

A. Student Recruitment

Strategy 1: SECURE FUNDS FOR FULL MERIT SCHOLARSHIPS FOR
ACADEMICALLY EXCEPTIONAL BLACK STUDENTS

Timetable: phased in over a four-year period be-
ginning in spring 1986

Number involved: four each year

Estimated cost: \$160,000 (plus) when in full
operation

Area(s) of concern: B, D, E, H

Strategy 2: INCREASE THE ADMISSIONS OFFICE RECRUITING BUDGET
TO INTENSIFY RECRUITMENT OF BLACKS

Timetable: by fall 1985

Number involved: NA

Estimated cost: \$10,000 additional

Area(s) of concern: B, D, E

Strategy 3: INTENSIFY EFFORTS TO RECRUIT BLACKS FROM LOCAL
AND REGIONAL HIGH SCHOOLS AND THEREBY DEVELOP A
NETWORK OF GUIDANCE COUNSELORS AND BLACK STUDENTS
KNOWLEDGEABLE ABOUT OPPORTUNITIES FOR BLACK STU-
DENTS AT DAVIDSON

Timetable: spring 1985

Number involved: entire admissions staff

Estimated cost: see A, Strategy 2

Area(s) of concern: B, D, E

Strategy 4: DEVELOP CONTACTS WITH PRESBYTERIAN CHURCH (U.S.A.)
FOR THE EXPRESSED PURPOSE OF RECRUITING BLACK
STUDENTS

Timetable: by fall 1985

Number involved: 1 member of admissions staff

Estimated cost: see A, Strategy 2

Area(s) of concern: B, D, E, I

Strategy 5: SECURE FUNDS TO INCREASE TO FULL TIME THE CURRENT
HALF TIME POSITION FOR A BLACK MEMBER ON THE AD-
MISSIONS STAFF

Timetable: for 1985/86 academic year

Number involved: one staff member

Estimated cost: \$10,000

Area(s) of concern: B, C, E, F, H

B. Support Activities

Strategy 1: ESTABLISH A TUTORING PROGRAM ADMINISTERED THROUGH THE DEAN OF STUDENTS OFFICE

Timetable: by fall 1985

Number involved: as many students as appropriate

Estimated cost: as the program develops, funds will need to be secured to subsidize individual costs

Area(s) of concern: C, D, E, H

Strategy 2: DEVELOP, THROUGH THE DEAN OF STUDENTS OFFICE, SPECIFIC FRESHMEN ORIENTATION PROGRAMS TO ADDRESS 1) ISSUES OF INTERRACIAL UNDERSTANDING AND COOPERATION AND 2) ISSUES SPECIFICALLY PERTINENT TO BLACK FRESHMEN AND THEIR PARENTS

Timetable: by fall 1985

Number involved: current staff

Estimated cost: NA

Area(s) of concern: E, D

Strategy 3: DEVELOP, THROUGH THE DEAN OF STUDENTS OFFICE, A PROGRAM TO ENHANCE COOPERATION, INTERACTION, AND UNDERSTANDING BETWEEN THE RACES AND TO SECURE FUNDS FOR THE STAFFING AND IMPLEMENTATION OF THE PROGRAM

Timetable: by fall 1986

Number involved: staffing to be determined

Estimated cost: to be determined

Area(s) of concern: D, E, F, G, H

Strategy 4: EXPLORE THE EXTENT TO WHICH THE CURRENT OPPORTUNITIES FOR RELIGIOUS LIFE MEET THE NEEDS OF BLACK MEMBERS OF OUR COMMUNITY AND DEVELOP PROGRAMS WHICH SUPPLEMENT THESE OPPORTUNITIES AS NEEDED

Timetable: by fall 1986

Number involved: Chaplain and Advisory Council on Campus and Religious Life

Estimated cost: to be determined

Area(s) of concern: D, E, F, G, I

Strategy 5: RELIEVE BLACK STUDENT LEADERS AND BLACK FACULTY AND STAFF IN THEIR SUPPORT AND EDUCATIONAL ROLES WITH BLACK STUDENTS BY INVOLVING WHITE FACULTY, STAFF AND STUDENTS IN THESE ROLES SO THAT BLACKS ARE AVAILABLE TO THE ENTIRE COMMUNITY

Timetable: immediately

Number involved: coordinated through the Dean of Students Office

Estimated cost: NA

Area(s) of concern: C, D, E

Strategy 6: ESTABLISH A GROUP OF BLACK PROFESSIONALS IN CHARLOTTE (ALUMNI AND OTHERS) FOR PROFESSIONAL AND SOCIAL INTERACTION WITH BLACK FACULTY AND ASSISTANCE WITH THE CAREER DEVELOPMENT OF OUTSTANDING YOUNG BLACKS

