5/10/79 [2]

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THE WHITE HOUSE
WASHINGTON
10 May 79

Tim Kraft
ARNie Miller

The attached was returned in the President's outbox today and is forwarded to you for appropriate handling.

Rick Hutcheson

FIVE MEMOS ATTACHED
FOR STAFFING
FOR INFORMATION
FROM PRESIDENT'S OUTBOX
LOG IN/TO PRESIDENT TODAY
IMMEDIATE TURNAROUND
NO DEADLINE
LAST DAY FOR ACTION

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EYES ONLY
MEMORANDUM FOR THE PRESIDENT

FROM: TIM KRAFT
ARNIE MILLER

SUBJECT: Selection of HEW's General Counsel and Other Key Positions

Secretary Califano has recommended that Richard Beattie be nominated to replace Peter Libassi as the General Counsel of HEW (see attached memorandum). We agree with Secretary Califano's assessment of Dick Beattie and join in recommending him for this position.

However, the selection of a white male to replace a white male in a key policy position once again raises a serious problem at HEW. On December 6, 1978, we pointed out in the attached memorandum that HEW is perceived by minority and women's groups and others as being controlled by white males. That situation has not improved during the interim period. In fact, of the twenty top key policy jobs at HEW, only four of them have ever been filled by non-white males during Secretary Califano's tenure. The attached chart describes the present status of each of these jobs.

The immediate future will offer an opportunity to improve this situation. A number of these key policy positions will soon become vacant. These include the Commissioner of the Food and Drug Administration, the Inspector General, the
Executive Assistant to the Secretary, and possibly the Under Secretary and the Assistant Secretary for Legislation. In addition, the Commissioner of Education and the Director of the National Institute of Education are planning to leave, but it probably makes sense to replace them on an acting basis pending the creation of a Department of Education.

We recommend that at least two of the next five of these key vacancies that are currently filled by white males be filled by women or minorities; and that of the next seven, at least three be filled in the same manner. If you agree with this recommendation, we are prepared to develop a plan with Secretary Califano to implement it.

RECOMMENDATION

Nominate Richard Beattie to be General Counsel of HEW.

[ ] approve [ ] disapprove

RECOMMENDATION

Tell Secretary Califano to work with the Personnel Office to insure that at least two of the next five and three of the next seven of HEW's key vacancies (that are currently filled by white males) will be filled on a permanent basis by women and minorities.

[ ] approve [ ] disapprove

Electrostatic Copy Made for Preservation Purposes
MEMORANDUM FOR THE PRESIDENT

Peter Libassi, the General Counsel at HEW, has informed me of his desire to return to the private practice of law. He plans to resign from HEW to become a partner in the Washington firm of Verner, Liipfert, Bernhard and McPherson approximately June fifteenth, and in any case before the new Ethics Law goes into effect on July first.

To succeed Mr. Libassi as General Counsel, I recommend that you nominate Richard I. Beattie. He was the principal Deputy General Counsel of HEW during the first twenty-two months of the Administration. For the past five months, Mr. Beattie has served as my Executive Assistant.

The Office of General Counsel is my principal source of legal advice. Given the particularly difficult and sensitive areas of this Department's responsibility, it is all the more important that I have a superb General Counsel. This is a critical hotspot for tough issues related to civil rights, radiation, immunization, and the like. The General Counsel, for example, oversees our review of issues related to low-level radiation, and is centrally involved in the development of the new proposed legislation on drug regulations, in the negotiations over school desegregation plans, in the development of regulations on age discrimination, and in Title IX athletic issues.

Prior to joining HEW, Mr. Beattie was a member of the New York law firm of Simpson Thacher and Bartlett for ten years. During the last two years there, he was a partner specializing in corporate finance. He also served on the governing boards of two non-profit corporations in New York City--one providing legal services to the poor and the other disseminating information about public education. Cy Vance is a strong supporter of Mr. Beattie.
Mr. Beattie is a graduate of Dartmouth College and the University of Pennsylvania Law School. Between college and law school, he was a jet pilot in the Marine Corps for three years and nine months.

I did not know Mr. Beattie until I brought him to HEW in February, 1977. I have gained great confidence in his intelligence and judgment over the past twenty-seven months.

Mr. Beattie is a skilled negotiator and wise counselor who knows how to deal sensitively with the great range of problems for which HEW has responsibility.

I recommend Mr. Beattie in the highest terms. There is no one else who could move as quickly and confidently into the position of General Counsel. He will be a dedicated and loyal Presidential Appointee.

Joseph A. Califano, Jr.

Approve __________

Disapprove __________
Executive Assistant to the Secretary, and possibly the Under Secretary and the Assistant Secretary for Legislation. In addition, the Commissioner of Education and the Director of the National Institute of Education are planning to leave, but it probably makes sense to replace them on an acting basis pending the creation of a Department of Education.

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**RECOMMENDATION**

Nominate Richard Beattie to be General Counsel of HEW.

[ ] approve  [ ] disapprove

**RECOMMENDATION**

Tell Secretary Califano to work with the Personnel Office to insure that at least two of the next five and three of the next seven of HEW's key vacancies (that are currently filled by white males) will be filled on a permanent basis by women and minorities.

[ ] approve  [ ] disapprove

Electrostatic Copy Made for Preservation Purposes
RICHARD I. BEATTIE

Residence
2202 Wyoming Avenue, N. W.
Washington, D. C. 20008
202/387-0017

Business
Office of the Secretary
Department of Health, Education, and Welfare
200 Independence Avenue, S.W.
Washington, D. C. 20201
202/245-7163

Present Employment:
Executive Assistant to the Secretary
Department of Health, Education, and Welfare

Former Employment:
Deputy General Counsel
Department of Health, Education, and Welfare
February 1977 - November 1978

Partner - Simpson Thacher & Bartlett
Emphasis on corporate finance, including mergers and acquisitions, public underwritings and private placements and banking law, 1975 - 1977

Associate - Simpson Thacher & Bartlett
1968 - 1975

Other Activities:
Trustee of Community Law Offices, a not-for-profit corporation providing legal services to the indigent in New York City, 1970 - 1977

Board of Directors of City School News, Inc., a privately funded, not-for-profit corporation, organized by the Rockefeller Brothers Fund and Exxon Corporation, as a public education information service for the City of New York, 1975 - 1977
Education:
UNIVERSITY OF PENNSYLVANIA LAW SCHOOL
Philadelphia, Pennsylvania
Degree: LL.B. (May 1968)

DARTMOUTH COLLEGE
Hanover, New Hampshire
Degree: B.A. with Distinction in Economics (June 1961)
Major: Economics
Activities: Football - 1, 2, 3, 4; Treasurer, Beta Theta Pi Fraternity; Sphinx Senior Honor Society

Military Service:
Served three years and nine months on active duty with the United States Marine Corps as a jet pilot. Collateral duties consisted of Legal Officer for squadron of 175 men, Assistant Flight Schedules Officer, Assistant Operations Officer, qualified Division Leader and Special Weapons Pilot with a Top Secret Security Clearance. Released from active duty in March 1965 as a First Lieutenant and promoted to Captain in March 1966.

Personal Data:
Age: 40
Marital Status: Married - two children
Health: Excellent

References: To be supplied upon request

April 24, 1979
MEMORANDUM FOR THE PRESIDENT

THROUGH: TIM KRAFT

FROM: ARNIE MILLER

SUBJECT: New Appointments

The numbers in the attached memo are substantially correct (although HEW is third and not second with respect to women). While HEW's overall statistics with respect to Presidential Appointment-Senate Confirmation (PAS) appointments are in line with the rest of the Administration, the purpose of the November 21 memo was to bring to your attention the scarcity of women and minorities in the key policy jobs at HEW. Many of these jobs are not PAS. Some PAS jobs are at lower levels within HEW. Women and minority groups are aware of this situation and have complained about it.

The top policy positions in HEW include the Under Secretary, all Assistant Secretaries, the General Counsel, the Inspector General, the Executive Assistant to the Secretary, the Executive Secretariat, and the Heads of FDA, NIH, SSA, OEO and NIE.

Secretary Califano has made twenty-five selections for these positions during his tenure. Twenty-one of these have been white males. Two of the remaining positions have been filled by white females, one by a Black female, and one by an Hispanic female.

The perception held by women and minority groups and others is that HEW is run by white males. It is important for us to change this perception by involving women and minorities in policy-making positions in the Department.
MEMORANDUM FOR THE PRESIDENT

FROM: TIM KRAFT
       ARNIE MILLER

SUBJECT: The Council to the Administrative Conference of the United States

The Administrative Conference of the United States is a permanent independent federal agency established to identify the cause of inefficiency, delay and unfairness in administrative proceedings.

The Council is composed of a Chairman and ten members who are appointed by you for three-year terms. They act as a Board of Directors of the Administrative Conference. Five of the members must be drawn from government and five from the public.

Michael Pertschuk, Chairman of the Federal Trade Commission, has been serving as one of the governmental representatives since August of 1978. Mr. Pertschuk's duties with the Federal Trade Commission have limited his participation and he suggests we appoint Michael Sohn, General Counsel at the Federal Trade Commission, in his place. We and Bob Lipshutz concur.

RECOMMENDATION:

Appoint Michael Sohn to the Council of the Administrative Conference of the United States.

[Signature]

Electrostatic Copy Made for Preservation Purposes
April 26, 1979

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

Since September 28, 1978, I have served on the Council of the Administrative Conference of the United States. My experience on the Council has confirmed my belief in the importance of the work of the Conference in addressing key issues of administrative law. My participation has also demonstrated to me the importance of the role of the Council in guiding the Conference, and the substantial commitment of time and effort therefore required of each Council member. Because I have found that commitment increasingly difficult to maintain in light of my duty to carry out simultaneously my responsibilities as Chairman of the Federal Trade Commission, I find it necessary to resign from the Council.

Yours respectfully,

Michael Pertschuk
Chairman
MICHAEL N. SOHN
6806 Florida Street
Chevy Chase, Maryland 20015

(301) 951-0199 (home)
(202) 523-3613 (office)

**EMPLOYMENT HISTORY:**
May 1977 to Present -- General Counsel, Federal Trade Commission, Washington, D.C.


1964 to 1969 -- Supervisory Attorney, Appellate Litigation, National Labor Relations Board

**EDUCATION:**
Harvard Law School, LL.B. cum laude, 1963

Columbia College, A.B., 1960

**PUBLIC INTEREST ACTIVITY:**
Former member of the Board of Directors of the Center for Auto Safety, established by Ralph Nader -- 1974-1977

**PUBLICATIONS:**
Co-author of The Law and Roadside Hazards (Michie: 1974)

April 20, 1979
March 9, 1968

Dear Mr. Chairman:

Pursuant to the authority contained in 5 U.S.C. § 573(b)(3) of the Administrative Conference Act, I hereby designate the following Executive Departments and Administrative Agencies to have membership in the Conference:

**Executive Departments**

- Department of State
- Department of the Treasury
- Department of Defense
- Department of Justice
- Post Office Department
- Department of the Interior
- Department of Agriculture
- Department of Commerce
- Department of Labor
- Department of Health, Education, and Welfare
- Department of Housing and Urban Development
- Department of Transportation

**Administrative Agencies**

- Bureau of the Budget
- Equal Employment Opportunity Commission
- General Services Administration
- National Aeronautics and Space Administration
- Office of Economic Opportunity
- Small Business Administration
COUNCIL OF THE
ADMINISTRATIVE CONFERENCE OF THE UNITED STATES

AUTHORITY: P. L. 88-499, August 30, 1964

METHOD: See below

MEMBERS: The Chairman of the Administrative Conference
of the United States

AND

TEN other members appointed by the President, of whom not more than one half shall be
officials or personnel of Federal regulatory agencies or executive departments

CHAIRMAN: The Chairman of the Administrative Conference
shall be Chairman of the Council

VICE CHAIRMAN: The President may designate a member of
of the Council as Vice Chairman

TERM: Members other than the Chairman shall be appointed
for three year terms and may continue to serve
until a successor is appointed. The service of any
member shall terminate whenever a change in his employment status would make him ineligible for
Council membership under the conditions of his original appointment.

