



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, D.C. 20240

April 3, 2001

Ms. Margarita Benitez
Acting Director
Office of the White House Initiative
On Tribal Colleges and Universities
U.S. Department of Education
330 C Street, S. W., MES 4050
Washington, DC 20202-7594

Dear Ms. Benitez:

We are pleased to forward the Department of the Interior Fiscal Year 2001-2003 Plan to Implement Executive Order 13021. The total amount planned for each of the fiscal years is as follows:

FY 2001 - \$39,337,383
FY 2002 - \$39,261,680
FY 2003 - \$41,595,945

If there are questions or additional information is needed, please contact Sylvia Jones, Office of Educational Partnerships, on 202/208-3254.

Sincerely,

Wendell K. Sutton
Deputy Assistant Secretary
for Human Resources

Enclosures

U.S. DEPARTMENT OF THE INTERIOR

FY 2000-2003 PLAN TO IMPLEMENT

EXECUTIVE ORDER 13021

March 26, 2001

FEDERAL AGENCY AWARDS TO TRIBAL COLLEGES AND UNIVERSITIES

Table 1: Projected Funding

Entity	Actual FY1999	Projected FY2000	Projected FY2001	Projected FY2002	Projected FY2003
All TCUs	\$31,011,160	\$39,280,795	\$39,299,383	\$39,232,880	\$41,575,845
National Organizations	\$49,000	\$48,900	\$38,000	\$28,800	\$20,100
WHITCU Office	0	0	0	0	0
TOTAL AWARDS	\$31,060,160	\$39,329,695	\$39,337,383	\$39,261,680	\$41,595,945

U.S. DEPARTMENT OF THE INTERIOR
FY 2001-2003 PORTION OF THE
5-YEAR PLAN TO SUPPORT
EXECUTIVE ORDER 13021
TRIBAL COLLEGES AND UNIVERSITIES

A. EXECUTIVE SUMMARY:

1. 5-Year Plan Summary:

The Department of the Interior (DOI) is committed to effectively respond to the mandates of Executive Order 13021: Tribal Colleges and Universities. 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 bureau and office missions. American Indians are among the minority groups that have been targeted for recruitment for key DOI positions. Therefore, the following DOI priority goals and measurable objectives in support of Executive Order 13021 are presented.

- becoming an employer-of-choice for American Indians;
- recruiting from all sources and increasing the numbers of American Indian hires into the full-time permanent workforce;
- developing strong working relationships with the colleges and universities where minority students are located;
- increasing participation at national conferences in support of Tribal Colleges and Universities and affiliate organizations such as the American Indian Higher Education Consortium (AIHEC) that promote success;
- increasing the level of attendance at career fairs and college campuses to promote student employment programs;
- increasing the numbers of American Indian student interns converted to the Student Career Experience Program (SCEP);
- increasing the numbers of American Indian students participating in the DOI Diversity Intern Program and other student employment programs;
- provide DOI's inventory of educational programs to the K-16 American Indian community;
- promote educational partnerships that maximizes the participation and employment of American Indian students;
- market and distribute education materials to areas with high American Indian populations.

In FY 1999, the Department of the Interior (DOI) undertook a national leadership role in establishing a long-range plan to support tribal colleges. Over the next three years, the bureaus and offices within the Department will carry out activities with tribal colleges in a collaborative approach to meet the requirements of the five year plan, to develop public-private partnerships, and to institutionalize policy.

The Office of Educational Partnerships in the Office of the Secretary will have the lead responsibility for helping bureaus and offices establish or enhance policies and programs in support of tribal colleges. This will be enhanced through the DOI/AIHEC MOU which was signed in April 2000. The Office of Indian Education Programs in the Bureau of Indian Affairs will play a lead role in providing technical assistance to bureaus and offices for linking tribal colleges with BIA schools and programs.

Over the next several years, the bureaus and offices will continue ongoing activities with tribal colleges and focus on the development of human resources and student support at the tribal colleges. An emphasis on expanding institutional support will also be a high priority. At the same time, the bureaus and offices will increase efforts to collaborate on priorities that are shared with other executive departments and agencies in order to expand the opportunities for developing partnerships with tribal colleges.