Timetable: by fall 1985

Number involved: coordinate through Alumni Office

Estimated cost: NA

Area(s) of concern: E, F, I

Strategy 7: ESTABLISH A STRUCTURE THROUGH WHICH THE COLLEGE CAN MORE POSITIVELY RELATE TO THE BLACK COMMUNITY OF THE TOWN

Timetable: by fall 1985

Number involved: to be determined

Estimated cost: NA

Area(s) of concern: E, G

C. Faculty and the Academic Program

Strategy 1: DEVELOP A PROGRAM AND SECURE FOUNDATION SUPPORT TO PROVIDE SUMMER STIPENDS FOR FACULTY INTERESTED IN INCLUDING ASPECTS OF THE BLACK EXPERIENCE AND THAT OF OTHER RACIAL/ETHNIC GROUPS IN THEIR COURSES

Timetable: begin in the summer of 1986

Number involved: 10-15 faculty per year for 4 years

Estimated cost: \$90,000 (\$22,500 per year)

Area(s) of concern: G

Strategy 2: CONTINUE AND EXTEND CURRENT PRACTICE OF AGGRESSIVELY SEEKING CANDIDATES FOR TENURE TRACK POSITIONS FROM DIVERSE RACIAL/ETHNIC GROUPS

Timetable: Underway

Number involved: NA

Estimated cost: NA

Area(s) of concern: F, G

Strategy 3: SECURE FUNDS TO SUPPORT A CONTINUING AND EXPANDED VISITING PROFESSOR PROGRAM FOR BLACK FACULTY

Timetable: by fall 1985

Number involved: two fulltime positions, up to six black faculty per year

Estimated cost: \$70,000 per year

Area(s) of concern: F, G

Strategy 4: INVESTIGATE THE POSSIBILITY OF BLACK FACULTY ON LOAN FROM INDUSTRY AND GOVERNMENT LIKE THE STATE DEPARTMENT AND IBM PROGRAMS

Timetable: by spring 1985
 Number involved: to be identified
 Estimated cost: NA
 Area(s) of concern: F, G

Strategy 5: INVESTIGATE THE BENEFITS AND LIABILITIES OF A STUDY ABROAD PROGRAM IN PREDOMINANTLY BLACK CULTURES

Timetable: report completed by fall 1986
 Number involved: to be determined
 Estimated cost: to be determined
 Area(s) of concern: F, G

D. Preparing Additional Black Students for Davidson

Strategy 1: DEVELOP A PROGRAM AND SECURE FUNDS TO IDENTIFY PROMISING BLACKS AS EARLY AS THE NINTH GRADE AND SUPPORT THEIR PREPARATION FOR DAVIDSON

Timetable: implementation fall 1987
 Number involved: 5 per year initially
 Estimated cost: to be determined
 Area(s) of concern: B, D, E, H, I

Strategy 2: SECURE FUNDS FOR SCHOLARSHIPS FOR BLACK STUDENTS TO ATTEND JULY EXPERIENCE

Timetable: phased in over a four year period beginning in summer 1985
 Number involved: up to 15 when fully funded
 Estimated cost: \$15,000 per year
 Area(s) of concern: B, D, E, I

Strategy 3: SECURE FUNDS TO EXPAND 1) THE FOCUS PROGRAM FROM TWO WEEKS TO FOUR WEEKS AND 2) THE FOCUS CURRICULUM TO INCLUDE MATHEMATICS AND/OR SCIENCE

Timetable: by summer of 1985
 Number involved: 10-15 enrolling black freshmen
 Estimated cost: \$15,000
 Area(s) of concern: B, D, E, H

E. Other

Strategy 1: DEVELOP A WELL ORGANIZED DATA BASE AND RECORDS KEEP-
ING SYSTEM TO MONITOR AND EVALUATE THE PROGRESS OF
DAVIDSON'S RACIAL/ETHNIC GROUPS

Timetable: September 1984 (as soon as possible)
Number involved: as determined by the Director of
Institutional Research
Estimated cost: to be determined
Area(s) of concern: A, C, H

Strategy 2: DEVELOP A PROGRAM FOR MEMBERS OF THE SUPPORT STAFF,
WHO, WITH TRAINING, CAN ADVANCE IN THEIR CAREERS

Timetable: by fall 1987
Number involved: to be determined
Estimated cost: to be determined
Area(s) of concern: F

Strategy 3: DEVELOP A PROGRAM FOR SENSITIZING THE CAMPUS SECURITY
FORCE TO BLACK CONCERNS

Timetable: by fall 1985
Number involved: coordinated through the Dean of Students
Office
Estimated cost: to be determined
Area(s) of concern: E, F