total population. The 1890 institutions also received a portion of the payments under that Act until appropriations under that program were discontinued in 1981.

respective States. Legislative history makes clear that the above-quoted statutory phrase, or the similar "colleges eligible to receive funds under the Act of August 30, 1890," was intended to provide benefits only to the 16 remaining schools established pursuant to the segregation proviso of that Act. See Table 1 for a funding history of these and all other USDA programs for the 1890 institutions for the entire 29-year period 1967 through 1995. For the period 1972, when research and extension programs were first funded at a meaningful level, through 1995 the average rate of increase in total funding has been 8.5 percent per year.

These research and extension appropriations were renewed annually (eventually including Tuskegee University by name in the statutory phrases quoted above as one of the beneficiary institutions) until specific authorizations for appropriations to the 1890 institutions for continuing research and extension programs were passed in 1977. These appropriations during the 1970's and subsequently authorized programs solely for the 1890 institutions can be termed the "1890 derivative statutes" because eligibility for payments under them are premised on variations of the above-quoted statutory phrases<sup>3</sup>.

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<sup>3</sup>The 1890 institutions have also received either all or a portion of funds under the permanent appropriation in the Second Morrill Act. However, the Office of Legal Counsel, Department of Justice has confirmed the interpretation by the Office of the General Counsel that this language is intended to be limited to the 16 remaining 1890 institutions that continuously maintained their original designations under the segregation proviso of the Second Morrill Act and specifically were recognized by Congress in FY 1972. Walter Dellinger, Assistant Attorney General to James S. Gilliland, General Counsel, December 23, 1993. This opinion was rendered upon the occasion of the request by the State of West Virginia of the Department for 1890 funding in the wake of its redesignation of West Virginia State College (WVSC) under the Second Morrill Act. OLC found that a State could validly designate an institution under the Second Morrill Act, without designating it first under the First Morrill Act, for purposes of receipt of the \$50,000 annual appropriation. Such a designation, however, does not make WVSC eligible to receive funds under the 1890 derivative statutes.

The National Agricultural Research, Extension, and Teaching Policy Act of 1977, Pub. L. No. 95-113 (NARETPA), included the two primary 1890 derivative statutes authorizing formula grants for extension (§ 1444 (7 U.S.C. 3221)) and research (§ 1445 (7 U.S.C. 3222)) (commonly known as the Evans-Allen Act) to the 1890 institutions. These authorizations establish minimum levels for appropriations that are calculated as a percentage of the annual appropriations under the Smith-Lever and Hatch Acts, respectively. Funds are distributed by the Secretary on statutory formula bases, including farm and rural population, similar to the formulas provided for in the Smith-Lever and Hatch Acts for the 1862 institutions.

Table 2 shows actual appropriations relative to the mandated levels for the 17 years they have been in place, 1979 through 1995. Research funding has been at or above the mandate every year, while funding for extension was at or above the mandated level in the first three years, and in the six years since 1990. There was an 8-year period, 1982-1989, when funding for 1890 institution extension was below the Sec. 1444 mandate by between 10 to 25 percent. In 1982, the 1890 institution mandate was increased from 4.0 percent of Smith-Lever and related acts to 5.5 percent, and in 1983 it increased again to 6.0 percent. Also, during this period the Congress added funding to the amounts proposed in executive branch budgets for formula extension payments under Smith-Lever, and for various other 1862 institution programs funded under Section 3(d) of the Smith-Lever Act, including the Expanded Food and Nutrition Education program, without providing commensurate increases for appropriations for the 1890 institution under Sec. 1444.

In summary, funding for 1890 research and 1890 extension was at the mandate level in 1979 and in the 17 year period since then annual average rates of increase for the 1890 programs have exceeded the rates of increase of the mandate levels by 0.6 percent for research and by 0.3 percent for extension. In the current year, 1890 research is approximately 10 percent above the mandate level and 1890 extension is approximately 5 percent above its mandate.

**ASSESSMENT OF FUNDING FOR LAND-GRANT INSTITUTIONS IN MISSISSIPPI  
AND OTHER SOUTHERN STATES**

**FRAMEWORK**

## II.

**FRAMEWORK FOR CONSIDERATION OF 1862-1890 FUNDING DISPARITIES**

The foregoing discussion summarizes the basic Acts that established the structure of the land-grant system and continue to sustain the 1862 and 1890 land-grant institutions. The precise formulas for determining the allocations of funds under those Acts, and complete descriptions of other programs benefitting the 1862 and 1890 institutions are provided in Appendix B.

All of these programs can be classified in three categories -- research and extension statutory formula or eligibility restricted programs, competitive grant programs, and congressional earmark programs -- for the purpose of assessing the funding disparities between 1862 institutions and 1890 institutions. The following assessment of those disparities is based upon the funding information provided in Tables 3.1 and 3.2 which present Cooperative State Research Service (CSRS) and Extension Service (ES) program and institution level data for fiscal years 1992 and 1993 for States having both a 1862 and a 1890 institution. Table 3.3 summarizes the State and institution level data by showing the percent 1890 Institutions and Tuskegee received of all CSRS and ES awards made to land-grant institutions in each Southern State.

## **A. Research and extension statutory formula or eligibility restricted programs**

In addition to the core Smith-Lever and Hatch Acts, 1862 and 1890 institutions also are eligible to receive formula funds for cooperative forestry research under the Act of October 10, 1962 (McIntire-Stennis Act), Pub. L. No. 87-788, as amended (16 U.S.C. 582a, et seq.), and for animal health and disease research under Section 1433 of NARETPA, as amended (7 U.S.C. 3191, et seq.). However, the latter two programs have specific institutional and/or matching fund requirements (see Appendix B) that few 1890 institutions meet. Tuskegee University receives a small Section 1433 grant and is the only 1890 institution participating in either program.

The 1890 institutions also receive grants to improve facilities and instructional capacities under a series of facility grant programs begun in 1983 and the 1890 Capacity Building Grant Program begun in 1990, in addition to the research and extension formula funds provided under NARETPA. The current Facility Grant Program, authorized under section 1447 of NARETPA, as amended (7 U.S.C. 3222b), provides funds for research, extension, and resident instruction related renovation and construction projects at the 1890 institutions and is administered by the ES. Total funding for facilities through 1995 exceeds \$120 million, or an average of \$7.1 million per 1890 institution. The 1890 Capacity Building Grants Program, for which funds are provided in each annual appropriations act and which was inaugurated under the Department's 1890 initiative, provides funds for higher education and research and teaching projects and is administered by the CSRS. This program is currently funded at \$9.9 million, or an average of approximately \$580,000 per 1890 institution.

These statutory programs for the 1862 and 1890 institutions represent funding that these institutions generally will receive annually on a statutorily defined eligibility basis. For FY 1993 in States having both 1862 institutions and 1890 institutions, 1862 institutions received approximately \$222.4<sup>4</sup> million from such programs for those institutions and the 1890 institutions received \$67.6 million. Mississippi received approximately \$16.0 million in funds for the 1862 institutions and \$4.0 million for the 1890 institutions.<sup>5</sup> It should be noted at this point that there are requirements for matching funds from non-Federal sources for most of the payments made to the 1862 institutions under these authorities; but there are no similar requirements for the 1890 programs. The disparity in funding between the two sets of institutions would be even greater if comparisons included all sources of public financing.

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<sup>4</sup> This includes \$51.2 million for ES programs, in areas such as nutrition education and youth-at-risk, funded under section 3(d) of the Smith-Lever Act for which only the 1862 institutions are eligible by statute (see list in Tables 3.1 and 3.2). Various administrative arrangements at the State and Federal level, however, provide a role for the 1890's in some of these programs.

<sup>5</sup>This includes the \$50,000 permanent appropriation under the Second Morrill Act, which, as noted above, is not split equally between the 1862 and 1890 institution in each State except in Florida and South Carolina. In Mississippi, the 1862 received \$27,000 and the 1890, \$23,000, from the permanent appropriation under the Second Morrill Act. As a whole, the 1862 institutions in the Southern States received approximately \$581,000 and the 1890's, \$219,000.

While distribution of funds for the 1890 institutions is the responsibility of the Department, States have the significant role of determining the institutions that are eligible to receive funds under the programs established to benefit the 1862 institutions, primarily by State designation of an institution under the First Morrill Act, as a research station under the Hatch Act, or as having a forestry research program suitable for funding with McIntire-Stennis funds. States also have the primary responsibility to determine whether the minimum level of non-Federal matching funds will be provided and the extent to which minimum levels will be exceeded for other reasons.

In addition to the above statutory programs, the Department has undertaken the 1890 Initiative under the leadership of the USDA 1890 Land-Grant Universities Task Force. In addition to the programs for which the 1890 institutions are specifically eligible, the Task Force encourages the individual agencies of the Department to use their existing contract and assistance authorities to establish and strengthen cooperative working relationships with 1890 institutions that are similar to the working relationships the agencies have with 1862 institutions. As a result of such cooperative programs with individual USDA agencies (the major cooperators include the Agricultural Research Service, the Forest Service and the Farmers Home Administration), 1890 institutions will receive approximately \$19.1 million in FY 1995, an amount which will account for approximately 20 percent of the support the 1890's receive from USDA. Funding for all program activities under the 1890 Initiative is summarized in Table 4.

A major effort of the 1890 Initiative is the May, 1993 commitment of Secretary Espy (see Appendix C) to establish centers of excellence at each of the 1890 institutions over a five-to-seven year period beginning in 1994. These centers are to be established on a collaborative basis with one or more USDA agencies. Three such centers were established in FY 1994 and four more are slated for FY 1995.

## **B. Competitive Grant Programs**

The Department has a number of competitive grant programs for which announcement of solicitations are published in the Federal Register. Awards are made after review of proposals by peer review panels in accordance with the solicitation criteria.

The major Department competitive research grant program is the National Research Initiative (NRI) Competitive Grant Program authorized under section 2(b) of the Act of August 4, 1965, as amended (7 U.S.C. 450i(b)). State agricultural experiment stations, all colleges and universities; research institutions and organizations, Federal agencies, private organizations, and individuals are all eligible recipients. The Department chooses specific research areas for emphasis each year that are published as a part of the annual solicitation.

As shown by the numbers below, the 1890 institutions participation and success rates in the NRI have been low:

	<u>Total</u>	<u>1890's</u>
NRI applications, 1992	2,911	30
NRI awards, 1992	777	3
Success rate, 1992	27%	10%
NRI applications, 1993	2,893	44
NRI awards, 1993	790	3
Success rate, 1993	27%	7%
NRI applications, 1994	3,517	43
NRI awards, 1994	830	3
Success rate, 1994	24%	7%

Several grant programs are designed to improve educational programs at colleges and universities in the food and agricultural programs. The CSRS Higher Education program includes the Higher Education Graduate Fellowship Program, authorized under section 1417(b)(6) of NARETPA, as amended (7 U.S.C. 3152(b)(6)), which awards grants to colleges and universities for graduate student fellowships to stimulate the development of food and agricultural expertise in targeted national need areas; the Institution Challenge Grants Program, authorized under section 1417(b)(3) of NARETPA, as amended (7 U.S.C. 3152(b)(3)), which awards grants to stimulate and enable colleges and universities to provide the quality of education necessary to produce graduates capable of strengthening the Nation's food and agricultural and scientific and professional work force; and the Higher Education Multicultural Scholars Program, conducted under the authority of section 1417(b)(5) of NARETPA, as

amended (7 U.S.C. 3152(b)(5)). In FY 1993, 1862 institutions in the States with 1890 institutions received \$773,000 from the Higher Education Graduate Fellowship Program and the Institution Challenge Grants Program. There was a single application from an 1890 institution for a Graduate Fellowship grant, but an award was not made. The Higher Education Multicultural Scholars Program is a new program and the first round of applications are now being processed. Sixteen percent of the pending applications have come from 1890 institutions; but data on actual awards is not available at this time.

### **C. Congressional Earmark Grants**

Special Research Grants are awarded pursuant to section 2(c) of the Act of August 4, 1965, as amended (7 U.S.C. 450i(c)). The vast majority<sup>6</sup> of the Special Grant awards are determined on a noncompetitive basis pursuant to Congressional

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<sup>6</sup>There are a small number of Special Grants awarded competitively under section 2(c)(1)(A) of the Act. These grants are awarded for the purpose of conducting research to facilitate or expand promising breakthroughs in the areas of the food and agricultural sciences important to the United States. Eligible recipients for such grants generally include the same categories as those for the NRI. In FY 1993, only 12 percent of Special Grant funds were awarded competitively. There was a single application from an 1890 institution for a Water Quality grant, but an award was not made.

earmarks in appropriation act reports.<sup>7</sup> These grants are awarded under section 2(c)(1)(B) for the purpose of facilitating or expanding ongoing State-Federal food and agricultural research programs. Eligibility is limited to State agricultural experiment stations, land-grant colleges and universities, research foundations established by land-grant colleges and universities, colleges and universities receiving McIntire-Stennis funds, and accredited schools or colleges of veterinary medicine. Sixty four million dollars in special grants were earmarked in FY 1993. 1862 institutions in all States with 1890 institutions received \$19.2 million in both competitively awarded and earmarked special grants in FY 1993, while only two 1890 institutions, Tennessee State University and Prairie View University, received \$566,000 in special grants pursuant to Congressional earmark. The pattern was similar in 1992 when the 1862 institutions received \$18.2 million in special grants while the 1890 institutions received \$526,000.