The Department is particularly concerned about under-representation in its workforce. One of the ongoing programs that addresses this issue is the Diversity Intern Program which recruits minority students for Federal internships. This program is expected to increase dramatically in the next few years and provide more opportunities for the participation of tribal college students. In FY 2001-2003, the Department's participation in on-campus activities such as job fairs and career days is also expected to provide opportunities for targeted recruitment of tribal college students. For example, the Department was a major sponsor of AIHEC's annual education conference with support from DOI bureaus.

The Department will address opportunities for tribal colleges to contract for research and participate in related projects. Special emphasis will be placed on helping bureaus and offices establish ties with those tribal colleges where the academic interests and curricula reflect a similar emphasis and mission. Strategies will be developed in the next few years to help insure tribal colleges gain greater participation in scientific studies and are prepared for research opportunities offered by the Department.

2. Principal Objectives:

Objective 1:

Increase the use of the Diversity Intern Program and other student employment programs to recruit and place American Indian students with natural resources related majors into temporary and permanent employment positions.

Objective 2:

Attend conferences/workshops to attract students for employment into the various DOI student employment programs.

The Bureau of Land Management will fund a training workshop and technical assistance on natural resources for Tribal College and University faculty to be conducted by Colorado State University.

Facilities and Equipment

Planning will continue by USGS for the improvement of the GIS Lab at Haskell to provide increased accessibility by students and faculty. Funding will be used for computer upgrades to the operating system, equipment maintenance and software license renewals. A total of \$60,000 is planned for the 3-year period.

Student Tuition, Scholarships and Other Aid

The Bureau of Reclamation (BOR) will continue its partnership agreement with New Mexico Highlands University (NMHU) which through an articulation agreement provides Reclamation-funded scholarships for engineering and natural resource majors at Southwestern Indian Polytechnic Institute (SIPI) to attend NMHU. The BOR is also in the process of finalizing a partnership agreement with California State University at San Bernardino which will allow SIPI students to pursue masters degrees in Water Resource Management at Cal-State San Bernardino.

The BOR is also in the process of establishing a scholarship fund in fiscal year 2001 for Native American students pursuing their education beyond a 2-year college degree.

Technology and Facilities and Equipment

The BOR's 5-year plan focuses on the following two TCU-White House Priority Areas - Area 2: Technology, Science, and Math and Area 3: Facilities. In addition to providing excess computer equipment to TCUs as it becomes available, Reclamation provides financial support for a water technology component of the Environmental Science and Technology Training Program at SIPI.

Direct Institutional Subsidy

Under an MOU with the SIPI Board of Regents, the BOR plans to annually contribute \$200,000 in support the College Bound Math and Science Enrichment Program at SIPI designed to increase the number of Native Americans and Alaska Natives who graduate from high school with emphasis in mathematics and science and go on to complete engineering and/or science and technology undergraduate and graduate programs.

TABLE 3-A

Summary of Total Awards to TCUs by Category - FY 2001

U.S. Department of the Interior

Total universe of funds for institutions of higher education (IHEs): \$72,433,258

Category	Total Awards to IHEs	Total Awards to TCUs	% of Awards to TCUs
1. Research & Development	\$12,120,624	\$50,000	0%
2. Technology Related Activities	\$36,500	\$0	0%
3. Direct Institutional Subsidies	\$1,629,600	\$997,000	61%
4. Program Evaluation	\$552,059	\$70,000	0%
5. Training and Technical Assistance	\$919,900	\$407,004	44%
6. Facilities and Equipment	\$15,168,767	\$55,000	0%
7. Fellowships, Traineeships Internships, Recruitment & IPAs	\$3,344,075	\$367,079	11%
8. Student Tuition, Scholarships & Other Aid	\$659,876	\$210,000	32%
Economic Development	\$0	\$0	0%
J. Administrative Infrastructure	\$37,332,357	\$37,113,500	99%
11. Other	\$669,500	\$67,800	10%
Totals	\$72,433,258	\$39,337,383	54%

Wendell K. Sutton
 Deputy Assistant Secretary for
 Human Resources

Wendell K. Sutton
 signature

April 4, 2001
 Date

TAI 2-A: Projected Agency Awards Listing of Planned Programs Activities, Fiscal Year 2001

