



DEPARTMENT OF VETERANS AFFAIRS
WASHINGTON DC 20420

MAR 30 2004

Mr. Toney Begay
Special Assistant
White House Initiative on
Tribal Colleges and Universities
555 New Jersey Avenue, NW, Suite 408
Washington, DC 20208

Dear Mr. Begay:

Enclosed is the Department of Veterans Affairs (VA) Final Report:
Federal Agency Awards to Tribal Colleges and Universities (TCUs), FY 2003.

VA fully supports Executive Order 13270 and will continue to champion education, training, and employment opportunities in the Native American and Alaska Native communities. One of this year's highlights is the sponsorship of six Native American students by the National Cemetery Administration. Three of these students came from the Washington Internships for Native Students Program, and three came from a new initiative for Native American students sponsored by The Washington Center Internship Program.

In FY 2003, VA increased funding in support of TCUs by 43 percent from FY 2002. This increase is representative of VA's commitment supporting educational excellence and opportunity for Native Americans.

Questions regarding this submission should be directed to Ms. Susan C. McHugh, Deputy Assistant Secretary for Diversity Management and Equal Employment Opportunity, at (202) 501-1970.

Sincerely yours,

A handwritten signature in black ink that reads "William H. Campbell". The signature is written in a cursive style and is positioned above the typed name.

William H. Campbell
Assistant Secretary for Management
Office of Human Resources and
Administration

Enclosure

Department of Veterans Affairs
Final Report: Federal Agency Awards to Tribal Colleges and Universities
FY 2003

A. Executive Summary:

The Department of Veterans Affairs (VA) supports Executive Order 13270 through programs designed to increase the participation of Tribal Colleges and Universities (TCUs) in VA-sponsored programs. One of VA's goals is to create a workforce that reflects the diversity of our Nation and the veterans we serve. TCUs offer Native Americans opportunities to achieve diversity by providing VA facilities with a broader recruitment pool of trained, qualified applicants. To reaffirm its support, VA is currently coordinating a Memorandum of Understanding (MOU) with the American Indian Science and Engineering Society (AISES). The MOU will create a cooperative framework to develop and establish mutually supportive programs to increase employment and educational opportunities for the Native American community.

According to the 2001-2003 Plan, VA projected awarding \$2,142,466,288 to Institutions of Higher Education (IHU) in FY 2003. Of that, the Department projected \$1,744,254 in awards (0.08%) for TCUs. VA's total contribution to Institutions of Higher Education for FY 2003 was \$2,699,058,473. Of that amount, \$2,371,704 (0.09%) was awarded to TCUs, an increase of \$714,413 (43%) from FY 2002.

VA further supported the Native American student community through the Washington Internships for Native Students (WINS) Program, sponsored by Washington, DC-based American University. WINS participants take part in an intense 15-week academic and work experience program to gain skills and knowledge to share with their communities. In FY 2003, VA sponsored six WINS students at a cost of \$60,000. As a FY 2003 highlight, VA used two new internship sources for Native American students. VA sponsored its first American Indian Science and Engineering Society (AISES) intern at a cost of \$10,200. AISES is a national, nonprofit organization that nurtures the building of community by bridging science and technology with traditional values. Funding has been allocated for another AISES intern in FY 2004. VA also selected three Native American students through The Washington Center's (TWC) new initiative for Native Students at a total cost of \$26,700. TWC is an independent nonprofit organization that provides internship programs and academic seminars to college students from across the country and around the world, and whose mission is to enhance the civic responsibility of college and university students through cutting-edge experiential education methods.

The Veterans Health Administration (VHA) Health Care Staff Development and Retention Office (HCSURO) administers VA's Student Education Employment Program (SEEP). The program builds and fosters partnerships between TCUs and VA facilities. SEEP agreements between VA and academic institutions afford undergraduate and

graduate students the opportunity to gain valuable work experience, training, and education in high-demand career fields. In FY 2003, VA sponsored 31 Native American students in SEEP at a cost of \$226,700. HCSDRO administers other centralized assistance programs that enhance diversity in its workforce. They are:

