

# **FY 2015 TREASURY ONE REPORT**

**Internal Revenue Service**





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**MESSAGE FROM THE ACTING EXECUTIVE DIRECTOR**

**Internal Revenue Service  
Office of Equity, Diversity and Inclusion**

I am pleased to present the Internal Revenue Service's Treasury One Report for Fiscal Year 2015. Treasury-One represents a consolidation of similar annual program reports on the agency's efforts and accomplishments of multiple targeted employment-related programs and initiatives prescribed by various authorities.

The IRS Treasury One Report includes the agency's overall efforts to recruit, hire, develop, and retain persons from all backgrounds, and to drive innovative outcomes and better business results by leveraging the diversity of our employees and cultivating an inclusive and fair workplace. The report is comprised of four major sections. The first section details the Federal Equal Opportunity Recruitment Program (FEORP) and the Hispanic Employment Initiatives. The second section covers the Disabled Veterans Affirmative Action Program (DVAAP). Sections three and four detail the Minority-Serving Institutions (MSI) Report and Plan respectively.

This report was made possible through the collaborative efforts of the IRS's Human Capital Office (HCO) and the Office of Equity, Diversity and Inclusion (EDI). Our efforts in these activities ensure that taxpayers' and employees' civil rights are respected, and enhance our ability to accomplish the IRS mission by cultivating a corporate culture that promotes equity and fairness.

Susan B. Greer  
Acting Executive Director  
Office of Equity, Diversity & Inclusion



## SECTION I. FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM

The Office of Personnel Management requests each agency submit a Federal Equal Opportunity Recruitment Program (FEORP) report and certification that the agency developed a FEORP for the next fiscal year (FY) in accordance with 5 U.S.C. 7021 and 5 CFR Part 720, Subpart B. This section serves as the IRS FY 2015 FEORP accomplishment report and certification of a FEORP Plan for FY 2016. The FEORP Plan is based on strategies developed from the goals contained in the IRS' Diversity and Inclusion Strategic Plan and FY 2015 Plan Accomplishments are located in Attachment I. The FEORP FY 2016 Plan's goals are in Attachment IA; the FEORP Progress Tracker is located in Attachment II; and, the FEORP Certification Form can be found in Attachment IV.

### Hispanic Employment

The IRS utilized partnerships with internal and external stakeholders to network and identify issues related to the elimination of barriers in Hispanic employment, identify opportunities for innovation and promote information sharing with regard to Hispanic retention and underrepresentation. A review of workforce demographics shows that during FY 2015, IRS had a permanent Hispanic workforce of 11.8 percent. The Relevant Civilian Labor Force (RCLF) for Hispanics in the IRS was 9.0 percent. Overall, Hispanic representation is above the RCLF.

Budgetary constraints and reduced recruitment and hiring impacted all demographic groups. This year, IRS hired a total of 120 bilingual positions with the expectation of hiring an additional 47 bilingual positions by the end of the fiscal year. In FY 2015 (thru 6/30/15), 424 (15%) Hispanics were hired into permanent positions; which was above their workforce participation rate of 11.8 percent.

In reviewing separations, the overall separation rate was 8.5 percent. However, Hispanics are separating from the Service at a higher rate, 11.3 percent. Of the total Hispanic separations, 12.7 percent were involuntary. As a result of this data, in FY 2016, IRS will conduct further analysis of Hispanic separations with a concentration on involuntary separations.

The IRS Leadership Development Programs (LDP) promote and support continuous learning for advancing leaders and those who have reached their preferred leadership level. The leadership programs are linked to an organizational strategy that reinforces a culture of diversity, teamwork, equal opportunity, and collaborative leadership. Readiness and development programs form the core of the IRS Leadership Development Curriculum based on critical leadership competencies that define successful leadership behaviors. During FY 2015, the IRS promoted the four major areas of the LDP:

- The Frontline Leader Readiness Program (FLRP) targets employees seeking to apply for front-line manager positions upon completion of the program. In FY 2015, 489



participants completed FLRP; 29 (5.9%) were Hispanic or Latino employees. This was an increase from FY 2014 (3.7%).

- Executive Readiness (XR) is the training and development program that prepares experienced senior leaders to apply to the Candidate Development Program (CDP) within two years. The XR Program combines assessment, curriculum, challenge, and coaching specifically focused on the OPM Executive Core Qualifications. In FY 2015, 20 participants completed XR; one (5%) was a Hispanic or Latino employee. This was a decrease from FY 2014 (11.1%).
- The Senior Executive Services Candidate Development Program (CDP) targets senior managers and employees at the GS-14 level or above with demonstrated leadership potential. In FY 2015, 22 candidates participated in the program; 1 (4.5%) was a Hispanic or Latino employee. This was a decrease from FY 2014 (5.7%).
- The Leading Leaders Readiness (LLR) Program prepares participants for mid-management positions (DM and SM) and ensures that they are capable of stepping into an acting or permanent middle-management position with minimum need for additional on-the-job experience to be fully effective. In FY 2015, 55 participants completed LLR; six (10.9%) were Hispanic or Latino employees. This was an increase from FY 2014 (2.9%).

Representatives from IRS' Office of Equity, Diversity and Inclusion and the Human Capital Office of Executive Services began reviewing diversity at the SES level to determine if any barriers exist that impact equal opportunity. A review of promotions data showed that for internal positions in grades 13-15, Hispanics represented 11.9 percent of applications received; 11.7 percent of those that qualified; and 9.2 percent of the selections. A further breakdown of Hispanic males and females in grades 13-15 showed Hispanic males did not exceed their upward mobility benchmark in any grades from GS-12 to SES; Hispanic females exceeded. In FY 2016, IRS will conduct additional reviews of the Leadership Succession Review (LSR) process, LDP, overall SES recruitment and hiring process and whether a glass ceiling or blocked pipelines exists that impacts the recruitment and advancement opportunities of Hispanics and other demographic groups within the IRS.

## Promising Practices

Two years ago, IRS EDI began providing an "At-A-Glance" demographics report to IRS Senior Leaders each quarter. The Quarterly Diversity Report (QDR) provides a snapshot of demographic data of hires, separations, grade distribution, retirement eligibility, disability and veteran's status by ethnicity and gender. The QDRs are a tool to facilitate leadership discussions around overall workforce demographics, succession planning and identifying potential triggers that may impact equal opportunity. As part of continuous process improvement efforts, EDI solicited customer satisfaction feedback and expanded the report to include the second level organizational reporting structure for three business units. These Business Units can now capitalize on an opportunity to begin exploring barrier identification within lower levels



of their respective organizations and this data can greatly assist in succession and work planning discussions. An additional focus area in FY 2015 included identifying triggers that can help leaders identify possible barriers in leadership development programs and feeder pools for the Senior Executive Service (SES). A Diversity-in-Leadership (DIL) tool was developed to provide an at-a-glance view of SES and Feeder Pool (GS-14 and 15) demographic participation by the following data sets:

- ERI Distribution of SES and Feeder Pools
- Generational Cohort of Employees in Feeder Pools and SES
- Distribution of Leadership Programs by ERI and Gender

The DIL also includes tables with a five-year trend for the Feeder Pool and a brief analysis of demographics with guiding questions. EDI began a preliminary test of sharing this information with the two largest business units, W&I and SBSE in FY 2015. EDI will expand preparation by formulating and providing this document to all business units biannually in FY 2016.

## FEORP Plan FY 2015 Accomplishments

FEORP Plan accomplishments are linked to the IRS Diversity and Inclusion Plan in three Goal Areas; **Diversity**, **Inclusion** and **Sustainability**. Accomplishments included in this report address the plan which was submitted in last year's report. The complete accomplishments are provided in Attachment I of this Report.

In the area of **Diversity**, the IRS included two objectives in the FY 2015 Plan. The first objective focused on establishing a Disability Program Manager and developing and incorporating action plans to reduce barriers to full participation. A Disability Program Manager was established within the EDI Diversity and Inclusion Division in and the IRS completed a new 5-year Strategic Plan for the Recruitment, Hiring and Retention of Individuals with Disabilities and Targeted Disabilities (FY 2016-2020) in September 2015. The second objective focused on maximizing the use of student internship and fellowship programs to afford full participation of groups in employment and promotional opportunity. The IRS utilized the Pathways Program (recent grads and Presidential Management Fellows) and Internal Internship (internal consideration of bargaining unit employees per an agreement with NTEU) to on-board students from diverse groups. In FY 2015, five (5) interns were hired (9/2015) and an internship hiring template was developed and approved for use in FY 2016. The CFO also announced an accounting trainee position to be on-boarded in FY 2016. An additional three (3) Presidential Management Fellows were hired: a GS-0201-09, (12/2014); a GS-0343-09, (10/2014); and a GS-0301-09, (10/2014).

In the area of **Inclusion**, the IRS identified three planned activities:

- The first focused on reviewing Leadership Development Program demographics in order to identify any triggers or barriers to full participation. An analysis of the Leadership Development Program demographics was conducted and resulted in a Diversity- in- Leadership tool to be provided bi-annually to business unit heads of office for use in



discussing their leadership diversity issues and progress with the Commissioner during their monthly meetings beginning FY 2016.

- The second focused on a feasibility study to launch a Servicewide administrative professionals mentoring and On-the-Job Instructor program. The IRS' Administrative Career Enhancement Program provided several development opportunities such as a virtual CPE and webinars for administrative professionals. Over 20 different subject areas were offered along with flash mentoring sessions and the ACEP is partnering with IRS Geographic Local Councils to create Geographic Administrative Communities to empower administrative professionals to make a difference in their careers and positions under the mentorship of senior managers and executives.
- The third involved analyzing results of the Internal Coach program pilot, to identify gaps and develop a framework for mentoring that will provide coaching access Servicewide. The IRS Service-wide team identified gaps in its mentoring program and is in the process of developing a strategy to improve data collection and provide consistent reporting of program activity and outcomes.

In the area of **Sustainability**, IRS' Human Capital Office's Performance Management (PM) Redesign Team worked with a Treasury team to influence and provide subject matter expertise on the importance of rating employees and managers on their commitment to EEO and support of diversity. As of September 2015, supplemental guidance on Non-SES performance commitments for equity, diversity and inclusion was provided to the bureaus. HCO is developing an implementation plan to secure agency approval and implement by FY 2017.

### FEORP Plan FY 2016 Goals

As part of the FEORP plan for FY 2016, the IRS selected one strategy from the IRS' Diversity & Inclusion Strategic Plan in the areas of **Diversity**, **Inclusion**, and **Sustainability**. The complete plan is documented in Attachment IA of this Report.

In the area of **Diversity**, the IRS will implement hiring strategies for the recruitment and hiring of a well-qualified workforce to include Individuals with Disabilities and Targeted Disabilities. Due to budget reductions IRS expects to have limited hiring, but will actively recruit for those external positions announced and increase the use of Schedule A Hiring Authority. In addition, new procedures will be developed to encourage interviews for those candidates. The IRS will also increase the use of forecasting to enhance workforce planning efforts.

In the area of **Inclusion**, the IRS will expand efforts to cultivate a supportive, inclusive and fair work environment. The IRS will communicate and implement the IRS Anti-Harassment Policy.

