



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, D.C. 20240

JUN 16 2003

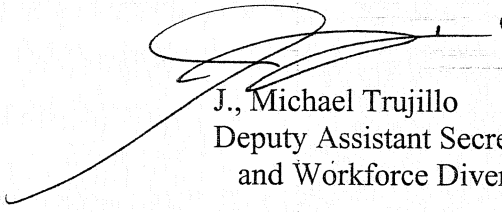
Honorable Wilbert Bryant
Counselor to the Secretary on
Historically Black Colleges and Universities and
Deputy Assistant Secretary for Post Secondary Education
1990 K Street, NW, Suite 8100
Washington, DC 20202

Dear Mr. Bryant:

We are pleased to submit the Department of the Interior Fiscal Year 2002 Annual Performance Report on Actions to Assist Historically Black Colleges and Universities as required by Executive Order 13256 – President's Advisory Board on Historically Black Colleges and Universities.

If you have questions or additional information is needed, please contact Mark Oliver, Director, Office of Educational Partnerships, on (202) 208-6403.

Sincerely,



J., Michael Trujillo
Deputy Assistant Secretary for Human Resources
and Workforce Diversity

Enclosure

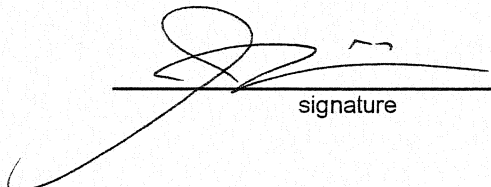
B. Summary of Total Awards to HBCUs by Category - FY 2003

1. Agency: U.S. Department of the Interior

2. Total universe of funds for institutions of higher education (IHEs): **\$79,854,708**

Category	Total Awards to IHEs	Total Awards to HBCUs	% of Awards to HBCUs
1. Research & Development	\$14,674,001	\$329,000	2%
2. Program Evaluation	\$473,983	\$223,064	47%
3. Training	\$13,196,952	\$471,762	4%
4. Facilities and Equipment	\$2,304,721	\$2,133,830	93%
5. Fellowships, Traineeships, Internships, Recruitment & IPAs	\$6,874,013	\$1,050,117	15%
6. Student Tuition, Scholarships & Other Aid	\$718,851	\$61,090	8%
7. Direct Institutional Subsidies	\$39,538,970	\$101,000	0%
8. Third-Party Awards	\$109,330	\$63,000	58%
9. Private Sector Involvement			
10. Administrative Infrastructure	\$1,042,500		0%
11. Other	\$921,387		0%
Totals	\$79,854,708	\$4,432,863	6%

J. Michael Trujillo
 Deputy Assistant Secretary for Human Resources and
 Workforce Diversity


 signature

6/16/03
 Date

U.S. DEPARTMENT OF THE INTERIOR



**FY 2002 ANNUAL PERFORMANCE REPORT
ON ACTIONS TO ASSIST
HISTORICALLY BLACK COLLEGES AND
UNIVERSITIES**

June 4, 2003

**Fiscal Year 2002
Annual Performance Report
On Executive Agency Actions to Assist
Historically Black Colleges and Universities**

Executive Summary

The Department of the Interior (DOI) is committed to effectively respond to Executive Order 13256: President's Board of Advisors on Historically Black Colleges and Universities (HBCUs). Interior's aim is to develop and maintain a workforce which is reflective of America's population. A major goal toward supporting the Executive Order is built on DOI's educational partnerships and programs which focus on outreach, recruitment, and placement of qualified candidates. Historically at Interior, there have been significant under-representations of various minority groups in occupations critical to DOI's Bureau and Office missions. African Americans are among the minority groups that have been targeted for recruitment for key DOI positions.

A major priority of the Department is recruitment and placement of students. DOI will continue to aggressively expand its Diversity Intern Program (DIP) as well as increase the number of students being converted through the Student Career Experience Program (SCEP) and Student Temporary Experience Program (STEP). DOI continues to utilize the DIP as a source for HBCU student interns during the summer, fall, and spring semester programs. The DIP serves several purposes. It provides a pipeline of students for exposure to the Department and its programs; it provides an opportunity for our managers and supervisors to learn first hand the wealth of resources available through our HBCU institutions; it frees up administrative costs of running the program, as well as FTEs (full-time employees); it provides a feeder group for our SCEP and possible conversion to permanent employment; and it enhances our ability to relate to our various constituencies throughout the country.