Congress also has added to Department budget requests in recent years funds for specifically designated research facilities, mostly at 1862 institutions. In FY's 1992 and 1993, 1862 institutions in 1890 States received \$12.5 million and \$6.7 million in

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<sup>7</sup>The Comptroller General consistently has held that in the case of appropriation acts, restrictions in committee reports and other legislative history on the use of lump-sum appropriations are not legally binding on the department or agency concerned and indicia in committee reports and other legislative history as to how the funds should or are expected to be spent do not establish any legal requirements on Federal agencies. In the Matter of the LTV Aerospace Corporation, 55 Comp. Gen. 307 (1975); In the Matter of the Newport News Shipbuilding and Dry Dock Company, 55 Comp. Gen. 812 (1976).

such designated funds, while only one 1890 institution, Tennessee State University, received such funds; final installments of \$413,000 and \$356,000 for a \$1.6 million nursery crops research station in these two years.

#### **D. Conclusions**

The data clearly shows a difference in absolute funding levels between the 1862 and 1890 institutions in those States having both institutions. The foregoing analysis demonstrates that much of that difference lies in the statutory formulas and the restricted eligibility established by Congress, the implementation by the States of the core formula programs for the 1862 institutions (Hatch and Smith-Lever)<sup>8</sup>, and the earmarking of funds by Congress during the appropriations process. The analysis shows that in each year since 1979 the appropriation for the 1890 research formula program has been at or above its statutory mandate level and the 1890 extension formula program has been funded above its statutory mandate level for the first three years and the most recent six years of this period. The analysis shows that by 1995 total funding for USDA programs carried out at and/or supporting the 1890 institutions will have been increased by approximately 49 percent since 1989 when the current 1890 initiative was begun.

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<sup>8</sup>The States could expand eligibility for all of the core programs identified with the 1862 institution by designating additional institutions as beneficiaries under the First Morrill Act. This would enable the States to then designate such additional institutions as beneficiaries of the Hatch and Smith-Lever Acts. In addition, as noted above, States may designate experiment stations at any institution.

This analysis is primarily an examination of Federal funding levels and Federal program administration designed to reach conclusions regarding questions of disparate funding for the 1862 and 1890 institutions. While inferences of racial discrimination may be drawn from the data, it should be recognized that more definitive conclusions regarding appropriate remedial funding levels and management strategies for specific programs would require different analytical approaches and data designed to meet the specific needs of program, policy, or legislative decisionmakers.<sup>9</sup> There has been no attempt in this report to assess or evaluate current or potential roles and missions of the 1862 and the 1890 institutions in the Southern States, either as a group or individually, or to develop relevant indicators of program performance or needs based on such roles and missions. In addition to the absolutely necessary objective of managing programs consistent with policies regarding discrimination, federal policy officials face difficult questions in program policy as they seek to address the wide array of needs for the public services to which the land-grant system is expected to be responsive while at the same time dealing with current fiscal policy constraints. Under these circumstances, questions of efficiency and cost-effectiveness become highly relevant; yet this report does not attempt to examine and compare the relative capabilities and/or cost-effectiveness of the major research and extension programs carried out at the 1862 and the 1890 institutions. Finally, research and extension

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<sup>9</sup>For example, the Supreme Court in United States V. Fordice crafted a three-step analysis framework: (i) is the challenged policy traceable to past segregative practices; (ii) if so, does it have a present segregative effect; and (iii) if it does, is any other approach impractical or educationally unsound?

programming provides important support for the institutional infrastructure that land-grant institutions draw on to carry out their teaching missions, and these programs provide significant opportunities for work experience for undergraduate as well as graduate students. However, there is no data presented on numbers of students or graduates from these two sets of institutions and no comparison of per capita Federal spending that would add other dimensions to considerations of appropriate Federal policies for these major programs as well as for the smaller dedicated teaching programs.

COMPARISON OF  
SUPPORT

## III.

**COMPARISON OF SUPPORT FOR THE 1862 AND 1890 INSTITUTIONS BETWEEN  
USDA AND OTHER FEDERAL AGENCIES**

Federal support for the Southern land-grant institutions in 1991 is shown in Table 5. Total federal support in 1991 was \$1,237 million. USDA funding, at 27 percent of the total, represented the largest single source of federal support for these institutions. The Department of Education represented 25 percent, and other agencies represented 16 percent or less. USDA accounted for 30 percent of the total federal support the 1890 institutions received and 27 percent of the support the 1862 institutions received. The Department of Education accounted for 51 percent of the federal support the 1890 institutions received, but only 19 percent of the federal support for the 1862 institutions. Conversely, all other Federal agencies account for only 19 percent of the federal support received by the 1890 institutions as these agencies carry out a much greater share of their program activities at the 1862 institutions.

**ASSESSMENT OF FUNDING FOR LAND-GRANT INSTITUTIONS IN MISSISSIPPI  
AND OTHER SOUTHERN STATES**

**RECOMMENDATIONS**

## IV.

**RECOMMENDATIONS**

The Secretary of Agriculture has considerable latitude in setting priorities for the annual budget for the Department of Agriculture that is submitted to Congress each year in February for the fiscal year beginning the following October. The Department's budget recommendations for fiscal year 1996 are under review at this time in the Office of Management and Budget. Final decisions on these budget recommendations will be made by the Secretary, the Director of OMB, White House officials, and ultimately the President in November and December. Generally, the programs that are described in this report that are the primary sources of support for 1890 institutions are classified as domestic discretionary programs for the purpose of the Budget Enforcement Act and applicable overall limits on spending by the Federal Government. The pending budget recommendations from the Department are consistent with the overall limits on outlays assigned to USDA by OMB. Within these limits, the proposals for 1890 programs are given relatively high priority. (Details on budget proposals are confidential within the Executive Branch while they are pending in OMB.)

The authorizations for major programs of the Department of Agriculture expire in the upcoming year, and the new farm bill will present opportunities to consider whether the statutory authorizations for the land-grant institutions should be changed.

There are proposals under review that would amend the Smith-Lever Act to make 1890 institutions eligible for programs funded under Section 3d of this Act.

Reauthorization of the facility grants program is another legislative initiative that is under consideration for the farm bill.

There may be opportunities to explore greater 1890 participation in the McIntire-Stennis Forestry research program, and there are opportunities to encourage the 1890 and 1862 institutions to do more in the area of joint program planning and development. There are also opportunities to increase 1890 representation on program advisory boards, committees, and peer panels where competitive grant applications are reviewed.

President Clinton promulgated Executive Order 12876 on November 1, 1993 and directed the heads of each federal agency to set an annual goal for the amount of funds to be awarded in grants, contracts, and cooperative agreements to historically Black colleges and universities and, consistent with overall funding levels, make substantial efforts to increase amounts awarded to HBCU's each year. Information presented in this report shows that USDA is a leading source of Federal support for the 1890 institutions. Full and complete implementation of the Executive Order by all federal agencies would provide support for 1890 institution growth over a range of disciplines and areas of interest beyond those supported by the Department.

**ASSESSMENT OF FUNDING FOR LAND-GRANT INSTITUTIONS IN MISSISSIPPI  
AND OTHER SOUTHERN STATES**



**TABLES**

## TABLES

1. Funding for 1890 Institutions. 1967 to 1995.
2. Appropriations for 1890 research and extension compared to statutory mandates.
- 3.1 CSRS and ES programs by institution, 1992.
- 3.2 CSRS and ES programs by institution, 1993.
- 3.3 CSRS and ES awards to 1890 institutions as a percent of total awards, by State.
4. 1890 initiative, 1989-1995.
5. Federal support to land-grant institutions in the Southern States, 1991.

Table 1. USDA funding for 1890 Land Grant Institutions and Tuskegee University. Fiscal year 1967 to 1995. (Dollars in thousands)

Fiscal Year	Research Formula Payments	Extension Formula Payments	Research/Extension Constr.	Str./Cap. Building Grants	Other CSRS	Other USDA	Total
1967	\$283	\$0	\$0	\$0	\$1,150	na	\$1,433
1968	283	0	0	0	1,150	na	1,433
1969	283	0	0	0	1,150	na	1,433
1970	283	0	0	0	1,150	na	1,433
1971	283	0	0	0	1,150	na	1,433
1972	8,883	4,000	0	0	1,150	na	14,033
1973	10,883	6,000	0	0	1,150	na	18,033
1974	10,883	6,000	0	0	1,150	na	18,033
1975	11,824	6,450	0	0	1,150	na	19,424
1976	12,706	6,450	0	0	1,150	na	20,306
Trqr	3,176	1,373	0	0	292	na	4,841
1977	13,352	8,400	0	0	1,150	na	22,902
1978	14,153	9,333	0	0	1,150	na	24,636
1979	16,360	10,115	0	0	1,176	na	27,651
1980	17,785	10,453	0	0	1,174	na	29,412
1981	19,270	11,250	0	0	1,177	na	31,697
1982	21,492	12,241	0	0	270	na	34,003
1983	22,394	16,241	10,000	0	821	na	49,456
1984	22,844	17,241	10,000	0	610	na	50,695
1985	23,474	17,741	10,000	2,000	598	na	53,813
1986	22,320	16,887	9,508	1,902	1,071	na	51,688
1987	22,320	16,877	9,508	1,902	5,901	na	56,508
1988	23,333	18,291	9,508	1,902	499	na	53,533
1989	24,333	18,291	9,508	1,902	521	\$6,300	60,855
1990	25,012	21,836	9,508	7,308	888	8,200	72,752
1991	26,346	22,794	9,508	10,250	1,989	10,300	81,187
1992	27,400	24,730	9,508	10,250	1,652	11,800	85,340
1993	27,400	24,730	8,000	10,250	1,302	16,600	88,282
1994	28,157	25,472	7,901	9,917	1,844	16,200	89,491
1995	28,157	25,472	7,901	9,917	1,634	18,700	91,781

Sources: USDA budget reports and appropriation history records. Amounts shown in Other CSRS and Other USDA categories are based on available records which are incomplete for years prior to 1989.

Research formula payments have been made under Sec. 1445 of P.L. 95-113 since 1979; Payments were made under P.L. 89-106 from 1967 to 1978.

Extension formula payments have been made under Sec. 1444 of P.L. 95-113 since 1979; funds were provided under Smith-Lever Sec. 3(d) from 1972 to 1978.

Research/Extension Construction grants were provided through CSRS for research facilities from 1983 to 1987; and through ES for extension facilities from 1988 to 1992 and for research and extension facilities since 1993.

Strengthening grants were funded from 1985 to 1991. Capacity building grants were begun in 1990.

Other CSRS includes Morrill-Nelson payments (through 1994); Bankhead-Jones payments (through 1981), and grants under various special and competitive grant authorities.

Other USDA includes work under research and other cooperative agreements with virtually all major USDA agencies. This category also includes support for students through USDA employment programs and USDA liaison officers at each 1890 institution.

Table 2. Appropriations for research and extension at the 1890 institutions, and Tuskegee compared to the appropriations for programs at the 1862 institutions and the amounts mandated for the 1890's in the 1977 Farm Bill. (Dollars in thousands)

Fiscal Year	1862 Research	*1890 Mandate	1890 Research	1890 Percent	1862 Extension	**1890 Mandate	1890 Extension	1890 Percent
1979	\$109,100	\$16,365	\$16,360	15.0%	\$252,775	\$10,111	\$10,115	4.0%
1980	118,600	17,790	17,785	15.0%	262,674	10,507	10,453	4.0%
1981	128,600	19,290	19,270	15.0%	280,109	11,204	11,250	4.0%
1982	141,100	21,165	21,492	15.2%	300,478	16,526	12,241	4.1%
1983	147,200	22,080	22,394	15.2%	309,430	18,566	16,241	5.2%
1984	152,300	22,845	22,844	15.0%	314,116	18,847	17,241	5.5%
1985	155,400	23,310	23,474	15.1%	322,503	19,350	17,741	5.5%
1986	148,800	22,320	22,320	15.0%	311,132	18,668	16,887	5.4%
1987	148,800	22,320	22,320	15.0%	322,095	19,326	16,877	5.2%
1988	155,500	23,325	23,333	15.0%	330,164	19,810	18,291	5.5%
1989	155,500	23,325	24,333	15.6%	333,571	20,014	18,291	5.5%
1990	155,100	23,265	25,333	16.3%	337,907	20,274	21,836	6.5%
1991	162,300	24,345	26,346	16.2%	366,176	21,971	22,794	6.2%
1992	168,600	25,290	27,400	16.3%	385,087	23,105	24,730	6.4%
1993	168,800	25,320	27,400	16.2%	392,198	23,532	24,730	6.3%
1994	171,300	25,695	28,157	16.4%	401,209	24,073	25,472	6.3%
1995	171,300	25,695	28,157	16.4%	405,371	24,322	25,472	6.3%

Average annual rates of increase for selected periods:

1979 - 1989	3.6%	4.0%	7.1%	6.1%
1989 - 1995	1.6%	2.5%	3.3%	5.7%
1979 - 1995	2.9%	3.5%	5.6%	5.9%

\* Sec. 1445 of the 1977 Farm Bill provides that beginning with fiscal year 1979 there shall be an appropriation for research at the 1890 universities, including Tuskegee, of not less than 15 percent of the total appropriation under the Hatch Act for the 1862 universities.

\*\* Sec. 1444 of the 1977 Farm Bill provides that for fiscal years 1979 through 1981 there shall be an appropriation for extension programs at the 1890 universities, including Tuskegee, of not less than 4 percent of the total appropriation under the Smith-Lever Act for programs at the 1862 universities. For fiscal year 1982 the mandate for the 1890 universities was 5.5 percent and thereafter the mandate has been 6 percent.