In the area of **Sustainability**, the IRS will implement the Diversity-in-leadership (DIL) data process with IRS business units on a biannual basis. This report focuses on the diversity in SES positions and feeder pools, analysis of findings, and guiding questions, which will be used by



the Business Operating Divisions to have periodic conversations with the Commissioner regarding diversity in leadership and succession planning efforts within their respective business units. The IRS will rollout this report to all organizations in May 2016.

## **Strategic Activities or Actions Related to the Employment of People with Disabilities**

### **Outreach and Recruitment, Hiring and Retention**

In November, 2014, the Acting Disability Policy Oversight and Education (DPOE) Chief established a cross-functional team comprised of staff from the IRS Disability Office, Executive Services, Employment, Talent and Security (ESETS), and Wage & Investment's (W&I) Accessibility Office. The team was charged with looking at opportunities to improve HR-related processes to help increase the hiring, retention and development of persons with disabilities.

The team developed standard operating procedures (SOP) for providing reasonable accommodations for newly hired employees with disabilities when they enter on duty. The procedures will solidify an internal process that will ensure new hires have their accommodations in place prior to their start date. The Acting EDI Director and the Director for HCO signed the SOP with an effective date of September 15, 2015.

### **Training and Education**

Both MD-715 as well as Executive Order 13548 requires managers to receive training on reasonable accommodations and to encourage managers to hire persons with disabilities. The IRS Disability Office (IDO) developed and delivered various training and education via Centra to improve the recruitment and retention of Persons with a Disability and Persons with Targeted Disabilities (PWD/PWTD). For the convenience of managers and employees all sessions were recorded and made available for future playback. In addition, IDO completed specialized training on reasonable accommodations for W&I Managers and EEO professionals to comply with the terms of settlement agreements.

As of August 14, 2015, disability related training reached 2,494 (30%) managers and 1,084 (1.4%) employees. IDO training was heavily marketed through EDI Communications as well as direct communications to managers who had previously attended training. IDO also received requests from various Business Operating Divisions to provide disability related training to their managers. IDO will explore other mediums for reaching a greater percentage of managers and employees annually.

### **Reasonable Accommodations**





The IRS began re-examining the current reasonable accommodation (RA) procedures to determine if existing metrics, which were established more than a decade ago are both accurate and realistic timeframes for processing RA requests in an efficient and effective manner.

As a result, the MD 175 Part H action plan was established to fully assess and study the issue. Data included case type and days to closure information from reasonable accommodation closed case inventory for FY 2012-2015. The plan outlined steps taken to re-examine the current procedures and establish additional metrics to ensure timeframes are in place for processing all reasonable accommodation cases; better classify and prioritize a limited number of situations meeting the EEOC's extenuating circumstance criteria; and re-define timeframes for reasonable accommodation requests.

The IRS conducted an in-depth analysis of the entire FY 2014 closed case inventory by type and category, and analyzed all work by stage and type for average processing days. We also performed additional data analysis to include FY 2012 - FY 2015 data; collaborated with stakeholders to improve ALERTS (Automated Labor & Employee Relations Tracking System) data capturing; reviewed Reasonable Accommodation Services (RAS) operational procedures to accurately define each type of request; and studied all captured data to understand and document where barriers are to delivery. We determined the average processing days for each type of accommodation, as well as a range of days needed to process each type of accommodation. A report was prepared in July 2015 to recommend a shortened and revised listing of extenuating circumstances, and also recommended barrier codes to use to track specific barriers to delivery. The IRS consulted with the EEOC in developing this listing, to ensure they were properly defining extenuating circumstances and barriers both in the Agency's control and outside of their control. The IRS is currently working with the case management system database administrators to ensure the revised codes for extenuating circumstances and barriers are edited within the database. Training will also be held with all affected RAS personnel, to ensure everyone involved in case input is aware and educated on these changes. FY 2015 will be a baseline year for these measures, with analysis conducted on a periodic basis during the year for improvements needed.



## SECTION II. DISABLED VETERANS REPORT AND DVAAP PLAN

In accordance with 38 U.S.C. 4214 and 5 CFR Part 720, Subpart C, the Office of Personnel Management (OPM) requests each federal agency to submit a Disabled Veterans Affirmative Action Program (DVAAP) report and certification that the agency has developed a DVAAP plan for the next fiscal year (FY). The Department of the Treasury, recognizing the similarities between programs and their respective reporting requirements, includes the DVAAP as part of the Treasury EEO One report. This report also includes sections on the Federal Equal Opportunity Recruitment Program and agency involvement with Minority Serving Institutions. The IRS Disabled Veteran Affirmative Action Program (DVAAP) includes the Service's efforts to promote the maximum employment and job advancement opportunities for disabled and other qualified veterans. The IRS provides this information to Treasury for inclusion in the Department's Report. Agency and OPM responsibilities for the DVAAP plans are covered in title 5 of the Code of Federal Regulations, part 720, subpart C, and also 38 United States Code, section 4214.

Treasury requests that our report on accomplishments be broken down into four sections with evaluation criteria to address the regulatory requirements. The template for DVAAP recruitment events for FY 2015 can be found in Attachment III. A brief overview of the DVAAP is provided below and the required Treasury template for the FY 2015 DVAAP Accomplishments is included in Attachment IIIA; Attachment IIIB includes FY 2015 accomplishments; and, the FY 2016 DVAAP Plan is in Attachment IIIC.

### Recruitment Strategies

The IRS has policies in place to ensure that special hiring authorities to attract disabled veterans, especially those who are 30 percent or more disabled, are used to recruit and employ disabled veterans. These policies include the IRS Veteran Employment Guide, policies to implement the annual goals provided by Treasury and a policy for Non-Paid Work Experience Program. The Veteran Employment Guide provides an overview of the IRS' Veterans Employment Office (VEPO) and the various programs and special hiring authorities for veterans. Additionally, the guide provides stakeholder roles and responsibilities, FAQs and additional information and resources for veteran hires.

The IRS has several strategies in place to effectively meet disabled veterans hiring goals. These include:

- Veteran Administration's Veteran Employment Center (VEC) resume database.
- ELMS Veteran Training for HR Professionals and Hiring managers
- External email box
- Veteran telephone hotline
- IRS public career website



- Schedule A Portal – a resume repository for disabled individuals including veterans.
- Attend hiring fairs, seminars, webinars, and resume workshops geared to disabled veterans.
- Social media such as Facebook, Twitter, LinkedIn and YouTube and other Veteran Job sites

The IRS provides training on the Disabled Veterans Affirmative Action program through the IRS Learning Management System (ELMS) on-line course “Veteran Employment Training for Federal Human Resource Professionals.” This course familiarizes participants with the Veteran Employment Initiative and provides information on how it is beneficial to the HR Professional, the agency, and Veterans seeking Federal Employment. As of September 22, 868 employees had taken the course in fiscal year 2015. In addition, managers were required to attend training, “Veteran Employment Training for Federal hiring Managers.” This course familiarizes participants with Veteran employment and how it is beneficial to managers, the agency, and Veterans seeking federal employment. As of September 22, 49% of managers (4,025) had completed this training.

### Hiring and Advancement of Disabled Veterans

A review of the IRS workforce indicated that the agency’s efforts to employ and retain disabled veterans were successful. The percentage of disabled veterans in the workforce as a *percentage of the total veteran population* increased from 34.44% in FY 2014 to 35.12% in FY 2015. As of June 13, 2015, the IRS employed 86,165 employees, with 9.85% (8,484) identified as veterans in the workforce\*. Disabled veterans comprised 35.12% (2,980) of the veteran population, and veterans identified as being 30% or more disabled comprised 19.10% (1,621) of the veteran population.

The table below shows hiring for veterans in FY 2014 compared to FY 2015.

Fiscal Year	Workforce*	Veterans		Disabled Veterans		30% or more Disabled	
		(% of Workforce)		(% of Veterans)		(% of Veterans)	
2014**	92,883	9,262	9.97%	3,190	34.44%	1,678	18.12%
2015***	86,165	8,484	9.85%	2,980	35.12%	1,621	19.10%
<b>Change</b>	<b>-7.23%</b>	<b>-8.40%</b>		<b>-6.58%</b>		<b>-3.40%</b>	

\*Workforce totals represent permanent, temporary and term tenure per OPM guidelines

\*\* June 14, 2014    \*\*\* June 13, 2015.

As of June 14, 2014, 11.9% (193) of the 1,621 veterans with a 30% or more disability occupied positions at the GS-9 level and 44.60% (723) occupied positions at the GS-11 level and above.



The FY 2015 veteran workforce compared to FY 2014 reflected a 4.46% decrease in positions occupied by veterans with a 30% or more disability at the GS-9 level and a 1.83% increase of veterans with a 30% or more disability occupied at the GS-11 level and above.

The IRS DVAAP is aligned with the IRS' Diversity and Inclusion strategic goals. The IRS used the following methods to promote and develop advancement opportunities for disabled veterans in FY 2015:

- News articles and blogs to highlight Veterans Day, Memorial Day, and Military Appreciation Month.
- A Servicewide online Leader's Toolkit was used to promote the benefits of hiring veterans and included procedures for utilizing the special hiring authorities. The site received over 7,000 visits to over 40 veteran specific products that included veteran blogs, podcasts, and thirteen veterans were profiled.
- The Military Outreach for Service (MOS) Employee Organization promoted veteran hiring, development and advancement during its National Conference.

The IRS DVAAP addresses promotion opportunities and career advancement for disabled veterans through several methods that have proven to be effective. The IRS utilizes details and other temporary assignments to aid in the promotion of disabled veterans by posting regular announcements on USAJOBS.gov and the detail opportunity listings for business operating divisions. Servicewide developmental opportunities have been effective in providing job experience for individual advancement and the IRS will continue to share these announcements via e-mail and the IRWeb.

The IRS also addresses individual development for disabled veterans through various career development programs. We market the developmental programs and career planning resources to all employees and nine disabled veterans participated in one or more of these programs:

- Senior Manager Readiness Program (SMRP)
- Department Manager Readiness Program (DMRP)
- Frontline Manager Readiness Program (FLRP)
- Diversity Management Training
- Disability Services Training

## **Program Execution**

The VEPO and EDI components monitor DVAAP objectives on a quarterly basis and the IRS has met all measurable objectives in the FY 2015 IRS' DVAAP. The VEPO, Human Capital and EDI components meet monthly and collaborate with the various offices responsible for HR, Civil Rights, and Diversity and Inclusion activities in addition to other stakeholders such as HR Training and employee organizations.

Selecting officials are encouraged to fill positions utilizing the special appointment authorities available for veterans, including veterans with 30% or more disability. Information regarding



these authorities is available through the IRS' Human Capital Website, i-Manage resource site for all managers, IRS Veterans Guide. As a result, 8.71% of IRS' new hires in FY 2015 were appointed through a veteran's preference hiring authority. The FY 2015 DVAAP planned goals were all met and are in Attachment IIIB.

## **Oversight**

The IRS regularly communicates the DVAAP requirements to all components and field offices through monthly stakeholder meetings, shares status of IRS hiring goals bi-weekly with field offices and meets monthly with Equity, Diversity and Inclusion offices. The IRS also provides Veteran hiring webinars and training sessions, a manager's toolkit and on-line Veteran's Training for Hiring Managers and HR Professionals.