The Office of Educational Partnerships also coordinates DOI's participation in major community and educational outreach activities. The Office exhibits at education-focused conferences utilizing the DOI state-of-the-arts exhibit. A key feature of the exhibit is its on-line capability for students to search for jobs onsite. It also has a VCR for viewing recruitment videos or other special video presentations.

BUREAU/OFFICE NARRATIVE SUMMARY

National Park Service

The National Park Service (NPS) Historic Preservation Program continued in FY 2002 with over \$2 million distributed to HBCUs for preservation and restoration of historic buildings. In addition to the actual building restoration, the funding included NPS professionals conducting condition assessment and inspections of the projects.

Minerals Management Service

The Minerals Management Service continued to provide employment opportunities to students attending HBCUs. Three students attending HBCUs were employed in the summer program, and one student attending an HBCU was employed under the Student Temporary Employment Program.

MMS continued to provide funding to Dillard University for its Saturday Science Academy. This program provides classroom training in the sciences and mathematics to third through eighth grade students. The purpose is to interest students at a young age to possible future careers in those areas. This year's award was \$6,000.

U.S. Geological Survey

The U.S. Geological Survey (USGS) awarded \$120,000 to the University of Arkansas Pine Bluff. The program focuses on recruitment of minorities into fish and wildlife academic curricula, teaching assistance, research opportunities for students, and assistance to graduating students with finding positions in state and Federal agencies or non-governmental natural resource management organizations.

The University of Maryland Eastern Shore Cooperative Research Unit was awarded \$272,500 for research scientists to provide graduate level instruction to conduct research of interest to the cooperators and to provide technical assistance to state and Federal resource managers. The focus was on graduate training and research activities in both wildlife and fisheries.

Trained recruiting teams are assigned to various schools and participate in job fairs and other recruitment activities on campus. Rather than attempting to hire graduating seniors, the teams concentrate on hiring undergraduates under one of the student appointing authorities. Student appointments represent one of the most effective methods of getting students interested in Federal employment. The teams visited the following HBCUs: Florida A&M University (FAMU), St. Augustine's College, North Carolina Agricultural & Technical University, Fort Valley State University (FVSU), and Southern University.

The Cooperative Developmental Energy Program (CDEP) at Fort Valley State University (FVSU) used part of the funds awarded from the USGS to operate the Mathematics, Science, and Engineering Academies (MSEA) that consist of four different summer academies from the 9th - 12th grades during the summer of 2002. The 9th and 12th grade academies are held on the FVSU campus; the 10th grade is held on the campus of the University of Nevada, Las Vegas; and the 11th grade is held on the campus of the University of Oklahoma. Each academy had expenses allocated for travel, room & board, staff (instructors & counselors), instructional materials (SAT workbooks, pencils, circuit kits, Grand Canyon Model Kits, rock samples, etc.), field trips, museum visits, enrichment and class room activities, and stipends. Each student received a \$100 stipend upon the completion of each respective academy. A total of 162 students participated in the 4-week course.

The USGS awarded \$15,800 to North Carolina Central University (NCCU) to train and recruit students to work at USGS. Five students were trained to work on the National Hydrographic Data set (NHD) Project at NCCU by a USGS employee from the Mid-Continent Mapping Center (MCMC) in Rolla, Missouri. The students worked during the 2002 spring semester at the USGS office in Raleigh, North Carolina, converting hydrography data. A USGS Geospatial Data Laboratory was developed in the NCCU Geography Department. There are five workstations and a 42-inch printer located in the laboratory for the students to continue their training on the hydrography data layer. One student spent 8 weeks during the summer of 2002 in Rolla, Missouri, working on the NHD project and another student worked at the USGS in Raleigh, North Carolina. The NCCU staff goal is to continue training the students with hopes of obtaining additional funding to continue the NHD project.

USGS awarded \$45,000 to the FVSU Cooperative Development Energy Program (CDEP). Through this program, FVSU provided four and one-half scholarships to 5 minority students for academic training in pursuing a degree in the geosciences. Also, 3 students from FVSU accepted summer positions with the USGS, 1 in Anchorage, Alaska, and 2 in Norcross, Georgia. This program is a way to increase representation of minorities and women at USGS and will increase the opportunities for FVSU's students to be employed at the USGS.

