

*Knight v. Alabama Annual Report.*

The annual report recently filed by UAH pursuant to the court's decree in *Knight v. Alabama* shows that the University has maintained generally favorable trend lines in key areas of other-race hiring and enrollment.

By way of background, the *Knight* case was brought by the United States and a class of black plaintiffs to eliminate alleged remnants or "vestiges" of a prior segregated system of public higher education in Alabama. Although the court found against the plaintiffs on a number of issues, it did identify several areas in which vestiges continued to exist and ordered that these areas be addressed through remedial action. For UAH, the racial composition of its upper level administrators was such an area (the representation of African-Americans in its student body, faculty, and staff was found to be acceptable). The court ordered UAH, along with the University of Alabama and several other institutions, to increase the number of black employees holding "positions of important administrative responsibility." Other institutions were ordered to do the same with respect to their black faculty. All institutions were then directed to provide to the court an annual report, through the Council of Presidents, showing the racial composition of their student body, faculty, and administration, as well as certain other information.

In 1991, the first year for which annual information was submitted to the court, UAH employed one upper level black administrator, representing less than 2% of all full-time employees in that category. By 1998, that number had increased to eight, which constituted more than 10% of its executive-level administrators. Last year, due to two resignations, the number dropped to six, the first year in which there was a decline. Over this same period of time, the number of black faculty has ranged from a low of five to a high of nine, the number reported for 1999. With regard to student enrollment, UAH's success in attracting increasing numbers of black students has been remarkable. In 1991, UAH reported 469 black students, or 5.44% of the total number of undergraduate and graduate students. Both the number and percentage of black students has increased every year since then through 1999, when 900 black students were enrolled, representing 13.09% of the UAH student population. In 1997, UAH ranked 22nd in the percentage of its black enrollment among the nearly 150 public research and doctoral universities in the country.

The data for all University of Alabama System institutions has also been positive. In 1999, the UAS campuses together enrolled nearly one out of every four African-American students attending four-year public institutions in Alabama. Though total enrollment decreased 8% at these institutions from 1991 through 1999, black enrollment increased 36% (from 4,890 to 6,666). The percentage of black faculty and upper-level administrators also increased by nearly 60% over this period of time, going from 95 to 151. These gains were made despite the shortage of new black doctorates nationwide and generally non-competitive salaries at the UAS institutions, when compared with salaries at national public doctoral institutions and Southern University Group peer institutions.

The court will review the efforts and results achieved in these areas by all institutions in the year 2005. Until then it is important for UAH to sustain the progress that it has made,

especially in regard to black executive administrator employment. This will only happen if members of the campus community work together to insure that UAH provides an educational and workplace environment congenial to individuals of all races. As this is done, a strong foundation will be established that will allow the court, when it issues its critical, year 2005 order, to declare UAH fully desegregated.