### SECTION III. MINORITY SERVING INSTITUTIONS (MSIs) REPORT

A number of executive orders, laws, and other guiding directives promote close partnerships between government agencies and Minority Serving Institutions (MSI) of higher learning. Taken together, the MSIs help fulfill vital services for their specific demographics and provide the IRS with a wealth of knowledge and talent that can support the agency’s mission.

The IRS participates in a variety of community outreach and education initiatives designed to increase awareness and understanding of tax compliance, as well as to recruit those who may be interested in employment with the Service. As a result, these outreach and education initiatives demonstrate a level of commitment and support at IRS for ensuring equality of opportunity and a diverse, inclusive workforce. Pursuant to the Department of Treasury guidance for the Treasury EEO One report, this section highlights the efforts at the IRS to market the Service as an “Employer of Choice” to both MSIs and affinity organizations.

#### MSI LOW INCOME TAX CLINICS (LITC)

Low Income Tax Clinics (LITC) are another way the IRS reaches out to underserved communities and affinity organizations that target these communities and Minority Serving Institutions (MSIs). LITCs are independent of the IRS and are not directly associated with the federal government. LITCs are organizations that represent low-income taxpayers in federal tax disputes with the IRS free or for a nominal fee, organizations that provide tax education and outreach to taxpayers who speak English as a second language, or organizations that do both.

In FY 2015, the LITCs provided services to 128 non-profit organizations and accredited academic institutions in all 50 states, the District of Columbia, and Puerto Rico. The IRS awarded nearly \$10 million to various organizations and MSIs. Below is a partial list of Awards. The complete list of LITC awards are in Attachment VII.

#### FY 2015 LITC Awards

School Type (MSIs)	Name of School	Award Amount
AIAN	University of Arkansas at Little Rock	\$95,000.00
AIAN	University of Washington	\$100,000.00
AIAN and HIS	University of New Mexico	\$90,000.00
HIS	St. Mary’s University of San Antonio	\$87,000.00
HBCU	University of the District of Columbia	\$80,000.00
PBI	University of Baltimore Foundation, Inc.	\$70,000.00
<b>TOTAL MSI Awards</b>		<b>\$522,000.00</b>
<b>TOTAL OTHER AWARDS *</b>		<b>\$9,470,672.00</b>
<b>GRAND TOTAL</b>		<b>\$9,992,672.00</b>

\*LITC Awards for Non-MSIs, attachment VII.



## MSI VOLUNTEER INCOME TAX ASSISTANCE (VITA)

The Volunteer Income Tax Assistance (VITA) program offers free tax help to low-to moderate income taxpayers who cannot prepare their own tax returns. The IRS works closely with various organizations that sponsor certified volunteers that provide training to help prepare basic tax returns in communities across the country. The VITA program demonstrates the Service’s commitment to customers, respective of the needs of different members of society. As such, the VITA program is a terrific example to promote the Service as an “Employer of Choice” through collaborating with MSIs, affinity organizations, and targeted communities. In FY 2015, the IRS provided 236 VITA awards totaling \$19,222,441.00. Awards are used to purchase hardware, office supplies, and salaries (site coordinator, instructor). A complete list of award recipients is included in Attachment VIII.

### FY 2015 VITA Awards

School Type (MSIs)	Name of School	Award Amount
AANAPI and HSI	California State LA University Auxiliary Services Inc.	\$15,400.00
HSI	St. Mary’s University of San Antonio	\$25,173.00
<b>TOTAL MSI Awards</b>		<b>\$40,573.00</b>
<b>TOTAL OTHER AWARDS *</b>		<b>\$19,181,868.00</b>
<b>GRAND TOTAL</b>		<b>\$19,222,441.00</b>

\*VITA Awards for Non-MSIs, attachment VIII.

### FY 2015 MSI Community Outreach, VITA Site Statistics

In addition to providing VITA award grants, the IRS assisted in developing 115 VITA sites at Minority Serving Institutions (MSI) in FY 2015. These sites provide free income tax assistance and electronic filing to these communities and the IRS tracks the total number of returns prepared. The IRS also tracks the Earned Income Tax Credit (EITC), which is one of the federal government’s largest anti-poverty programs. The IRS administers the EITC through the tax code in the form of refundable credits available to low income working taxpayers. The charts below show the number of returns prepared, the number of tax returns with the EITC, and the total refund dollars included in these returns. These free sites provide much needed assistance that brings a financial return not only to the recipients, but also to these communities. The following is an overview of the VITA site statistics. A complete listing of the various minority serving institutions can be found in Attachment VI.



**VITA Sites at 9 Tribal Colleges & Universities (TCU)**

TCUs located in MN, MT, SD, WA and WI

Total number of returns prepared	981
Total number of EITC returns	425
Total Refund Dollars	\$1,884,544

**VITA Sites at 79 Hispanic Serving Institutions (HSI)**

HSIs located in AZ, CA, CO, FL, IL, IN, NJ, NM, NY, PR, TX, and WA

Total number of returns prepared	38,613
Total number of EITC returns	11,600
Total Refund Dollars	\$53,429,552

**VITA Sites at 27 Historically Black Colleges & Universities (HBCU)**

HBCUs located in AL, DC, FL, LA, MD, MO, MS, NC, SC, TX, VA and WV

Total number of returns prepared	10,455
Total number of EITC returns	3,087
Total Refund Dollars	\$16,595,216





**FY 2015 MSI AWARDS**

The table below provides awards given that directly benefited American Indian and Alaska Native & Tribal Colleges and Universities (AIAN/TCUs) and Hispanic Serving Institutions in FY 2015.

**2015 MSI Awards Chart I**

Award Type*	Amount of Award to AIANs/TCUs ONLY	Description of Award (Example: Gave 2 computers and printers to Central AZ College: Award Amount \$2,000)	Amount of Award to HSIs ONLY	Description of Award (Example: Gave 2 computers and printers to Dine College: Award Amount \$2,000)	Amount of Award to IHEs (include award amount to various MSIs in your total)
Research & Development	-0-		-0-		
Program Evaluation	-0-		-0-		
Training	-0-		-0-		
Facilities & Equipment	-0-		-0-		
Fellowships, Traineeships, Internships, Recruitment, and IPAs (DO NOT include salaries to interns in this category)	-0-		-0-		
Student Tuition Assistance, Scholarships, and other aid	-0-		-0-		
Direct Institutional Subsidies	-0-		-0-		
Third Party Awards	-0-		\$31,450		\$42,132.00
Private Sector Involvement	-0-		-0-		
Administrative Infrastructure	-0-		-0-		
<b>Other Activities VITA</b>	-0-	Volunteer Income Tax Assistance Awards	\$40,573	Volunteer Income Tax Assistance Awards	\$19,222,441.00
<b>Other Activities LITC</b>	\$285,000	Low Income Tax Clinic Awards	\$177,000	Low Income Tax Clinic Awards	\$9,992,672.00
Salaries Paid to interns/Internship Programs	-0-		\$56,544		\$860,346.00

\* See Attachment VI for Award Type definitions and a list of MSIs.



The table below provides awards given that directly benefited Historically Black Colleges & Universities (HBCU) and Predominately Black Institutions (PBI) in FY 2015.

**2015 MSI Awards Chart II**

Award Type*	Amount of Award to HBCUs ONLY	Description of Award (Example: Gave 2 computers and printers to Howard University; Award Amount \$2,000)	Amount of Award to PBIs ONLY	Description of Award (Example: Gave 2 computers and printers to Univ. of Baltimore; Award Amount \$2,000)	Amount of Award to IHEs (include award amount to various MSIs in your total)
Research & Development	-0-		-0-		
Program Evaluation	-0-		-0-		
Training	-0-		-0-		
Facilities & Equipment	-0-		-0-		
Fellowships, Traineeships, Internships, Recruitment, and IPAs (DO NOT include salaries to interns in this category)	-0-		-0-		
Student Tuition Assistance, Scholarships, other aid	-0-		-0-		
Direct Institutional Subsidies	-0-		-0-		
Third Party Awards	\$10,682		-0-		\$42,132.00
Private Sector Involvement	-0-		-0-		
Administrative Infrastructure	-0-		-0-		
Other Activities VITA	-0-	Volunteer Income Tax Assistance Awards	-0-	Volunteer Income Tax Assistance Awards	\$19,222,441.00
Other Activities LITC	\$80,000	Low Income Tax Clinic Awards	\$70,000	Low Income Tax Clinic Awards	\$9,992,672.00
Salaries Paid to Interns/Internship Programs	\$54,103		\$159,985		\$860,346.00

\* See Attachment VI for Award Type definitions and a list of MSIs.



The table below provides awards given that directly benefited Asian American and Native American Pacific Islander-Serving Institutions (AANA/NAPISI) in FY 2015.

**2015 MSI Awards Chart III**

Award Type*	Amount of Award to AANAPIs ONLY	Description of Award (Example: Gave 2 computers and printers to University of Puerto Rico-Carolina: Award Amount \$2,000)	Amount of Award to IHEs (include award amount to various MSIs in your total)
Research & Development	-0-		
Program Evaluation	-0-		
Training	-0-		
Facilities & Equipment	-0-		
Fellowships, Traineeships, Internships, Recruitment, and IPAs (DO NOT include salaries to interns in this category)	-0-		
Student Tuition Assistance, Scholarships, and other aid	-0-		
Direct Institutional Subsidies	-0-		
Third Party Awards	-0-		\$42,132.00
Private Sector Involvement	-0-		
Administrative Infrastructure	-0-		
<b>Other Activities VITA</b>	<b>\$15,400</b>	<b>Volunteer Income Tax Assistance Award</b>	<b>\$19,222,441.00</b>
<b>Other Activities LITC</b>	<b>-0-</b>	<b>Low Income Tax Clinic Awards</b>	<b>\$9,992,672.00</b>
Salaries Paid to Interns/Internship Programs	-0-		\$860,346.00

\* See Attachment VI for Award Type definitions and a list of MSIs.



**MSI Recruitment Accomplishments**

The following table highlights Recruitment accomplishments (non-MSI) for Pathways.

<b>Name of Hiring Authority Used</b>	<b>Name of College/University Intern Attends and College Type (i.e., HSI, HBCU, PBI, AANAPISI, or AIAN/TCU).</b>	<b>Salary Paid to Intern (i.e., provide <u>dollar amount paid</u> and <u>period of time</u>)</b>
Pathways Internship	Strayer University	Started on 9/20/15, therefore first paid in FY 2016
Pathways Internship	University of Phoenix	Started on 9/20/15, therefore first paid in FY 2016
Pathways Internship	Glenville State College	Started on 9/20/15, therefore first paid in FY 2016
Pathways Internship	Fairmont State University	Started on 9/20/15, therefore first paid in FY 2016
Pathways Internship	Concord University	Started on 9/20/15, therefore first paid in FY 2016

The following table includes the Presidential Management Fellows (PMF) Program for recruitment and advancing graduate and professional school graduates.