CATEGORY	ESTIMATED AWARD	PROGRAM ACTIVITY	GOALS IMPACTED (EO, Agency, TCU, Partnership)															PERFORMANCE INDICATORS & OBJECTIVES		
			EO 13021 Goal No.:					WHITCU Priority Area No.:					Agency Goal	Public-Private Partnership						
			1	2	3	4	5	1	2	3	4	5								
1. Research & Development	\$50,000*																			
2. Technology-related Activities (including Tech R&D)	\$0																			
3. Direct Institutional Subsidies	\$997,000*		X												X					
4. Program Evaluation	\$70,000*																			
5. Training-Technical Assistance	\$407,004*																			
6. Facilities & Equipment	\$55,000*		X																	
7. Fellowships, Internships, Recruitment, IPAs	\$359,391*																			

TABLE 1: FEDERAL AGENCY AWARDS TRIBAL COLLEGES AND UNIVERSITIES
FY 2001

STATE/INSTITUTION	1.R&D	2.Tech	3.DIS	4.PE	5.Train	6.F&E	7.Fellows	8.STA	9.Econ	10.Admin	11.Other	TOTALS
BIA FUNDING*			977,000		114,000					37,111,000		38,202,000
ALL TCUs				67,500	257,500		224,000				17,500	566,500
OTHER UNALLOCATED FUNDS						15,000						15,000
GRAND TOTAL	50,000	0	997,000	70,000	407,000	55,000	367,079	210,000	0	37,113,500	67,800	39,337,369

CATEGORIES:

- 1. R&D - Research & Development
- 2. Tech - Technology Related Activities
- 3. DIS - Direct Institutional Subsidies
- 4. PE - Program Evaluation
- 5. Train - Training, Technical Assistance
- 6. F&E - Facilities & Equipment
- 7. Fellows - Fellowships, Interns, Recruitment, IPAs
- 8. STA - Student Tuition Aid, Scholarships & Other Aid to TCU's for Students
- 9. Econ - Economic Development
- 10. Admin - Administrative Infrastructure
- 11. Other- Other

TABLE 3-B
Summary of Total Awards to TCUs by Category - FY 2002

Agency: U.S. Department of the Interior

Total universe of funds for institutions of higher education (IHEs): \$72,435,358

Category	Total Awards to IHEs	Total Awards to TCUs	% of Awards to TCUs
1. Research & Development	\$12,120,624	\$50,000	0%
2. Technology Related Activities	\$38,600	\$0	0%
3. Direct Institutional Subsidies	\$1,629,600	\$997,000	61%
4. Program Evaluation	\$552,059	\$70,000	13%
5. Training and Technical Assistance	\$919,900	\$410,054	45%
6. Facilities and Equipment	\$15,168,767	\$35,000	0%
7. Fellowships, Traineeships Internships, Recruitment & IPAs	\$3,344,075	\$319,676	10%
8. Student Tuition, Scholarships & Other Aid	\$659,876	\$210,000	32%
9. Economic Development	\$0	\$0	0%
10. Administrative Infrastructure	\$37,332,357	\$37,113,500	99%
11. Other	\$669,500	\$56,450	8%
Totals	\$72,435,358	\$39,261,680	54%

Wendell K. Sutton
 Deputy Assistant Secretary for
 Human Resources


 signature

April 4, 2001
 Date

TABLE 1: FEDERAL AGENCY AWARDS TO TRIBAL COLLEGES AND UNIVERSITIES

STATE/INSTITUTION	1.R&D	2.Tech	3.DIS	4.PE	5.Train	6.F&E	7.Fellows	8.STA	9.Econ	10.Admin	11.Other	TOTALS
-------------------	-------	--------	-------	------	---------	-------	-----------	-------	--------	----------	----------	--------

BIA Funding* Distribution not complete for FY 2002.

CATEGORIES:

- 1. **R&D** - Research & Development
- 2. **Tech** - Technology Related Activities
- 3. **DIS** - Direct Institutional Subsidies
- 4. **PE** - Program Evaluation
- 5. **Train** - Training, Technical Assistance
- 6. **F&E** - Facilities & Equipment
- 7. **Fellows** - Fellowships, Interns, Recruitment, IPAs
- 8. **STA** - Student Tuition Aid, Scholarships & Other Aid to TCU's for Students
- 9. **Econ** - Economic Development
- 10. **Admin** - Administrative Infrastructure
- 11. **Other** - Other

TABLE 3-C
Summary of Total Awards to TCUs by Category - FY 2003

Agency: U.S. Department of the Interior

Total universe of funds for institutions of higher education (IHEs): \$75,009,278