Table 3.1 Cooperative State Research and Extension Service Programs  
 Conducted in Southern States with 1862 and 1890 Land Grant Institutions,  
 Fiscal Year 1992, (Dollars in thousands)

Programs	1890 states		Alabama		Arkansas		Delaware		Florida		Georgia		
	1862's	1890's	Auburn	A & M Tuskegee	UA-F	UA-PB	UD	DS	UF	FAMU	UG	FVS	
<b>Basic Formula Programs</b>													
Research at 1862's	\$58,467	\$0	\$3,622	\$0	\$0	\$3,136	\$0	\$1,183	\$0	\$2,670	\$0	\$4,315	\$0
Research at 1890's	0	26,192	0	1,531	1,511	0	1,343	0	520	0	1,104	0	1,706
Extension at 1862's	103,998	0	6,453	0	0	5,475	0	1,092	0	4,405	0	7,502	0
Extension at 1890's	0	23,741	0	1,274	1,274	0	1,152	0	416	0	1,062	0	1,528
Subtotal	162,466	49,933	10,075	2,805	2,786	8,611	2,495	2,275	936	7,075	2,165	11,816	3,235
<b>Other Research and Education Programs</b>													
McIntire-Stennis Forestry Formula	6,698	0	601	0	0	509	0	94	0	532	0	613	0
Sec. 1433 Animal Health Formula	1,789	4	113	0	4	83	0	21	0	139	0	145	0
Special Grants	18,186	526	794	0	0	2,784	0	0	0	2,036	0	1,064	0
NRI Competitive Grants	19,785	111	792	0	0	506	0	0	0	2,470	0	2,206	0
Morrill-Nelson Higher Educ. (1992)	581	219	33	17	0	36	14	40	10	25	25	36	15
Other Higher Educ. Grants	931	0	0	0	0	0	0	0	0	326	0	0	0
1890 Capacity Bldg. Grants	0	9,876	0	988	988	0	402	0	241	0	988	0	566
Research Facilities	12,485	555	0	0	0	3,686	0	0	0	815	0	2,352	0
Subtotal	60,456	11,291	2,333	1,005	991	7,605	415	155	251	6,343	1,013	6,415	580
<b>Other Extension Programs</b>													
Integrated Pest Mgmt.	3,828	0	276	0	0	263	0	55	0	155	0	333	0
EFNEP	28,014	0	1,959	0	0	1,249	0	221	0	2,028	0	2,133	0
Pesticide Impact Assessment	1,152	0	38	0	0	120	0	35	0	160	0	53	0
Water Quality	3,372	0	142	0	0	275	0	120	0	364	0	214	0
Nutrition Education	0	0	0	0	0	0	0	0	0	0	0	0	0
Youth at Risk	2,669	0	72	0	0	114	0	208	0	83	0	224	0
Indian Extension Agents	247	0	0	0	0	0	0	0	0	47	0	0	0
Disabled Farmers Assistance	176	0	0	0	0	0	0	0	0	0	0	0	0
Rural Development	0	0	0	0	0	0	0	0	0	0	0	0	0
Food Safety	373	0	0	0	0	0	0	0	0	110	0	0	0
Rural Health	0	0	0	0	0	0	0	0	0	0	0	0	0
Earmarked Grants	2,901	0	570	0	0	276	0	0	0	44	0	97	0
Urban Home Gardening	1,087	0	0	0	0	0	0	0	0	145	0	145	0
Farm Safety	304	0	19	0	0	19	0	19	0	19	0	19	0
Agriculture Telecommunications	238	0	0	0	0	0	0	0	0	0	0	0	0
Renewable Resources	1,063	0	83	0	0	71	0	39	0	67	0	89	0
Flood & Drought Assistance Program	0	0	0	0	0	0	0	0	0	0	0	0	0
1890 Facility Program	0	9,128	0	467	713	0	469	0	200	0	375	0	282
Subtotal	45,424	9,128	3,159	467	713	2,387	469	697	200	3,223	375	3,307	282
<b>Total</b>	<b>268,346</b>	<b>70,351</b>	<b>15,567</b>	<b>4,276</b>	<b>4,490</b>	<b>18,603</b>	<b>3,379</b>	<b>3,126</b>	<b>1,387</b>	<b>16,641</b>	<b>3,553</b>	<b>21,538</b>	<b>4,096</b>

Table 3.1 Cooperative State Research and Extension Service Programs  
 Conducted in Southern States with 1862 and 1890 Land Grant Institutions,  
 Fiscal Year 1992, (Dollars in thousands)

Programs	Kentucky		Louisiana		Maryland		Mississippi		Missouri		North Carolina		Oklahoma	
	UK	KS	LSU	SU	UM	UMES	MSU	Alcorn	UM	Lincoln	NCS	NC A&T	OSU	Lang.
<b>Basic Formula Programs</b>														
Research at 1862's	\$4,532	\$0	\$2,909	\$0	\$2,245	\$0	\$3,715	\$0	\$4,286	\$0	\$5,943	\$0	\$2,823	\$0
Research at 1890's	0	1,966	0	1,222	0	899	0	1,558	0	1,874	0	2,456	0	1,248
Extension at 1862's	8,299	0	5,067	0	3,160	0	6,383	0	7,779	0	11,051	0	5,014	0
Extension at 1890's	0	1,913	0	1,057	0	811	0	1,262	0	1,912	0	2,289	0	1,145
Subtotal	12,831	3,880	7,977	2,279	5,405	1,710	10,098	2,820	12,065	3,786	16,993	4,745	7,837	2,393
<b>Other Research and Education Programs</b>														
McIntire-Stennis Forestry Formula	382	0	364	0	221	0	578	0	347	0	566	0	290	0
Sec. 1433 Animal Health Formula	83	0	105	0	38	0	75	0	159	0	106	0	134	0
Special Grants	597	0	1,162	0	506	0	3,275	0	1,721	0	703	0	862	0
NRI Competitive Grants	734	0	412	11	666	0	455	0	2,316	0	2,162	0	636	0
Morrill-Nelson Higher Educ. (1992)	43	7	35	15	44	6	27	23	47	3	34	17	45	5
Other Higher Educ. Grants	0	0	0	0	64	0	0	0	270	0	54	0	0	0
1890 Capacity Bldg. Grants	0	328	0	203	0	452	0	862	0	598	0	602	0	988
Research Facilities	0	0	0	0	0	0	0	0	0	142	0	0	0	0
Subtotal	1,839	335	2,078	228	1,538	458	4,411	884	4,860	743	3,625	619	1,967	993
<b>Other Extension Programs</b>														
Integrated Pest Mgmt.	87	0	295	0	110	0	326	0	229	0	256	0	261	0
EFNEP	1,647	0	1,858	0	838	0	1,694	0	1,540	0	2,496	0	1,044	0
Pesticide Impact Assessment	60	0	46	0	30	0	28	0	72	0	64	0	50	0
Water Quality	105	0	128	0	297	0	120	0	180	0	353	0	170	0
Nutrition Education	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Youth at Risk	173	0	101	0	90	0	219	0	302	0	141	0	179	0
Indian Extension Agents	0	0	0	0	0	0	40	0	0	0	37	0	95	0
Disabled Farmers Assistance	0	0	91	0	0	0	0	0	0	0	0	0	0	0
Rural Development	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Food Safety	29	0	0	0	94	0	33	0	0	0	34	0	0	0
Rural Health	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Earmarked Grants	122	0	0	0	10	0	875	0	97	0	222	0	182	0
Urban Home Gardening	72	0	145	0	145	0	0	0	145	0	0	0	0	0
Farm Safety	19	0	19	0	19	0	19	0	19	0	19	0	19	0
Agriculture Telecommunications	62	0	0	0	0	0	0	0	64	0	56	0	0	0
Renewable Resources	59	0	70	0	39	0	75	0	60	0	84	0	39	0
Flood & Drought Assistance Program	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1890 Facility Program	0	466	0	1,102	0	563	0	469	0	200	0	469	0	469
Subtotal	2,434	466	2,754	1,102	1,671	563	3,429	469	2,709	200	3,762	469	2,037	469
<b>Total</b>	<b>17,103</b>	<b>4,682</b>	<b>12,809</b>	<b>3,609</b>	<b>8,614</b>	<b>2,732</b>	<b>17,938</b>	<b>4,174</b>	<b>19,634</b>	<b>4,729</b>	<b>24,380</b>	<b>5,833</b>	<b>11,841</b>	<b>3,855</b>

Table 3.1 Cooperative State Research and Extension Service Programs  
 Conducted in Southern States with 1862 and 1890 Land Grant Institutions,  
 Fiscal Year 1992, (Dollars in thousands)

Programs	South Carolina		Tennessee		Texas		Virginia	
	CU	SCSU	UT	TSU	TX A&M	PV A&M	VA. P.	VSU
<b>Basic Formula Programs</b>								
Research at 1862's	\$3,113	\$0	\$4,379	\$0	\$5,810	\$0	\$3,787	\$0
Research at 1890's	0	1,322	0	1,870	0	2,456	0	1,607
Extension at 1862's	5,323	0	8,369	0	11,696	0	6,930	0
Extension at 1890's	0	1,112	0	1,729	0	2,346	0	1,457
Subtotal	8,436	2,433	12,749	3,599	17,506	4,802	10,717	3,065
<b>Other Research and Education Programs</b>								
McIntire-Stennis Forestry Formula	463	0	417	0	237	0	486	0
Sec. 1433 Animal Health Formula	25	0	65	0	404	0	94	0
Special Grants	607	0	138	455	1,610	71	326	0
NRI Competitive Grants	548	0	1,733	0	3,305	100	844	0
Morrill-Nelson Higher Educ. (1992)	25	25	41	9	38	13	33	17
Other Higher Educ. Grants	0	0	0	0	109	0	108	0
1890 Capacity Bldg. Grants	0	517	0	315	0	566	0	275
Research Facilities	0	0	897	413	3,744	0	990	0
Subtotal	1,668	542	3,290	1,192	9,447	750	2,882	291
<b>Other Extension Programs</b>								
Integrated Pest Mgmt.	210	0	191	0	633	0	147	0
EFNEP	1,508	0	1,958	0	4,167	0	1,673	0
Pesticide Impact Assessment	39	0	53	0	179	0	125	0
Water Quality	180	0	180	0	400	0	145	0
Nutrition Education	0	0	0	0	0	0	0	0
Youth at Risk	68	0	95	0	377	0	225	0
Indian Extension Agents	0	0	0	0	28	0	0	0
Disabled Farmers Assistance	85	0	0	0	0	0	0	0
Rural Development	0	0	0	0	0	0	0	0
Food Safety	40	0	32	0	0	0	0	0
Rural Health	0	0	0	0	0	0	0	0
Earmarked Grants	59	0	0	0	317	0	30	0
Urban Home Gardening	0	0	145	0	145	0	0	0
Farm Safety	19	0	19	0	19	0	19	0
Agriculture Telecommunications	45	0	0	0	12	0	0	0
Renewable Resources	63	0	65	0	86	0	76	0
Flood & Drought Assistance Program	0	0	0	0	0	0	0	0
1890 Facility Program	0	830	0	564	0	563	0	924
Subtotal	2,316	830	2,738	564	6,363	563	2,440	924
<b>Total</b>	<b>12,420</b>	<b>3,806</b>	<b>18,777</b>	<b>5,355</b>	<b>33,316</b>	<b>6,115</b>	<b>16,038</b>	<b>4,280</b>

Sources: Extension Service, Cooperative State Research Service, and

Table 3.2 Cooperative State Research and Extension Service Programs  
 Conducted in Southern States with 1862 and 1890 Land Grant Institutions,  
 Fiscal Year 1993, (Dollars in thousands)