<b>Name of College/ University PMF Attends</b>	<b>RNO</b>	<b>Gender</b>	<b>Indicate whether PMF attends HBCU, PBI, AANAPISI, AIAN/TCU or HSI</b>	<b>Career Field Placement</b>
American University	White	Female	Non-MSI	Management & Program Analyst
George Mason University	Asian	Female	Non-MSI	Program Eval & Risk Analyst
Shippensburg State College	Black	Female	Non-MSI	HR Specialist



The following table includes employment opportunities for students through third party internship program both paid and unpaid internships.

<b>Name of Type of Intern Placed (i.e., HACU, WRP, NAFFO, WINS, ILF, Washington Center, etc.)</b>	<b>Name of College/University Intern Attends and Type of College (i.e., HSI, HBCU, AIAN/TCU, PBI, AANAPISI)</b>	<b>Moneys paid for each intern to the intern placement organization</b>
Minority Access	Morgan State University (HBCU)	\$10,682.12
HACU Internship Program	New Jersey City University (HSI)	\$10,483.47
HACU Internship Program	University of Puerto Rico, Mayagüez (HSI)	\$10,483.47
HACU Internship Program	California State University, Stanislaus (HSI)	\$10,483.47
DC Summer Youth Employment Program	Trinity Washington University (PBI) South Carolina State University (HBCU) North Carolina A&T University (HBCU) North Carolina Central University (HBCU) Morgan State University (HBCU) University of the District of Columbia (HBCU) Prince Georges Community College (PBI) Bennett College (HBCU) Virginia Union University (HBCU) Central State University (HBCU) Montgomery College (AANAPI) Fayetteville State University (HBCU) The Lincoln University (HBCU) Winston Salem State University (HBCU) Clafin University (HBCU) Fisk University (HBCU) Tuskegee University (HBCU) Shaw University (HBCU) Bowie State University (HBCU) Saint Augustine University (HBCU) Clark Atlanta University (HBCU) University of Maryland Eastern Shore (HBCU) Bethune-Cookman University (HBCU) Virginia State University (HBCU) Delaware State University (HBCU) Hampton University (HBCU) Miles College (HBCU) Spelman College (HBCU)	\$0



**MSI Objectives Met or Not Met**

The following tables provide data on objectives for all five MSI programs.

<b>Name of Plan (HSI, HBCU, PBI, AIAN/TCU or AANAPI)</b>	<b>Objective</b>	<b>Was Goal Met?</b>	<b>If No, Cite Reasons</b>
HSI	Corporate Recruiting Event (5)	No.	Budget restrictions prevented attending any events.
HSI	Virtual Outreach	Yes. Emailed MSI to follow IRS Recruitment on social media (Facebook and Twitter).	
HBCU	Corporate Recruiting Event (3)	No.	Partially completed. Attended 1 recruiting event. Budget restrictions prevented attending additional events.
HBCU	Virtual Outreach	Yes. Emailed MSI to follow IRS Recruitment on social media (Facebook and Twitter).	
PBI	Corporate Recruiting Event (1)	No.	Budget restrictions prevented attending any events.
PBI	Virtual Outreach	Yes. Emailed MSI to follow IRS Recruitment on social media (Facebook and Twitter).	
AIAN/TCU	Corporate Recruiting Event (2)	No.	Budget restrictions prevented attending any events.
AIAN/TCU	Virtual Outreach	Yes. Emailed MSI to follow IRS Recruitment on social media (Facebook and Twitter).	
AANAPI	Corporate Recruiting Event (1)	No.	Budget restrictions prevented attending any events.
AANAPI	Virtual Outreach	Yes. Emailed MSI to follow IRS Recruitment on social media (Facebook and Twitter).	



**SECTION IV. FY 2019 MSIs PLANS – PROJECTED FUNDING**

This section contains the planned activities involving MSIs projected for FY 2019.

**HBCU Plan**

Bureau	Proposed Activities	Projected Funding	Targeted HBCUs
IRS	Corporate Recruiting Events (3 events)	\$4,000	Delaware State University, Howard University and Huston-Tillotson University
IRS	Virtual Recruiting - social media posts, emails, teleconference meetings, virtual career fairs, Information sessions, on-line postings, etc. IRS will engage in expanded outreach through communication channels versus an in person presence. IRS will employ the expansion of social media and increase the use of recruitment and outreach in Facebook and Twitter.	\$500	Virtual outreach to 20% or more of the HBCU institutions and may include: Alabama A & M University, Delaware State University, Savannah State University, Lincoln University of Pennsylvania, Texas Southern University, Norfolk State University, Virginia State University, North Carolina A & T State University, North Carolina Central University, Jackson State University, Allen University, Howard University, Bethune-Cookman University, Clark Atlanta University, Fort Valley State University, Dillard University, Southern University and A & M College, Prairie View A & M University, West Virginia State University, Fayetteville State University, Johnson C Smith University, Winston-Salem State University, Oakwood University, Saint Augustine's College, North Carolina A & T State University, Tennessee State University, Lewis College of Business, Huston-Tillotson University and Tuskegee University



**AIAN/TCU Plan**

Bureau	Proposed Activities	Projected Funding	Targeted AIANs/TCUs
IRS	Corporate Recruiting (2 events)	\$1,500	Saginaw Chippewa Tribal College and University of Washington-Seattle
IRS	Virtual Recruiting - social media posts, emails, teleconference meetings, virtual career fairs, Information sessions, on-line postings, etc. IRS will engage in expanded outreach through communication channels versus an in person presence. IRS will employ the expansion of social media and increase the use of recruitment and outreach in Facebook and Twitter.	\$500	Virtual outreach to include 20% of the AIAN and TCU listing and may include: Haskell Indian Nations University, Saginaw Chippewa Tribal College, Leech Lake Tribal College, Nebraska Indian Community College, College of the Muscogee Nation, Comanche Nation College, Sinte Gleska University, Sisseton Wahpeton College, Northwest Indian College, Wind River Tribal College, Keweenaw Bay Ojibwa Community College, Bay Mills Community College, University of Alaska Southeast, Chaminade University of Honolulu, University of Hawaii at Hilo, University of Hawaii at Manoa, University of Hawaii-West Oahu, University of Alaska Fairbanks and University of Washington-Seattle

**HSI Plan**

Bureau	Proposed Activities	Projected Funding	Targeted HSIs
IRS	Corporate Recruiting (5 events)	\$7,500	Colorado State University, The University of Texas at San Antonio, The University of Texas at El Paso, Texas A & M University-Corpus Christi, California State University-Bakersfield
IRS	Virtual Recruiting - social media posts, emails, teleconference meetings, virtual career fairs, Information sessions, on-line postings, etc. IRS will engage in expanded outreach through communication channels versus an in person presence. IRS will employ the expansion of social media and increase the use of recruitment and outreach in Facebook and Twitter.	\$500	





**AANAPI Plan**

Bureau	Proposed Activities	Projected Funding	Targeted AANAPIs
IRS	Corporate Recruiting (1 events)	\$1,200	University of Maryland-College Park
IRS	Virtual Recruiting - social media posts, emails, teleconference meetings, virtual career fairs, Information sessions, on-line postings, etc. IRS will engage in expanded outreach through communication channels versus an in person presence. IRS will employee the expansion of social media and increase the use of recruitment and outreach in Facebook and Twitter.	\$500	Virtual to include at least 20% of the AANAPI institutions and can include The University of Texas at Arlington, Brookhaven College, Houston Community College, Richland College, University of St. Thomas, University of California-Riverside, University of Southern California, Long Island University-Brooklyn Campus, California State University-Fresno, California State University-Long Beach, University of Maryland-College Park, University of Massachusetts-Boston, University of Houston, Northern Virginia Community College

**PBI Plan**

Bureau	Proposed Activities	Projected Funding	Targeted PBIs
IRS	Corporate Recruiting (2 events)	\$1,000	Wayne County Community College and City Colleges of Chicago-Malcolm X College
IRS	Virtual Recruiting - social media posts, emails, teleconference meetings, virtual career fairs, Information sessions, on-line postings, etc.  IRS will engage in expanded outreach through communication channels versus an in person presence. IRS will employee the expansion of social media and increase the use of recruitment and outreach in Facebook and Twitter.	\$500	Alabama, Southeast Arkansas College, Merritt College, Trinity Washington University, Atlanta Metropolitan College, Bainbridge College, Clayton State University, Darton College, Gordon College, Oconee Fall Line Tech College, Chicago State University, East-West University, Prairie State College, South Suburban College, University of Baltimore, Washington Adventist University, Belhaven University, Bloomfield College, Essex County College, Medgar Evers College, York College, Long Island University – Brooklyn, The College of New Rochelle, Chowan University, North Carolina Wesleyan College, Harcum College, Peirce College, Remington College – Memphis, University of Memphis, Victory University, Martin University, Wayne County Community College, Troy University and Prince George's Community College



## ATTACHMENT VI - DEFINITION MSI AWARD CATEGORIES

### DEFINITIONS OF AIAN, HSI, PBI, AANAPISI, AND HBCU AWARD CATEGORIES:

**Administrative Infrastructure:** The management and administrative framework of an institution of higher education.

**Agency:** All executive departments, agencies, and components of the federal government.

**Alaska Native-Serving Institution (ANSI):** The Higher Education Act of 1965, as amended, defines an ANSI as "...an institution of higher education that – (A) is an eligible institution under section 1058(b) of this title; and (B) at the time of application, has an enrollment of undergraduate students that is at least 20 percent Alaska Native students."

**Asian:** A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. It includes people who indicate their race as "Asian Indian," "Chinese," "Filipino," "Korean," "Japanese," "Vietnamese," or "Other Asian" or who provide other detailed Asian responses.

**Asian American and Native American Pacific Islander-Serving Institution (AANAPI):** The Higher Education Act of 1965, as amended, defines an AANAPISI as "...an institution of higher education that - (A) is an eligible institution; and (B) at the time of application, has an enrollment of undergraduate students that is not less than 10 percent students who are Asian American or Native American Pacific Islander." In order to be eligible for grants under the AANAPISI program, each college or university attested that it met the HEA's definition of an Asian American and Native American Pacific Islander-serving institution and self-certified that it met the conditions of eligibility.

**Award:** Funds that an agency provides to an institution of higher education under a grant, contract, or other assistance.

**Contract:** A legal instrument reflecting a relationship between a federal agency and an institution of higher education where the principal purpose is to acquire (by purchase, lease, or barter) goods or services.

**Direct Institutional Subsidies:** Federal financial support to institutions of higher education for education and general expenses where the federal government either places no restrictions on the uses to which the funds may be put or where the federal government provides a broad range of allowable activities within which the institution has discretion to use the funds.

**Economic Development:** Awards provided to support creation of new businesses or jobs, or to expand existing businesses in order to create new markets.

**Facilities and Equipment:** Structures, works, fixed equipment, or major repairs or alterations to structures, works, fixed equipment, facilities, or land for use by an institution of higher education.



**Fellowships, Internships, Traineeships, Recruitment, and Arrangements under the Intergovernmental Personnel Act (IPAs):** Cooperative education, student and faculty internships, visiting professorships, and personnel and student recruitment at institutions of higher education.