SALARY:
United States Civil Service Commission
Veterans Administration
Civil Rights Commission
Selective Service System

Sincerely,

Honorable Jerre S. Williams
Chairman
Administrative Conference of the United States
Washington, D.C. 20506

RECEIVED
MAR 13 1963
ADMINISTRATIVE CONFERENCE
MEMORANDUM FOR THE PRESIDENT

FROM: TIM KRAFT
ARNIE MILLER

SUBJECT: Advisory Committee on Minority Small Business Contracting

THE WHITE HOUSE
WASHINGTON
May 7, 1979

The amendments to the Small Business Act create an advisory committee to report to the Administrator and to the President on activities dealing with minority contracting in the Small Business Administration (8a contracting).

The Committee must be composed of ten members, five of whom shall be high-level officers of U.S. businesses and five of whom shall be representatives of minority small businesses.

We have worked closely with Vernon Weaver, Louis Martin Sarah Weddington, and Hamilton's office in developing these recommendations.

We recommend the following people:

For Chairman:


Members representing major companies:

Marian S. Kellogg (Connecticut): Vice President of Corporate Consulting Services, General Electric. White.
Dean Swift (Chicago): President and Chief Executive Officer, Sears, Roebuck & Company.

Mrs. G. G. Michelson (New York City): Senior Vice President for Personnel & Labor Relations at Macy's.

William C. Norris (Minneapolis): Chairman and Chief Executive Officer of Control Data Corporation.

Members representing minority small businesses:


Earl G. Graves (New York City): Publisher and Editor of Black Enterprise Magazine. Black.


Franklin Delano Lopez (Puerto Rico): President of International Investment and Financing Corp. Puerto Rican.

Bahk Sang (New York City): President of Young Video, Inc. and Vice President of Yong Industries, Inc. Korean-American.

RECOMMENDATION:

Appoint the slate as listed above to the Advisory Committee on Minority Small Business Contracting.

[ ] approve [ ] disapprove

Designate William J. Kennedy, III as Chairman.

[ ] approve [ ] disapprove

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ACTIVITIES CONTINUED

University of North Carolina Order of the Tar Heel One Hundred; Member of the Board of Visitors, Duke University Graduate School of Business; Member of Board of Trustees, Triangle Universities Center for Advanced Studies, Chapel Hill, N. C.; Member of the Board of Visitors, Johnson C. Smith University, Charlotte, N. C.; Member of Board of Trustees, United Student Aid Funds, New York, N. Y.; Member of Board of Directors of North Carolina Central University Foundation, Inc., Durham, N. C.; Member of the National 4-H Council Advisory Committee; Member of the Southeast Regional Advisory Council, Boy Scouts of America; Member of Board of Directors, Durham Merchants Association; Member of Board of Trustees, Ford's Theatre Society, Washington, D. C.; Member of National Advisory Council, Opportunities Industrialization Centers of America, Philadelphia, Pa.; Member of North Carolina Citizens Association; Member of Durham Business and Professional Chain; Member of Durham Committee on the Affairs of Black People; Member of Kiwanis Club of Tobaccoland, Inc.; Life Member of National Association for the Advancement of Colored People; Member and Director of Durham Chamber of Commerce and Public Member Board of Trustees, Southern Association of Colleges and Schools.

AWARDS

1974 - Tribune Charities
Annual Award for Professional Achievement in the Field of Business

1975 - Black Enterprise Magazine
Annual Achievement Award - Finance

1976 - Opportunities Industrialization Centers of America - Pathfinder Award

1976 - National Business League
The C. C. Spaulding Insurance Award

1977 - The Twenty First Century Foundation
Achievement Award

1977 - Virginia State College
Alumnus of the Year Award

1977 - Inducted into the National Minority Business Hall of Fame

MARRITAL STATUS AND FAMILY

Married to the former Alice C. Copeland
Son: William J. Kennedy IV

RESIDENCE

102 East Masondale Avenue
Durham, North Carolina 27707

August 23, 1978
BIOGRAPHICAL SKETCH - WILLIAM J. KENNEDY III

PARENTS: W. J. Kennedy, Jr. and Margaret Spaulding Kennedy

BORN: October 24, 1922, Durham, North Carolina

ELEMENTARY SCHOOL: Pearson Elementary School

HIGH SCHOOL: Hillside High School and Palmer Memorial Institute
Graduated June, 1938

COLLEGE: Virginia State College, Ettricks, Virginia
Graduated June, 1942 - B. S. in Business Administration

UNIVERSITY: University of Pennsylvania, Graduated February, 1946, Master of Business Administration, Major in Insurance

New York University, Graduated June, 1948, Master of Business Administration, Major in Finance and Investments - New York University 1948-1950, additional Graduate Studies

PROFESSIONAL EDUCATION: Associate of Life Office Management Institute

MILITARY: United States Army, June, 1943 through October, 1945 - Lieutenant, Medical Administrative Corps

EMPLOYMENT: North Carolina Mutual Life Insurance Company
President and Chief Executive Officer and Vice Chairman of the Board of Directors

RELIGION: White Rock Baptist Church - Member of the Board of Trustees


MATERNITY: Omega Psi Phi, Beta Phi Chapter

ACTIVITIES: Member of Board of Trustees, University of Pennsylvania; Member of Wharton School Board of Overseers, University of Pennsylvania; Member of
A. DEAN SWIFT
President and Chief Administrative Officer
Sears, Roebuck and Co.

A. Dean Swift joined Sears, Roebuck and Co. in 1940 as a salesman in Highland Park, Ill., upon graduation from the University of Illinois.

He served as a field artillery officer in Europe during World War II, returning to Sears after the war as a division manager in the Highland Park store. After serving as assistant manager in Hammond, Ind. and Cicero, Ill., he returned to the Highland Park store as manager. From 1954 to 1964 he served as manager of stores in Martinsville, Ind., Owensboro, Ky., St. Louis, Mo., and Oakbrook, Ill.

In 1964, Mr. Swift was appointed general manager of Sears stores in Indianapolis, Ind., serving in that post until he was named general manager of the Detroit area stores in 1967.

He became Vice President of the 13-state Southern Territory in 1969, and was elected to the board of directors of Allstate Insurance Company, Homart Development Co. and the Sears Roebuck Acceptance Corp. (SRAC).

In November 1972, Mr. Swift was elected President of the company. He assumed his new duties on Feb. 1, 1973, the eleventh man to hold this post since the company was founded in 1886.
He also is a director of the First Chicago Corp. (First National Bank of Chicago) and Commonwealth Edison Co.

Mr. Swift is Chairman of the Board of Trustees of the Museum of Science and Industry and a trustee of Northwestern University. He also is a member of the advisory council of the Graduate School of Management for Northwestern University. He is a director of the Chamber of Commerce of the United States, a director and member of the executive committee of the National Retail Merchants Association, and a director of the Council for Financial Aid to Education. He is a member of the Board of Governors of the United Way of America and a director of the United Way of Metropolitan Chicago.

He also is a director of The Sears-Roebuck Foundation and of Tower Ventures, Inc. He is a director of the National Alliance of Businessmen, and a member of the business advisory board of the Chicago Metropolitan Area for the NAB. He is a director of the United Negro College Fund and is the Fund's current national campaign chairman. Also, he is a director of the National Urban League.

He is an associate of the Rehabilitation Institute of Chicago, a trustee of the Orchestral Association (Chicago Symphony Orchestra), a member of the City of Chicago's Economic Development Commission, and a director of the Chicago Central Area Committee.
MARION S. KELLOGG
Vice President - Corporate Consulting Services

Miss Marion S. Kellogg, born in Rochester, New York, is a graduate of Manhattanville College with an A.B. degree in mathematics and physics. She also holds an M.S. degree in physics from Brown University and has taken specialized courses in psychology at Union College. She was an instructor in physics at Brown University for two years.

She has been with the General Electric Company since 1944 and has held a series of operating assignments in the employee relations function. These culminated in her appointment in 1953 as Manager-Employee Relations for the Flight Propulsion Laboratory Department. In 1958 she joined the General Electric Company's corporate staff, serving as a consultant both to General Electric management and to selected outside companies.

In August, 1974, she was elected Vice President - Corporate Consulting Services. This staff organization supplies expertise to General Electric operating managers in such areas as factory productivity, pricing, quality systems, inventory management, design review, etc. It also carries out advanced development application projects in selected areas of engineering, manufacturing and marketing.

Miss Kellogg is a member of the Boards of Directors of Citytrust and the Center for International Management Studies of the YMCA and a member of the Boards of Trustees of the American Management Associations and Manhattanville College. She serves on the Advisory Council of the Columbia University Graduate School of Business and the Main Committee of the Welding Research Council.

She is the author of five books and numerous articles. Her books include When Man and Manager Talk and Putting Management Theories to Work, published by Gulf Publishing Company and What To Do About Performance Appraisal, published by American Management Associations.

Honorary Degrees awarded: Doctor of Laws from St. Lawrence University and Babson College and Doctor of Science from Russell Sage. She is a member of the Brownson Honor Society, an associate of Sigma Xi, and a Fellow of the International Academy of Management.
A graduate of Pennsylvania State University in 1945 and recipient of an LL.B. degree from the Columbia Law School in 1947, Mrs. Michelson joined Macy's in November 1947.

Mrs. Michelson began her career as a member of the Executive Training Squad. She became Assistant to the Labor Relations Manager in 1948. Serving successively in management positions, she became Vice President for Employee Personnel in 1963, and Senior Vice President for Labor and Consumer Relations in 1970. Since 1972, Mrs. Michelson has assumed the responsibility of Senior Vice President for Personnel, Labor and Consumer Relations.

Mrs. Michelson is a Director of the Quaker Oats Company; A Director of the Chubb Corporation; a Director of Harper & Row, Publishers, Inc., a Director of the General Electric Company; a Director of the Federal Reserve Bank of New York; Director of the Markle Foundation; Director of Columbia Law School Alumni Association; Member of the Employee Relations Committee - NRMA; Member of the State Manpower Services Council; a Trustee of the Interracial Council for Business Opportunity; Member of the Committee for the Specialized Placement of the Handicapped, New York University Institute of Rehabilitation Medicine; Member of the...
Board of the Webster Apartments; a Member of the Advisory Council of New York State School of Industrial Relations Cornell University; New York City Board of Education Cooperative Education Commission; Director of The Better Business Bureau of Metropolitan New York; Director of Work in America Institute, Inc., Member of Advisory Council Catalyst; a Trustee of Educational Testing Service.

Mr. Horace Michelson is a member of the law firm of Moses & Singer. They have one daughter and they live at 70 East 10th Street.
Mr. Norris is the Chairman and Chief Executive Officer of Control Data Corporation—a position he has held since its founding in 1957.

William C. Norris was born and raised on a farm on the Great Plains in Nebraska. He graduated from the University of Nebraska with a degree in electrical engineering and his first employment was with Westinghouse. During World War II, he served five years in the United States Navy engaged in electronic work related to computers.

After the war, he helped found Engineering Research Associates which, later, was merged into Sperry Rand. At the time he left to form Control Data in 1957, he was vice-president and general manager of the Univac Division of Sperry Rand.

Under the leadership of Mr. Norris, Control Data has grown rapidly to become the leading company in computer services with assets of five billion dollars, employing 48,000 persons and producing annual revenues of over two billion dollars.

More than a computer company, Control Data is receiving national recognition for innovative programs addressing social needs. Urban revitalization, learning and technology centers in inner cities, promoting small business and farms, job creation, training and placement are among some of Control Data's initiatives designed to bring private sector solutions to pressing social problems.

Among the interests of Mr. Norris—both personal and business—are development of cooperation in technology within and among countries to provide solutions to major world problems, improving the environment for small business through cooperation and help from larger business and government, and, particularly, education.

For fifteen years, Mr. Norris has been an advocate for improving the quality, equality and productivity of education using computer technology. Through a Personal Learning and Training Opportunity called PLATO, Control Data now offers a wide range of courses from remedial programs to highly technical skills training to the public, school systems, industry and governments. This computer based educational system continues to find new applications in the broad fields of education and training meeting many changing needs of society. Outside of Control Data, Mr. Norris is on the Advisory Council of the University of Mid-America, which is the major institution of open learning in the United States.

Mr. Norris serves as a member of the Massachusetts Institute of Technology Corporation Visiting Committee for Sponsored Research; a member of the Evaluation Panel of the National Academy of Science; a member of the Technical Advisory Committee to the United States Department of Commerce; Trustee of A.T. International; Trustee of the Urban Institute; and Director of the Rural Development and Finance Corporation.
Manuel R. Caldera, a native of California, received his degree from Compton College where he majored in Electronics Engineering.