Programs	1890 states		Alabama		Arkansas		Delaware		Florida		Georgia	
	1862's	1890's	Auburn	A & M Tuskegee	UA-F	UA-PB	UD	DS	UF	FAMU	UG	FVS
<b>Basic Formula Programs</b>												
Research at 1862's	\$58,320	\$0	\$3,614	\$0	\$0	\$3,129	\$0	\$1,180	\$0	\$2,665	\$0	\$4,270
Research at 1890's	0	26,130	0	1,525	1,507	0	1,339	0	518	0	1,110	1,702
Extension at 1862's	103,858	0	6,446	0	0	5,494	0	1,092	0	4,243	0	7,426
Extension at 1890's	0	23,741	0	1,274	1,274	0	1,152	0	416	0	1,062	1,528
<b>Subtotal</b>	<b>162,178</b>	<b>49,871</b>	<b>10,060</b>	<b>2,800</b>	<b>2,781</b>	<b>8,623</b>	<b>2,491</b>	<b>2,272</b>	<b>934</b>	<b>6,908</b>	<b>2,172</b>	<b>11,696</b>
<b>Other Research and Education Programs</b>												
McIntire-Stennis Forestry Formula	6,654	0	586	0	0	483	0	93	0	494	0	609
Sec. 1433 Animal Health Formula	1,773	2	114	0	2	83	0	21	0	132	0	142
Special Grants	19,194	566	839	0	0	2,808	0	0	0	2,290	0	1,579
NRI Competitive Grants	18,214	108	349	50	0	873	50	0	0	2,369	0	1,946
Morrill-Nelson Higher Educ. (1992)	581	219	33	17	0	36	14	40	10	25	25	35
Other Higher Educ. Grants	773	0	0	0	0	0	0	0	0	216	0	0
1890 Capacity Bldg. Grants	0	9,867	0	985	985	0	343	0	560	0	975	298
Research Facilities	6,747	356	0	0	0	3,093	0	0	0	0	0	1,442
	0	0										
<b>Subtotal</b>	<b>53,936</b>	<b>11,118</b>	<b>1,921</b>	<b>1,052</b>	<b>987</b>	<b>7,376</b>	<b>407</b>	<b>154</b>	<b>570</b>	<b>5,526</b>	<b>1,000</b>	<b>5,753</b>
<b>Other Extension Programs</b>												
Integrated Pest Mgmt.	3,816	0	244	0	0	263	0	55	0	155	0	333
EFNEP	28,014	0	1,959	0	0	1,249	0	221	0	2,028	0	2,133
Pesticide Impact Assessment	1,175	0	26	0	0	61	0	28	0	232	0	133
Water Quality	3,269	0	142	0	0	275	0	120	0	349	0	210
Nutrition Education	1,112	0	30	0	0	30	0	30	0	120	0	87
Youth at Risk	2,666	0	72	0	0	114	0	208	0	83	0	224
Indian Extension Agents	202	0	0	0	0	0	0	0	0	0	0	0
Disabled Farmers Assistance	268	0	0	0	0	0	0	0	0	0	0	0
Rural Development	251	0	0	0	0	0	0	0	0	0	0	0
Food Safety	426	0	0	0	0	0	0	0	0	106	0	29
Rural Health	1,920	0	0	0	0	0	0	0	0	0	0	0
Earmarked Grants	4,461	0	630	0	0	1,001	0	3	0	4	0	72
Urban Home Gardening	1,087	0	0	0	0	0	0	0	0	145	0	145
Farm Safety	304	0	19	0	0	19	0	19	0	19	0	19
Agriculture Telecommunications	251	0	0	0	0	0	0	0	0	0	0	0
Renewable Resources	1,063	0	83	0	0	71	0	39	0	67	0	89
Flood & Drought Assistance Program	930	0	0	0	0	0	0	25	0	0	0	125
1890 Facility Program	0	7,680	0	428	428	0	411	0	329	0	433	476
<b>Subtotal</b>	<b>51,216</b>	<b>7,680</b>	<b>3,204</b>	<b>428</b>	<b>428</b>	<b>3,083</b>	<b>411</b>	<b>748</b>	<b>329</b>	<b>3,308</b>	<b>433</b>	<b>3,598</b>
<b>Total</b>	<b>267,329</b>	<b>68,669</b>	<b>15,185</b>	<b>4,280</b>	<b>4,196</b>	<b>19,083</b>	<b>3,309</b>	<b>3,174</b>	<b>1,833</b>	<b>15,742</b>	<b>3,605</b>	<b>21,048</b>

Table 3.2 Cooperative State Research and Extension Service Programs  
 Conducted in Southern States with 1862 and 1890 Land Grant Institutions,  
 Fiscal Year 1993, (Dollars in thousands)

Programs	Kentucky		Louisiana		Maryland		Mississippi		Missouri		North Carolina		Oklahoma	
	UK	KS	LSU	SU	UM	UMES	MSU	Alcorn	UM Lincoln		NCS	NC A&T	OSU	Lang.
<b>Basic Formula Programs</b>														
Research at 1862's	\$4,523	\$0	\$2,903	\$0	\$2,240	\$0	\$3,707	\$0	\$4,278	\$0	\$5,931	\$0	\$2,818	\$0
Research at 1890's	0	1,961	0	1,218	0	896	0	1,554	0	1,869	0	2,450	0	1,245
Extension at 1862's	8,340	0	5,015	0	3,145	0	6,522	0	7,819	0	11,033	0	4,970	0
Extension at 1890's	0	1,913	0	1,057	0	811	0	1,262	0	1,912	0	2,289	0	1,145
<b>Subtotal</b>	<b>12,863</b>	<b>3,874</b>	<b>7,918</b>	<b>2,275</b>	<b>5,385</b>	<b>1,707</b>	<b>10,229</b>	<b>2,816</b>	<b>12,097</b>	<b>3,781</b>	<b>16,964</b>	<b>4,739</b>	<b>7,788</b>	<b>2,390</b>
<b>Other Research and Education Programs</b>														
McIntire-Stennis Forestry Formula	368	0	370	0	242	0	574	0	345	0	563	0	300	0
Sec. 1433 Animal Health Formula	79	0	101	0	38	0	71	0	162	0	101	0	143	0
Special Grants	317	0	1,323	0	770	41	3,496	0	1,620	0	518	0	993	0
NRI Competitive Grants	996	0	609	0	566	0	471	0	1,489	0	1,691	0	543	8
Morrill-Nelson Higher Educ. (1992)	43	7	35	15	44	6	27	23	47	3	33	17	45	5
Other Higher Educ. Grants	64	0	0	0	0	0	0	0	0	0	299	0	0	0
1890 Capacity Bldg. Grants	0	879	0	374	0	678	0	554	0	137	0	1,009	0	834
Research Facilities	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Subtotal</b>	<b>1,867</b>	<b>886</b>	<b>2,438</b>	<b>389</b>	<b>1,660</b>	<b>725</b>	<b>4,639</b>	<b>577</b>	<b>3,663</b>	<b>140</b>	<b>3,205</b>	<b>1,026</b>	<b>2,024</b>	<b>847</b>
<b>Other Extension Programs</b>														
Integrated Pest Mgmt.	105	0	272	0	87	0	326	0	264	0	253	0	231	0
EFNEP	1,647	0	1,858	0	838	0	1,694	0	1,540	0	2,496	0	1,044	0
Pesticide Impact Assessment	61	0	51	0	42	0	28	0	73	0	122	0	62	0
Water Quality	105	0	120	0	265	0	120	0	180	0	275	0	146	0
Nutrition Education	30	0	30	0	119	0	30	0	30	0	128	0	130	0
Youth at Risk	149	0	101	0	90	0	339	0	299	0	141	0	179	0
Indian Extension Agents	0	0	0	0	0	0	70	0	0	0	40	0	63	0
Disabled Farmers Assistance	85	0	95	0	0	0	0	0	0	0	0	0	0	0
Rural Development	0	0	0	0	0	0	189	0	0	0	62	0	0	0
Food Safety	0	0	19	0	27	0	153	0	0	0	0	0	44	0
Rural Health	0	0	0	0	0	0	1,920	0	0	0	0	0	0	0
Earmarked Grants	134	0	86	0	25	0	679	0	118	0	529	0	189	0
Urban Home Gardening	72	0	145	0	145	0	0	0	145	0	0	0	0	0
Farm Safety	19	0	19	0	19	0	19	0	19	0	19	0	19	0
Agriculture Telecommunications	127	0	0	0	0	0	0	0	51	0	0	0	0	0
Renewable Resources	59	0	70	0	39	0	75	0	60	0	84	0	39	0
Flood & Drought Assistance Program	0	0	0	0	0	0	0	0	550	0	125	0	0	0
1890 Facility Program	0	527	0	402	0	378	0	416	0	525	0	542	0	424
<b>Subtotal</b>	<b>2,592</b>	<b>527</b>	<b>2,864</b>	<b>402</b>	<b>1,696</b>	<b>378</b>	<b>5,642</b>	<b>416</b>	<b>3,330</b>	<b>525</b>	<b>4,274</b>	<b>542</b>	<b>2,144</b>	<b>424</b>
<b>Total</b>	<b>17,322</b>	<b>5,288</b>	<b>13,221</b>	<b>3,067</b>	<b>8,741</b>	<b>2,811</b>	<b>20,510</b>	<b>3,808</b>	<b>19,090</b>	<b>4,446</b>	<b>24,443</b>	<b>6,306</b>	<b>11,956</b>	<b>3,660</b>

Table 3.2 Cooperative State Research and Extension Service Programs  
 Conducted in Southern States with 1862 and 1890 Land Grant Institutions,  
 Fiscal Year 1993, (Dollars in thousands)

Programs	South Carolina		Tennessee		Texas		Virginia	
	CU	SCSU	UT	TSU	TX A&M	PV A&M	VA. P.	VSU
<b>Basic Formula Programs</b>								
Research at 1862's	\$3,107	\$0	\$4,371	\$0	\$5,799	\$0	\$3,785	\$0
Research at 1890's	0	1,318	0	1,865	0	2,449	0	1,603
Extension at 1862's	5,315	0	8,375	0	11,747	0	6,875	0
Extension at 1890's	0	1,112	0	1,729	0	2,346	0	1,457
<b>Subtotal</b>	<b>8,422</b>	<b>2,430</b>	<b>12,746</b>	<b>3,594</b>	<b>17,546</b>	<b>4,795</b>	<b>10,660</b>	<b>3,060</b>
<b>Other Research and Education Programs</b>								
McIntire-Stennis Forestry Formula	460	0	414	0	236	0	517	0
Sec. 1433 Animal Health Formula	26	0	64	0	411	0	85	0
Special Grants	570	0	287	454	1,469	71	315	0
NRI Competitive Grants	568	0	765	0	4,085	0	894	0
Morrill-Nelson Higher Educ. (1992)	25	25	41	9	37	13	33	17
Other Higher Educ. Grants	0	0	0	0	65	0	129	0
1890 Capacity Bldg. Grants	0	296	0	339	0	468	0	153
Research Facilities	0	0	773	356	585	0	854	0
<b>Subtotal</b>	<b>1,649</b>	<b>321</b>	<b>2,344</b>	<b>1,158</b>	<b>6,888</b>	<b>552</b>	<b>2,827</b>	<b>170</b>
<b>Other Extension Programs</b>								
Integrated Pest Mgmt.	210	0	191	0	679	0	149	0
EFNEP	1,508	0	1,958	0	4,167	0	1,673	0
Pesticide Impact Assessment	21	0	54	0	141	0	40	0
Water Quality	180	0	180	0	400	0	202	0
Nutrition Education	130	0	30	0	128	0	30	0
Youth at Risk	68	0	95	0	281	0	225	0
Indian Extension Agents	0	0	0	0	30	0	0	0
Disabled Farmers Assistance	88	0	0	0	0	0	0	0
Rural Development	0	0	0	0	0	0	0	0
Food Safety	0	0	24	0	24	0	0	0
Rural Health	0	0	0	0	0	0	0	0
Earmarked Grants	108	0	66	0	778	0	41	0
Urban Home Gardening	0	0	145	0	145	0	0	0
Farm Safety	19	0	19	0	19	0	19	0
Agriculture Telecommunications	35	0	0	0	0	0	38	0
Renewable Resources	63	0	65	0	86	0	76	0
Flood & Drought Assistance Program	75	0	0	0	0	0	30	0
1890 Facility Program	0	418	0	482	0	605	0	457
<b>Subtotal</b>	<b>2,506</b>	<b>418</b>	<b>2,827</b>	<b>482</b>	<b>6,878</b>	<b>605</b>	<b>2,522</b>	<b>457</b>
<b>Total</b>	<b>12,577</b>	<b>3,169</b>	<b>17,917</b>	<b>5,234</b>	<b>31,312</b>	<b>5,952</b>	<b>16,009</b>	<b>3,687</b>

Sources: Extension Service, Cooperative State Research Service, and the Office of Budget and Program Analysis, USDA.

Table 3.3. CSRS and ES program awards received by the 1890 institution, and Tuskegee, by percent of the total for each State and agency for fiscal years 1992 and 1993.

State	1992 CSRS	1993 CSRS	1992 ES	1993 ES	1992 Total	1993 Total
Alabama .....	46	48	28	26	36	36
Arkansas .....	14	14	17	15	15	15
Delaware .....	37	45	26	29	31	37
Florida .....	19	20	16	17	18	19
Georgia .....	18	17	14	15	16	16
Kentucky .....	27	31	18	18	21	23
Loisiana .....	23	23	22	16	22	19
Maryland .....	26	29	22	20	24	24
Mississippi .....	23	20	15	12	19	16
Missouri .....	22	20	17	18	19	19
North Carolina .....	24	28	16	16	19	21
Oklahoma .....	32	30	19	18	25	23
South Carolina .....	28	26	20	16	23	20
Tennessee .....	29	31	17	16	22	23
Texas .....	17	19	14	14	16	16
Virginia .....	22	21	20	17	21	19
Total .....	24	25	18	17	21	20

CSRS - Cooperative State Research Service

ES - Extension Service

Amounts shown for Alabama include awards made to both Alabama A&M and Tuskegee.

