

Index

A

AAAS/NACME Conference. *See* Joint AAAS/NACME Conference, 2004

Accountability Office, U.S. Government, 38

Adarand Constructors, Inc. v. Pena, 9, 20–22, 27, 49, 68

Affirmative action, 13–27, 33

African American, 40, 49, 56–57, 59

Age Discrimination Act, 15

American Association for the Advancement of Science (AAAS)
Joint AAAS/NACME Conference report, 45–52
NACME and, 10, 16, 24, 25
Project on Science, Technology and Disability, 26

Americans With Disabilities Act (ADA), 15

Authors' biosketches, 87–88

B

Background readings, 81–82

Bakke decision, 9, 19–21, 36, 47

Baldrige quality movement, 39

Brown v. Board of Education, 41, 46

C

California, Proposition 209, 22, 38, 49, 68

City of Richmond v. J.A. Croson Co., 21

Civil Rights Act of 1964, Title VI and Title VII, 13, 14

Colorado Civil Rights Act, 23

Commission on Professionals in Science and Technology (CPST), 33
Select Data Compendium, 55–63

Compelling state interest, 13, 15–16, 36

Congressional Commission on the Advancement of Women and Minorities in Science, Engineering and Technology Development (CAWMSET), 10

Critical mass, 13, 17, 34, 37, 40, 68

D

Department of Defense (DOD), U.S., and STEM workforce, 10

Department of Education (DOE), U.S., Office of Civil Rights (OCR), 9–10

Department of Labor (DOL), U.S., standards for federal contractors, 25

Department of Transportation (DOT), U.S., Disadvantaged Business Enterprise (DBE) program, 26–27

Design principles, 31–32, 41–42
character of the program, 36
evaluation and research, 38–39
faculty recruitment and retention, 39–40
intent of the program, 33
leadership, 40–41
mission statements, 32–33
program context, 37–38
target population, 33–35

Due Process Clause of the 5th Amendment, 15

E

Education Amendments of 1972, Title IX, 13, 14–15, 39

Equal opportunity standards, state-based, 22–23

Equal protection, 13

Equal Protection Clause of the 14th Amendment, 15

F

Federal contractors, 25

Federal equal opportunity standards
equal protection and due process clauses, 15
levels of judicial scrutiny, 15–18
significant federal legal opinions, 18–22
Title VI, Title VII, Title IX and A.D.A., 13, 14–15, 39

Federal paradigms, 24
equal opportunity standards imposed on federal contractors, 25
modeling ongoing federal programs, 26–27
NSF Criterion II, 25
SEEOA, 24

Florida, Executive Order 99–281, 23

Freedom of Information Act requests,
responses to, 89–91

G

Government Performance and Results Act of 1993 (GPRA), 39, 50

Gratz v. Bollinger, 9, 10, 11, 18–19, 20, 50

Grutter v. Bollinger, 9, 10, 11, 16, 18–19, 20, 25, 32, 36

H

Hart-Rudman Commission, 10

Health Education and Welfare, U.S. Department of, and *Bakke* decision, 9

Hispanics, 49, 58, 63
Hopwood v. Texas, 18, 34, 49, 68

I

Intermediate scrutiny, 17

J

Joint AAAS/NACME Conference, 2004, 10–11
agenda, 65–66
report, 45–52
“Science, Technology, and America’s Future”
presentation, 73–79
“The Beauty of Diverse Talent” presentation, 69–72
timeline, 67–68

Justice Department, U.S., 9

L

*Land of Plenty: Diversity as America’s Competitive
Edge in Science, Engineering and Technology*
report (CAWMSET), 10, 50, 68

M

Michigan
affirmative action cases, 9–10, 18–19
Ballot Initiative, 23

Minorities in Technology, Engineering and Science
(MITE2S), 78

N

Narrow tailoring, 13, 16, 34, 36

National Action Council for Minorities in
Engineering (NACME)
AAAS and, 10, 16, 24, 25
Joint AAAS/NACME Conference report, 45–52

National Aeronautics and Space Administration
(NASA), ACCESS (Achieving Competence in
Computing, Engineering, and Space Science)
program, 26

National Association of Scholars (NAS), Freedom of
Information Act requests, 89–91

National Defense Education Act of 1958 (NDEA), 46

National Institute of General Medical Sciences
(NIGMS), 26

National Institute of Health (NIH), 26

National Science Foundation (NSF), 10
ADVANCE program, 26, 49, 68
Alliances for Graduate Education and the
Professoriate (AGEP) program, 26
Criterion II model, 24, 25
Research in Disabilities Education program, 26

O

Office of Civil Rights (OCR), U.S. Department of
Education, 5, 9–10, 51, 78

Q

“Quiet Crisis”, 70–71

Quality Education for Minorities (QEM), 48–49

R

Race/ethnicity, 15–16, 25, 32, 37, 58, 60–61

Race-neutral alternatives, 6, 13, 17, 21, 34, 36, 90

Regents of the University of California v. Bakke,
9, 19–21

Rehabilitation Act, 15, 25

S

Science and Engineering Equal Opportunities Act
of 1980 (SEEOA), 10, 24, 47–48

Small Business Administration (SBA), 8(a)
Business Development Program, 26

State-based equal opportunity standards, 22–23

Strict scrutiny, 13, 15, 20

Supreme Court, U.S., educational policy decisions,
9, 16, 18–22, 27

T

Texas 10- Plan, 23, 34

Texas Higher Education Opportunity Project, 34

“The Long Road to Race-Blindness”, 83–85

Title IX, 13, 14–15, 38–39

Title VI, 13, 14

Title VII, 13, 14

V

Vietnam Era Veterans’ Readjustment Assistance Act, 25

W

Washington State, 1–200, 22

Weak scrutiny (rational review), 18

Women in Science and Engineering, 10, 14, 25–26, 34,
38, 57–58, 75–76