Mr. Caldera has extensive experience in management and his career growth has encompassed various levels of Engineering and Marketing responsibilities in both large and small companies. His initial experience as an Electronics Engineer and his later experience as a Marketing Executive provided him with a broad perspective which played a major role in the growth of his own company, Amex Systems, Inc.

Mr. Caldera founded Amex Systems, Inc., a minority owned company in 1971 and has managed its growth from an initial nucleus of five people to its present size of approximately 375 employees with an annual sales volume of 10 million.

In addition to providing the necessary leadership for Amex Systems, Inc., a company specializing in high technology electronics design, fabrication and engineering support services, he has been active in many national and local minority organizations. Among other functions, Mr. Caldera was appointed by President Ford to the Board of the Inter-American Foundation. He is Chairman of the Latin American Manufacturer's Association and is also taking an active part in the White House Conference on Small Business.

The national fraternity, Omega Psi Phi, recognized Mr. Graves as its 1974 Outstanding Citizen of the Year. Long active in scouting, Mr. Graves is Commissioner of Scouting for the Greater New York Council of the Boy Scouts of America. He is the recipient of the Silver Beaver Award, scouting's highest recognition for volunteer work.

Mr. Graves received his B.A. degree in Economics from Morgan State College in Baltimore, which has since awarded him an honorary Doctor of Laws Degree.
Earl G. Graves knows all too well the economics of being black and poor and what it takes to overcome financial obstacles. In fact, he overcame those obstacles so well that as the Publisher of BLACK ENTERPRISE Magazine, he was named one of the ten most outstanding minority businessmen in the country. The President of the U.S. presented Mr. Graves with the National Award of Excellence in recognition of his outstanding achievement in minority business enterprise, 1972. Mr. Graves is a nationally recognized authority on black business development. He is listed in Who's Who in America and was one of Time Magazine's 200 future leaders of the country.


As BLACK ENTERPRISE begins its eighth year, it is something of an anomaly in magazine publishing. It has been profitable since its tenth issue and yearly sales (currently over $4 million) are constantly increasing. BLACK ENTERPRISE has a guaranteed circulation of 230,000 with a readership of more than 1.25 million. It is carried on board most major airlines.

Mr. Graves was an Administrative Assistant to the late Senator Robert F. Kennedy from 1965 to 1968. After Senator Kennedy's assassination, Mr. Graves formed his own management consultant firm to advise corporations on urban affairs and economic development. Included among the firm's clients were major multi-national companies.
RESUME

NAME: Louise K. Quarles Lawson

ADDRESS: 10548 South Parnell Avenue
Chicago, Illinois 60628

TELEPHONE: (312) 928-5537

MARITAL STATUS: Married, No dependents

EDUCATIONAL BACKGROUND: B.S. Degree in Business Administration
Graduate Diploma from American Savings & Loan Institute
Attended John Marshall Law School
Attended Many Management & Executive Development Seminars

EMPLOYMENT: 1945-1946 War Labor Board - Job Analyst
1946 - Illinois/Service Federal Savings & Loan Association

Previous Positions Held: Assistant Secretary
Member of Board of Directors - 1963
Secretary - 1965
Member of Executive Committee
Secretary-Treasurer - 1970
President - July 1975 to Present
Chairman of Loan Committee

PROFESSIONAL ORGANIZATIONS: *American Savings & Loan League (past President)
Member of The Executive Club
Member of The Economic Club
Member of The Legislative Committee of The U.S. Savings
and Loan League (past)
Member of The Savings and Loan Institute
Member of The Savings Institutions Marketing Society
Member of The Illinois Savings & Loan League
*Member of The Monroe Club
*Member of Chicago United (a Principal)
*Member of the Board of Directors of RESCORP
*Member of Chicago Community Ventures
*Member of The Board of Directors of The Board of
Homeland Ministries of The United
Church of Christ (1959-69)
Member of The Board of Directors of The Community
Renewal Society (1959-69)
CIVIC ORGANIZATIONS: Chicago Links, Inc.
XXI Club of Michael Reese Hospital
Northwestern Medical Center's Friends of Leukemia
Reading is Fundamental
Vice President of Operation PUSH
Building Committee of St. Bernard Hospital
Alpha Gammi Pi Sorority
The Urban League
Women's Benefit Board of Operation PUSH
Chicago Mental Health Board - Treasurer
The Campfire Girls

AWARDS: Cosmopolitan Chamber of Commerce Woman of The Year (1975)
Black Book Achiever's Award for 1975
Beatrice Caffrey Youth Center Woman of The Year (1975)
Black Economic Union Award for 1975 (Kansas City)
Distinguished Mississippian Award from Governor of Mississippi (1974)
Economic Union Award for 1975 (Cleveland, Ohio)
CEDCO Achiever's Award (1974)
National Council of Negro Women Achievement Award for 1975
Honored by Black Enterprise Magazine (1974)
American Savings & Loan League Award for Outstanding Service (1975)
American Savings & Loan League Award for Outstanding Women Within The
League (1975)
University Women Outstanding Woman Award (1976)

* The First Black Female
<table>
<thead>
<tr>
<th>Name</th>
<th>Franklin Delano López</th>
</tr>
</thead>
<tbody>
<tr>
<td>Place and Date of Birth</td>
<td>Bronx, New York, September 19, 1946</td>
</tr>
<tr>
<td>Health</td>
<td>Excellent</td>
</tr>
<tr>
<td>Height</td>
<td>5'5&quot;</td>
</tr>
<tr>
<td>Weight</td>
<td>159</td>
</tr>
<tr>
<td>Marital Status</td>
<td>Married to Patricia O'Keeny, Former English and French teacher at the University of Puerto Rico.</td>
</tr>
<tr>
<td>Dependents</td>
<td>Two, Patricia (age 5), Franklin (4)</td>
</tr>
<tr>
<td>Languages</td>
<td>Spanish and English (speak, read and write fluently)</td>
</tr>
</tbody>
</table>
| Civic Affairs                 | -Coordinator of the Publicity and Promotion Committee of the 450 Anniversary of the City of San Juan;  
                                 -Member of the Committee for the celebration of the Anniversary of the Commonwealth of Puerto Rico, and Independence of the United States; Editorial Board Member of the New Progressive Party Newspaper;  
                                 -Publicity Advisor for the Office of Youth Opportunity of the City of San Juan. Board of Director Member and Vice President of the Puerto Rican Institute of Opinion Research, affiliated to Gallup International;  
                                 -Representative of the City of San Juan to the Pan American Sport Congress held in Cali, Colombia in 1969; Fund Raising Director for the Olympic Committee of Puerto Rico in San Juan, Fund Raising Director for the Inter American University School of Law Library  
                                 -Member of the San Juan Chapter of the Sales and Marketing Executive Club.  
                                 -Member of the Olympic Committee Fund,  
                                 -Member of Foro Libre  
                                 -Member of the Audubon Society  
                                 -Member of the National Geographic Society  
                                 -Co Chairman of Americans for Democratic Action; Member of the National Board of Directors of Americans for Democratic Action;  
                                 -Chairman of the Puerto Rico Jimmy Carter Campaign;  
                                 -Vice Chairman of the Puerto Rico Delegation to the National Convention; |
Civic Affairs: (Cont.)
- Campaign Manager: the 1963 and 1972 election of the Mayor of San Juan. He won both election by an overwhelming majority.

Education:
- Colegio Nuestra Señora del Pilar General Course (Class President) 1964.
- University of Puerto Rico, Río Piedras, P.R. Bachelor of Art (Politics and Economics) 1968. Currently studying 3rd year of law at the Inter-American University in San Juan.

Home Address:
St. 2 A 6 Montebeello Estate, Trujillo Alto, Puerto Rico.

Telephone:
Office: 763-6516 Area Code (809)
Home: 761-3017

Experience:
1967 Dec. 1967
- Assistant City Editor, United Press International, Ponce de León Avenue 165, San Juan, Puerto Rico
- Special Correspondent, Associated Press at La Fortaleza and the Caribbean.

Oct. 1968 January 1969
- Member of the Transition Committee of Mayor elect Carlos Romero Barceló and Mayoress Felisa Rincón de Gautier.
- Special Assistant and Press Secretary of Mayor Carlos Romero Barceló
- Legislative Liaison between the Mayor Legislator appointments and trips planner for the Mayor.
- Speech Writer for the Mayor.
- Press Relations.

Other:
- President International Investment & Financing Corporation.
- Company dedicated to finance low income housing and to assist and finance Rural businesses and Industries as well as Small business. In 9 month we have processed more than 33 million dollars in loans. Member of the Executive Committee of Political Evaluation of United States holder during the 1967 Plebiscite on Status.
Experience: (Cont.

- Special Representative of the City of San Juan before the Pan American Sport Organization meeting in Cali, Colombia 1969 and Santiago de Chile 1971.

Prof. Luis González Vales, Executive Secretary of the Council of Higher Education, Río Piedras, Puerto Rico.

Prof. Juan José Mañez, Graduate School of Education, University of Puerto Rico.


Mr. Andy Viglucci, Editor of the San Juan Star.

Mr. Tim Kraft, Assistant to President Carter.

Mr. Hamilton Jordan, Assistant to President Carter.
THE WHITE HOUSE
WASHINGTON

May 8, 1979

MEMORANDUM FOR THE PRESIDENT

FROM: TIM KRAFT ARNIE MILLER

SUBJECT: Federal Cochairman, Four Corners Regional Commission

The Title V Four Corners Commission includes the States of Arizona, Colorado, New Mexico, Utah, and Nevada.

We recommended that you replace the present Federal Cochairman. You concurred. We now recommend that you name George E. Goodwin, of Dallas, Texas, Federal Cochairman. Goodwin has thirty years of professional experience in government, business and law. Mr. Goodwin earned his Juris Doctorate degree from George Washington University and, most recently, received a Master at Law from Southern Methodist University (see attached resume).

We believe that George Goodwin will be an effective head of the Four Corners Regional Commission. Secretary Kreps concurs.

RECOMMENDATION

Nominate George E. Goodwin to be Federal Cochairman of the Four Corners Regional Commission.

/approve disapprove

Electrostatic Copy Made for Preservation Purposes
GEORGE E. GOODWIN

Address: 5426 Lobello
      (mail) Dallas, Texas 75229
Phone: 214-691-1188
Office: Suite 2500, LTV Tower
      Dallas, Texas 75201
Phone: 214-748-9911

FAMILY:

Married: Fran Goodwin (nee Frances Boone Hardman)
      Attorney and Counsellor at Law
      Associate Judge, Municipal Court, Dallas, Texas

Son: Tim Goodwin, Pitzer College, Claremont, Ca.

Daughters:
      Lynn Goodwin, Yale University, New Haven, Ct.
      Lee Goodwin, Brown University, Providence, R. I.
      Stacey Goodwin, Interlochen Arts Academy, Interlochen, Mi.

EDUCATIONAL INSTITUTION DEGREES:

Master at Law (LL.M.): Southern Methodist University, Dallas, Texas 1970

      Granted three year Fellowship

Bachelor of Science: U. S. Naval Academy, Annapolis, Md. 1948
      Appointed by the President of the U. S. from the Fleet

Attended:
      Texas A & M, College Station, Texas

Graduated:
      Classen High School, Oklahoma City, Oklahoma
      Military Service Schools
      Legal and Judicial Seminars

LICENSED:

Attorney and Counsellor: Texas, Virginia
      U. S. Supreme Court
      U. S. Tax Court
      U. S. Court of Claims
      U. S. Court Military Appeals

PROFESSIONAL ASSOCIATIONS:

Texas Bar Association
      Director, Board of Directors for Municipal Judges Section
      International Law Section
      Family Law Section
      Military Law Section
PROFESSIONAL ASSOCIATIONS: continued

Dallas Bar Association
  Current committees: Convention
  Former committees: Legal Ethics; International Law; Urban
                    Affairs; Speakers; Inter-Professional
                    (medical - legal); Judicial

Association of Trial Lawyers of America (Judicial)

EXPERIENCE: CHRONOLOGY OF EMPLOYMENT

General Practice of Law and Counsellor (1968 - Present)
  Judge, Municipal Court, Little Elm, Tx. (1974 - Present)
  Professor, University of Texas, Arlington, Tx. (1970-71)
Corporate (1967 - 1968): Campbell - Taggart (NYSE), Dallas, Tx.