Table 4. USDA Programs to Support 1890 Institutions and Other Historically Black Colleges and Universities.  
(\$ in millions)

Agency Program	1989 actual	1990 actual	1991 actual	1992 actual	1993 actual	1994 enacted	1995 est.
Cooperative State							
Research Service .....	\$28.8	\$34.9	\$40.6	\$41.5	\$41.3	\$42.3	\$42.0
Evans-Allen formula .....	24.3	25.0	26.3	27.4	27.4	28.2	28.2
Capacity building .....	0.0	5.4	8.3	10.3	10.3	9.9	9.9
Other .....	4.4	4.5	6.0	3.8	3.7	4.2	3.9
Extension Service .....	29.5	33.0	34.1	36.2	34.7	35.3	35.3
Extension formula .....	18.3	21.8	22.8	24.7	24.7	25.5	25.5
Facility grants .....	9.5	9.5	9.5	9.5	8.0	7.9	7.9
Other .....	1.7	1.7	1.8	1.9	1.9	1.9	1.9
Other Agencies .....	6.3	8.2	10.3	11.8	16.6	16.2	19.1
Agricultural Research Service .....	0.7	0.7	0.7	0.8	0.8	1.4	1.8
Forest Service .....	1.6	1.8	2.9	3.1	3.7	4.3	4.3
Soil Conservation Service .....	1.4	1.8	2.0	2.4	2.6	2.5	3.2
Farmers Home Administration & RDA .....	1.4	1.9	2.6	2.6	6.9	4.1	5.7
Other Agencies .....	1.3	2.0	2.2	2.9	2.6	4.0	4.2
<b>Total .....</b>	<b>64.6</b>	<b>76.2</b>	<b>85.0</b>	<b>89.4</b>	<b>92.5</b>	<b>93.8</b>	<b>96.4</b>
=====							
Analysis							
Increase from 1989 (mil.\$) .....	xx	\$11.6	\$20.5	\$24.8	\$28.0	\$29.2	\$31.8
Percent increase from 1989 .....	xx	18.0%	31.7%	38.4%	43.3%	45.2%	49.3%
Percent increase from 1989, constant dollars .....	xx	13.0%	20.8%	22.7%	23.3%	21.6%	21.3%
1890 as a percent of 1862:							
Research formula .....	15.6%	16.3%	16.2%	16.3%	16.2%	16.4%	16.4%
Extension formula .....	5.5%	6.5%	6.1%	6.4%	6.3%	6.3%	6.3%
Capacity building grants, cumulative (mil.\$) .....	0.0	\$5.4	\$13.7	\$23.9	\$34.2	\$44.1	\$54.0
Facilities grants, cumulative since 1983 (mil.\$) .....	\$68.0	\$77.5	\$87.0	\$96.5	\$104.5	\$112.4	\$120.3
ARS-FS-SCS-FmHA-Other subtotal (mil.\$) .....	\$6.3	\$8.2	\$10.3	\$11.8	\$16.6	\$16.2	\$19.1
ARS-FS-SCS-FmHA-Other percent of total (mil.\$) .....	9.8%	10.8%	12.1%	13.2%	17.9%	17.3%	19.9%
Centers of excellence, annual funding (mil.\$) .....	xx	xx	xx	xx	xx	\$2.7	\$5.3
Centers of excellence, number .....	xx	xx	xx	xx	xx	3	7

Centers of excellence funded in 1994:

Tennessee St.: Horticulture    Alabama A & M Forestry    UAPB: Aquaculture

Centers of excellence proposed for 1995:

UAPB: Regulatory science    UMES: Food safety    Lincoln: Wildlife-GIS    Prairie View: World food distribution

Table 5. Federal support to 1890 and 1862 land grant universities by State for States with 1890 universities, and Federal agency: fiscal year 1991 (Dollars in thousands)

State and institution		Total	USDA	Ed	HHS	Com	DoD	DOE
Alabama								
Alabama A & M University	1890	14,152	4,271	5,634	573	0	1,510	0
Tuskegee University	1890	21,172	5,381	7,487	5,107	0	1,262	350
Auburn University	1862	32,561	15,054	5,649	848	67	3,610	1,417
Arkansas								
Univ of Ark Pine Bluff	1890	10,502	3,264	6,599	580	0	0	0
Univ of Ark Fayetteville	1862	28,573	12,023	11,005	495	0	1,007	352
Delaware								
Delaware State College	1890	4,851	1,409	2,797	545	0	98	0
University of Delaware	1862	26,128	3,378	4,846	3,972	1,710	3,208	760
Florida								
Florida A & M University	1890	27,016	3,258	11,415	2,490	100	6,823	23
University of Florida	1862	99,483	17,759	14,361	39,505	1,946	10,169	2,999
Georgia								
Fort Valley State College	1890	9,103	3,611	5,037	0	0	202	203
University of Georgia	1862	62,684	22,088	6,952	10,997	1,121	1,437	9,949
Kentucky								
Kentucky State University	1890	8,703	4,853	3,437	166	247	0	0
University of Kentucky	1862	79,964	17,595	28,877	21,886	48	641	4,213
Louisiana								
Southern U & A&M College	1890	29,786	3,783	23,201	1,075	0	405	12
LA State Univ System	1862	115,803	14,734	34,228	29,864	1,871	2,203	24,830
Maryland								
U of MD Eastern Shore	1890	7,056	2,764	3,079	291	600	0	0
Univ of MD College Park	1862	95,043	9,182	9,159	6,526	4,536	14,891	7,853
Mississippi								
Alcorn State University	1890	10,474	4,085	6,081	117	0	191	0
Mississippi State Univ	1862	39,749	18,597	8,733	620	200	568	6,727
Missouri								
Lincoln University (MO)	1890	7,331	3,991	3,125	75	0	134	0
Univ of Missouri Columbia	1862	50,584	18,311	8,879	16,166	0	603	1,333
North Carolina								
NC Ag & Tech State Univ	1890	17,978	5,889	6,133	1,101	0	1,618	160
NC State Univ at Raleigh	1862	70,037	24,630	7,900	6,300	2,034	6,727	1,876
Oklahoma								
Langston University	1890	7,819	3,472	4,153	122	0	0	7
Oklahoma State University	1862	46,886	13,272	13,088	2,144	7	9,353	470
South Carolina								
South Carolina St College	1890	11,938	3,562	7,873	173	0	253	46
Clemson University	1862	26,527	12,841	4,040	804	66	3,345	720
Tennessee								
Tennessee State Univ	1890	17,880	5,401	8,793	2,373	0	198	0
Univ of Tennessee All Cmp	1862	84,882	16,392	19,156	25,970	0	2,781	11,748
Texas								
Prairie View A & M Univ	1890	14,099	5,587	6,919	404	0	174	260
Texas A & M University	1862	93,017	35,350	11,345	11,785	2,613	5,806	4,682
Virginia								
Virginia State University	1890	11,716	4,605	6,033	433	0	246	86
VA Polytech Inst & St U	1862	53,513	16,599	6,067	3,088	185	5,115	7,115
Recap								
1890 universities		231,576	69,186	117,796	15,625	947	13,114	1,147
1862 universities		1,005,434	267,805	194,285	180,970	16,404	71,464	87,044
Total		1,237,010	336,991	312,081	196,595	17,351	84,578	88,191
Percent of total, by system								
1890 universities		19	21	38	8	5	16	1
1862 universities		81	79	62	92	95	84	99
Percent of total, by agency								
1890 universities		100	30	51	7	0	6	0
1862 universities		100	27	19	18	2	7	9
Total		100	27	25	16	1	7	7

Table 5. Federal support to 1890 and 1862 land grant universities by State for States with 1890 universities, and Federal agency: fiscal year 1991 (Dollars in thousands) Page 2 of 2

State and institution		EPA	Int	NASA	NSF	Other
<b>Alabama</b>						
Alabama A & M University	1890	0	138	1,026	1,000	0
Tuskegee University	1890	0	0	337	1,243	5
Auburn University	1862	405	280	3,272	1,736	223
<b>Arkansas</b>						
Univ of Ark Pine Bluff	1890	4	55	0	0	0
Univ of Ark Fayetteville	1862	90	185	107	2,609	700
<b>Delaware</b>						
Delaware State College	1890	2	0	0	0	0
University of Delaware	1862	375	236	1,614	6,028	1
<b>Florida</b>						
Florida A & M University	1890	0	0	1,465	1,350	92
University of Florida	1862	732	745	2,796	7,571	900
<b>Georgia</b>						
Fort Valley State College	1890	0	0	0	50	0
University of Georgia	1862	1,307	387	456	5,769	2,221
<b>Kentucky</b>						
Kentucky State University	1890	0	0	0	0	0
University of Kentucky	1862	245	498	334	5,377	250
<b>Louisiana</b>						
Southern U & A&M College	1890	403	0	312	566	29
LA State Univ System	1862	1,796	398	1,007	4,872	0
<b>Maryland</b>						
U of MD Eastern Shore	1890	0	0	131	191	0
Univ of MD College Park	1862	1,353	169	22,324	18,612	438
<b>Mississippi</b>						
Alcorn State University	1890	0	0	0	0	0
Mississippi State Univ	1862	0	108	932	3,101	163
<b>Missouri</b>						
Lincoln University (MO)	1890	0	2	0	0	4
Univ of Missouri Columbia	1862	446	26	74	4,697	49
<b>North Carolina</b>						
NC Ag & Tech State Univ	1890	75	0	2,514	338	150
NC State Univ at Raleigh	1862	2,805	681	3,672	9,377	4,035
<b>Oklahoma</b>						
Langston University	1890	0	0	0	0	65
Oklahoma State University	1862	618	384	5,026	2,424	100
<b>South Carolina</b>						
South Carolina St College	1890	0	0	0	31	0
Clemson University	1862	527	555	1,152	2,379	98
<b>Tennessee</b>						
Tennessee State Univ	1890	0	0	428	687	0
Univ of Tennessee All Cmp	1862	358	189	2,016	6,272	0
<b>Texas</b>						
Prairie View A & M Univ	1890	0	0	355	300	100
Texas A & M University	1862	958	359	5,054	14,968	97
<b>Virginia</b>						
Virginia State University	1890	0	0	263	50	0
VA Polytech Inst & St U	1862	551	2,362	4,864	6,847	720
<b>Recap</b>						
1890 universities		484	195	6,831	5,806	445
1862 universities		12,566	7,562	54,700	102,639	9,995
Total		13,050	7,757	61,531	108,445	10,440
<b>Percent of total, by system</b>						
1890 universities		4	3	11	5	4
1862 universities		96	97	89	95	96
<b>Percent of total, by agency</b>						
1890 universities		0	0	3	3	0
1862 universities		1	1	5	10	1
Total		1	1	5	9	1

Source: Selected data from Table C-17. National Science Foundation, Federal Support to Universities, Colleges, and Nonprofit Institutions: Fiscal Year 1991, NSF 93-325, (Arlington Va. 1993).

Key: USDA = Dept. of Agriculture, Ed = Dept. of Education, HHS = Dept. of Health and Human Services  
Other includes: Depts. of Commerce, Defense, Energy, Interior, Transportation, HUD, Labor, and independent agencies including EPA, NASA, NSF, AID, and NRC.

**ASSESSMENT OF FUNDING FOR LAND-GRANT INSTITUTIONS IN MISSISSIPPI  
AND OTHER SOUTHERN STATES**

**APPENDICES**

## **APPENDICES**

**A - Secretary Espy's July 11, 1994 Statement**

**B - Program Authorities**

**C - Centers of Excellence**

## Statement of Secretary Mike Espy, U.S. Department of Agriculture

July 11, 1994

In light of the civil action Ayers v. Fordice, now pending in United States District Court in Mississippi, and in light of other civil actions, I am concerned about the nature of the funding of land grant institutions in Mississippi and other Southern states. Because of the importance of this issue, I am instructing the Director, Office of Civil Rights Enforcement, U.S. Department of Agriculture, to make a preliminary assessment of this situation. This assessment has already begun. Depending on the results of the assessment, this Department may make a more comprehensive review of the funding of these institutions. I am entirely committed to the eradication of any unlawful discrimination by race in the funding of these institutions, and if any such discrimination is revealed by these inquiries, I will take appropriate action, in conjunction with the Department of Justice and other Federal agencies, to end this discrimination.



MIKE ESPY

**Cooperative State Research Service and  
Extension Service Program Authorities**

**Category I. Program eligibility limited to 1862 Institutions by statute and/or State designation.**

Payments to agricultural experiment stations under the Hatch Act - Hatch Act of 1887, as amended. Funds under the Hatch Act are allocated to State Agricultural Experiment Stations of the 50 States, District of Columbia, Puerto Rico, Guam, the Virgin Islands, Micronesia, American Samoa, and Northern Mariana Islands for research to promote a sound and prosperous agriculture and rural life. The Hatch Act provides that the distribution of Federal payments to States for FY 1955 shall become a fixed base, and that any sums appropriated in excess of the 1955 level shall be distributed in the following manner:

- 20% shall be allotted equally to each State.
- Not less than 52% shall be allotted to the States as follows:
  - one-half in an amount proportionate to the relative rural population of each State to the total rural population of all States, and
  - one-half in an amount proportionate to the relative farm population of each State to the total farm population of all States.
- Not more than 25% shall be allotted to the States for cooperative research in which two or more State Agricultural Experiment Stations are cooperating to solve problems that concern the agriculture of more than one State.
- 3% shall be available to the Secretary of Agriculture for the administration of this Act.

The Act also provides that any amount in excess of \$90,000 available for allotment to any State, exclusive of the regional research fund, shall be matched by the State out of its own funds available for research, and for the establishment and maintenance of facilities necessary for the performance of such research. Also, in the case of Guam, the Virgin Islands, Micronesia, American Samoa, and Northern Mariana Islands, agencies are required by law to waive any requirement for local matching funds under \$200,000. If any State fails to make available a sum equal to the amount in excess of \$90,000 to which it may be entitled, the remainder of such amount shall be withheld by the Secretary of Agriculture and reapportioned among the States. Three-percent of funds appropriated under the Hatch Act is set-aside for Federal administration. Administration includes disbursement of funds and a continuous review and evaluation of the research programs of the State Agricultural

Experiment Stations supported wholly or in part from Hatch funds. The Cooperative State Research Service encourages and assists in the establishment of cooperation within and between the States, and also actively participates in the planning and coordination of research programs between the States and the Department at the regional and national levels.

Smith-Lever 3b&c - The Smith-Lever Act of 1914 authorizes annual appropriations for Extension's base programs at the 1862 land-grant universities. Section 3b froze funding at the 1962 level. Amounts appropriated above the 1962 level are allotted under 3c, which requires a dollar for dollar match by the States if so required by Congress in the Appropriations Act. The formula distribution is 4% for ES administration and of the remainder 20% is divided equally among the States and the territories, 40% is based on rural population, and 40% is based on farm population. Also, in the case of Guam, the Virgin Islands, Micronesia, American Samoa, and Northern Mariana Islands, agencies are required by law to waive an requirement for local matching funds under \$200,000.