Bureau of Reclamation

Although located in the far western seventeen states, the Bureau of Reclamation (BOR) offices have participated in and funded a number of initiatives and activities involving HBCUs in the west and throughout the nation. The Pacific Northwest Regional Office employs a full-time Outreach and Retention Specialist for Black Employment to engage in supportive efforts to identify minority students for employment opportunities. The Mid-Pacific Region also employs a full-time Equal Employment Specialist and one collateral duty Special Emphasis Coordinator for Black Employment who works together to identify minority students for employment opportunities. The majority of BOR's support was with Langston University. Support included:

- Commissioner's Office – final annual funding under a four-year Assistance Agreement to

- develop an undergraduate degree program in Natural Resources Management with a major in water resources management.
- Upper Colorado Region funding for participation in Water Conservation Field Service Program and for research purposes.
 - Pacific Northwest Region provided onsite Geographical System (GIS) metadata laboratory sessions.
 - Mid-Pacific Region donated equipment.
 - Appointment of a STEP and SCEP student and provided tuition assistance to both.

U.S. Fish and Wildlife Service

During FY 2002, the Director, U.S. Fish and Wildlife Service issued a memorandum directing managers to devote adequate resources to improve the recruitment and placement of Blacks in the 400 series (Biological Sciences Group). Recruitment implementation plans included HBCUs as recruitment sources in all targeted recruitment activities. Nineteen students attending HBCUs were employed through the Service's student employment programs in temporary and permanent positions.

The Service continues to foster educational partnerships with HBCU institutions through the direct support of educational activities. The Service established a partnership with Langston University to conduct a 4-day environmental and conservation workshop to provide students with an opportunity to experience environmental science in an outdoor classroom setting.

An agreement with the University of Arkansas at Pine Bluff was updated to enhance the Service's working relationship with the university. The Chief, Fish and Wildlife Management Assistance and Habitat Restoration, is a member of the University of Arkansas-Pine Bluff, School of Fisheries, Aqua Culture Advisory Committee. He also serves on the Lonoke Farm Educational Wetlands Restoration Committee, which is a 700 acre outdoor class room demonstration for water management, land cover protection, fisheries culture and production, efficient water use and grassland and forestry research. One of the outdoor class projects provided the students with instructions on riparian restoration research and stream bank stabilization.

During FY 2002, the Service placed a senior level employee at Florida A&M University as a faculty member, representing a commitment of \$100,000. The purpose of this IPA was to work on research projects. The employee holds a Ph.D. in fisheries biology and also has extensive experience working with colleges and working in the field of environmental justice.

The FWS Outreach and Recruitment teams target HBCUs for recruitment and participated in job fairs at the following HBCUs: University of Maryland Eastern Shore, Jackson State University, University of Arkansas at Pine Bluff, Morehouse College, Morris Brown College, Clark Atlanta University, Spelman College, Coppin State College, Langston University, and Grambling Sate University.

Office of Surface Mining Reclamation and Enforcement

The Office of Surface Mining Reclamation and Enforcement (OSM) is committed to increasing the ability of HBCUs to participate in federally-sponsored programs. Although OSM is not under-represented in its overall representation of permanent African American employees, African Americans are severely under-represented in the professional and environmental science occupations. In spite of its small size and budget constraints, OSM continued to explore new avenues and creative ways to implement Executive Order 13256.

In FY 2002, OSM achieved the following measurable objectives:

- Hired one Diversity Summer Intern from Kentucky State University.
- Co-sponsored the Xavier University Youth Motivation Task Force Program. This program brings minority professionals from across the country to discuss careers with Xavier's students. Two OSM employees also participated as mentors at the Xavier Youth Motivation Task Force Program.
- Hired four Student Temporary Employment Program (STEP) students from HBCUs.
- Co-sponsored the Howard University Geographic Information Systems (GIS) Summer Workshop. This workshop is provided to HBCU faculty in order to develop a collaborative training and research agenda with federal agencies that use GIS in technology.
- An OSM employee conducted a workshop on the use of High Resolution Satellite Imagery data in support of the Surface Mining Control Reclamation Act enforcement on western coal permits at the GIS Training Conference. During the workshop, each participant received a three-CD package of imagery data of the East, West and Central United States. The data was very valuable to the HBCU professors attending the conference.