Government and Administrative
  Office of the Judge Advocate General (1967)
  Appellate Counsel, Administrative & Claims, Washington, D.C.
  Offices of the Secretary of the Navy (1965 - 1967)
  Legislative Attorney, Congressional Liaison, Washington, D. C
  Senior Legal Officer, Naval Station (1962 - 1965)
  Administration, Supervision, Review, Newport, R. I.
  Professor of Law (1959 - 1962)
  Justice School, Newport, R. I.
  Legal Officer & Trial Attorney (1957 - 1959)
  Adak, Alaska
  Trial Attorney (1955 - 1967)
  District Headquarters, Washington, D. C.
  General Line Officer (1948 - 1955)
  Offices of the Judge Advocate General (1952 - 1955)
  Full Fellowship in Law, George Washington University,
  Washington, D. C.
  Atlantic Fleet Destroyer Type (1951 - 1953)
  Communications & Administrative
  Pacific Fleet Amphibious Type (1948 - 1951)
  Personnel & Engineering

COMMUNITY SERVICES:

  North Texas Area (various offices)
Naval Academy Alumni
Chairman, Neighborhood Zoning
GEORGE GOODWIN

COMMUNITY SERVICES: continued

Academy of Religion and Mental Health (various offices)
National Conference of Christians & Jews

POLITICAL:

National Steering Committee, Member, Atlanta, Ga.

National (and Texas) Finance Committee

Texas Business and Professional Convention Coordinator

Democratic Party
Convention Delegate
Precinct
District
State (Texas)
National (NYC)
MEMORANDUM FOR THE PRESIDENT

FROM: TIM KRAFT
ARNIE MILLER

SUBJECT: Advisory Panel on Financing Elementary and Secondary Education

The Education Amendments of 1978 creates the Advisory Panel on Financing Elementary and Secondary Education which will have fifteen members appointed by the President.

The Panel will study problems of financing public and non-public education and will make a final report at the end of 1981.

Secretary Califano has submitted a list of names for the Panel which we have carefully checked politically with experts in school financing. We have made several changes in the list which we feel were important.

After careful consideration, our final list is as follows:

For Chair:

Victoria Lederberg (Rhode Island): Deputy Majority Leader, State General Assembly. Attorney, legislator, professor. Former Chair of the Commission to Study Public School Financing in the State. Highly recommended by Senator Pell.

Membership:

Albert Shanker (New York): President, American Federation of Teachers.
Terry Herndon (District of Columbia): Executive Director, National Education Association; Chairman, National Federation for the Improvement of Education and Director of the Coalition of American Public Employees.


Ruben Gallegos, Ph.D. (Texas): Superintendent of Schools of Edinburgh; formerly Assistant Superintendent of Schools in Dallas. Approved by Rick Hernandez.


Joseph Garcia, Ph.D. (California): Director of the California School Finance Reform Project at San Diego State University. A scholar of school finance, he is currently researching the effects of school finance reform on the Chicano community.

Charles Benson, Ph.D. (California): Professor of Economics, University of California at Berkeley. One of the country's foremost experts in school finance; he has served as a consultant to the Ford Foundation and the Carnegie Institute.
Margaret Simms (Georgia): Associate Professor of Economics and Chairman of the Department of Economics at Atlanta University.

Dorothy Mattison (Tennessee): Teacher, Sullivan County School System in Bristol; member of the Bristol City Council. Recommended by Senator Sasser.

Robert Graham (Florida): Governor. As a member of the Florida Legislature, he was active in educational reform. He was Chairman of the Senate Education Committee and representative to the Southern Regional Education Board, Education Commission of the States, National Commission on the Reform of Secondary Schools.


John E. Coons (California): Professor of Law, University of California at Berkeley; Co-Principal Investigator for Childhood and Government Project at the University of California.


RECOMMENDATION:

Appoint the slate as compiled to be members of the Advisory Panel on Financing Elementary and Secondary Education.

_______ √ approve  ________ disapprove

Designate Victoria Lederberg as Chair of the Panel.

_______ √ approve  ________ disapprove

Electrostatic Copy Made for Preservation Purposes
Curriculum Vitae

Name: Victoria Lederberg

Home Address:
190 Slater Avenue
Providence, R.I. 02906
Telephone: (401)274-3786

Business Address:
Department of Psychology
Rhode Island College
Providence, R.I. 02912
Telephone: (401) 456-9115

Education:
J.D., 1976, Suffolk University Law School
Ph.D., 1966, Brown University, Psychology
A.M., 1961, Brown University, Biology
A.B., 1959, Pembroke College, Biology, cum laude
1955, Classical High School, summa cum laude

Honors and Awards:
1976 Annual Award for Outstanding Achievement in Education, R.I. Association of School Committees
1979 Award for Community Service, National Council of Jewish Women
1977 Distinguished Service Award of the Rhode Island Mental Health Association of Rhode Island
1977 Governmental Affairs Award for the "Lederberg Act", from the Rhode Island Association of Retarded Citizens
Listing in several editions of "Who's Who" in America, The East, Politics, and Women.
1973 Selected as an Outstanding Educator of America
1964-66 USPHS, National Institute of Mental Health Predoctoral Fellowships in Physiological Psychology
1960, 1962-63 Brown University Fellowships
1959 Sigma Xi National Scientific Honorary Society
1959 Rockefeller Institute Graduate Fellowship (declined)
1959 Graduated cum laude in Biology
1957-58 Elisha Benjamin Andrews Scholar
1955-59 Pembroke College Scholarships

Positions Held:
1978-Present, Professor of Psychology Rhode Island College
1977-Present, Of Counsel, Levy, Goodman, Semonoff and Gorin.
1974-Present, State Representative, General Assembly, Rhode Island
1972-1978 Associate Professor of Psychology, Rhode Island College
1968-1972 Assistant Professor of Psychology, Rhode Island College
1964-66 Public Health Service Predoctoral Fellow, Brown University (Thesis Supervisor, Prof. Lorrin A. Riggs)
Feb.-Aug., 1963 Research Assistant, Microbiology, K.I.T. (with Prof. S.E. Luria)
1961-62 Research Assistant, Biology, Brown University (with Prof. S. Lederberg)
1956-61 Undergraduate and Graduate Teaching Assistant, Biology and Psychology, Brown University (with Prof. P.B. Weisz, Biology, and Prof. Harold Schlosberg, Psychology)

Teaching Experience:
1968 - present Courses in experimental psychology (learning, sensation, and perception, introductory psychology, developmental and child psychology, educational psychology and psychology and law at Rhode Island College.
1956-63 Laboratory sections in introductory psychology, statistics, Invertebrate zoology, introductory biology, and cytology at
Experience:
1973  Course in "Theory and Practice of Training" by NTL at Bethel, Maine

For College Committee Work:

College Governance: 1969-73; Member of the Council of RIC and its Executive Committee (1972-73), and chairman of its Committee on Committees (1969-70). Chief Negotiator for the Rhode Island College faculty in 1974 negotiations with the Board of Regents.

College Planning: Member, Major Academic Planning Committee, 1969-70. Participant in Danforth Foundation Workshop on the Liberal Arts, 1970. Member, Educational Policy Committee, 1978. These groups reviewed previous programs and recommended courses and programs for future development at the College.


Selection Committees: Chairman, Search Committee for a Graduate Dean at Rhode Island College, 1972.

Member Presidential Search Committee at RIC, 1973.

College Research: Chairman, Faculty Research Committee, 1970-72. This Committee reviewed applications and awarded grants for the support of faculty research projects.

Chairman, R.I. Department of Education Interinstitutional Committee to study Admissions Policies at the public institutions of higher education, 1974.

Membership in Professional Organizations:

Certified Psychologist in the State of Rhode Island (License No. 60)
Rhode Island Bar Association
American Bar Association
Sigma XI National Honorary Science Association
Rhode Island Psychological Association
New England Psychological Association
New England Educational Research Organization
Women Educators
Psychology and Law Society
Rhode Island Women Lawyers Association
and Publications:


A brief look at some bio-medical research, Pembroke Alumna, 11-13 April, 1969.


Research on the development of cognitive abilities in children; the construction of new tests to measure these abilities.

Unpublished research studies on psychophysics of smell in humans; biochemistry of learning in rats; and chemical growth studies in fungi.

Consultancy Reports:


Planning and Evaluation of Kindergarten Remedial Program in Foster-Glocester, 1972.

Measures of Intellectual Abilities in Children and the Possible Relationships of these Abilities to the Basic Skills; Rhode Island State Department of Education Report, 1973.

Legislative Commission Reports:

Funding of Educational Programs for Handicapped Children, 1976.

Public School Funding and Property Taxes, 1978.

Other Activities:


Editorial Boards of the Brown Alumni Monthly, and Pembroke Alumni; Editor of the Butler Bulletin; Editor of the Pembroke Record.

 Examiner for the National League of Nursing.
Legislative Appointments:

Member, House of Representatives Finance Committee
Chairman, Sub-Committee on Mental Health, Retardation and Hospitals & Health Budget
Chairman, Commission to Study Public School Funding
Chairman, Commission to Study Funding of Handicapped Educational Programs
Chairman, Commission to Study Confidentiality of Medical Records
National Conference of State Legislatures - Energy Task Force
Secretary, Commission to Encourage the Jewelry Industry in Rhode Island
Chairman, Governor's Conference on Libraries and Information Sciences
Member, Rhode Island State Advisory Council on Vocational Education
Chairman, Commission to Revise Title 16 - Education Laws.
Co-Chairman, Democratic Platform Committee, 1978
Commission on Energy Facility Siting Legislation
Vice-Chairman, Democratic State Committee of Rhode Island
Member, Democratic National Committee

Community Activities:

Providence Public Library, Board of Trustees
Friends of The Handicapped, Board of Governors
Children's Friend and Service, Board of Directors
Roger Williams College, Member of Corporation
American Association of University Women, Member
League of Women Voters, Member; Women's Center Member; Women's Political Caucus, Member.
Miriamic Hospital Clinical Research Review Board, Member.
Rhode Island Historical Society Library Committee Member
Hospice Inc., Board of Directors
Vocational Resources Inc., Board Member
Council of Community Services, Director
Technical Advisory Committee, Intergovernmental Relations Council
Commissioner's Advisory Committee on Excellence in Education
Temple Beth-El, Board of Trustees
MAJOR BILLS THAT REPRESENTATIVE VICTORIA LEDERBERG HAS SPONSORED
THAT BECAME LAW (1974-1978)

OPEN MEETINGS FOR PUBLIC BODIES (76H-7431) - requires that all
state and local agencies hold open meetings, thereby
protecting the public's right to know.

EDUCATION FOR HANDICAPPED CHILDREN (76H-7665a) - provides for
programs in special education by requiring that these
be funded as a separate category with accountability
in spending, thereby enabling the state to gain federal
funds for these programs without increasing property
taxes.

CONFLICT OF INTEREST (75H-5235, 76H-7834) - requires that public
officials not use their office for personal gain.

MENTAL HEALTH CENTERS (76H-7751a) - provides more aid to community
mental health centers.

BICYCLE SAFETY ACT (76H-7420a) and BICYCLE HIGHWAY ACT (75H-5426) -
establishes a bicycle safety code for R. I. in which
cyclists obey the state's motor vehicle traffic
laws, and requires that highways be kept safe
for bicycles.

STUDY OF PUBLIC SCHOOL FUNDING (76H-7606) - Rep. Lederberg
chaired this Commission which recommended changes
in funding for public schools.

PROBATE PRACTICE (77H-6182) - provides that an estate shall be
appraised by the executor or administrator, rather
than by a court-appointed appraiser, thereby saving
estates the cost of appraisers' fees.

CONFIDENTIALITY OF MEDICAL RECORDS (78H-7552a) - establishes
confidentiality of patients' medical records, with
disclosure to third parties under limited circumstances.

ANATOMICAL GIFTS ACT (78H-7563) - requires the Registry of Motor
Vehicles to provide information on the anatomical
gift act when issuing drivers' licenses, thereby
ensuring an adequate source of corneas for
transplants in the state.

FISCAL NOTES FOR CITIES AND TOWNS (78H-7863a) - requires data on
the cost to cities and towns of implementing
proposed laws.

COMMISSION TO UPDATE EDUCATION LAWS (78H-7804) - Rep. Lederberg
heads this effort to revise Title 16 of the
General Laws.

