

## Appendix B: Setting the Stage — Timeline

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### Milestones in Science, Mathematics, & Engineering Participation, 1972 – Present

Pre–1970s	Post-Great Society
1972–79	Pre- <i>Bakke</i> : Targeting/Individuals
1980–87	Pipeline: Program Effectiveness (pre-evaluation)
1988–94	Demographics/Institutions (MSIs)
1995–2003	Accountability: Systemic Change (post-GPRA evaluation)
2004 .....→	Post- <i>Michigan</i> : Post-Affirmative Action?

#### 1972–79

#### Targeting/Individual Focus

1972	Creation of NIH MBRS/MARC
1973	National data disaggregated by race/ethnicity
1974	NACME founded
1975	AAAS <i>The Double Bind</i>
1976	AAAS <i>Programs in Science for Minorities</i>
1978	Bakke decision
	NSF Minority Graduate Fellowship and RCSE established

#### 1980–87

#### Pipeline: Program Effectiveness (pre-evaluation)

1980	EEO at NSF/creation of CEOSE (congressional mandate)
1981	Dept of ED Harris Fellowship (terminated in 1997)
1982	NSF <i>Women &amp; Minorities</i> (biennially)
1983	NSB <i>Educating Americans for 21st C</i>
1984	AAAS <i>Equity &amp; Excellence</i>
1986	OTA <i>Demographic Trends and the S&amp;E Workforce</i>

#### 1988–94

#### Demographics/Institutions

1988	OTA <i>Grade School to Grad School</i>
1989	Task Force on Women & Minorities
1990	AAMC Project 3000 x 2000
1991	AAAS <i>Investing in Human Potential</i>
1991	OTA <i>Federally Funded Research</i>
1993	OSTP/FCCSET <i>Federal Investment in SMET Education</i>
1994	Medical school minority enrollment peak

## 1995–2003

### Systemic Change (post-GPRA evaluation)

1995	Adarand decision <i>AAAS The Changing Climate</i>
1996	Proposition 209 (CA) Hopwood (TX) Presidential Mentoring Awards (annual)
1998	<i>AAAS Losing Ground</i> NSF Minority Graduate Fellowship discontinued
1999	NSF merit review criteria revised <i>OSTP/NSTC Workforce of the Future</i>
2000	Morella Commission <i>Land of Plenty</i>
2001	BEST created
2003	Michigan decisions

## 2004.....➤

### Post-Michigan: Post Affirmative Action?

- Search for race surrogates
- Access/admissions criteria (% plans, legacies, holistic)
- Institutional leadership/Institution-wide programs (e.g., NSF ADVANCE)
- Cultural competence (class configuration, curriculum)
- Selective institutions re “critical mass”
- Faculty diversity
- State budgets (special impact on 2-yr institutions)
- Mainstreaming programs & targeting (K-12 standards movement; role of minority-focused orgs)
- Globalization & international workforce
- Political will