**Grant:** The method of transferring property, money, services, or anything of value to a recipient in order to accomplish a public purpose authorized by statute when the agency is not anticipated to be substantially involved in performing the activity.

**Historically Black Colleges and Universities (HBCUs):** The Higher Education Act of 1965, as amended, defines an HBCU as: "...any historically black college or university that was established prior to 1964, whose principal mission was, and is, the education of black Americans, and that is accredited by a nationally recognized accrediting agency or association determined by the Secretary [of Education] to be a reliable authority as to the quality of training offered or is, according to such an agency or association, making reasonable progress toward accreditation...."

**Hispanic-Serving Institution (HSI):** The Higher Education Act of 1965, as amended, defines an HSI as: "an institution of higher education that—(A) is an eligible institution; and (B) has an enrollment of undergraduate full-time equivalent students that is at least 25 percent Hispanic students at the end of the award year immediately preceding the date of application." In order to be eligible for grants under the HSI program, each college and university attested that it met the HEA's definition of a Hispanic-serving institution and self-certified that it met the conditions of eligibility.

**Institution of Higher Education (IHE):** Any postsecondary educational institution in the United States or its territories that offers at least two years of college-level studies. Qualified institutions are listed in the *Education Directory: Colleges and Universities*, published by the U.S. Department of Education's National Center for Education Statistics.

**Measurable Objectives:** Agency activities or support for MSIs that can be quantitatively measured in dollar amounts or in discrete, nonfinancial units of measure.

**Native Hawaiian or Other Pacific Islander:** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. It includes people who indicate their race as "Native Hawaiian," "Guamanian or Chamorro," "Samoaan," and "Other Pacific Islander" or who provide other detailed Pacific Islander responses.

**Native Hawaiian-Serving Institution (NHSI):** The Higher Education Act of 1965, as amended, defines an NHSI as "...an institution of higher education which – (A) is an eligible institution under section 1058(b) of this title; and (B) at the time of application, has an enrollment of undergraduate students that is at least 10 percent Native Hawaiian students."

**Program Evaluation:** Actions to assess the effectiveness of institutional programs and activities, as well as the effectiveness of federal programs and activities. In many cases, program evaluation activities are conducted on a continuous basis and are frequently included as salaries or other budgetary expenses.



**Research and Development (R&D):** Studies, observations, and other activities concerned with the identification, description, experimental investigation, and theoretical explanation of social, physical, and behavioral phenomena. Implementation activities are also included in R&D.

**Student Tuition Assistance, Scholarships, and Other Aid:** Federal funds awarded to an institution of higher education for students or awarded directly to students for payment of such charges as tuition and room and board.

**Technical Assistance:** Direct help or services to institutions of higher education in key areas such as writing proposals, negotiating awards, and managing programs and finances.

**Third-Party Awards:** Organizations or entities that receive federal funds on behalf of historically black colleges or universities, tribal colleges and universities, Hispanic-serving institutions or Asian American Native American Pacific Islander-Serving Institutions. Examples of such entities include the National Association for Equal Opportunity in Higher Education (NAFEO); American Indian in Higher Education Consortium; The College Fund/UNCF; National Laboratories, such as Los Alamos or Lawrence Livermore; and other foundations and associations.

**Training:** Using professional personnel (federal and non-federal) to acquire or enhance knowledge or skills at an MSI.

**American Indian and Alaskan Native (AIAN) Institutions:** American Indian and Alaskan Native institutions are chartered by their respective Indian tribes through the sovereign authority of the tribes or by the federal government, and defined in Section 316 (20 U.S.C. 1059c) of the Higher Education Act of 1965, and those institutions cited in section 532 of the Equity in Educational Land-Grant Status Act of 1994 (7 U.S.C. 301 note).

**Predominantly Black Institution (PBI):** The definition of PBI is in Title III of the Higher Education Act of 1965, as amended.



ATTACHMENT VI (cont) – List of Minority Serving Institutions (MSI)

Historically Black Colleges and Universities (HBCUs)

<p><b><u>ALABAMA</u></b> ALABAMA A&amp;M UNIV. ALABAMA STATE UNIV. BISHOP STATE COMM. CONCORDIA COLLEGE FREDD STATE TECH GADSDEN STATE LAWSON STATE MILES COLLEGE OAKWOOD UNIVERSITY SELMA UNIVERSITY J.F. DRAKE TECH COLLEGE STILLMAN COLLEGE TALLADEGA COLLEGE TRENHOLM STATE TECH TUSKEGEE UNIVERSITY</p> <p><b><u>ARKANSAS</u></b> ARKANSAS BAPTIST PHILANDER SMITH SHORTER COLLEGE U OF ARKANSAS/PINE BLUFF</p> <p><b><u>DELAWARE</u></b> DELAWARE STATE UNIV.</p> <p><b><u>DISTRICT OF COLUMBIA</u></b> HOWARD UNIVERSITY UNIV. OF D. C.</p> <p><b><u>FLORIDA</u></b> BETHUNE-COOKMAN EDWARD WATERS FLORIDA A&amp;M UNIVERSITY FLORIDA MEMORIAL</p> <p><b><u>GEORGIA</u></b> ALBANY STATE CLARK ATLANTA UNIV. FORT VALLEY STATE INTERDENOMINATIONAL THEOLOGICAL CENTER MOREHOUSE COLLEGE MOREHOUSE MEDICAL MORRIS BROWN PAINE COLLEGE SAVANNAH STATE SPELMAN COLLEGE</p>	<p><b><u>KENTUCKY</u></b> KENTUCKY STATE UNIV.</p> <p><b><u>LOUISIANA</u></b> DILLARD UNIVERSITY GRAMBLING STATE SOUTHERN U. &amp; A&amp;M SOUTHERN/NEW ORLEANS SOUTHERN/SHREVEPORT XAVIER UNIVERSITY</p> <p><b><u>MARYLAND</u></b> BOWIE STATE COPPIN STATE MORGAN STATE U. OF MD/EASTERN SHORE</p> <p><b><u>MICHIGAN</u></b> LEWIS COLLEGE OF BUS.</p> <p><b><u>MISSISSIPPI</u></b> ALCORN STATE COAHOMA COMM. COLLEGE HINDS COMM. COLLEGE JACKSON STATE MISSISSIPPI VALLEY RUST COLLEGE TOUGALOO COLLEGE</p> <p><b><u>MISSOURI</u></b> HARRIS-STOWE STATE LINCOLN UNIVERSITY</p> <p><b><u>NORTH CAROLINA</u></b> BARBER-SCOTIA BENNETT COLLEGE ELIZABETH CITY STATE FAYETTEVILLE STATE JOHNSON C. SMITH LIVINGSTONE COLLEGE N. C. A&amp;T STATE N. C. CENTRAL ST. AUGUSTINE'S SHAW UNIVERSITY WINSTON-SALEM STATE</p> <p><b><u>OKLAHOMA</u></b> LANGSTON UNIVERSITY</p>	<p><b><u>PENNSYLVANIA</u></b> CHEYNEY UNIVERSITY LINCOLN UNIVERSITY</p> <p><b><u>SOUTH CAROLINA</u></b> ALLEN UNIVERSITY BENEDICT COLLEGE CLAFLIN COLLEGE CLINTON JR. COLLEGE DENMARK TECH. MORRIS COLLEGE S. C. STATE UNIVERSITY VOORHEES COLLEGE</p> <p><b><u>TENNESSEE</u></b> FISK UNIVERSITY KNOXVILLE COLLEGE LANE COLLEGE LEMOYNE-OWEN MEHARRY MEDICAL TENNESSEE STATE</p> <p><b><u>TEXAS</u></b> HUSTON-TILLOTSON JARVIS CHRISTIAN PAUL QUINN COLLEGE PRAIRIE VIEW A&amp;M SAINT PHILIP'S SOUTHWESTERN CHRIST. TEXAS COLLEGE TEXAS SOUTHERN WILEY COLLEGE</p> <p><b><u>VIRGINIA</u></b> HAMPTON UNIVERSITY NORFOLK STATE SAINT PAUL'S VIRGINIA STATE VIRGINIA UNION VA UNIV. OF LYNCHBURG</p> <p><b><u>WEST VIRGINIA</u></b> BLUEFIELD STATE W. VIRGINIA STATE</p> <p><b><u>U.S. VIRGIN ISLANDS</u></b> UNIV. of the VIRGIN ISLANDS</p>
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**Tribal Colleges and Universities (TCUs)**

<p><b><u>ALASKA</u></b> LLISAGVIK COLLEGE</p> <p><b><u>ARIZONA</u></b> DINE COLLEGE TOHONO O'ODHAM COMMUNITY COLLEGE</p> <p><b><u>KANSAS</u></b> HASKELL INDIAN NATIONS UNIVERSITY</p> <p><b><u>MICHIGAN</u></b> BAY MILLS COMMUNITY COLLEGE KEWEENAW BAY OJIBWA COMMUNITY COLLEGE SAGINAW CHIPPEWA TRIBAL COLLEGE</p> <p><b><u>MINNESOTA</u></b> FOND DU LAC TRIBAL &amp; COMMUNITY COLLEGE LEECH LAKE TRIBAL COLLEGE WHITE EARTH COMMUNITY COLLEGE</p>	<p><b><u>MONTANA</u></b> AANIIH NAKODA COLLEGE (FORT BELKNAP) BLACKFEET COMMUNITY COLLEGE CHIEF DULL KNIFE COLLEGE FORT PECK COMMUNITY COLLEGE LITTLE BIG HORN COLLEGE SALISH KOOTENAI COLLEGE STONE CHILD COLLEGE</p> <p><b><u>NORTH DAKOTA</u></b> CANKDESKA CIKANA COMMUNITY COLLEGE FORT BERTHOLD COMMUNITY COLLEGE SITTING BULL COLLEGE TURTLE MOUNTAIN COMMUNITY COLLEGE UNITED TRIBES TECHNICAL COLLEGE</p> <p><b><u>NEBRASKA</u></b> LITTLE PRIEST TRIBAL COLLEGE NEBRASKA INDIAN COMMUNITY COLLEGE</p>	<p><b><u>NEW MEXICO</u></b> NAVAJO TECHNICAL COLLEGE INSTITUTE OF AMERICAN INDIAN ARTS SOUTHWEST INDIAN POLYTECHNIC INSTITUTE</p> <p><b><u>OKLAHOMA</u></b> COLLEGE OF MUSCOGEE NATION COMANCHE NATION COLLEGE</p> <p><b><u>SOUTH DAKOTA</u></b> OGLALA LAKOTA COLLEGE SINTE GLESKA UNIVERSITY SISSETON WAHPETON COMMUNITY COLLEGE</p> <p><b><u>WASHINGTON</u></b> NORTHWEST INDIAN COLLEGE</p> <p><b><u>WISCONSIN</u></b> COLLEGE OF MENOMINEE NATION LAC COURTE OREILLES OJIBWA COMM. COLLEGE</p> <p><b><u>WYOMING</u></b> WIND RIVER TRIBAL COLLEGE</p>
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American Indian and Alaskan Native (AIAN) Serving Institutions