COMMISSION TO STUDY THE FEASIBILITY OF AN ENERGY FACILITY SITING
ACT (76H-8106a) - Rep. Lederberg sponsored this study which will
provide timely, safe, and environmentally responsible
procedures for locating energy generating plants.
Albert Shanker
Biographical Data

Albert Shanker has been president of the United Federation of Teachers (UFT) in New York City since 1964 and president of the American Federation of Teachers since 1974. He is a vice president of the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), the first teacher to sit on the AFL-CIO Executive Council as the first president of the New AFL-CIO Department of Professional Employees. Until the spring of 1978, Mr. Shanker was also executive vice president of the New York State United Teachers (NYSUT). He chose not to run again for that office but was elected to the NYSUT Executive Committee.

The UFT, Local 2 of the AFL-CIO affiliate, AFT, represents some 70,000 employees of the New York City Board of Education, including teachers, paraprofessionals, guidance counselors, psychologists, secretaries and other school personnel. Members receive some of the finest teacher salaries in the nation with a $21,366 maximum reac in seven and a half years; after 10 and 15 years of service, there are longevity increments of $1,000 and $2,000, respectively. Members enjoy comprehensive health care, including cost-free dental, optical, prescription drug and other insurance plans. A pension system, independent of Social Security, provides for retirement at age 55 with an income guaranteed by state law. The UFT is the nation’s largest union local. Nearly 200,000 teachers throughout New York State are members of NYSUT; the AFT represents approximately 502,000 teachers nationally.

Born in New York City in 1928, Albert Shanker went to the city’s public schools and the University of Illinois, graduating with honors in philosophy. He completed course requirements for the Ph.D. at Columbia University.

Beginning in 1952, Mr. Shanker taught mathematics at Junior High School 1 in Queens and later at JHS 88 in Harlem. He joined the AFT Teachers Guild during his first year teaching and was instrumental in producing the organizational merger which created the UFT in 1960. The UFT won the right to represent New York City teachers in 1961. Prior to his election as union president, Mr. Shanker served as AFT field representative, as editor of the UFT newspaper and as the UFT secretary.

A life-long advocate of equal rights and social reform, Mr. Shanker organized several drives to assist the late Rev. Martin Luther King, Jr. and personally joined Dr. King’s March on Selma in 1965. He was instrumental in establishing the UFT College Scholarship Fund, which provides
A million each year in four-year, $1,000-a-year grants to 300 deserving high school graduates from low income families. When the UFT in 1969 won the election to represent school paraprofessionals in New York City, it negotiated a career ladder program whereby the "paras"—mostly minority women—attend college on released time from their jobs, with all fees paid by the UFT and the Board of Education. Several thousand paraprofessionals have obtained associate and bachelor's degrees in the program and many have become teachers. The UFT-Board of Education plan has been described as one of the most successful affirmative action programs in the country. In its 1978-1980 contract, the UFT succeeded in annualizing paraprofessionals, who had been hourly employees, thus making them eligible for a full-year salary and pension benefits.

Mr. Shanker is a vice president of the New York City Central Labor Council and the New York State AFL-CIO. He is secretary of the Jewish Labor Committee and an honorary vice chairman of the American Trade Union Council for Histadrut. He is a member of the Board of Directors of the A. Philip Randolph Institute, the League for Industrial Democracy, the United Fund of Greater New York, United Way of Tri-State, the International Rescue Committee and the New York Joint Council on Economic Education, as well as a member of the Board of Sponsors of the Legal Aid Society. He is an associate of the University Seminar on Labor of Columbia University, a member of the Advisory Council of the Department of Sociology at Princeton University, a member of the International Advisory Council of the Population Institute, and a member of the Labor Policy Advisory Committee for Multilateral Trade Negotiations.

Mr. Shanker is a frequent contributor to national magazines and education journals. He writes a weekly column, "Where We Stand," which the UFT publishes in the Sunday New York Times. Mr. Shanker participates in numerous educational and labor conferences and seminars in this country and abroad and often addresses parent, teacher, university, administrator and school board meetings. He has frequently testified before Congression committees on education, labor and urban matters.

Despite a demanding schedule the teacher-labor leader finds time for a number of hobbies, among them gourmet cooking and baking (Viennese pastries are a specialty), photography, hiking and enjoying Baroque music.

He is married to the former Edith Gerber and they have three children, Adam, Jennie and Michael.
Terry Herndon has served as the Executive Director of the National Education Association since May, 1973. As the Association's chief administrator he supervises a staff of 550 people and manages a budget of more than $50 million per year.

During the term of Herndon's leadership, the NEA has added 300,000 members, unified each of its 12,000 affiliates, implemented a wholly new constitution, and implemented an exemplary affirmative action program in leadership development and employment. In addition, the Association's management has been streamlined, most of its service programs have been transformed, its organizing has become more aggressive and it has emerged as a principle force in American politics.

In 1976, the Association sent its first organized delegations to the Republican and Democratic National Conventions. More than 325 members were elected as delegates and alternates. In that same year, the NEA endorsed a Presidential candidate. The Association's political committees are now involved in almost all congressional elections.

This expanded political role enabled significant advancement towards realization of the Association's objectives for unemployment compensation, teacher centers, federal aid to education, the education of handicapped children and a cabinet level Department of Education.

Prior to his current office with NEA, Herndon served as the Executive Director of the Michigan Education Association, was an NEA field representative and a secondary teacher in Warren, Michigan. He was educated in the public schools of Michigan and was awarded the Bachelor of Science and the Master of Arts in Teaching degrees by Wayne State University. He also studied at Albion College, the University of Michigan and Morehead State University in Kentucky. He was awarded an honorary Doctor of Humanities degree by Michigan State University.
Herndon is a much sought after speaker on a variety of topics in American education, labor and politics. While most appearances are within the Association, he has been widely heard on radio and TV, has appeared on distinguished private platforms such as the National Press Club, the Commonwealth Club, and has served as guest lecturer at many colleges and universities.

Herndon has served on several councils and Boards and currently is chairman of the National Foundation for the Improvement of Education, a director of the Coalition of American Public Employees, the United Nations Association, and the Council on Hemispheric Affairs. He is a member of the Council for National Health Insurance, the National Council on Children and Television, and the National Committee on US-China Relations.

Herndon has received many honors and awards, but particularly prizes the Distinguished Service Awards of the Michigan Education Association, the Minority Educators of Michigan, and the Warren Education Association. In addition, Wayne State University's Anthony Wayne Award for leadership by an alumnus has special meaning.

Herndon is listed in Who's Who in America, Men of Achievement, Who's Who in Labor and Leaders in Education.

He was born in Russellville, Kentucky, February 24, 1939. He is married and has two children. Nonworking hours are spent in family and church activities in Washington, D.C.

June, 1978
MOST REVEREND EDWARD T. HUGHES
AUXILIARY BISHOP OF PHILADELPHIA
TITULAR BISHOP OF SEGIA

CURRICULUM VITAE

MOST REVEREND EDWARD T. HUGHES
1 Fatima Drive
Secane, Pennsylvania
(215) 532-5800

Born
- November 13, 1920

Education
- St. Philomena's Parochial School, Lansdowne, Pennsylvania
  West Philadelphia Catholic High School
  St. Charles Seminary
  University of Pennsylvania

1947
- Ordained from St. Charles Seminary, Philadelphia, Pennsylvania

1947-1954
- Teacher - St. James High School, Chester, Pennsylvania

1954-1956
- Assistant Rector, Immaculate Conception, Jenkintown, Pennsylvania
  Newman Apostolate - Beaver College

1956-1960
- Vice-Rector - St. Charles Seminary, Overbrook, Pennsylvania and
  Instructor in Church History, Summer Sessions, Villanova University

1960-1961
- Assistant Superintendent of the Archdiocesan School System

1961-1970
- Superintendent of the Archdiocesan School System of Philadelphia

1970
- Pastor, Our Lady of Fatima Parish, Secane, Pennsylvania

1976
- Ordained Auxiliary Bishop of Philadelphia

MAIN PAST PROFESSIONAL ASSOCIATIONS

Member
- Philadelphia Commission on Higher Education

Member & President
- Board of Directors - Research for Better Schools, Inc.
  (One of the federally funded educational research laboratories
  established by Title IV of the United States Elementary and
  Secondary Education Act.)

Chairman
- Association of School Superintendents, United States Catholic
  Conference

Member
- Citizens Commission on Basic Education - Established by
  Governor Shapp in 1972 to review the whole field of Basic
  Education and Teacher Training.

CURRENT PROFESSIONAL ASSOCIATIONS

Member
- Board of Directors of Channel 12 - The Public Broadcasting Station
  of the Delaware, New Jersey and Eastern Pennsylvania Region

Member
- Education Committee of the United States Catholic Conference
December 13, 1978

The Honorable Joseph A. Califano Jr.
Secretary of Health, Education and Welfare
200 Independence Avenue SW
Washington, DC 20201

Dear Mr. Secretary:

In the past couple of weeks, we at the United States Catholic Conference have received inquiries from the office of Michael O'Keefe requesting our recommendations for a representative of the nonpublic school community on a recently authorized Advisory Panel on Financing Elementary and Secondary Education. In our recent meeting with you, Bishop Lyons indicated that we had received this request and would be forwarding our recommendation to the Department.

In our judgement, this Advisory Panel will play an important role in determining future federal policy with respect to aid to education. Consequently, we consider it necessary to be represented by a person who is highly qualified with respect to financing of nonpublic schools as well as a person with broad administrative experience in the operation of such schools. With this in mind, we have decided to recommend the appointment of the Most Reverend Edward T. Hughes D.D. V.G., Auxiliary Bishop of the Archdiocese of Philadelphia.

Bishop Hughes for many years was the superintendent of Catholic schools in Philadelphia. The Archdiocese of Philadelphia is one of the largest Catholic school systems in the United States. We believe that this background uniquely qualifies Bishop Hughes for membership on this Advisory Panel. In order to assist you in evaluating Bishop Hughes' qualifications for membership on this Advisory Panel, I am enclosing some biographical background information.
Your serious consideration of this recommendation will be greatly appreciated within the Catholic school community. I would like once again to take this opportunity to thank you for your interest in this matter.

With cordial good wishes, I am

Sincerely yours,

Thomas C. Kelly
General Secretary

Enclosure

cc: Michael O'Keefe
CURRICULUM VITAE

JAMES A. McDERMOTT, M.D.
1650 22nd Avenue East
Seattle, Washington 98112
(206) 325-1573

Business Address:
1127 10th Avenue East; #3
Seattle, Washington 98102
(206) 323-6655

Wife, Virginia
Children, Katherine
James

EDUCATION

1. Wheaton College, Wheaton, Illinois
   B.S., 1958

2. University of Illinois Medical School, Chicago, Illinois
   M.D., 1963

3. Buffalo General Hospital, Buffalo, New York
   Internship, 1963-64

   Adult Psychiatry Residency, 1964-66

5. University of Washington Hospitals, Seattle, Washington
   Child Psychiatry Residency, 1966-68

PROFESSIONAL EXPERIENCE

1. Private Practice, Seattle, Washington
   1970 - Present

2. Assistant Clinical Professor, Department of Psychiatry,
   University of Washington Hospitals, Seattle, Washington
   1970 - 1975

3. Consultant, Washington State Department of Social & Health Services,
   Division of Juvenile Rehabilitation, Seattle, Washington
   1972 - Present

4. Consultant, King County Juvenile Court, Seattle, Washington
   1972 - Present

5. Consultant, Washington State Department of Labor & Industries,
   Industrial Insurance Division, Seattle, Washington
   1972 - Present
6. Chief Psychiatrist, Long Beach Naval Station, Long Beach, California 1968-70
7. Private Practice, San Pedro, California 1968-70
8. Consultant, Los Angeles County Juvenile Court, Los Angeles, California 1968-70

PROFESSIONAL ASSOCIATIONS
1. Washington State Medical Association
2. King County Medical Society
3. American Psychiatric Association
4. Staff Member: Cabrini Hospital, Seattle, Washington
   Fairfax Hospital, Bellevue, Washington
   Virginia Mason Hospital, Seattle, Washington
5. American Psychiatric Association, Seattle Chapter Secretary, 1974

CIVIC ACTIVITIES
1. Member, Washington State Senate, 1974-78
   Committee Memberships: Education (Chairman)
   Ways & Means (Vice Chairman)
   Local Government
2. Member, Washington State Arts Commission
3. Member, Executive Committee, Education Committee, National Conference of State Legislatures
4. Member, Region IV Advisory Committee, Department of Social and Health Services
5. Member, United Way of King County, Planning and Allocation Committee, 1973-75
6. Member, Washington State Council on Aging, 1974-76
7. Member, Washington State Human Rights Commission Advisory Committee for the Handicapped, 1974-76
8. Member, Board of Directors, Council of Planning Affiliates, 1974-77
10. Member, Washington State House of Representatives, 1970-72
    Committee Memberships: Appropriations
    Social & Health Services
LICENSURE