Smith-Lever 3d funds are earmarked funds are allocated to the States to address special programs or concerns of regional and national importance, and are primarily distributed according to the extent of the problem that requires attention in each State.

The following FY 1994 Extension Programs were funded under the 3d funding mechanism: Expanded Food and Nutrition Program (EFNEP), Pest Management, Pesticide Impact Assessment (PIA), Farm Safety, Rural Development Centers, Indian Reservations Extension Agents, Water Quality, Youth-at-Risk, Food Safety, Sustainable Agriculture, and Nutrition Education Initiative.

Cooperative Forestry Research - The Cooperative Forestry Research Act of October 10, 1962 (McIntire-Stennis Act) authorizes funding of research in State institutions established under the Morrill Act of 1862, the Hatch Act of 1887 and/or by a State supported institution offering graduate training in the sciences basic to forestry and having a forestry school. Additionally, participating institutions must be certified by a State representative designated by the governor of each State.

The Act provides that appropriated funds be apportioned among States as determined by the Secretary after consultation with a national advisory council of not fewer than 16 members representing Federal and State agencies concerned with developing and utilizing the Nation's forest resources, the forest industries, the forestry schools of the State-certified eligible institutions, State Agricultural Experiment Stations, and volunteer public groups concerned with forests and related natural resources. Determination of apportionments follows consideration of pertinent factors including areas of non-Federal commercial forest land, volume of timber cut from growing stock, and the non-Federal dollars expended on forestry research in the State. The Act also provides that payments must be matched by funds made available and budgeted from non-Federal sources by the certified institutions for expenditure for forestry research. Three percent of funds appropriated under this Act is set-aside for Federal administration.

Animal Health and Disease Research - Section 1433 of the National Agricultural Research, Extension, and Teaching Policy Act of 1977; authorizes annual appropriations for continuing animal health and disease research at accredited schools or colleges of veterinary medicine or State Agricultural Experiment Stations that conduct animal health and disease research. These funds are distributed as follows:

- 4% shall be retained by the Department of Agriculture for administration, program assistance to the eligible institutions, and program coordination.
- 48% shall be distributed in an amount proportionate to the value of and income to producers from domestic livestock and poultry in each State to the total value of an income to producers from domestic livestock and poultry in all the States.
- 48% shall be distributed in an amount proportionate to the animal health research capacity of the eligible institutions in each State to the total animal health research capacity in all the States.

Eligible institutions must provide non-Federal matching funds in States receiving annual amounts in excess of \$100,000 under this authorization.

#### **Category II. Program eligibility limited to 1890 Institutions.**

Funding for Agricultural Research at 1890 Institutions, and Tuskegee University - Section 1445 of the National Agricultural Research, Extension, and Teaching Policy Act of 1977, as amended (Evans - Allen Act) authorizes annual appropriations for continuing agricultural research at colleges eligible to receive funds under the Act of August 30, 1890, including Tuskegee University. Beginning with FY 1979, there shall be appropriated funds for each fiscal year, an amount not less than 15 percent of the total for such year under Section 3 of the Hatch Act of 1887. Distribution of payments made available under Section 2 of the Act of August 4, 1965, for FY 1978 constitute a fixed base and sums in excess of the 1978 level shall be distributed as follows:

- 3% shall be available to the Secretary of Agriculture for administration.
- Payments to States in FY 1978 is a fixed base. Of funds in excess of this amount:
  - 20% shall be allotted equally to each State.
  - 40% shall be allotted in an amount proportionate to the rural population of the State in which the eligible institution is located to the total rural population of all the States in which eligible institutions are located, and
  - 40% shall be allotted in an amount proportionate to the farm population of the State in which the eligible institution is located to the total farm population of all the States in which eligible institutions are located.

Allotments to Tuskegee University and Alabama A&M University shall be determined as if each institution were in a separate State. Three percent of the funds appropriated under this Act is set-aside for Federal administration.

Funding for 1890 Extension Programs - The authorization for 1890 extension programs is in Section 1444 of the National Agricultural Research, Extension, and Teaching Policy Act of 1977, as amended. Appropriations are authorized for the full range of extension program activities. Funds are distributed according to a formula with factors for farm and rural population which is similar to the Smith-Lever formula. There is a special provision for Tuskegee and Alabama A&M which requires that each institution be treated as if it were in a separate State. The State directors of cooperative extension services and the extension administrators at the 1890 institutions are required to prepare five-year and annual plans of work which are subject to approval by the Secretary of Agriculture.

Sec. 1444 mandates a minimum appropriation for the 1890's of not less than 6 percent of the total appropriated for the 1862's under the Smith-Lever Act and related authorizations.

Funding for facilities at 1890's - A program of grants for research, extension, and teaching facilities is authorized under Sec. 1447, however, terms of the annual Appropriations Act have not included teaching as a purpose for which funds are provided.

1890 Institution Teaching and Research Capacity Building Grants Program - The annual Agriculture, Rural Development, Food and Drug Administration and Related Agencies Appropriations Act provides appropriations for the program of capacity building grants to 1890 institutions. The program represents the crux of the initiative to advance the teaching and research capacity of the 1890 Institutions, and Tuskegee University. It addresses the need to (1) attract more minority students into the food and agricultural sciences, (2) expand the linkages among the 1890 institutions and with other colleges and universities, and (3) strengthen the overall capacity of the 1890 institutions to perform in the food and agricultural science education system. Awards are made on a competitive basis, match support from non-Federal sources is encouraged, and cooperation with one or more USDA agencies is required.

**Category III. Both 1862 and 1890 institutions are eligible.**Special Research Grants - Act of August 4, 1965.

Section 2(c) (1) (A) of the Act of August 4, 1965, as amended, authorizes Special Research Grants for periods not to exceed five years to State Agricultural Experiment Stations, all colleges and universities, other research institutions and organizations, Federal agencies, private organizations or corporations, and individuals for the purpose of conducting research to facilitate or expand promising breakthroughs in areas of the food and agricultural sciences of importance to the United States; Section 2(c)(1)(B) authorizes special research grants to State Agricultural Experiment Stations, land-grant colleges and universities, research foundations established by land-grant colleges and universities, colleges and universities receiving funds under the Act of October 10, 1962, and accredited schools or colleges of veterinary medicine for the purpose of facilitating or expending ongoing State-Federal food and agricultural research programs. Most special research grants are awarded noncompetitively under Section 2(c)(1)(B) based on Congressional earmarks in the appropriations process. Some funds are awarded using a competitive peer panel process in the selection of proposals to be funded. Four percent of funds appropriated for this program is set-aside for Federal administration.

Competitive research grants are awarded also under the Critical Agricultural Materials Act and the Rangeland Research Grants Program. Grants are awarded to aquaculture centers. Grants for supplemental and alternative crops are awarded. Grants for sustainable agriculture research and education are awarded. Three percent of funds appropriated for these programs is set-aside for Federal administration.

National Research Initiative Competitive Grants - Act of August 4, 1965.

Section 2(b) of the Act of August 4, 1965 as amended, authorizes Competitive Research Grants for periods not to exceed five years to State Agricultural Experiment Stations, all colleges and universities, other research institutions and organizations, Federal agencies, private organizations or corporations, and individuals to further the programs of the Department of Agriculture. Statutory high priority is placed on basic and applied research that focuses on national and regional research needs in plant systems; animal systems; nutrition, food quality, and health; natural resources and the environment; engineering, products, and processes; and marketing, trade, and policy. Four percent of funds appropriated for this program is set-aside for Federal administration.

The Renewable Resources Extension Act of 1978 (P.L. 95-306) - Provides funding for expanding natural resources education programs. Funds were distributed by formula to all States for educational programs.

Agricultural Telecommunications - Section 1673 of P.L. 101-624 authorizes a program under which ES forms partnerships with other Federal agencies and distant learning networks.

Rural Health and Safety - Section 2390 of P.L. 101-624 authorizes this Extension Service project, administered through land-grant colleges and universities in Mississippi, that focuses on training health care professionals in rural areas.

Higher Education - Section 1417 of the National Agricultural Research, Extension and Teaching Policy Act of 1977; Second Morrill Act of 1890.

Higher Education-Graduate Fellowships Grants are awarded on a competitive basis to colleges and universities to conduct graduate fellowship programs to stimulate the development of food and agricultural scientific expertise in targeted national need areas. Typically graduate students in the food and agricultural sciences require a minimum of four years to complete a doctoral degree. The USDA fellowships program provides support for doctoral study for three years, and the universities are expected to support the student's fourth year of dissertation research. Three percent of funds appropriated for this program is set-aside for Federal administration.

Institution Challenge Grants are designed to stimulate and enable colleges and universities to provide the quality of education necessary to produce graduates capable of strengthening the Nation's food and agricultural scientific and professional work force. All Federal funds awarded under this program must be matched by the universities on a dollar-for-dollar basis from non-Federal sources. Three percent of funds appropriated for this program is set-aside for Federal administration.

The Higher Education Multicultural Scholars Program will increase the ethnic and cultural diversity of the food and agricultural scientific and professional work force and advance the educational achievement of minority Americans. It is open to all colleges and universities with baccalaureate or higher degrees in Agriculture, Forestry, Natural Resources, Home Economics, Veterinary Medicine, and closely allied fields. Federal funds provide 75 percent of the four-year scholarship awards; the remaining 25 percent is contributed by the grantee institutions. Three percent of funds appropriated for this program is set-aside for Federal administration.

Higher education in the food and agricultural sciences at the land-grant institutions is also supported through a permanent appropriation in the Second Morrill Act of 1890, as amended. Until 1995 each State and territory received \$50,000 per year.



DEPARTMENT OF AGRICULTURE  
 OFFICE OF THE SECRETARY  
 WASHINGTON, D.C. 20250

May 18, 1993

TO: Under and Assistant Secretaries  
 Agency Heads

SUBJECT: USDA/1890 Universities Initiative -- Centers of  
 Excellence

The Centers of Excellence program, initiated last year by the USDA/1890 Land Grant Universities Task Force, is designed to establish partnership arrangements between 1890 Institutions and USDA agencies. Each Center should provide a USDA presence on an 1890 University campus, enhance the capability of the Institution to assist in the delivery of USDA programs, ensure support from the agribusiness community, and provide assistance to outstanding students who commit to USDA careers. The goal is, ultimately, to establish at least one such Center on each 1890 campus. Typical characteristics of USDA/1890 University partnerships for Centers of Excellence include the following:

- a. USDA presence on campus in terms of programs, people, or units.
- b. The 1890 Institution participating in USDA programs and/or initiatives.
- c. Support with IPA's and guest lecturers from USDA.
- d. Target capacity building grants to the Center of Excellence.
- e. Involve agribusiness in support of Center of Excellence.
- f. Very active and adequately funded summer intern and coop-education programs.
- g. Some financial assistance to top students who commit to a USDA career; e.g., through the National Scholars Program.
- h. An information/library component tied into the services available from the National Agricultural Library.
- i. Not involve additional "bricks and mortar," but utilize facilities constructed under the USDA-assisted \$100 million construction program on the 1890 campuses.

Our FY 94 budget provides for two of the Centers:

Forestry Biotechnology at Alabama A&M, with FS as the USDA partner.  
 Ornamental Nursery Crop Research at Tennessee State, with ARS as the USDA partner.

I understand discussions are underway among USDA agencies and 1890 universities for several additional Centers. I encourage the participants to accelerate these deliberations and other agencies to explore the possibility of initiating similar discussions. The process of developing a mutually agreeable proposal will take some time to work out the details. We need to maintain continuous progress so that there will be two to three Centers of Excellence coming on line each year for the next 5-7 years. The USDA members of the USDA/1890 Task Force or the Executive Team members who support them are available to help the agencies get started and work through the process of establishing a partnership with one or more 1890s. In addition to the one-on-one agency/university partnerships, Centers involving several agencies with the same 1890 university are highly desirable, as are ones in which additional partners include 1862 Land Grant universities.

After a proposal is developed, it should be submitted as a part of each participating agency's budget request for the next budget year. Specific procedures and formats for this submission will be provided by OBPA. The Centers of Excellence USDA elects to support will be on-campus organizational entities devoted to the conduct of a program or provision of a service that is of significant value to the Department. USDA will support the Centers with financial and personnel resources. The establishment of a Center will reflect a long-term commitment of the Department and the 1890 Institution.

The Centers of Excellence program builds upon other successful USDA/1890 endeavors, notably, USDA liaison officers at 1890 universities, capacity building grants, summer interns, excess property, etc. It is one more building block in our concerted effort to take better advantage of the tremendous potential of the 1890 Land Grant universities to play a strong role in the U.S. food and agriculture system and provide for future human resources. I urge you to join me in giving this program the high priority attention it deserves.



Mike Espy  
Secretary

**ASSESSMENT OF FUNDING FOR LAND-GRANT INSTITUTIONS IN MISSISSIPPI  
AND OTHER SOUTHERN STATES**

**COMMENTS**



DEPARTMENT OF AGRICULTURE  
OFFICE OF THE SECRETARY  
WASHINGTON, D.C. 20250

NDV

SUBJECT: Assessment of Funding for Land-Grant Institutions in Mississippi  
and Other Southern States

TO: Lawrence Wachs  
Associate Director  
Office of Budget and Program Analysis

FROM: R. D. Plowman   
Acting Under Secretary  
Research, Education, and Economics

In response to your request of October 28, 1994, the Second Draft of the above referenced report has been reviewed and the following comments are suggested.

On page 3, the footnote says that the Department requested that the Morrill-Nelson permanent appropriation be eliminated. The 1995 budget did not propose elimination of this program. The House of Representatives recommended the elimination in their appropriations bill as did the Senate. The Department did not oppose this change.