<p><b><u>ALASKA</u></b> ALASKA PACIFIC UNV. PRINCE WILLIAM SOUND COMMUNITY COLLEGE UNV. OF AK- ANCHORAGE UNV. OF AK-FAIRBANKS UNV. OF AK-SOUTHEAST</p> <p><b><u>ALABAMA</u></b> JOHN C CALHOUN STATE COMMUNITY COLLEGE TROY UNIVERSITY</p> <p><b><u>ARKANSAS</u></b> UNV. OF ARKANSAS</p> <p><b><u>ARIZONA</u></b> AMERICAN INDIAN ASSEMBLIES OF GOD ARIZONA STATE UNV. CENTRAL ARIZONA COLLEGE CHANDLER/GILBERT CC COCONINO COUNTY CC EASTERN ARIZONA COL GATEWAY CC GLENDALE CC MESA CC NORTHERN ARIZONA UNV NORTHLAND PIONEER COL PHOENIX COL PIMA CC RIO SALADO COL SCOTTSDALE CC SOUTH MOUNTAIN CC UNV OF ARIZONA YAVAPAI COLLEGE</p> <p><b><u>CALIFORNIA</u></b> AMERICAN RIVER COL BUTTE COL COL OF THE REDWOODS PALOMAR COL SANTA ROSA JUNIOR COL SHASTA COL</p> <p><b><u>COLORADO</u></b> FORT LEWIS COL FRONT RANGE CC PIKES PEAK CC PUEBLO CC</p>	<p><b><u>IDAHO</u></b> IDAHO STATE UNV.</p> <p><b><u>ILLNOIS</u></b> SOUTH SUBURBAN COL</p> <p><b><u>INDIANA</u></b> IVY TECH CC</p> <p><b><u>MASSACHUSETTS</u></b> ATLANTIC UNION COL</p> <p><b><u>MONTANA</u></b> MONTANA STATE UNV- BILLINGS MONTANA STATE UNV- NORTHERN UNV. OF MONTANA</p> <p><b><u>NEVADA</u></b> COL OF SOUTHERN NEV TRUCKEE MEADOWS CC</p> <p><b><u>NEW MEXICO</u></b> CENTRAL NEW MEXICO CC NM STATE UNV-GRANTS NM STATE UNV.-MAIN NORTHERN NM COL SAN JUAN COL UNV. OF NM-GALLUP UNV. OF NM-MAIN CAMPUS</p> <p><b><u>NORTH CAROLINA</u></b> BLADEN CC FAYETTEVILLE TECH. CC ROBESON CC SOUTHWESTERN CC UNV. OF NC-PEMBROKE</p> <p><b><u>OKLAHOMA</u></b> BACONE COL CAMERON UNV. CARL ALBERT STATE COL CONNORS STATE COL EAST CENTRAL UNV. EASTERN OK STATE COL MURRAY STATE COL NORTHEASTERN OK A&amp;M NORTHEASTERN STATE U NORTHERN OK COL OK CITY CC</p>	<p><b><u>OKLAHOMA (CONT.)</u></b> OK STATE UNV-MAIN OK STATE UNV-OK CITY OK STATE UNV-INSTITUTE OF TECH. REDLANDS CC ROGERS STATE UNV ROSE STATE COL SEMINOLE STATE COL SOUTHEASTERN OK STATE SOUTHWESTERN OK STATE TULSA CC UNV OF CENTRAL OK UNV OF OK- NORMAN</p> <p><b><u>OREGON</u></b> LANE COMMUNITY COL PORTLAND CC PORTLAND STATE UNV</p> <p><b><u>TEXAS</u></b> AUSTIN CC CENTRAL TEXAS COL GRAYSON COL LONE STAR COL TARRANT COUNTY COL</p> <p><b><u>UTAH</u></b> SALT LAKE CC UTAH STATE UNV UTAH STATE UNV-EASTERN UTAH VALLEY UNV</p> <p><b><u>VIRGINIA</u></b> NORTHERN VIRGINIA CC</p> <p><b><u>WASHINGTON</u></b> UNV OF WASH-SEATTLE</p> <p><b><u>WISCONSIN</u></b> MILWAUKEE TECH COL NORTHERN WISCONSIN TECH COL</p> <p><b><u>WYOMING</u></b> CENTRAL WYOMING COL</p>
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Hispanic Serving Institutions (HSIs)

<p><b>ARIZONA</b>  ARIZONA WESTERN COLLEGE  CENTRAL ARIZONA COLLEGE  COCHISE COLLEGE  GATEWAY COMMUNITY COLLEGE  PHOENIX COLLEGE  PIMA COUNTY COMMUNITY COLLEGE  PIMA COUNTY COMMUNITY COLLEGE/DESERT VISTA  PIMA COUNTY COMMUNITY COLLEGE  WEST SOUTH MOUNTAIN COMMUNITY COLLEGE</p> <p><b>CALIFORNIA</b>  ALLAN HANCOCK COLLEGE  ALLIANT INTERNATIONAL UNIVERSITY  ANTELOPE VALLEY COLLEGE  BAKERSVILLE COLLEGE  CABRILLO COMMUNITY COLLEGE  CALIFORNIA SATE  POLYTECHNIC UNIVERSITY/ POMONA  CALIFORNIA STATE UNIVERSITY/BAKERSVILLE  CALIFORNIA STATE UNIVERSITY /CHANNEL ISLANDS  CALIFORNIA STATE UNIVERSITY/DOMINQUEZ HILLS  CALIFORNIA STATE UNIVERSITY/FRESNO  CALIFORNIA STATE UNIVERSITY/FULLERTON  CALIFORNIA STATE UNIVERSITY/LONG BEACH  CALIFORNIA STATE UNIVERSITY/ LOS ANGELES</p>	<p><b>CALIFORNIA (cont.)</b>  CALIFORNIA STATE UNIVERSITY/MONTEREY BAY  CALIFORNIA STATE UNIVERSITY/NORTHRIDGE  CALIFORNIA STATE UNIVERSITY/SAN BERNADINO  CALIFORNIA STATE UNIVERSITY/SANTA MONICA  CALIFORNIA STATE UNIVERSITY/STANISLAUS  CANADA COLLEGE  CERRITO COMMUNITY COLLEGE  CERRITO COLLEGE  CHAFFEY COLLEGE  CITRUS COLLEGE  CITRUS COMMUNITY COLLEGE  COLLEGE OF THE DESERT  COLLEGE OF THE SEQUOIAS  COMPTON COMMUNITY COLLEGE  CONTRA COSTA COLLEGE  CRAFTON HILLS COLLEGE  CYPRESS COLLEGE  EAST LOS ANGELES COLLEGE  EL CAMINO COLLEGE  EVERGREEN VALLEY COLLEGE  FRESNO CITY COLLEGE  GAVILAN COLLEGE  GAVILAN JOINT COMMUNITY COLLEGE  GLENDALE COMMUNITY COLLEGE  HARTNELL COLLEGE  IMPERIAL VALLEY COLLEGE  KERN COMMUNITY COLLEGE/BAKERSFIELD  LONG BEACH CITY COLLEGE</p>	<p><b>CALIFORNIA (cont.)</b>  LOS ANGELES CITY COLLEGE  LOS ANGELES HARBOR COLLEGE  LOS ANGELES MISSION COLLEGE  LOS ANGELES PIERCE COLLEGE  LOS ANGELES SOUTHWEST COLLEGE  LOS ANGELES TRADE-TECHNICAL COLLEGE  LOS ANGELES VALLEY COLLEGE  LOS MEDANOS COLLEGE  MERCED COLLEGE  MISSION COLLEGE  MODESTO JUNIOR COLLEGE  MOUNT ST. MARY'S COLLEGE  MT. SAN ANTONIO COLLEGE  MT. SAN JACINTO COMMUNITY COLLEGE  MT. SAN JACINTO COLLEGE  NAPA VALLEY COLLEGE  NORTE DAME DE NAMUR  OXNARD COLLEGE  PALOMAR COMMUNITY COLLEGE  PASADENA CITY COLLEGE  PORTERVILLE COLLEGE  RANCHO SANTIAGO COMMUNITY COLLEGE/ SANTA ANA  REEDLEY COLLEGE  RIO HONDO COLLEGE  RIVERSIDE CITY COMMUNITY COLLEGE  RIVERSIDE COMMUNITY COLLEGE  RIVERSIDE COMMUNITY COLLEGE/MORENO VALLEY  RIVERSIDE COMMUNITY COLLEGE/NORCO  SAN BERNARDINO VALLEY COLLEGE</p>
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HSIs (continued)

<p><b><u>CALIFORNIA (cont.)</u></b>  SAN DIEGO CITY COLLEGE  SAN JOAQUIN DELTA COLLEGE  SAN JOSE CITY COLLEGE  SAN MATEO COUNTY COMMUNITY COLLEGE  CANADA COLLEGE  SANTA ANA COLLEGE  SANTA BARBARA CITY COLLEGE  SANTA MONICA COLLEGE  SANTIAGO CANYON COLLEGE  TAFT COLLEGE  UNIVERSITY OF CALIFORNIA/RIVERSIDE  UNIVERSITY OF LA VERNE  VENTURA COLLEGE  VICTOR VALLEY COLLEGE  WAUBONSEE COMMUNITY COLLEGE  WEST HILLS COMMUNITY COLLEGE  WEST LOS ANGELES COLLEGE  WHITTIER COLLEGE  WOODBURY UNIVERSITY</p> <p><b><u>COLORADO</u></b>  ADAMS STATE COLLEGE  AIMS COMMUNITY COLLEGE  COLORADO STATE UNIVERSITY  COLORADO STATE UNIVERSITY/PUEBLO  COMMUNITY COLLEGE OF DENVER  OTERO JUNIOR COLLEGE  PUEBLO COMMUNITY COLLEGE  TRINIDAD STATE JUNIOR COLLEGE</p> <p><b><u>FLORIDA</u></b>  BROWARD COLLEGE</p>	<p><b><u>FLORIDA (cont.)</u></b>  CARLOS ALBIZU UNIVERSITY/MIAMI  FLORIDA INTERNATIONAL UNIVERSITY  HILLSBOROUGH COMMUNITY COLLEGE  MIAMI-DADE COLLEGE  NOVA SOUTHEASTERN UNIVERSITY  NOVA SOUTHEASTERN UNIVERSITY/ NORTH MIAMI BEACH  ST. THOMAS UNIVERSITY  VALENCIA COMMUNITY COLLEGE</p> <p><b><u>ILLINOIS</u></b>  HARRY S. TRUMAN COLLEGE  MALCOLM X COLLEGE  MORTON COLLEGE  NORTHEASTERN ILLINOIS UNIVERSITY  ROBERT MORRIS COLLEGE  ST. AUGUSTINE COLLEGE  WILBUR WRIGHT COLLEGE-CITY COLLEGES OF CHICAGO</p> <p><b><u>KANSAS</u></b>  DODGE CITY COMMUNITY COLLEGE  GARDEN CITY COMMUNITY COLLEGE  SEWARD COUNTY COMMUNITY COLLEGE / AREA TECHNICAL SCHOOL</p> <p><b><u>MASSCHUETTS</u></b>  NORTHERN ESSEX COMMUNITY COLLEGE</p> <p><b><u>NEW JERSEY</u></b>  BERGEN COMMUNITY COLLEGE</p>	<p><b><u>NEW JERSEY (cont.)</u></b>  HUDSON COUNTY COMMUNITY COLLEGE  NEW JERSEY CITY UNIVERSITY  PASSAIC COUNTY COMMUNITY COLLEGE</p> <p><b><u>NEW MEXICO</u></b>  ALAMOGORDO COMMUNITY COLLEGE  ALBUQUERQUE TECHNICAL VOCATIONAL INSTITUTE  CLOVIS COMMUNITY COLLEGE  DONA ANA BRANCH COMMUNITY COLLEGE  EASTERN NEW MEXICO UNIVERSITY  EASTERN NEW MEXICO UNIVERSITY/ROSWELL  LUNA COMMUNITY COLLEGE  LUNA VOCATIONAL TECHNICAL INSTITUTE  MESALANDS COMMUNITY COLLEGE  NEW MEXICO HIGHLANDS UNIVERSITY  NEW MEXICO JUNIOR COLLEGE  NEW MEXICO INSTITUTION OF MINING AND TECHNOLOGY  NEW MEXICO STATE UNIVERSITY  NEW MEXICO STATE UNIVERSITY/ALAMOGORDO  NEW MEXICO STATE UNIVERSITY/CARLSBAD  NEW MEXICO STATE UNIVERSITY/ GRANTS  NORTHERN NEW MEXICO COLLEGE  SANTA FE COMMUNITY COLLEGE</p>
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**HSIs (continued)**