- Employee Incentive Scholarship Program (EISP): This program permits VA to award scholarships to employees pursuing degrees or training in hybrid Title 38 and Title 38 health care disciplines where recruitment and retention are difficult. EISP's annual budget is \$10,000,000.
- National Nursing Education Initiative (NNEI): NNEI, a component of EISP, provides scholarships solely to VA's registered nurses and helps to ensure that they are educationally prepared to provide the highest quality of health care to veterans across the full range of clinical practice roles. NNEI's annual budget is \$10,000,000.
- Education Debt Reduction Program (EDRP): This program helps recently appointed employees in shortage category hybrid Title 38 and Title 38 health care disciplines reduce the interest and principle on government and commercial loans obtained to fund their health care education. EDRP awards are limited to loans that cover the cost of education that qualified them for the particular health care positions to which they were appointed. Funding from the EDRP is included in the EISP budget.
- VA Learning Opportunity Residency (VALOR) Program: VALOR is a VA-sponsored honors program for junior- and senior-year baccalaureate-level nursing students. It provides learning opportunities that include didactic or classroom experiences, competency-based clinical practice with qualified registered nurse instructors, and nursing-focused clinic conferences. The students are compensated for their participation in this program, which helps VA recruit high quality, entry-level nurses at a time when enrollment in nursing schools is declining.

VHA's Office of Academic Affiliations administers the annual clinical training received by students, interns, and residents. The Education and Training budget for FY 2003 totaled \$831,334,000 (\$464,000,000 for stipends or direct costs and \$367,334,000 for indirect costs). Direct support includes the salary and fringe benefits paid directly to the medical residents and associated health trainees. Indirect support is the reported cost by VA medical centers of VA staff who are instructors for trainees and other administrative costs associated with the Program. The majority of students participate on a without compensation (WOC) basis, but they receive indirect support associated with the training program. In FY 2003, 83,095 (24,099 paid and 58,996 WOC) students, interns, and residents received all or part of their clinical training at a VA health care

facility. One college affiliated with VHA facilities—Oglala Sioux Community College—has been designated as a Tribal College by the U.S. Department of Education. This affiliation resulted in nine WOC students from this tribal institution receiving part of their required clinical education at an estimated indirect cost of \$38,601.

As part of VA's community outreach commitment, VHA sponsored its 10th National Annual Equal Employment Opportunity Native American Training Conference in Waltham, Massachusetts. Two students from the Oglala Lakota College School of Nursing were funded to attend the conference to provide an opportunity for them to become acquainted with other employment opportunities within VA's health care system. The San Francisco VA Medical Center held two job fairs with the Friendship House Association of American Indians, Inc. Relationships are ongoing with the 2-year accredited Tribal College, D-Q University, to keep the institution informed about existing and future recruitment opportunities. The Fayetteville, North Carolina, VA Medical Center has arranged to fund two Native American interns in FY 2004. They will be assigned to the Health Administration and Laboratory Service.

VA's Veterans Benefits Administration (VBA) provides educational assistance payments to eligible veterans, family members, reservists, and service members enrolled in approved educational programs at TCUs and other institutions of higher learning. These payments help veterans and other eligible enrollees defray the costs of tuition and fees while enrolled at educational institutions.

VBA also makes payments to TCUs in formula-driven awards referred to as "reporting fees." These fees are paid to TCUs to cover administrative costs for processing reports and certifications of veterans' and eligible beneficiaries' enrollments as required by Title 38 U.S.C., Section 3684[c]. The total amount of reporting fees awarded varies yearly at each educational institution and is based on the number of veterans and other eligible beneficiaries who are enrolled there. In FY 2003, VBA's funding for TCUs amounted to \$2,009,503. Of that total, \$2,007,174 was for educational assistance payments, and \$2,329 was for reporting fees; total funding increased by 38 percent from FY 2002.

The National Cemetery Administration (NCA) worked diligently during FY 2003 to support the initiatives of Executive Order 13270. In FY 2003, NCA sponsored six Native American interns. Three were from the TWC Internship Program, and three were from WINS Program. Funding totaled \$56,700.

VA's community outreach included displaying the Native American Medal of Honor Recipients exhibit during the National Pow Wow and Veterans' Day. Both of these activities took place at the National Mall in Washington, DC. Information pamphlets on health care, benefits, and memorial services were distributed to participants.