Bureau of Land Management

Bureau of Land Management (BLM) activity with HBCUs primarily involved Langston University. BLM continued funding of a student retention agreement for STEP and SCEP students through the Langston University Center for Outreach and Natural Resources. The \$240,000 funded through the agreement covered travel and tuition assistance for students who worked for BLM. BLM also funded an IPA assignment for work at the Center for Outreach and Natural Resources.

Office of Insular Affairs

The Office of Insular Affairs provided \$250,000 to the University of the Virgin Islands for the purposes of assisting the UVI Research and Technology Park in developing a technology sector in the Virgin Islands to promote economic growth, development and diversification of the VI and the broadening of the capabilities of the University of the Virgin Islands, including the training of University students through the creation and transfer of technology from campus based research centers and their related technical and communications infrastructure to the marketplace.

FUNDING SUMMARY

The total Department of the Interior awards to Historically Black Colleges and Universities in FY 2002 was \$4,432,863. This total represents a decrease of \$6,260,725 from the DOI FY 2001 accomplishments. The primary reason for this substantial decline was the decrease in funding appropriated in FY 2002 for the National Park Service's HBCU Historic Preservation Initiative.

FEDERAL AGENCY AWARDS TO INSTITUTIONS (cont'd)

STATE/INSTITUTION	R&D	PE	TRAINING	F&E	FELLOWS	SFA	DIS	IPA	PSI	AI	OTHER	TOTALS
MICHIGAN												
LEWIS COLLEGE OF BUS.												
MISSISSIPPI												
ALCORN STATE												
COAHOMA JR. COLLEGE												
HINDS COMM. COLLEGE							1,000	8,500				277,199
JACKSON STATE				254,000	13,699							
MARY HOLMES												
MISSISSIPPI VALLEY												
RUST COLLEGE												
TOUGALOO COLLEGE		10,000										10,000
MISSOURI												
HARRIS STOWE STATE					884							884
LINCOLN UNIVERSITY					2,251							2,251
NORTH CAROLINA												
BARBER-SCOTIA												
BENNETT COLLEGE												
ELIZABETH CITY STATE				281,000	16,660							297,660
FAYETTEVILLE STATE												
JOHNSON C. SMITH				85,000								85,000
LIVINGSTONE COLLEGE												
N. C. A&T STATE				304,000	2,458							306,458
N. C. CENTRAL		5,000	15,800									20,800
ST. AUGUSTINE					2,458							2,458
SHAW UNIVERSITY												
WINSTON-SALEM STATE												
OHIO												
CENTRAL STATE					688							688
WILBERFORCE UNIV.					550							550
OKLAHOMA												
LANGSTON UNIV.	52,000		8,000	5,800	354,100	7,800	100,000	31,500				559,200

FEDERAL AGENCY AWARDS TO INSTITUTIONS (cont'd)

STATE/INSTITUTION	R&D	PE	TRAINING	F&E	FELLOWS	SFA	DIS	IPA	PSI	AI	*OTHER	TOTALS
VIRGINIA												
HAMPTON UNIV.		10,000			6,500							16,500
NORFOLK STATE					17,500							17,500
SAINT PAUL'S		5,000										5,000
VIRGINIA STATE					7,799							7,799
VIRGINIA UNION		1,000			19,955							20,955

WEST VIRGINIA

BLUEFIELD STATE												
W. VIRGINIA STATE												

U.S. VIRGIN ISLANDS

UNIV. OF THE V. I.	250,000											250,000
ALL HBCUs		50,364			33,348							83,712
GRAND TOTAL	329,000	223,064	471,762	2,133,830	1,050,117	61,090	101,000	63,000				4,432,863

CATEGORIES:

- R&D
- PE
- F&E
- FELLOWS
- SFA
- DIS
- TPA
- PSI
- AI
- RESEARCH AND DEVELOPMENT
- PROGRAM EVALUATION
- TRAINING
- FACILITIES AND EQUIPMENT
- FELLOWSHIP, RECRUITMENT, IPA
- STUDENT FINANCIAL ASSISTANCE
- DIRECT INSTITUTIONAL SUBSIDIES
- THIRD PARTY AWARDS
- PRIVATE SECTOR INVOLVEMENT
- ADMINISTRATIVE INFRASTRUCTURE