2. State of Illinois, #36-39297
3. State of California, #G-14868
PRINCIPAL CANDIDATE: Ruben Gallegos

CURRENT POSITION: Superintendent of Schools, Edinburg, Texas

BIOGRAPHICAL DATA:

Year of Birth:
Education:  
   BA, Pan American University
   MA, East Texas State University
   Ph.D., East Texas State University, (Education)

PANEL CATEGORY: Representative of State and Local Government
(school superintendent)

NOMINATED BY: ASPE

JUSTIFICATION: Dr. Gallegos is the Superintendent of Schools for Edinburg, Texas. He also served for 4 1/2 years as Assistant Superintendent of Schools in Dallas; and for 14 1/2 years in the Brownsville schools he held various positions, including classroom teacher and assistant superintendent. He is currently a member of the Advisory Committee for the National Clearinghouse for Bilingual Education. Dr. Gallegos will be a contributor to the panel in the areas of rural school district problems, and the education of minority students.
A PROFESSIONAL PROFILE

Personal

Name: Dr. Johnny L. Jones
Title: Superintendent of Schools
Office Address: Office of the Superintendent
Lindsey Hopkins Education Center
1410 N. E. 2nd Avenue
Miami, Florida 33132
Office Phone: (305) 350-3268
Home Address: 8975 N. W. 1st Avenue
Miami, Florida 33150
Home Phone: (305) 754-9524
Date of Birth: July 26, 1933
Place of Birth: Greenville, North Carolina
Weight: 185 Pounds
Heights 5 feet, 10 inches
Marital Status: Married to Mattye Louise
Children: Joni

Professional Training

January-June 1971 Postdoctoral Study in Urban School Administration
Center for the Study of Education
Yale University, New Haven, Connecticut

19 Honorary Doctor of Law degree
Bethune-Cookman College
Daytona Beach, Florida

1966 Doctor of Education degree in Public School Administration
University of Idaho, Moscow, Idaho

1964 Master of Education degree in Education
University of Idaho, Moscow, Idaho
Professional Training (Cont'd)

1958-63

Graduate Study in Guidance

Florida A & M University
State University of New York, Albany, New York
Miami University of Ohio, Oxford, Ohio
South Carolina State College,
Orangeburg, South Carolina

1955

Bachelor of Arts degree in English
Bethune-Cookman College, Daytona Beach, Florida

Professional Experience

May 1977 to present
Superintendent of Schools
Dade County Public Schools
Miami, Florida

August 1973 to May 1977
Deputy Superintendent for School Operations
Dade County Public Schools
Miami, Florida

1971-73
Area Superintendent
Northwest Area
Dade County Public Schools
Miami, Florida

August 1969 - September 1971
Director of Secondary Schools
North Central Area
Dade County Public Schools
Miami, Florida

February 1967 - July 1969
Principal
Charles R. Drew Junior High School
Dade County Public Schools
Miami, Florida

October 1966 - February 1967
Coordinator of Research, Development and Evaluation Unit
Dade County Public Schools
Miami, Florida

February 1966 - October 1966
Assistant Principal for Administration
Allapattah Junior High School
Miami, Florida

August 1965 - February 1966
Assistant Principal for Administration
Carver High School
Miami, Florida
Professional Experience (Cont'd)

1964-65  Professorial Assistant
         College of Education
         University of Idaho

1958-63  Chairman, Department of English
         Adult Education Instructor (1958-63)
         Guidance Director (1961-63)
         Lincoln High School
         Palmetto, Florida

1955-58  Personnel Specialist
         United States Air Force, Strategic Air Command

Other Professional Experience and Community Service

Visiting Professor - High Education:

1973-76  Center for Special and Advanced Programs
         University of Northern Colorado
         Miami, Florida

1973-75  College of Education - Graduate Division
         Florida Atlantic University
         Boca Raton, Florida

1969-72  Division of Continuing Education
         Educational Administration
         Florida A & M University
         Tallahassee, Florida

1968-70  EPDA Institute for Administrators
         University of Miami
         Coral Gables, Florida

Consultant:

1976     Chairman - Visiting Committee for Evaluation
         Gulliver Academy
         Coral Gables, Florida
         Southern Association of Colleges and Schools

1976     Chair - Visiting Committee
         Five-Year Evaluation
         Immokalee High School
         Immokalee, Florida
         Southern Association of Colleges and Schools

1973     Chairman - Visiting Committee for
         Ten-year Evaluation
         Notre Dame Academy
         Miami, Florida
         Southern Association of Colleges and Schools
Consultant: (Cont'd)

1973
Chairman of Continuing Education Committee
Congress of Parents and Teachers
State of Florida - Orlando, Florida

1972
Member of Reactor Panel - F.S.U. School-College
Internship Program - Cooperative Model for
Student Teacher Placement
Tallahassee, Florida

1972
Resource Person - National Community School
Education Association - "Principals and
Superintendents' Role in Community
Education" - Annual Conference - St. Louis, Missouri

1972-75
Consulting Editor - Education U.S.A.
National School Public Relations Association
Washington, D.C.

1972 to 1979
Rockefeller Foundation's Superintendents Training
Program for Minority Administrators

1971-72
Consultant for the planning, organization and
opening of Florida International University under
Dr. Charles Perry

1970-72
Leadership Training Institute (LTI)
Under Institute of Educational Development (IED)
Dr. Norman Drachler, Director

1969 to 1978
Education Director - Labor Education Advancement
Program (LEAP) Urban League of Greater Miami, Florida

1968-70
Consultant-Evaluator
Technical Assistance Program, Title IV (TAP)
Tallahassee, Florida

1968-70
Consultant in Jefferson, Marion, Escambia,
Hillsborough and Orange Counties (Florida) on
School Desegregation Technical Assistance
Program, Title IV - Tallahassee, Florida

Board of Directors/
Trustees/Officers:

1979
Board of Directors
National Advisory Council on the Eleventh Annual
Gallup Poll on Education

1979
Executive Committee - Council of Great City Schools
(Chairman of Needs Assessment and Program Development)
<table>
<thead>
<tr>
<th>Year</th>
<th>Position</th>
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</thead>
<tbody>
<tr>
<td>1979</td>
<td>Board of Trustees, Greater Miami Opera Association, Miami</td>
</tr>
<tr>
<td>1978</td>
<td>Board of Directors, Parent Resource Center, Miami, Florida</td>
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<tr>
<td>1976 to present</td>
<td>Board of Directors, Miami-Dade Chamber of Commerce</td>
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<tr>
<td>1976 to present</td>
<td>Board of Directors, Opportunities Industrialization Center, Miami, Florida</td>
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<tr>
<td>1975 to present</td>
<td>Board of Directors, Carver Branch, Christian Association (YMCA), Miami, Florida</td>
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<tr>
<td>1975 to present</td>
<td>Board of Directors, Boy Scouts of America, South Florida Council, Miami, Florida</td>
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<tr>
<td>1975 to present</td>
<td>Vice President for Administration, South Florida Council - Boy Scouts</td>
</tr>
<tr>
<td>1974 to present</td>
<td>Board of Trustees, University of Miami, Coral Gables, Florida</td>
</tr>
<tr>
<td>1974 to present</td>
<td>National Education Advisory Board, National Urban League, New York, New York</td>
</tr>
<tr>
<td>1973-75</td>
<td>Board of Directors, Public Health Trust Board, Jackson Memorial Hospital, Miami, Florida</td>
</tr>
<tr>
<td>1969-78</td>
<td>Board of Directors, The Florida Committee, Southern Association of Colleges and Universities</td>
</tr>
<tr>
<td>1969 to present</td>
<td>Board of Trustees, Bethune-Cookman College, Daytona Beach, Florida</td>
</tr>
</tbody>
</table>
Professional, Civic and Social Organizations (Current unless otherwise noted)

Professional:

American Association of School Administrators (AASA)

American Vocational Association (AVA)

Association of Supervision and Curriculum Development

Comprehensive Alcohol Program Advisory Council, Inc., Executive Committee Member

Dade County Criminal Justice Advisory Committee

Dade County Sickle Cell Foundation, Inc., Honorary Member

Florida Association of District School Superintendents

Florida Association of Supervision and Curriculum Development

Florida Education Research Association

Florida International University Search and Screen Committee for Dean, School of Education, Committee Member

Kappa Delta Pi National Educational Fraternity

National Advisory Committee for Research and Evaluation Phi Delta Kappa

National Association of Secondary School Principals

National School Public Relations Association

Phi Delta Kappa National Educational Honorary

National Community School Education Association

National Alliance of Black School Educators

National Smithsonian Associates, Smithsonian Institution, Inc.

National Congress of Parents and Teachers

Orange Bowl Committee

Civic:

Young Men's Christian Association, Miami, Florida

Board of Trustees, Church of the Open Door (Congregational)

National Association for the Advancement of Colored People (NAACP) Life Member
Civic: (Cont'd)

Mayor's Council on Opportunity for Youth, Miami, Florida - 1973

Fellowship fo Christian Athletes, Inc., Greater Miami Chapter

Board of Trustees, Third Century Corporation, a non-profit organization chosen to plan Miami's Bicentennial in 1976

Economic Development and Employment Council, Urban League of Greater Miami

Big Brothers of Greater Miami

Board of Directors, James E. Scott Community Agency (JESCA) - 1973

Board of Directors, Bethune-Cookman College National Alumni Association, Inc.

University of Idaho Alumni Association

Board of Directors, College Assistance Program (CAP)

Social:

Free and Accepted Mason (32nd degree)

National Order of Shriners

Life Member of Kappa Alpha Psi Fraternity, Inc.

National Order of Elks

Sigma Pi Phi Fraternity (Alpha Rho Boule)

Professional Writings, Position Papers and Educational Speeches:

Writings and Papers:

"Assessing the Academic Achievement of Negro Students," Clearinghouse, October, 1964

"A Layman's View of Pragmatism" Idaho Educational Record, 1964

"Decentralization as a Management Tool," NASSP Bulletin, (December 1971) Vol. 55, p. 81-83

"Performance Contracting - The Wrong Solution to a Real Problem Accountability," - position paper


"An Instructional Design for the Middle Schools Years," (unfinished - to be published)
Select Educational Speeches:

"The Black Self-Concept - Its Social Implications," delivered in Orange County, Florida to 150 administrators and superintendents; April 8, 1969

"Innovative Techniques of Curriculum and Their Relevance to the Middle School Concept," delivered to 100 Broward County, Florida principals and teachers at Everglades Junior High School, Ft. Lauderdale, Fla.; April 1968

"School-Community Relationships - Their Impact on School Desegregation," delivered in Pensacola, Florida to 100 school administrators; May 1969

"Getting Involved," delivered to the Florida Morticians Association, June 21, 1972

"Implications for You in Meeting the Needs of Youth," delivered to Work Experience Coordinators at Annual Inservice Workshop, Miami, Fla; August 2, 1972

"Education for What?", delivered to congregation of Church of the Open Door, Miami, Fla.; September 10, 1972

"To Be or Not to Be - We Are Involved," delivered to Frontiers International of Miami; January 23, 1973

"Career Education and Implications for Career Education Directors," delivered to Statewide Workshop for Career Education, sponsored by the State Department of Education, St. Petersburg, Fla.; November 1973

"The Challenges that School Administrators Might Expect to Face in the Seventies," delivered to Statewide Administrative Conference, sponsored by Mississippi Educational Service Center, Jackson, Miss.; June 1974

"Educational Leadership and Its Creative Potential in our Schools," delivered to the Duval County Elementary Principals Association in Jacksonville, Fla.; September 1974

"Community Involvement - An Emergent in Education," delivered to National Alliance of Black School Educators, Atlanta, Ga.; November 1974

"What's the Future of Career Education?" delivered to the Dade County Vocational Advisory Committee; November 1974

"Are We Meeting the Needs of Youth?" delivered to the Florida State Juvenile Officers Association in Miami, Fla.; April 9, 1975

"COP Has Made a Difference," delivered at Career Opportunities Program at the Deauville Hotel, Miami Beach, Fla; May 9, 1975
Select Education Speeches: (Cont’d)


"School-Based Budgeting and the Urban School Setting," delivered to the 109th Annual Convention of American Association of School Administrators (AASA), Las Vegas, Nevada; February 1977