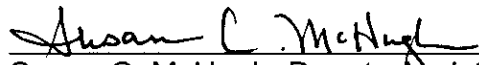
VA's total contribution to IHEs for FY 2003 was \$2,699,058,473. Of that amount, \$2,371,704 was awarded to TCUs, an increase of \$714,413 (43.11%) from FY 2002.

According to the FY 2001-2003 Plan, VA projected awarding \$2,142,466,288 to IHEs in FY 2003. Of that, the Department projected \$1,744,254 in awards (0.08%) for TCUs. Thus, VA exceeded its TCU funding projection for FY 2003 by \$627,450.

VA will continue its support to the Native American and Alaska Native communities and is committed to increasing employment and educational opportunities for its members.

B. SUMMARY OF TOTAL AGENCY AWARDS, BY CATEGORY: FY 2003

1. AGENCY: Department of Veterans Affairs
2. NAME, TITLE, AND SIGNATURE OF AGENCY REPRESENTATIVE:



Susan C. McHugh, Deputy Assistant Secretary
Diversity Management and Equal Employment Opportunity

3. TOTAL FUNDING FOR ALL INSTITUTIONS OF HIGHER EDUCATION IN FY 2003: \$2,699,058,473.

Category	Total Awards to IHEs	Total Award to TCUs	% of Awards to TCUs
1. Research & Development	\$960,512	0	0
2. Technology-related Activities			
3. Direct Institutional Subsidies (Reporting Fees)	\$3,335,748	\$2,329	0.07%
4. Program Evaluation			
5. Training (Indirect Cost) & T.A.	\$831,334,000	\$38,601	0.01%
6. Facilities & Equipment			
7. Fellowships, Internships, Recruitment, IPAs	\$773,101	\$96,900	12.53%
8. Student Tuition Assistance, Scholarships, and Other Aid	\$1,862,655,112	\$2,233,874	0.12%
9. Economic Development			
10. Administrative Infrastructure			
11. Other Activities			
Total	\$2,699,058,473	\$2,371,704	0.09%



CONCURRENCE AND SUMMARY SHEET

SUBJECT: VA's Final Report – Federal Agency Awards to Tribal Colleges and Universities for Fiscal Year 2003 Submission

NAME OF ADDRESSEE (For Correspondence Only)

TO BE COMPLETED BY EXECUTIVE SECRETARIAT (001B)

REMARKS

CONTROL NO.
213362

NAME OF REVIEWER

CONCURRENCES - TO BE DETERMINED BY THE ORIGINATING OFFICE

CONCURRENCE REQUIRED	TITLE OR ORGANIZATIONAL ELEMENT	MAIL ROUTING SYMBOL	DATE IN	SIGNATURES		DATE OUT
				CONCURRENCE	NONCONCURRENCE	
X	VETERANS HEALTH ADMINISTRATION	10		Nevin N. Weaver		03/25/2004
X	VETERANS BENEFITS ADMINISTRATION	20		Daniel L. Cooper		01/08/2004
X	NATIONAL CEMETERY ADMINISTRATION	40		J. W. Nicholson		01/20/2004
	INSPECTOR GENERAL	50				
	ASSISTANT SECRETARY FOR PUBLIC AND INTERGOVERNMENTAL AFFAIRS	002				
	ASSISTANT SECRETARY FOR MANAGEMENT	004				
	ASSISTANT SECRETARY FOR INFORMATION AND TECHNOLOGY	005				
	ASSISTANT SECRETARY FOR HUMAN RESOURCES AND ADMINISTRATION	006				
	ASSISTANT SECRETARY FOR POLICY, PLANNING, AND PREPAREDNESS	008				
	ASSISTANT SECRETARY FOR CONGRESSIONAL & LEGISLATIVE AFFAIRS	009				
	BOARD OF VETERANS' APPEALS	01				
	GENERAL COUNSEL	02				
	BOARD OF CONTRACT APPEALS	09				
	VETERANS SERVICE ORGANIZATION LIAISON	00C				
	WHITE HOUSE LIAISON	WHL				
X	DIRECTORS, COHRS	035		Elaine Marshall		01/21/2004

ACTION BY OFFICE OF THE SECRETARY (Do NOT use for Correspondence)

ACTION TAKEN

SIGNATURE

DATE

APPROVED DISAPPROVED

**CONCURRENCE AND
SUMMARY SHEET**

(Continued)

Purpose: To obtain the signature of the Assistant Secretary for Human Resources and Administration on VA's Final Report: Federal Agency Awards to Tribal Colleges and Universities, FY 2003.