Category	Total Awards to IHEs	Total Awards to TCUs	% of Awards to TCUs
1. Research & Development	\$12,120,624	\$50,000	0%
2. Technology Related Activities	\$38,600	\$0	0%
3. Direct Institutional Subsidies	\$1,639,600	\$1,027,000	63%
4. Program Evaluation	\$552,059	\$63,500	12%
5. Training and Technical Assistance	\$922,400	\$429,054	47%
6. Facilities and Equipment	\$15,168,767	\$35,000	0%
7. Fellowships, Traineeships Internships, Recruitment & IPAs	\$3,389,995	\$330,176	10%
8. Student Tuition, Scholarships & Other Aid	\$684,876	\$0	0%
9. Economic Development	\$0	\$0	0%
10. Administrative Infrastructure	\$39,832,357	\$39,613,500	99%
11. Other	\$660,000	\$47,715	7%
Totals	\$75,009,278	\$41,595,945	55%

Wendell K. Sutton
 Deputy Assistant Secretary for
 Human Resources

Wendell K. Sutton
 signature

April 1, 2001
 Date

TABLE 1: FEDERAL AGENCY AWARI

RIBAL COLLEGES AND UNIVERSITIES

STATE/INSTITUTION	1.RAD	2.Tech	3.DIS	4.DE	5.Train	6.FAE	7.Fellows	8.STA	9.Econ	10.Admin	11.Other	TOTALS
NEBRASKA												
Little Priest Tribal College												
Nebraska Indian Community College												
NEW MEXICO												
Crownpoint Institute of Technology				50								50
Institute of American Indian Arts												
Southwestern Indian Polytechnic Institute				50	200,000		212,000					412,050
SOUTH DAKOTA												
Si Tanka College				50	1,094							1,144
Oglala Lakota College					1,094							1,094
Sinte Gleska University	50,000			50	7,594		20,000		2,500			80,144
Sisseton Wahpeton Community College					1,094							1,094
WASHINGTON												
Northwest Indian College				1,500	1,500		7,688					10,688
WISCONSIN												
College of the Menominee Nation				50								50
Lac Courte Oreilles Ojibwa Community College				50								50
NATIONAL ORGANIZATIONS												
American Indian Higher Education Consortium			10,000	50								10,050
American Indian College Fund				50								50
American University - WINS										10,000		10,000
AISES												
BIA FUNDING			997,000		114,000				39,611,000			40,722,000
ALL TCUs				59,500	68,500		20,500			23,800		172,300
OTHER UNALLOCATED FUNDS						15,000						15,000
GRAND TOTAL	50,000	0	1,027,000	63,500	429,054	35,000	330,176	0	0	39,613,500	47,715	41,595,945

TABLE 1: FEDERAL AGENCY AWARD F. IBAL COLLEGES AND UNIVERSITIES

STATE/INSTITUTION	1.R&D	2.Tech	3.DIS	4.PE	5.Train	6.F&E	7.Fellows	8.STA	9.Econ	10.Admin	11.Other	TOTALS
-------------------	-------	--------	-------	------	---------	-------	-----------	-------	--------	----------	----------	--------

CATEGORIES:

- | | |
|--|-------------------|
| 1. R&D - Research & Development | |
| 2. Tech - Technology Related Activities | |
| 3. DIS - Direct Institutional Subsidies | |
| 4. PE - Program Evaluation | |
| 5. Train - Training, Technical Assistance | |
| 6. F&E - Facilities & Equipment | 11. Other - Other |
| 7. Fellows - Fellowships, Interns, Recruitment. IPAs | |
| 8. STA - Student Tuition Aid, Scholarships & Other Aid to TCU's for Students | |
| 9. Econ - Economic Development | |
| 10. Admin - Administrative Infrastructure | |

TA. 2-C: Projected Agency Awards Listing of Planned Programs Activities, Fiscal Year 2003

CATEGORY	ESTIMATED AWARD	PROGRAM ACTIVITY	GOALS IMPACTED (EO, Agency, TCU, Partnership)										PERFORMANCE INDICATORS & OBJECTIVES						
			EO 13021 Goal No.:					WHITCU Priority Area No.:						Agency Goal	Public-Private Pship				
			1	2	3	4	5	1	2	3	4	5							
8. Student Tuition Aid, Scholarships, & Other Aid to TCUs for Students	\$210,000*																		
9. Economic Development Activities	\$0																		
10. Administrative Infrastructure	\$39,613,500*		X	X	X										X	X			
11. Other Activities	\$67,800*		X	X	X														

*See Executive Summary