<p><b><u>NEW MEXICO (cont.)</u></b>  UNIVERSITY OF NEW MEXICO  UNIVERSITY OF NEW MEXICO/TAOS  UNIVERSITY OF NEW MEXICO/VALENCIA</p> <p><b><u>NEW YORK</u></b>  BORICUA COLLEGE  COLLEGE OF MOUNT ST. VINCENT  CUNY/BOROUGH OF MANHATTAN COMMUNITY COLLEGE  CUNY/BRONX COMMUNITY COLLEGE  CUNY/CITY COLLEGE  CUNY/JOHN JAY COLLEGE OF CRIMINAL JUSTICE  CUNY/LAGUARDIA COMMUNITY COLLEGE  CUNY/LEHMAN COLLEGE  CUNY/NEW YORK CITY COLLEGE OF TECHNOLOGY  EUGENIO MARIA DE HOSTOS COMMUNITY COLLEGE  LEHMAN COLLEGE  MERCY COLLEGE  METROPOLITAN COLLEGE OF NEW YORK  VAUGHN COLLEGE OF AERONAUTICS AND TECHNOLOGY</p> <p><b><u>PENNSYLVANIA</u></b>  ESPERANZA COLLEGE OF EASTERN UNIVERSITY</p>	<p><b><u>PUERTO RICO</u></b>  ATLANTIC COLLEGE  BAYAMON CENTRAL UNIVERSITY  BAYAMON UNIVERSITY COLLEGE  CARIBBEAN UNIVERSITY/ BAYAMON  CARIBBEAN UNIVERSITY/PONCE  CARLOS ALBIZU UNIVERSITY/SAN JUAN  CENTRO UNIVERSITARIO DE YAUCO  ESCUELA DE ARTES PLASTICAS  HUMACAO COMMUNITY COLLEGE  INTER AMERICAN UNIVERSITY OF PUERTO RICO/AGUADILLA  INTER AMERICAN UNIVERSITY OF PUERTO RICO/ARECIBO CAMPUS  INTER AMERICAN UNIVERSITY OF PUERTO RICO/BARANQUITAS  INTER AMERICAN UNIVERSITY OF PUERTO RICO/FAJARDO  INTER AMERICAN UNIVERSITY OF PUERTO RICO/GUAYAMA  INTER AMERICAN UNIVERSITY OF PUERTO RICO/PONCE CAMPUS  JOHN DEWEY COLLEGE  PONCE UNIVERSITY COLLEGE  PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO  PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO/ARECIBO</p>	<p><b><u>PUERTO RICO (cont.)</u></b>  PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO/MAYAGUEZ  PUERTO RICO CONSERVATORY OF MUSIC  SANTA ISABEL UNIVERSITY CENTER  TECHNOLOGICAL COLLEGE OF SAN JUAN  UNIVERSIDAD ADVENTISTA DE LAS ANTILAS  UNIVERSIDAD CARLOS ALBIZU  UNIVERSIDAD CENTRAL DEL CARIBE  UNIVERSIDAD DEL ESTE  UNIVERSIDAD DEL SAGRADO CORAZON  UNIVERIDAD DEL TURABO  UNIVERIDAD DEL TURABO/ CAYEY  UNIVERIDAD DEL TURABO/YABUCA  UNIVERSIDAD EL TURABO/ (UT) ANA G. MÉNDEZ  UNIVERSIDAD INTERAMERICANA DE PUERTO RICO  UNIVERSIDAD METROPOLITANA  UNIVERSIDAD METROPOLITANA/AGUADILLA  UNIVERSIDAD METROPOLITANA/ BAYAMON  UNIVERSIDAD METROPOLITANA/JAYUYA  UNIVERSITY OF PUERTO RICO AT ARICEBO  UNIVERSITY OF PUERTO RICO AT CAROLINA  UNIVERSITY OF PUERTO RICO AT MAYAGUEZ  UNIVERSITY OF PUERTO RICO – MEDICAL SCIENCES CAMPUS</p>
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**HSIs (continued)**

<p><b><u>PUERTO RICO (cont.)</u></b>  UNIVERSITY OF PUERTO RICO  IN PONCE  UNIVERSIDAD POLITECNICA  DE PUERTO RICO  UNIVERSITY OF PUERTO  RICO/CAYEY  UNIVERSITY OF PUERTO  RICO/HUMACAO  UNIVERSITY OF PUERTO  RICO/RIO PIEDRAS  UNIVERSITY OF PUERTO  RICO/UTUADO  UNIVERSITY OF THE SACRED  HEART</p> <p><b><u>TEXAS</u></b>  AMARILLO COLLEGE  ANGELO STATE UNIVERSITY  COASTAL BEND COLLEGE  DEL MAR COLLEGE  EL CENTRO COLLEGE  EL PASO COMMUNITY  COLLEGE  GALVESTON COLLEGE  HOUSTON COMMUNITY  COLLEGE  HOWARD COLLEGE  HOWARD COUNTY JUNIOR  COLLEGE DISTRICT  LEE COLLEGE  LONE STAR COLLEGE/ NORTH  HARRIS  MIDLAND COLLEGE  MOUNTAIN VIEW COLLEGE  NORTH HARRIS COLLEGE  ODESSA COLLEGE  OUR LADY OF THE LAKE  UNIVERSITY  PALO ALTO COLLEGE  SAN ANTONIO COLLEGE  SAN JACINTO COLLEGE  NORTH</p>	<p><b><u>TEXAS (cont.)</u></b>  SOUTH PLAINS COLLEGE  SOUTH TEXAS COLLEGE  SOUTHWEST TEXAS JUNIOR  COLLEGE  ST. MARY'S UNIVERSITY OF  SAN ANTONIO  SUL ROSS STATE UNIVERSITY  SUL ROSS STATE  UNIVERSITY/RIO GRANDE  TEXAS A&amp;M INTERNATIONAL  UNIVERSITY  TEXAS A&amp;M  UNIVERSITY/CORPUS CHRISTI  TEXAS A&amp;M UNIVERSITY/  KINGSVILLE  TEXAS STATE TECHNICAL  COLLEGE/HARLINGEN  TEXAS STATE UNIVESITY/ SAN  MARCOS  UNIVERSITY OF  HOUSTON/DOWNTOWN  UNIVERSITY OF ST. THOMAS  UNIVERSITY OF THE  INCARNATE WORD  UNIVERSITY OF TEXAS AT  BROWNSVILLE  UNIVERSITY OF TEXAS AT EL  PASO  UNIVERSITY OF TEXAS-PAN  AMERICAN  UNIVERSITY OF TEXAS-  PERMIAN BASIN  UNIVERSITY OF TEXAS AT SAN  ANTONIO  VICTORIA COLLEGE  VICTORIA COUNTY JUNIOR  COLLEGE  WESTERN TEXAS COLLEGE  WHARTON COUNTY JUNIOR  COLLEGE DISTRICT</p>	<p><b><u>WASHINGTON</u></b>  BIG BEND COMMUNITY  COLLEGE  COLUMBIA BASIN COLLEGE  HERITAGE UNIVERSITY  YAKIMA VALLEY COMMUNITY  COLLEGE</p>
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Asian American and Native American Pacific Islander (AANAPI) Serving Institutions

<p><b><u>ALASKA</u></b> ILISAGVIK COLLEGE</p> <p><b><u>AMERICAN SAMOA</u></b> AMERICAN SAMOA COMMUNITY COLLEGE</p> <p><b><u>ARIZONA</u></b> AMERICAN INDIAN COLLEGE OF THE ASSEMBLIES OF GOD INC</p> <p><b><u>CALIFORNIA</u></b> AMERICAN RIVER COLLEGE BERKELEY CITY COLLEGE CALIFORNIA COLLEGE OF THE ARTS CALIFORNIA STATE POLYTECHNIC UNIVERSITY/ POMONA CALIFORNIA STATE UNIVERSITY/DOMINGUEZ HILL CALIFORNIA STATE UNIVERSITY/EAST BAY CALIFORNIA STATE UNIVERSITY/FRESNO CALIFORNIA STATE UNIVERSITY/FULLERTON CALIFORNIA STATE UNIVERSITY/LONG BEACH CALIFORNIA STATE UNIVERSITY/LOS ANGELES CALIFORNIA STATE UNIVERSITY/NORTHRIDGE CALIFORNIA STATE UNIVERSITY/SACRAMENTO CALIFORNIA STATE UNIVERSITY/SAN MARCOS CALIFORNIA STATE UNIVERSITY/STANISLAUS CANADA COLLEGE CERRITOS COLLEGE CHABOT COLLEGE CITY COLLEGE OF SAN FRANCISCO COASTLINE COMMUNITY COLLEGE</p>	<p><b><u>CALIFORNIA (cont.)</u></b> COLLEGE OF ALAMEDA CONTRA COSTA COLLEGE COSUMNES RIVER COLLEGE CYPRESS COLLEGE DE ANZA COLLEGE EAST LOS ANGELES COLLEGE EL CAMINO COMMUNITY COLLEGE DISTRICT EVERGREEN VALLEY COLLEGE FRESNO CITY COLLEGE FULLERTON COLLEGE GLENDALE COMMUNITY COLLEGE HOLY NAMES UNIVERSITY LA SIERRA UNIVERSITY LAGUNA COLLEGE OF ART AND DESIGN LANEY COLLEGE LONG BEACH CITY COLLEGE LOS ANGELES CITY COLLEGE LOS ANGELES COUNTY COLLEGE OF NURSING AND ALLIED HEALTH LOS ANGELES HARBOR COLLEGE LOS ANGELES PIERCE COLLEGE LOS MEDANOS COLLEGE MERCED COLLEGE MERRITT COLLEGE MISSION COLLEGE MONTEREY PENINSULA COLLEGE MOUNT ST. MARY'S COLLEGE MOUNT SAN ANTONIO COLLEGE NAPA VALLEY COLLEGE NATIONAL UNIVERSITY NOTRE DAME DE NAMUR UNIVERSITY OHLONE COMMUNITY COLLEGE</p>	<p><b><u>CALIFORNIA (cont.)</u></b> ORANGE COAST COLLEGE OTIS COLLEGE OF ART AND DESIGN PASADENA CITY COLLEGE SACRAMENTO CITY COLLEGE SAN DIEGO CITY COLLEGE SAN JOAQUIN DELTA COLLEGE SAN JOSE CITY COLLEGE SAN JOSE STATE UNIVERSITY SANTA MONICA COLLEGE SOLANO COMMUNITY COLLEGE SOUTHWESTERN COLLEGE UNIVERSITY OF CALIFORNIA/IRVINE CALIFORNIA UNIVERSITY OF CALIFORNIA/MERCED UNIVERSITY OF CALIFORNIA/RIVERSIDE UNIVERSITY OF SAN FRANCISCO UNIVERSITY OF SOUTHERN CALIFORNIA UNIVERSITY OF THE PACIFIC WEST VALLEY COLLEGE WHITTIER COLLEGE YUBA COLLEGE</p> <p><b><u>FEDERATED STATES OF MICRONESIA</u></b> COLLEGE OF MICRONESIA</p> <p><b><u>GUAM</u></b> GUAM COMMUNITY COLLEGE PACIFIC ISLANDS UNIVERSITY UNIVERSITY OF GUAM</p>
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AANAPI (continued)