Discussion: On October 19, 1996, President Clinton signed Executive Order (EO) 13021 reaffirming the special relationship of the Federal government to American Indians and Alaska Natives. On July 3, 2002, President Bush rescinded EO 13021 and issued EO 13270, which reestablished commitment to TCUs. In addition, it committed the Federal government to work to implement the innovations and reforms of the "No Child Left Behind" Act of 2001 (Public Law 107-110) in partnership with tribal colleges and their American Indian and Alaska Native communities.

The Office of DM&EEO issued a call memo for FY 2003 annual reports on February 10, 2003. Administration and VACO input for this report was originally due to DM&EEO by December 31, 2003. That date was later changed by the DAS for DM&EEO to January 12, 2004.

The White House Initiative on Tribal Colleges and Universities (WHITCU) issued reporting deadlines in February 2003. No additional guidance or format was provided. The Lead EEO Manager contacted Mr. Toney Begay, Special Assistant, WHITCU, on February 9, 2004, to find out if additional information was forthcoming. He indicated that he had tried unsuccessfully to meet with WHITCU staff. The Lead EEO Manager shared with Mr. Begay the instructions distributed in February 2003; he was not aware of them.

VA has consistently supported TCUs in the form of education, training, work experience, outreach, and partnerships. According to the 2001-2003 Plan, VA projected awarding \$2,142,466,288 to IHEs in FY 2003. Of that, the Department projected \$1,744,254 in awards (0.08%) for TCUs. VA's total contribution to Institutions of Higher Education for FY 2003 was \$2,699,058,473. Of that amount, \$2,371,704 (0.09%) was awarded to TCUs, an increase of \$714,413 (43%) from \$1,657,291 awarded in FY 2002.

VA supports the Native American community through the Washington Internships for Native Students (WINS) Program, which is sponsored by Washington, DC-based American University. In FY 2003, six students participated in the WINS Program at VA at a cost of \$60,000. VA also sponsored the first American Indian Science and Engineering Society (AISES) Internship Program intern at a cost of \$10,200. A Memorandum of Understanding between VA and AISES is in progress in support of the Executive Order. The National Cemetery Administration hired three Native American summer interns through The Washington Center Internship Program's new initiative on Native American students at a cost of \$26,700.

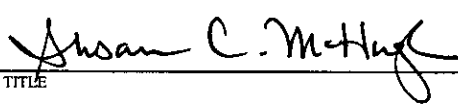
CONCURRENCE AND
SUMMARY SHEET

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The Veterans Health Administration's Healthcare Staff Development and Retention Office administers the Student Education Employment Program (SEEP), which builds and fosters partnerships between TCUs and VA facilities. In FY 2003, VA sponsored 31 SEEP students at a cost of \$226,700. An affiliation between VHA and Oglala Sioux Community College resulted in nine students receiving part of their required clinical education at an indirect cost of \$38,601.

Veterans Benefits Administration provides educational assistance payments to eligible veterans, family members, reservists, and service members who attend educational programs at TCUs and other institutions of higher learning. VBA also makes "reporting fee" payments to TCUs to cover administrative costs for processing reports and certifications of veterans and eligible beneficiaries. In FY 2003, educational assistance payments and reporting fees totaled \$2,009,503.

Implications: VA's support of TCUs and Executive Order 13270 demonstrates a commitment to diversity through equal opportunity and access. This enables VA to further establish itself as an employer of choice.

NAME OF CONTACT		SIGNATURE OF INITIATING ASSISTANT SECRETARY, ADMINISTRATION HEAD, OR KEY STAFF OFFICE OFFICIAL	
Noemi Pizarro-Hyman			
SYMBOL	EXTENSION	TITLE	DATE
(06C)	501-2031	Susan C. McHugh Deputy Assistant Secretary for DM&EEO	3/25/04