"The Inevitability of Change," commencement address delivered to the graduating class of Florida International University, Miami, Fla.; June 11, 1977

"Urban Education, A First Look," delivered to the CCSSO Study Commission Meeting, Miami, Fla.; October 11, 1977

"Corporal Punishment, Discipline and Cultural Differences and Expectations," National Urban League Convention, Chicago, Ill.; November 2, 1977

"Music Instruction is Basic," address to Music Educators National Conference, Chicago, Ill.; April 14, 1978

"A Charge: It is our Business to Provide Quality Education for the Handicapped Youth," delivered to the Second Regional Conference on Special Education, Texas Southern University, Houston, Tex.; April 28, 1978


"The Role of the Church and the School System in Fostering Leadership in the Black Community," YMCA Annual Minister's Dinner, Sheraton River House Hotel, Miami Beach, Fla.; June 6, 1978

"Wanted: A Three Dimensional Man ... A Man of Vision; A Man of Enthusiasm; A Man of Endurance;" Men's Day Speech at the Williams Memorial CME Church, Ft. Lauderdale, Fla.; June 11, 1978

"The Changing Fortunes of Time," commencement address delivered to the graduating class of Miami Northwestern Senior High School, June 13, 1978

"Renewing Our Commitment to Develop Responsive Youth," delivered to the Florida Association of Women's Clubs, Inc., Miami, Fla.; June 19, 1978
Select Educational Speeches: (Cont'd)

"The Black Educator's Agenda Accelerating for Upward Mobility," 2nd Annual Forum, College Entrance Examination Boards, Royal Plaza Hotel, Orlando, Fla.; February 19, 1979

"Academic Excellence for Disadvantaged Children" - State Title I Conference ESEA Title I Workshop, Orlando, Fla.; February 14, 1979

"Assuring Quality Through Equality" - 34th Annual Conference Association of Supervision and Curriculum Development, Detroit, Michigan; March 3, 1979


"America in Retrospect - Implications for Change," delivered to The Volusia County Branch of the N.A.A.C.P., Daytona Beach, Fla.; June 30, 1978


Dissertation

"The Law of Public School Administration in Florida, 1845-1963, as Applied by the State Supreme Court." (Copyright - Library of Congress)

Honors and Awards

FLORIDA STATE SCHOLARSHIP, 1952-55

CREATIVE WRITING CERTIFICATES (2) - for "Excellence in Poetry," Bethune-Cookman College - 1955

NDEA FELLOWSHIP - in Guidance, 1961-1962

NDEA DOCTORAL FELLOWSHIP - in School Administration, 1963-1965

DISTINGUISHED ALUMNI AWARD, Bethune-Cookman College National Alumni Association, 1968-72, 1974

NATIONAL HONORARY SOCIETY AWARD, Alpha Kappa Mu

DADE COUNTY CITIZEN OF THE MONTH, WFUN Radio, May 1968

DADE COUNTY CITIZEN OF WEEK - Miami Herald, May 1968
Honors and Awards:

DIRECTOR OF THE YEAR AWARD - North Central Area, Dade County Schools Miami, Florida, September 1971

CERTIFICATE OF APPRECIATION - Big Brothers of Greater Miami, February 1972

AWARD OF HONOR IN EDUCATION Beta Tau Zeta Chapter of Zeta Phi Beta Sorority - for outstanding work in the field of education May 1971

ONE OF FIVE SELECTED SUPERINTENDENTS IN U.S.A. - to study Approaches to Systems Management in Education, Sponsored by U.S. Office of Education, San Juan, Puerto Rico, May 9-12, 1972

DADE COUNTY CITIZEN OF THE YEAR, 1973 - Omega Psi Phi Fraternity

OUTSTANDING BLACK AMERICAN - One of 100 Selected in the Nation to be honored by the National Congress of Racial Equality - 1975-76

AWARD OF APPRECIATION - Alpha Kappa Alpha Sorority - November 1975

CERTIFICATE OF RECOGNITION AND APPRECIATION - Phi Delta Kappa Spring Conference 1976 - for services to the Fraternity and the Educational Community

YMCA'S Y-CENTURY CLUB AWARD - for Friendship and Support of Services to Young People - 1975

AWARD OF HONOR - Distinguished Service in Civic Enterprise and Human Relations, Miami Dade Chamber of Commerce, Miami, Fla. - 1975

AWARD OF HONOR - Miami-Dade Chamber of Commerce - for Distinguished Services in Civic Enterprise and Human Relations - 1976

AWARD OF HONOR - Miami Dade Chapter, Bethune-Cookman College - May 1976

AWARD OF HONOR - Alpha Phi Alpha Fraternity - for Outstanding and Distinguished Services in the Field of Education - June 1976

AWARD OF HONOR - EDPA Participants, 1974-76 - for Effort, Perseverance Dedication and Achievement - June 1976

AWARD OF HONOR - Outstanding and Distinguished Service in the Field of Education - Beta Beta Chapter, Phi Beta Sigma Fraternity - June 1976

EDUCATOR OF THE YEAR AWARD - National Alliance of Black School Educators - November 1976

AWARD OF RECOGNITION - Greater Miami Official Bicentennial Organization - November 1976
Honors and Awards

MERIT AWARD - Florida Committee, Southern Association of Colleges and Schools - December 1976

GOOD TURN AWARD - Boy Scouts of Greater Miami - 1976

AWARD OF HONOR - Phi Delta Kappa, University of Miami Chapter - 1976

AWARD OF HONOR - Alpa Kappa Alpha Sorority - Valuable and Dedicated Service to the Community - February 1977

MERITORIOUS ACHIEVEMENT - Alpha Rho Boule, Sigma Pi Phi Fraternity February 1977

AWARD OF HONOR - For Dedicated Service to the Community - Miami Alumnae Chapter Delta Sigma Theta Sorority, Inc. - February 1976

AWARD OF HONOR - Outstanding Community Services in the Field of Education - Fruits of the Saints - February 1977

AWARD OF HONOR - National Junior Honor Society of Secondary Schools April 1977

AWARD OF HONOR - For Meritorious Service - South Hialeah Elementary School - May 1977

AWARD OF HONOR - WQBA (La Cubanisima) - May 1977

AWARD OF HONOR - Outstanding Achievement in Education - Brownsville Junior High - May 1977

AWARD OF HONOR - For Dedication to Excellence in Education for all Youth Church of the Open Door - June 1977

AWARD OF HONOR - Biscayne College Student's Federation - June 1977

AWARD OF HONOR - Little Havana Community Development Committee - June 1977

AWARD OF HONOR - Latin Chamber of Commerce - June 1977

AWARD OF HONOR - Scouts and Scouters in South Florida - June 1977

AWARD OF HONOR - Outreach Juvenile Rescue Center - June 1977

AWARD OF RECOGNITION AND FRIENDSHIP - Bilingual Private Schools Association - June 1977

AWARD OF HONOR - Dade County Council, PTA-PTSA - June 1977

AWARD OF HONOR - Recognition of Dedicated Service to our Children - Cuban Teachers - June 1977
Honors and Awards

CERTIFICATE OF COMMENDATION - Metropolitan Dade County, Florida June 1977

CERTIFICATE OF PROCLAMATION FOR JOHNNY LEE JONES DAY - City of Miami - June 18, 1977

AWARD OF HONOR - Dade County Community Schools Council - June 23, 1977

AWARD OF HONOR - Project Rescue, Inc. (West Palm Beach, Fla.) - August 12, 1977

AWARD OF HONOR - Orange County Alumni Chapter, Bethune-Cookman College - September 4, 1977

AWARD OF HONOR - American Society for Public Administration, South Florida Chapter - September 1977

AWARD OF HONOR - Exchange Club of Miami - September 13, 1977

SCROLL OF HONOR - Pi Nu Chapter of Richmond Heights, Omega Psi Phi Fraternity - November 1977

AWARD OF HONOR - Sigma Gamma Rho Sorority, Inc. - Outstanding Achievement - 1977

AWARD OF HONOR - National Association fo Cuban Lawyers, Inc. - 1977

COMMUNITY SERVICE AWARD - The 7th Day Adventist Church, Miami Fla - 1978

UNITED WAY AWARD - You Make It Possible Campaign - 1978

AWARD OF HONOR - Music Educators National Conference - April 14, 1978

AWARD OF HONOR - Superintendent of the Year - Newark, N.J. Title I Central - Parents Council - May 1978

AWARD OF HONOR - Student Traffic Safety Council of Dade County - May 1978

AWARD OF HONOR - YMCA of Greater Miami (Carver Family Branch) - June 1978

CITATION OF EXCELLENCE - Outstanding Service to Education - Florida Association of Women's Clubs - June 1978

APPRECIATION AWARD, - 6th Annual Conference, Norfolk, Va., (NABSE) November 17, 1978

AWARD OF HONOR - For His Dedicated Services to the Youth of Dade County (Greater Miami Chapter - The Links, Inc.) - November 11, 1978
Honors and Awards

AWARD OF HONOR - For your Unprecedented Career in Pursuit of Quality Education for all Children Regardless of Ethnic Background or Heritage. "The Big Show EXPO" and Beauty Trade Magazine November 13, 1978

AWARD OF APPRECIATION - Good will Industries of South, Florida, Inc.

CERTIFICATE OF APPRECIATION - Public Health Trust of Dade County

AWARD OF HONOR - Meritorious Service to Education - Booker T. Washington Junior High School - 1977-78

AWARD OF HONOR - For Innovative and Creative Leadership in the Dade County Public School System - Dade County School Administrators' Association - 1977-78

AWARD OF HONOR - For Unselfish Dedication and Commitment to Education of Youth Jan Mann Opportunity School North - 1977-78

AWARD OF HONOR - For Dedicated and Exemplary Leadership in Field of Education, 2nd Annual Minority Forum, College Entrance Examination Board, Orlando, Fla. - February 18-21, 1979
VITA

Joseph O. Garcia

PERSONAL DATA

Marital Status: Married
Dependents: Two
Date of Birth: September 4, 1944
Sex: Male
Health: Excellent

RESIDENCY

California
1555 Avenida Ladera
El Cajon, California
92020
(714) 448-7654 (E)
(714) 285-8403 (C)

EDUCATION

1976 Ph.D., Educational Administration, University of New Mexico, Albuquerque, New Mexico.
1972 M.A., Liberal Arts, Philosophy, St. John's College, Santa Fe, New Mexico.
1958 B.B.A., Marketing, University of New Mexico, Albuquerque, New Mexico.
1953 Graduate of Espanola High School, Espanola, New Mexico.

HONORS

1978 Resolution No. 28 by the California State Legislature for Outstanding Achievement in Educational Research.
1972 Scholarship, St. John's College, Santa Fe, New Mexico.
1953 Scholarship, University of New Mexico, Albuquerque, New Mexico.
1952 Member of National Honor Society, Espanola High School.

EMPLOYMENT EXPERIENCE

December 1975 — Present
Director of the California School Finance Reform Project, School of Education, San Diego State University.

September 1975 — November 1975
Associate Director of the California School Finance Reform Project, School of Education, San Diego State University.

July 1975 — August 1975
Worked full-time on Ph.D. dissertation entitled "Cost Analysis of Bilingual, Special, and Vocational Public School Programs in New Mexico".
EMPLOYMENT EXPERIENCE (continued)

March 1974 — June 1975
Computer Assisted Instruction Program Evaluator for all Indian Pueblo Council Education Fund.

May 1973 — March 1974
Research Assistant on Computer Assisted Instruction Project for Dr. Sophie D. Aberle.

September 1971 — May 1973
Research Assistant, Department of Educational Administration, University of New Mexico, Albuquerque, New Mexico.

January 1971 — June 1971
Economic Development Director, Taos-Rio Arriba Community Action Program, Taos, New Mexico.

COURSES TAUGHT

Graduate Level

Computer Application in Educational Research, University of New Mexico.

Seminar in Advanced Statistics, Highlands University.

Seminar in Writing Educational Research, San Diego State University.

Procedures of Investigation and Report, San Diego State University.

PROFESSIONAL ORGANIZATIONS

American Educational Finance Association
American Educational Research Association
Association for Mexican-American Educators
California Association of Bilingual Education
National Association of Bilingual Education

CONSULTANT

August 1978 — September 1978

June 1978
National Institute of Education, Washington, D.C.

February 1977
Southwestern College, Chula Vista, California.

November 1976
Center for Applied Linguistics, Arlington, Virginia.