On page 12, the 1994 statistics on the NRI are now available and could be added to the report.

	<u>Total</u>	<u>1890's</u>
NRI applications, 1994	3,517	43
NRI awards, 1994	830	3
Success rate, 1994	24%	7%

Personnel in the Cooperative State Research, Education, and Extension Service are working with Jerry Larson in your office regarding some minor adjustments in the detailed funding levels. We will continue to study initiatives relating to the 1890 Institutions as we prepare the 1995 Farm Bill.



DEPARTMENT OF AGRICULTURE  
OFFICE OF THE SECRETARY  
WASHINGTON, D.C. 20250

November 4, 1994

**INFORMATIONAL MEMORANDUM**

**TO:** Lawrence Wachs  
Associate Director  
OBPA

**FROM:** Mike Alexander *MA*  
Executive Assistant

**SUBJECT:** Comments on second draft version of memorandum on land grant funding disparities

**DISCUSSION:**

I believe the second draft of this preliminary review has improved upon the first version. However, I would offer a few additional suggestions which I feel are necessary to strengthen it further before it is finalized. I also must commend Gerald Larson for the work he has done on this important issue.

- 1) Structurally, it would be helpful if the final draft was accompanied by a one or two page executive summary. I believe an executive summary would allow readers to grasp the significant findings and recommendations before turning to the full document for more details.
- 2) I strongly believe that this assessment should recommend that the Department quickly establish a process to complete a more thorough study and analysis of this issue. The preliminary assessment makes clear that significant disparities exist in the funding of 1890 and 1862 institutions and that there could be an "inference of discrimination." A more thorough review of the extent of and reasons for the disparities would help determine how they should be comprehensively addressed. Even if there is no intentional discrimination in the Department's management of land grant funding, there are formidable barriers (statutory, regulatory, and imposed by the states) to the 1890s full participation in all of the programs that have been established to benefit land grant institutions. A more thorough analysis would dissect those barriers and recommend long range strategies for removing them, program by program. Such an analysis would assure the 1890s that the Department is committed to doing all that it can to address this issue and represent a valuable source of information for policy makers. Further, it would place USDA in the forefront of addressing an issue that is presently being reviewed by the Federal Courts.

3) The discussion of the Secretary's budgetary authority indicates that 1890 programs are given relatively high priority within discretionary funding limits. Given the disparities that occur as a result of Congressional earmarks, matching requirements, and state decisions about eligibility, a legitimate question is: should the Secretary consider making 1890 programs an even higher priority than they already are? That is one option which, I believe, should be included in the recommendations.

4) As regards the Farm Bill, I would recommend that this avenue definitely be utilized to address statutory problems and that it become an immediate priority for the Department to do so. As presently written, the draft states that these changes should only be considered. It also notes that changes in Smith-Lever 3d are being considered, but does not recommend that any changes be made. An explanation of the proposals on 3d would also be helpful.

5) Similarly, the draft points out that there may be opportunities to explore greater 1890 participation in several other areas, such as the Forestry program, joint planning, peer review panels, etc. I believe it is imperative that these opportunities not only be explored, but seized and that necessary changes be implemented. I also think the recommendation should include a process for these issues to be addressed. For example, should the Secretary ask the relevant agencies to work with the 1890s Task Force and bring back detailed proposals to take advantage of these opportunities? I believe this report should make that recommendation so that the next steps are clarified.

6) Page 4 of the overview points out that no state has designated an 1890 institution as beneficiary under several acts which benefit 1862s. The implication is that the problem of disparate funding can be addressed by states simply designating 1890 institutions as eligible to receive funds under certain Federal statutes. If so, one could argue that Congress should simply mandate that the states do so. It would be very helpful if the draft included a brief discussion of the implications, or impact, of the states' decisions on 1890 institutions.

7) On page 5 there is a discussion of the increase in funding for 1890 programs over a six year period. Table one also has a history of USDA funding for 1890s over a 29 year period. Yet, without corresponding funding data for the 1862 institutions, it is impossible to grasp this issue with an appreciation for the impact of past actions. It would greatly strengthen this report if some comparison data for 1862 institutions were also included.

8) Page 6 notes that Congress added funding for various extension programs in "several" years, without providing increases for the 1890 programs. More specificity would be very helpful here. Also, does the 17 year annual average take into account these years when Congress failed to increase the 1890 allocation.?

9) Page 8 and appendix B discuss matching funds in several programs. This is a very contentious issue for the 1890s. Because 1862s receive mandated Federal matches from the states, the overall impact of Federal law is to increase funding for these institutions well beyond what is appropriated through USDA. A more thorough discussion, under separate heading, of matching fund requirements and their impact on this issue would also strengthen the report.

10) Pages 12 and 13 point out that in FY 1993 1890 institutions received no grants from either the Institution Challenge Grants Program or the Higher Education Graduate Fellowship Program. However, there is no discussion of possible explanations for the disparity. The same is true of the NRI program. If some discussion of the reasons is beyond the scope of this preliminary report, then the issue can be addressed if my first recommendation for a more comprehensive study is adopted.

**THIS BINDER CONTAINS CIVIL RIGHTS MEMORANDA SIGNED BY  
SECRETARY ESPY**



DEPARTMENT OF AGRICULTURE  
OFFICE OF THE SECRETARY  
WASHINGTON, D.C. 20250

April 15, 1993

## EEO AND CIVIL RIGHTS POLICY STATEMENT

It is customary for Secretaries of Agriculture to issue strong statements about their concern for equal opportunity and civil rights. Since coming on board, I have talked with scores of employees as well as members of the public. I know that many employees, at all levels, are absolutely committed to the goal of ensuring equal opportunity for all in employment and program delivery.

However, many also believe strongly that past EEO statements, while sincere, were not reenforced with the necessary actions and follow up that critical policy issues require. Many feel that the Department's efforts have focused too much on process, and too little on results. Therefore, I would like to share some of my concerns, goals, and expectations in this important area.

My goal is to make the Department of Agriculture a place where equal opportunity for all Americans is assured and where promoting civil rights is essential to employee and managerial success. Ours is a diverse society. Diversity is a source of strength for USDA as we tap the talents, creativity, and energy of all Americans who desire to serve, or who have interest in the programs and services that we provide.

To ensure these results, we must first improve our system of accountability. In line with this policy, managers and supervisors will be evaluated for their performance in EEO and civil rights. Success in this vital area will be an important factor in the performance assessment of every employee. It will be considered in their competition for monetary awards as well as for future responsibility.

We will improve the ability of civil rights and EEO related units to accomplish their duties in a manner that is timely and of high quality. The present EEO complaint process is burdensome and it is often misunderstood. It is time consuming and expensive for employees and for the Department. There is also concern that some civil rights related units are positioned so as to lessen - rather than enhance - their ability to perform functions vital to the success of each agency.

We will create an environment where employees and supervisors are able to discuss concerns openly without fear of reprisal or retaliation. I am especially concerned about allegations of a "culture of reprisal" at USDA. Many persons feel that filing EEO complaints will be detrimental to one's career. I am also aware of several instances of overt racist and sexist remarks and acts which no one should have to endure.

All of these considerations point to the need for change. We must have the courage to change, especially the way we manage our most precious resource, our people. A key

element of reinventing government is that we change how we interact with one another, and how we treat one another. My goal is to create a participatory work environment at Team USDA that allows everyone to realize their full potential, and increases our productivity, without the waste of human resources.

In line with this policy, our actions will be directed towards positive accomplishments in the Department's efforts to attain a diverse workforce, ensure equal opportunity, respect civil rights, and create a work environment free of discrimination and harassment based on gender or sexual orientation.

I expect all managers to develop a positive, problem solving approach to handling employment and program discrimination complaints, to work at understanding the basis for complaints, and to extend every effort to resolve them, where feasible, before they reach the formal stage. Further, there is simply no room for management by discrimination, reprisal, or fear in the new USDA and such activities will not be tolerated.

We will eliminate discrimination from our program delivery system, reach out to groups which have historically been neglected, and ensure that we are inclusive, rather than exclusive, in all aspects of our program delivery. We will communicate in such a manner that everyone making an inquiry or participating in USDA programs understands how programs will benefit them. We are the "people's" department. Barriers that prevent the full participation of under-served groups will be overcome.

Under secretaries, assistant secretaries and agency heads must ensure that all managers are committed to each of these goals and that their performance appraisals take into account specific and timely accomplishments in these areas. I also expect agency heads to examine the placement of civil rights units and ensure that they have adequate support.

This policy is more than a sincere statement of intent. It is a personal commitment to take the actions necessary to ensure implementation. Each employee, at every level, will be held personally accountable for her or his performance in ensuring equal opportunity and promoting civil rights.

  
MIKE ESPY  
SECRETARY



DEPARTMENT OF AGRICULTURE  
OFFICE OF THE SECRETARY  
WASHINGTON, D.C. 20250

13

**SUBJECT: EEO Complaints Resolution**

**TO: Agency Heads**

Breakdowns in personnel and management practices that cause inequities in the work environment result in EEO complaints. Currently the Department has over 700 formal EEO complaints on which decisions must be issued by September 30, 1993. Additionally, the Department has averaged over 55 new formal EEO complaints per month since the beginning of the fiscal year. This is more than twice the average monthly rate experienced in previous years. I find this trend unacceptable. I believe managers can and should settle most complaints at the lowest level possible in the EEO complaints process. This does not mean managers are to settle every complaint at any cost nor should managers view complaint settlement as a buy out or personal defeat. In fact, in most situations, managers should aggressively seek resolution to complaints when it is the right thing to do or when it represents a good business decision. Effective immediately,

- (1) all managers are directed to take every reasonable opportunity to be proactive in addressing EEO issues and for creating work environments that encourage and support complaint avoidance;
- (2) agency heads are to endeavor to resolve as many as possible of the outstanding EEO complaints filed against their agency by September 30, 1993; and
- (3) agency heads will include complaints resolution as a permanent factor in each manager's and supervisor's civil rights performance element.

I urge you to take a personal interest in establishing and maintaining work environments that create conditions that will encourage managers to resolve EEO complaints early in the complaint process and support complaint avoidance strategies through improvements in management and personnel practices.

  
MIKE ESPY  
Secretary

*Gene Brunstool*

DEPARTMENT OF AGRICULTURE  
OFFICE OF THE SECRETARY  
WASHINGTON, D.C. 20250

NOV 16 1993

## MEMORANDUM

TO: Under and Assistant Secretaries

FROM: Mike Espy *[Signature]*  
Secretary

SUBJECT: Administrative Structures

This memorandum responds to our discussion concerning the organization of administrative functions in the Department. As a result of the materials you submitted and our subsequent discussion, I have made the following decisions:

- I want to stay as close as possible to our original concept of reducing the number of administrative functions serving the subcabinet to six. I also believe that these structures should be housed within the agencies. Within these guidelines, subcabinet officers may choose whether they wish to use a "lead agency" or "centers of excellence" approach to consolidation. In this respect, the proposals made by Assistant Secretary Haas and Acting Assistant Secretary Plowman are currently acceptable. The concept presented in Assistant Secretary Brunstool's Option C is acceptable, but additional detail is necessary to indicate which agency will be responsible for which center of excellence and what resource transfers will be made to implement the centers. The proposals made by Under Secretary Moos, Under Secretary Nash and Assistant Secretary Lyons need to be adjusted to be consistent with this guidance. New or additional proposals for these areas should be submitted to the Deputy Secretary not later than November 22, 1993.
- I agree that we need to take steps to be sure that these lead agencies provide an adequate level of service to all the organizations they are charged with servicing. For this reason, I am asking the Assistant Secretary for Administration to work with each of you to develop performance standards for each official charged with providing these services which will hold these officials accountable for an equitable division of servicing resources. I am also asking the Deputy Secretary to review this matter as part of the budget process on an annual basis.
- I also agree that we need to make special arrangements to assure that there is adequate attention to areas of special concern including financial management, civil rights enforcement, and small and disadvantaged business utilization. However, it is my judgment that the solution to these problems does not lie in the creation of new agency type structures or unusual reporting relationships. Rather, I prefer the "board of directors" approach suggested by Assistant Secretary Lyons. I am therefore directing each

subcabinet officer to establish a board of directors which will meet on a monthly basis to review key management problems and issues. This board of directors will include at a minimum the senior financial management, civil rights, and small and disadvantaged business officials for the area along with such other officials as the subcabinet officer may designate. I am asking our Chief Financial Officer, Assistant Secretary for Administration, and Executive Assistant for Civil Rights to serve as ex officio members on all of these boards and to attend these monthly meetings. It seems to me that this approach will assure that our most significant management problems are addressed in a timely way and at the highest levels of the Department.

Please complete your reorganizational proposals based on this guidance.



DEPARTMENT OF AGRICULTURE  
OFFICE OF THE SECRETARY  
WASHINGTON, D.C. 20250

JUN 29 1993

**SUBJECT: SES Performance**

**TO: Under/Assistant Secretaries  
Agency Heads**

As you know, my goal is to make fundamental changes in the Department of Agriculture. President Clinton has charged us with reinventing government - becoming customer driven and results oriented, reducing red tape, making government more efficient, eliminating waste and duplication, and empowering employees so that their full potentials are utilized to get the job done.

In the coming days we will begin the performance appraisal process for members of the Senior Executive Service. This letter is to clarify my expectations for senior executives as this important process gets underway.