<p><b><u>HAWAII</u></b>  CHAMINADE UNIVERSITY OF HONOLULU  HAWAII COMMUNITY COLLEGE  HONOLULU COMMUNITY COLLEGE  KAPIOLANI COMMUNITY COLLEGE  KAUAI COMMUNITY COLLEGE  LEEWARD COMMUNITY COLLEGE  UNIVERSITY OF HAWAII AT HILO  UNIVERSITY OF HAWAII AT MANOA  UNIVERSITY OF HAWAII MAUI COLLEGE  UNIVERSITY OF HAWAII, WEST OAHU  WINDWARD COMMUNITY COLLEGE</p> <p><b><u>ILLINOIS</u></b>  CITY COLLEGES OF CHICAGO, HAROLD WASHINGTON COLLEGE  CITY COLLEGES OF CHICAGO, HARRY S. TRUMAN COLLEGE  COLLEGE OF DUPAGE  HARPER COLLEGE  ILLINOIS INSTITUTE OF TECHNOLOGY  OAKTON COMMUNITY COLLEGE  UNIVERSITY OF ILLINOIS AT CHICAGO</p> <p><b><u>MARSHALL ISLANDS</u></b>  COLLEGE OF THE MARSHALL ISLANDS</p> <p><b><u>MARYLAND</u></b>  MONTGOMERY COLLEGE  UNIVERSITY OF MARYLAND/COLLEGE PARK</p>	<p><b><u>MASSACHUSETTS</u></b>  BUNKER HILL COMMUNITY COLLEGE  MIDDLESEX COMMUNITY COLLEGE  UNIVERSITY OF MASSACHUSETTS, BOSTON  URBAN COLLEGE OF BOSTON</p> <p><b><u>MINNESOTA</u></b>  CENTURY COMMUNITY AND TECHNICAL COLLEGE  NORTH HENNEPIN COMMUNITY COLLEGE  ST. CATHERINE UNIVERSITY</p> <p><b><u>NEVADA</u></b>  COLLEGE OF SOUTHERN NEVADA  NEVADA STATE COLLEGE  UNIVERSITY OF NEVADA, LAS VEGAS</p> <p><b><u>NEW JERSEY</u></b>  MIDDLESEX COUNTY COLLEGE  STEVENS INSTITUTE OF TECHNOLOGY</p> <p><b><u>NEW YORK</u></b>  BRAMSON ORT COLLEGE  CUNY/BERNARD M. BARUCH COLLEGE  CUNY/BOROUGH OF MANHATTAN COMMUNITY COLLEGE  CUNY/BROOKLYN COLLEGE  CUNY/CITY COLLEGE  CUNY/HUNTER COLLEGE  CUNY/KINGSBOROUGH COMMUNITY COLLEGE  CUNY/LAGUARDIA COMMUNITY COLLEGE  CUNY/NEW YORK CITY COLLEGE OF TECHNOLOGY  CUNY/QUEENS COLLEGE  CUNY/QUEENSBOROUGH COMMUNITY COLLEGE  CUNY/YORK COLLEGE</p>	<p><b><u>NEW YORK (cont.)</u></b>  LONG ISLAND UNIVERSITY/ BROOKLYN CAMPUS  NEW YORK INSTITUTE OF TECHNOLOGY  NORTH LAKE COLLEGE  POLYTECHNIC INSTITUTE OF NEW YORK UNIVERSITY  PRATT INSTITUTE/MAIN ST. JOHN'S UNIVERSITY/ NEW YORK  VAUGHN COLLEGE OF AERONAUTICS AND TECHNOLOGY</p> <p><b><u>OREGON</u></b>  PACIFIC UNIVERSITY</p> <p><b><u>PALAU</u></b>  PALAU COMMUNITY COLLEGE</p> <p><b><u>TEXAS</u></b>  BROOKHAVEN COLLEGE  HOUSTON COMMUNITY COLLEGE  RICHLAND COLLEGE  THE UNIVERSITY OF TEXAS AT ARLINGTON  UNIVERSITY OF HOUSTON  UNIVERSITY OF ST. THOMAS</p> <p><b><u>VIRGINIA</u></b>  NORTHERN VIRGINIA COMMUNITY COLLEGE</p> <p><b><u>WASHINGTON</u></b>  BELLEVUE COLLEGE  EDMONDS COMMUNITY COLLEGE  HIGHLINE COMMUNITY COLLEGE  RENTON TECHNICAL COLLEGE  SEATTLE COMMUNITY COLLEGE/CENTRAL CAMPUS  SEATTLE COMMUNITY COLLEGE/NORTH CAMPUS  SEATTLE COMMUNITY COLLEGE/SOUTH CAMPUS  SHORELINE COMMUNITY COLLEGE</p>
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Predominately Black Institutions (PBIs)

<p><b><u>ALABAMA</u></b> ALABAMA SOUTHERN CC CHATTAHOOCHEE VALLEY CC GEORGE C. WALLACE STATE CC - SELMA TROY UNV UNV OF WEST ALABAMA</p> <p><b><u>ARKANSAS</u></b> EAST ARKANSAS CC MID-SOUTH CC PHILLIPS CC OF THE UNIV OF ARK PULASKI TECHNICAL COL SOUTHEAST ARKANSAS COL</p> <p><b><u>CALIFORNIA</u></b> EL CAMINO COL - COMPTON CENTER LOS ANGELES SOUTHWEST COL MERRITT COL WEST LOS ANGELES COL</p> <p><b><u>DISTRICT OF COLUMBIA</u></b> TRINITY WASHINGTON UNV</p> <p><b><u>GEORGIA</u></b> ALBANY TECH COL ATLANTA METROPOLITAN COL ATLANTA TECH COL AUGUSTA TECH COL BAINBRIDGE COL CENTRAL GEORGIA TECH COL CLAYTON STATE UNV COLUMBUS TECH COL DARTON COL EAST GEORGIA COL GEORGIA MILITARY COL - VALDOSTA GEORGIA PERIMETER COL GEORGIA PIEDMONT TECH COL GORDON COL OCONEE FALL LINE TECH COL</p>	<p><b><u>GEORGIA (CONT.)</u></b> POINT UNV SAVANNAH TECHNICAL COL SHORTER UNV - COL OF ADULT PRG SOUTH GEORGIA TECH COL SOUTHERN CRESCENT TECHNICAL COL</p> <p><b><u>ILLINOIS</u></b> CHICAGO STATE UNV CITY COLLEGES OF CHICAGO- KENNEDY KING COL CITY COLLEGES OF CHICAGO- MALCOLM X COL CITY COLLEGES OF CHICAGO- OLIVE HARVEY COL EAST-WEST UNV PRAIRIE STATE COL SOUTH SUBURBAN COL</p> <p><b><u>INDIANA</u></b> MARTIN UNV</p> <p><b><u>LOUISIANA</u></b> BATON ROUGE CC CAPITAL AREA TECH COL - BATON ROUGE DELGADO CC LOUISIANA DELTA CC - MONROE</p> <p><b><u>MARYLAND</u></b> BALTIMORE CITY CC PRINCE GEORGE'S CC SOJOURNER-DOUGLAS COL UNV OF BALTIMORE WASHINGTON ADVENTIST UNV</p> <p><b><u>MASSACHUSETTS</u></b> ROXBURY CC</p> <p><b><u>MICHIGAN</u></b> WAYNE COUNTY CC</p>	<p><b><u>MISSISSIPPI</u></b> BELHAVEN UNV COPIAH-LINCOLN CC EAST CENTRAL CC EAST MISSISSIPPI CC HINDS CC HOLMES CC MERIDIAN CC MISSISSIPPI DELTA CC SOUTHWEST MISSISSIPPI CC</p> <p><b><u>MISSOURI</u></b> ST. LOUIS CC</p> <p><b><u>NEW JERSEY</u></b> BLOOMFIELD COL ESSEX COUNTY COL</p> <p><b><u>NEW YORK</u></b> CUNY MEDGAR EVERS COL CUNY YORK COL LONG ISLAND UNV - BROOKLYN METROPOLITAN COL OF NEW YORK THE COLLEGE OF NEW ROCHELLE</p> <p><b><u>NORTH CAROLINA</u></b> BLADEN CC CHOWAN UNV DURHAM TECH CC EDGECOMBE CC FAYETTEVILLE TECH CC GUILFORD TECH CC HALIFAX CC JAMES SPRUNT CC LENOIR CC NORTH CAROLINA WESLEYAN COL RICHMOND CC ROANOKE-CHOWAN CC WILSON CC</p> <p><b><u>PENNSYLVANIA</u></b> CC OF PHILADELPHIA HARCUM COL PEIRCE COL</p>
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**Predominately Black Institutions (PBIs) (Continued)**

<p><b><u>SOUTH CAROLINA</u></b> CENTRAL CAROLINA TECH COL COKER COL COLUMBIA COL FRANCIS MARION UNV FLORENCE-DARLINGTON TECH COL LIMESTONE COL NORTHEASTERN TECH COL ORANGEBURG CALHOUN TECH COL PIEDMONT TECH COL TECH COL OF THE LOWCOUNTRY UNV OF SC - SALKEHATCHIE</p>	<p><b><u>TENNESSEE</u></b> REMINGTON COL - MEMPHIS SOUTHWEST TENNESSEE CC UNV OF MEMPHIS VICTORY UNV</p>	<p><b><u>TEXAS</u></b> CEDAR VALLEY COL LON MORRIS COL</p> <p><b><u>VIRGINIA</u></b> AVERETT UNV - NON-TRADITIONAL PRG DANVILLE CC</p>
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