

**Virginia Tech**  
**Modified or Discontinued Programs From April Review**

| Identified Activity   | Issue   | Change / Disposition   |
|---|---|--|
| <b>Programs that appeared NOT to be in compliance with narrow tailoring guidelines and were DISCONTINUED (OR SIGNIFICANTLY MODIFIED):</b> |   |  |
| Minority Study Abroad Scholarships  | The Pamplin College of Business received a donation to provide scholarships for minority students to participate in study abroad experience.  | Initial donation has been exhausted and the program discontinued.  |
| Minority Internships and Residencies in Veterinary Medicine   | The college set aside a limited number of internship and residency positions for minority applicants.   | Set-aside positions have been discontinued and other alternatives are being explored.  |
| All But Dissertation Fellows Program  | The university targeted this fellowship opportunity at increasing the numbers of underrepresented faculty. One to two fellows were supported per year.                              | The Graduate School will consolidate this activity into the Preparing the Future Professoriate/Professional program.   |
| Fee Waivers for Minority and McNair Scholars  | To encourage minority applicants to apply, the university granted many minority applicants an automatic application fee waiver.   | Application fee waivers will be granted on the basis of income or other non-racial/non-ethnic criteria.  |
| <b>Programs with race or ethnicity-conscious aspects that will be continued with modifications:</b>                                       |   |  |
| Gateway to Virginia Tech  | The undergraduate admissions program paid for campus visits for some minority applicants who had been offered admission.  | Program was canceled Spring 2003; may modify to use income or geographic criteria, and/or open to interested non-minorities; under review for possible event in Spring 2004  |
| Graduate Admissions   | The university graduate admissions process does not consider race/ethnicity. However, some departments reported that these factors were considered in their departmental decisions. | The Graduate School has prepared guidelines for all departments to use.  |
| Graduate Preview Weekend  | Underrepresented graduate applicants were invited to attend a preview weekend hosted by the Graduate School.  | Graduate Preview Weekend has been opened to all nominated students, regardless of underrepresented status.   |
| E.I. DuPont Academic Achievement Awards   | The Pamplin College of Business received a donation to grant financial awards for academic achievement with a stated preference for African-American students.                      | The college will restructure program to more broadly promote diversity.  |
| MBA Minority Recruiting   | An assistantship was granted to a minority MBA student to assist in recruiting efforts.   | College will restructure the program to more broadly promote diversity. Assistantship will be open to students of any race/ethnicity.  |
| Business Minority Mentoring Program   | The Pamplin College of Business offered paid internships to minorities to provide mentoring services.   | The Office of Personnel Services will work with the college to reshape this program so that minority and non-minority mentors are treated similarly.   |
| Minority Internships in Two Departments   | Two departments identified internships that expressed a preference for minority students.   | The Office of Personnel Services will work with departments to reshape programs.   |
| Minority Academic Opportunities Program (MAOP)  | Student scholarship and academic support program which admitted students of all race/ethnicity backgrounds. However, the criteria were not identical for all groups.                | Name of program changed to Multicultural Academic Opportunities Program. Whole-file-review of applicants based on a number of criteria (same for all applicants). Must have financial need. Will retain its primary purpose "to increase the diversity of students who apply |
| Privately Funded Scholarships   | About 20 privately funded scholarships were restricted to students based on race or ethnicity.  | Use of race/ethnicity in selection decisions has been suspended. However, awards continue to be made using non-race-based criteria. Awaiting guidance from federal Department of Education.  |