My greatest expectation is that all senior executives will join with me and the subcabinet in fully supporting our efforts to reinvent USDA and work hard at being a catalyst for change. Specifically, I expect senior executives to join me in building a real Team USDA and to seize upon available opportunities to promote the changes we seek throughout the Department. I expect to see clear evidence of this support at the executive appraisal cycle in September 1993.

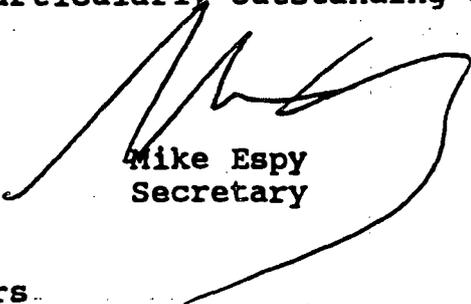
Change is difficult. There are many obstacles along the way. However, I expect each senior executive to utilize their skills in removing these obstacles in support of our efforts. This upcoming rating cycle should afford us an excellent opportunity to evaluate the contributions of each member of our leadership team. To reinvent USDA, we must restructure our organization, make fundamental changes in our management culture and rethink many of the systems and policies that have become ingrained throughout government. We must change many of the old ways of conducting business that may have served us well in the past, but are no longer adequate for the future. To accomplish this task, we will need the full support of all USDA employees, but especially the members of the senior executive service.

In the area of human resource management, I expect senior executives to lead by motivating and educating, rather than by dictating, and to help foster a new management culture at the Department which respects employees, values their input and seeks to help all employees realize their full potential.

In the critical element of EEO and civil rights, I want to see specific evidence of support for the policy statement I issued on April 15. I expect to see bottom line results in the hiring and advancement of qualified minorities, women and persons with disabilities when opportunities are available. Each Performance Review Board will make a thorough review of accomplishments in the EEO/CR critical element.

To ensure that ratings are deserved, the Office of Advocacy and Enterprise and the Office of Personnel will be asked to provide me with input regarding organizational performance in EEO/CR for Assistant and Under Secretaries, agency heads and staff office directors.

Lastly, as you all know, I have already expressed my concerns about the present awards and bonus system at the Department. However, I want to assure you that, within budgetary and political realities, I am committed to making every effort to reward those senior executives who make particularly outstanding contributions to reinventing USDA.



Mike Espy  
Secretary

cc: Agency Personnel Officers  
Agency Civil Rights Directors  
Senior Executives



DEPARTMENT OF AGRICULTURE  
OFFICE OF THE SECRETARY  
WASHINGTON, D.C. 20250

Brown  
Franco

October 8 1993

SUBJECT: Senior Executive Service Performance

TO: Under/Assistant Secretaries  
Agency Heads

In my June 29, 1993, memorandum, I enlisted your support in instituting fundamental changes in the Department of Agriculture that will allow us to focus more effectively on the needs of our customers, now and in the future. I also clarified my intent to evaluate the contributions of our leadership team in effecting these changes during the 1993 appraisal cycle, especially in the area of civil rights. In accordance with my June memorandum, the Office of Civil Rights Enforcement (OCRE) and the Office of Personnel (OP) have developed guidelines that will be used to obtain additional information and input on Senior Executive Service performance appraisals in the equal opportunity/civil rights critical element.

The guidelines are attached. As you can see, the functional areas stated closely parallel those identified in the generic performance element that is currently in place for senior executives. It is my intent that these guidelines be used to ensure factual appraisals of civil rights accomplishments that focus on bottom line results.

Jointly, OCRE and OP will provide oversight of the evaluation process. In addition, they will be developing procedures for monitoring accomplishments of supervisory employees for the 1994 performance appraisal cycle.

Agency Heads will consult with their Civil Rights Directors to obtain their input prior to discussing ratings with senior executives.

A handwritten signature in cursive script that reads "Mike Espy".

MIKE ESPY  
Secretary

Attachment

**UNITED STATES DEPARTMENT OF AGRICULTURE**

**CIVIL RIGHTS APPRAISAL GUIDELINES**

**SENIOR EXECUTIVES - FY 1993**

**GENERAL**

For the 1993 appraisal cycle, the following procedures will apply in regard to the equal opportunity/civil rights (EO/CR) performance element:

- Department of Agriculture (USDA) Civil Rights Directors will provide input on the civil rights performance of senior executives, with the exception of their immediate supervisors. Included are senior executives at headquarters and in the field below the level of Agency Head.  
  
OCRE will provide input on the performance of senior executives below the Agency Head level who supervise Civil Rights Directors.
- Specifically, Agency Personnel Directors/Senior Executive Service (SES) Executive Secretaries will make a copy of the write-ups of civil rights accomplishments submitted by senior executives, annotate them across the top margin to show the name and appraisal rating of each senior executive and forward the annotated copies to Civil Rights Directors.
- Civil Rights Directors will review the write-ups, initial and date them in the bottom left margin and return them to their Personnel Directors/Executive Secretaries, retaining an initialed/dated copy for further processing.
- Based on their review, the Civil Rights Directors will submit a report to the Director, OCRE, which summarizes by RSNOD, information on the number of SES employees rated "Exceeds," "Meets" and "Does Not Meet" Fully Successful, attaching the copy of the written accomplishments.
- When they deem it necessary, the Civil Rights Directors will also submit any critical information needed to fully document any rating at the "Exceeds" and "Does Not Meet" Fully Successful levels, assuring that sufficient information is available to support the rating.

- OCRE will review the reports provided by the Civil Rights Directors and if warranted, submit any pertinent information related to the civil rights performance of career senior executives to the chairpersons of appropriate performance review boards, allowing them the opportunity to make a complete review of accomplishments.
- Any member of the SES whose performance on the EO/CR element is critiqued or otherwise addressed in materials or recommendations forwarded by OCRE, shall have the opportunity to review and respond to any such materials, and to respond to any proposed change in his or her rating, prior to completion of action thereon by the performance review board.
- OCRE will also prepare reports on civil rights organizational performance for all agencies and staff offices by Under and Assistant Secretary areas and submit them to the Secretary's Performance Review Board.

## **FUNCTIONAL AREAS**

Below are the functional areas covered in the generic civil rights performance element for SES employees. Since all of them may not apply to each SES position, this guidance must be tailored to reflect the responsibilities and authority of the individual being rated. Questions have been developed in each functional area to provide raters and reviewers with a framework for appraising accomplishments. Hopefully, this will help in focusing on measurable bottom line results in the context of USDA and Agency goals and objectives as defined in the Secretary's civil rights policy statement, policy memoranda, civil rights plans, and agency planning documents.

### **1. Outreach and Public Notification:**

- What efforts were made to inform applicants, recipients and beneficiaries of the USDA nondiscrimination policy and civil rights compliance requirements?
- What innovations have been made in the past year to identify and reach out to under-served groups? How have these innovations impacted service delivery to minorities, women, persons with disabilities and others?
- What means were used to inform applicants, recipients and beneficiaries, including persons with disabilities and the non-English speaking, of the availability of programs, services and benefits? How do they differ from previous years? Did the participation of under-served groups increased? To what extent has the potential customer base been expanded/increase?

- What efforts have been made to ensure that work sites (office space, temporary housing, workshops, meetings), equipment and related facilities are accessible to internal and external customers with disabilities?
- What progress has been made in diversifying internal and external boards, committees, councils, etc.; in soliciting input from internal and external customers, including employee groups and grassroots organizations; in responding promptly and openly to requests for information from customers?

2. **Contracts and 8(a) Set Asides:**

- Were internal goals established for minority and female-owned business enterprises? 8(a) set asides? Were goals substantially met?
- What efforts were made to identify minority and women-owned businesses who could participate in the future?

3. **Work Force Diversity:**

- Were 1993 recruitment needs defined in terms of projected vacancies? What targeted recruitment efforts were initiated that focused on underrepresented groups? Were recruitment efforts targeted to the levels of authority and occupations where underrepresentation exists? How many (%) of the recruits were hired? At what grade levels? Were there net increases in % representation? Were new strategies or tactics used to diversify the applicant pool; if so, what and how?
- What developmental training experiences ( inter-and-intra-agency cross-training, developmental assignments, including details, OPM, USDA and Agency development programs, Career Enhancement, etc.), were used over the past year to develop knowledge and skill levels of employees? How were employees informed of the availability of assignments, details, positions? Who received developmental training (by RSNOD and employment category)?

4. **Training:**

- How were civil rights training needs and opportunities identified? Was civil rights training made available to employees? If so, what subject matter was covered, the number of hours, training method? Was training provided to a diversity of employees in terms of RSNOD, disciplines and geographic locations?

5. **Civil Rights/Management Integration:**

- How were civil rights policies, goals and objectives communicated to supervisors, managers and other employees? Did feedback from subordinates demonstrate that they understood what was expected of them? How?
- How were employees under their jurisdictions held accountable for meeting expectations? How were their efforts integrated into ongoing activities, monitored and evaluated?
- Were employees recognized for their efforts commensurate with actual accomplishments?
- Was the advice and assistance of civil rights directors regularly sought on matters involving integration of civil rights into employment, programs and related activities?

6. **Civil Rights Program Planning, Implementation and Evaluation:**

- Were civil rights (affirmative employment, civil rights implementation plans, reports, etc.), submitted for approval in a timely manner? Was feedback, if any, incorporated?
- Were action items implemented and monitored for effectiveness in eliminating barriers to employment or program delivery? How often? How were evaluation results used?
- Were compliance reviews conducted internally? Were corrective actions/recommendations implemented? Were corrective actions/recommendations evaluated for broader applicability?
- What data processes and systems were used to track and evaluate recruitment, hiring? Assess civil rights impacts of new program initiatives and/or changes, reorganizations, etc.? Monitor implementation of compliance review recommendations?

7. **Discrimination Complaints:**

- Were employment or program discrimination complaints filed during the year? Were complaint resolutions/settlements actively pursued through reasonable offers? Of the total number of complaints filed, how many were informally resolved? How many were settled during the formal stage? Were issues common to more than one complaint/complainant scrutinized and addressed?
- What actions were taken to inform, obtain input and feedback from employees and program participants to clarify issues and avoid complaints?



DEPARTMENT OF AGRICULTURE  
OFFICE OF THE SECRETARY  
WASHINGTON, D. C. 20250

AUG 1993

SUBJECT: USDA 1994 Workforce Diversity Conference

TO: Agency Heads

President Clinton has indicated that he wants the Federal Government to reflect the diversity of this country. In embracing this goal, I am determined that USDA will become a model Department that not only reflects the composition of the country but is prepared to meet the challenges of the 21st Century.

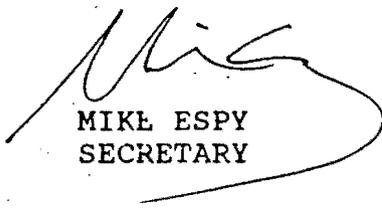
Demographic projections indicate that organizations will face a dramatically different labor force than the one we have today. By the year 2000, women and people of color are expected to fill 75 percent of the newly created jobs in the United States. The number of individuals of different ages, ethnic heritage, physical abilities, religious beliefs, and educational backgrounds will also be growing.

In order to fully understand the complexity of workforce diversity issues, there will be a first-ever USDA Workforce Diversity Conference to be held in Washington, D.C., in February 1994. The purpose of this conference is to help participants better understand, build, utilize, appreciate and manage the Department's increasingly diverse workforce as we look toward the year 2000.

I have asked the Soil Conservation Service to coordinate this conference. In the spirit of "Team USDA," I am encouraging other agencies to designate a representative to participate on the Conference Planning Committee. I may also make appointments to the committee.

Names of agency representatives should be submitted by Friday, August 27, 1993, to Ms. E. Ann Grandy, Director, Human Resources and Equal Employment Opportunity, Soil Conservation Service, Room 6210, South Building.

If you have any questions, please contact Ms. Grandy at 202-720-2227 or by fax at 202-720-7722.

  
MIKE ESPY  
SECRETARY

CC:  
Under/Assistant Secretaries



DEPARTMENT OF AGRICULTURE  
OFFICE OF THE SECRETARY  
WASHINGTON, D.C. 20250

**SUBJECT: USDA 1994 Work Force Diversity Conference**

**TO: Under/Assistant Secretaries  
Agency Heads**

I am pleased to inform you that preparations for USDA's 1994 Work Force Diversity Conference are underway. A steering committee of employees from throughout USDA is working diligently to ensure a success. The conference is scheduled for April 12-13 at the Washington, D.C. Convention Center.

Why is this conference so important to the success and mission of USDA? This conference will be the focal point for a cutting edge discussion on managing a diverse work force. Participants will receive training on various aspects of work force diversity, including: managing a diverse work force, conflict resolution, cross-gender communications, and AIDs in the work place.

I encourage you to attend and support the conference which will reinforce our commitment to work force diversity. I also encourage you to host a workshop with the employees from your mission area to discuss our expectations for accountability for this critical issue. Your nominees to attend the conference should include senior and mid-management personnel as well as non supervisory employees. The emphasis should be on inviting those employees from headquarters and the Washington, D.C. area who are best positioned to positively impact diversity issues within the agencies.

Because this will be a USDA wide event, the cost of the conference will be prorated among the agencies. The total budget for the conference is approximately \$71,000. We are planning for 400 participants from the Washington, D.C. area. However, if other employees are already scheduled to be in the area they can also be among your nominees. More detailed information about the number of slots allocated each agency will be provided by the conference steering committee.

This is an important event for the Department. It marks the continuation of an on-going communication we must have about managing a diverse work force. If you have any questions, please contact E. Ann Grandy, Conference Coordinator, Soil Conservation Service, at (202) 720-2227.

I appreciate your support for this effort.

  
MIKE ESPY  
SECRETARY