August 1975 — October 1975
Legislative School Study Committee, State of New Mexico, Santa Fe, New Mexico.
CONSULTANT (continued)

June 1975  Albuquerque Public Schools Bilingual Bicultural Education Project, Albuquerque, New Mexico.

October 1974 — January 1975  Task Force Member of the State of New Mexico Mutual Action Project, Santa Fe, New Mexico.


February 1974 — June 1974  Western Institute of Science and Technology, Waco, Texas.


MAJOR PRESENTATIONS

November 2, 1976  "Action Research Based on the California School Finance Reform Act and Bilingual Education" at the Rocky Mountain Educational Research Association Conference in Albuquerque, New Mexico.


July 20, 1976  "Implications of AB 65 (School Finance Act) on Limited and Non-English Speaking Students" at the Institute in Multicultural/Bilingual Education, Claremont Graduate School.


March 21, 1976  "Pupil Weighting Systems as a Means of Funding Public Education" at the Spring Seminar on School Finance sponsored by the School Finance Reform Project of the National Urban Coalition in Washington, D.C.


February 7, 1978  "Impact of AB 65 on Bilingual Education" at the 1978 California Association of Bilingual Education Conference in Anaheim, California.
MAJOR PRESENTATIONS

November 10, 1977  "Threats and Challenges to Bilingual Education in California" as keynote speaker at the Twelfth Annual Association of Mexican American Educators Conference in Long Beach, California.

October 29, 1977  "School Finance Reform and Minority Students" at the Sixth Annual Regional Bilingual Bicultural Education Conference in Denver, Colorado.

April 8, 1977  "Impact of the EDW Formula on Limited and Non-English Speaking Students" to the Equal Educational Opportunities Commission in Hawthorne, California.

February 24, 1977  "A Study of the Educationally Disadvantaged Youth (EDY) State Funds in the California Public Schools" to the California State Senate in Sacramento, California.

January 20, 1977  "A Survey of Credentialed Staff and Pupils by Ethnicity in California Schools" at the Second Annual California Association of Bilingual Education Conference in San Francisco.

November 5, 1976  "Pupil Ratios by Ethnicity in the California Public Schools" at the Eleventh Annual Association of Mexican American Educators Conference in San Mateo, California.

May 4, 1976  "Analysis of Bilingual Education Program Costs" at the Fifth Annual International Bilingual/Bicultural Education Conference in San Antonio, Texas.


January 16, 1976  "Workshop on Costs of Bilingual Education" at the 1976 California Association of Bilingual Education Conference in Anaheim, California.

REVIEW


COMPLETED RESEARCH NOT PUBLISHED

PUBLICATIONS


VITA

Charles Scott Bensen

Education:

Atlanta Public Schools
Princeton University - A.B. 1943 (major in economics)
Columbia University - M.A. 1948
Columbia University - Ph.D. 1953 (economics)

Title of Dissertation: "Short-Term Fluctuations in United States Exports of Apparel Wool: A Case Study of a Marginal Good"

Academic Experience:

1950-52 Instructor in Economics, Bowdoin College
1952-55 Assistant Professor of Economics, Bowdoin College
1955-57 Assistant Professor of Education, Harvard University
1955-62 Research Associate in the Center for Field Studies, Harvard University
1957-59 Member of the Department of Economics, Harvard University
1957-62 Lecturer on Education, Harvard University
1962-63 Research Associate in Education, Harvard University, and recipient of travel and study grant, Ford Foundation, for investigation of the finance of education in England and Italy
1963-64 Lecturer on Education and Research Associate in the Center for Field Studies, Harvard University
1964-68 Associate Professor of Education, University of California, Berkeley
1965-66 Research Associate, Institute of Governmental Studies, University of California, Berkeley
1967-68 Executive Secretary, State Committee on Public Education, California
1968- Professor, School of Education, University of California, Berkeley
1968-70 Consultant, Planning Commission, Government of Pakistan, and Project Director, Pakistan-Berkeley Program in Education Planning
1970-72 Staff Director, New York State Commission on the Quality, Cost, and Financing of Elementary and Secondary Education
1972-73 Chief Consultant, California Senate Select Committee on School District Finance
1972-78 Co-Principal Investigator, Childhood and Government Project, Ford Foundation and Carnegie Corporation
1976-77 Co-Director, Berkeley-Stanford Seminar in Educational Finance and Organization (S.I.E.)
1977-78 Principal Investigator, Program of Staff Development, Mr. Dibble Unified School District (Instructional Labs, University of California, Berkeley
1977- Co-Principal Investigator, Children's Time Study Project (Ford Foundation)
1977- Co-Principal Investigator, Study of the Effects of the California High School Proficiency Examination on High School Youth (S.I.E.)
Books and Monographs


An Essay on Federal Incentives and Local and State Educational Initiative: A Search for New Incentives: ESEA Title III (with James Guthrie), University of California, 1968.

Neighborhood Distribution of Local Public Services (with Peter Lund), Institute of Governmental Studies, University of California, Berkeley, 1969.


Final Report to the Senate Select Committee on School District Finance, (Director of Consultant Staff), 2 vols., February, 1972.


Selected Articles:


"Financing Internships: A Look into the Future," in The Internship in Administrative Preparation, University Council for Educational Administration, Columbus, Ohio, 1963.


A Study of Salaries for Professional Personnel (with Charles E. Hooker), Minneapolis Public Schools, April, 1947.


"A Possible Breakthrough in the Financing of Public Education," Tax Digest, Fall Quarter, 1968.


"Starting Over Again with State Aid for Schools," Special Issue, National Committee for Support of the Public Schools, September, 1968.


"Tax Limitation: Is It Worth It?" Tax and Appraisal Limitation by Constitutional Amendment, Berkeley, Institute of Governmental Studies, October, 1973 (with Goldfinger, Roachlander & Peo).


"Recent Perspectives in the Economics of Education," (with Jo Ritten and Irene Blumenthal), Social Science Quarterly, Volume 55, no. 2, September, 1974, pp. 255-63.


"A Planning and Implementation Model for Vocational Education in East Pakistan" (with George R. Kleindorfer and Michelle Unite), Planning Commission, Government of Pakistan, 1969.


Affiliations:


Former Associations:

Consultant to: Ministry of Education, Colombia; California Senate Fact-Finding Committee on Revenue and Taxation; U.S. Commissioner of Education; U.S. Commission on Civil Rights; First Governor's Conference on Education, State of New Jersey; Joint Legislative Committee on School Financing, State of New York, for Special Staff Study on Local Fiscal Ability; Senate, State of Maine, for Study of General Purpose Aid Subsidies; Ohio Foundation for Study of State Finance of Education; Minneapolis Public Schools; Bade County (Missi) Public Schools; NAACP, San Francisco; California Teachers' Association; New England School Development Council; State Librarians, California; Rhode Island Special Commission on Education; State Board of Education, California; Committee for Economic Development (with regard to the report, Innovation in Education: New Directions for the American School); Governor's Commission on Tax Reform, Connecticut; Member Board of Editors, Educational Administration Quarterly; editorial advisor, Houghton Mifflin Company; Committee on Economics and Finance of Education of the National Academy of Education; Committee on Education Finance of the Education Commission of the States; President, American Educational Finance Association, 1977-78.
RESUME OF MARGARET C. SIMMS

Business Address:

Department of Economics
Atlanta University
Atlanta, Ga. 30314
404-681-0251, x354

Home Address:

2878 Blossom Lane
East Point, Ga. 30344
404-766-0480
RESUME OF MARGARET C. DIXNS

Education:

Carleton College, Northfield, Minn.  J.A. Economics 1947
Stanford University, Stanford, Ca.  M.A. Economics 1960
Stanford University, Stanford, Ca.  Ph.D. Economics 1970

Areas of Specialization:

Public Finance, Urban Economics, Economics of Education, Economic Development

Employment:


Assistant Professor, Atlanta University, 1972-1976.

Adjunct Assistant Professor, Clark College, 1973-1975.

Acting Assistant Professor, University of California at Santa Cruz, 1971-1972.

Research Staff, The Urban Institute, Summer 1970, Summer 1977.

Teaching Assistant, Stanford University, Summer 1965, Spring 1971.

Research Assistant, Stanford University, 1965-1965.


Consultant Experience:

The Urban Institute (1970-1972); Urban Transportation Project, Atlanta University School of Business (1972, 1974); ABC Management Consultants (1974); Atlanta University Center and City of Atlanta Fellows Program (1975); National Urban Coalition (1975-1976); Policy Design Corporation (1976); Forbes-Bottomly Institute (1976); The National Urban League (1976).

Organizational Affiliations:


Membership on Boards and Committees:


Member, Advisory Board of the Education Finance Reform Project of Los Angeles, 1972-77.

Member, PHYLOX Editorial Board, 1974-.

Member, University Council of Educational Administrators, Committee on Pilot Testing of School Site Budgeting Programs, 1975.

Member, SCLC Task Force on the Black Economic Agenda, 1975.

Member, Review of Black Political Economy Board of Editors, 1977-.

Member, Danforth Graduate Fellowship Advisory Board, 1977-79.

Member, Board of the Council on Economic Priorities, 1979-.

Honors:

Outstanding Young Woman Award, Fuller and Dees, 1970;
Robert LeConte and Amy Sellers Goldsmith Fellowship, 1971-72;
Ford Foundation Graduate Fellowship, 1972-74;
Foreign Affairs Scholars Fellowship, Ford Foundation, 1976-77.

Listed In:

Outstanding Young Women of 1970; Who's Who Among Black Americans;
Notable Americans; Personalities of the South; World Who's Who of Women.

Papers and Publications:


Work in Progress:

"The Distributional Impact of Alternative Tax Base Sharing Formulas."


With Elizabeth A. Roistacher, "The Rocky Road to An Urban Policy", submitted for publication.

DOROTHY MATTISON
Bristol, Tennessee
(615) 764-3518

B.A. in Music from Louisiana State University
Graduate work in Music at Arizona University

From 1963 to present is a teacher for the schools
in Sullivan County for Music.

1954-56 taught in Cecil County, Maryland

Member:
   Tennessee Education Association
   National Education Association
   Sullivan County Teachers Association

Bristol City Council, 1973 to present.

Chairman, Sullivan County Democratic Committee, 1970-73.
Tennessee Democratic Executive Committee, 1974-78.

Chairman, County Mental Health Group.

Husband, Dr. Louis E. Mattison, Professor of Chemistry
   King College.
DANIEL ROBERT GRAHAM
Governor-Florida

Born: 11-9-36
Coral Cables, Fla. (Home): 16141 Aberdeen Way
Miami Lakes, Florida 33014
Married:
Adele Khoury 2-2-59 (Office): 14420 NW 60th Ave.
4 Children
Miami Lakes, Florida 33014

EXPERIENCE

V.P. Graham C. Sengra Corp.

EDUCATION

B.A. Univ. of Florida 1959
LL.B. Harvard 1962
Admitted to Florida Bar 1962

1970-1979 Member Florida Senate from 33rd District
1966-1970 Member Florida House of Reps from 105th District
Member Nat'l Commission Reform Secondary Schools
Member American Florida Dade County bar assns.
Greater Miami, Hialeah-Miami Springs Chambers Commerce

1975-1979 Chairman Health & Rehab. Services Committee
1972-1975 Chairman Education Committee
Florida Rep. So. Regional Education Board
Florida Rep. Education Commission

1967,72,73 Urban Land Inst. Recipient
Allen Morris Award Florida Times Union

1972 Named Most Valuable Legislator, St. Petersburg Times

1972 Lawmaker - Newsmaker of Year, Tallahassee Democrat
Dr. Tompkins is familiar with the problems of both rural and urban education, having done research and published in both areas. Her research project at Harvard was on compensatory education. She has studied rural school finance and is especially knowledgeable about school consolidation in rural areas. She is currently doing research on public urban schools, desegregation, and cooperative metropolitan education. She is a member of the Education Research Association and is on the board of The Children's Defense Fund.
**BIOGRAPHICAL SKETCH OF JOHN E. COONS**

Born: 1929, Duluth, Minnesota

Marital Status: Married (Marylyn A.) - five children

Education: B.A. - University of Minnesota (Duluth), 1950
J.D. - Northwestern University, 1953

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<th>Employment</th>
<th>1953 - 1955</th>
<th>Trial Attorney, Armed Services Board of Contract Appeals, Pentagon (Army)</th>
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<td>1955 - 1967</td>
<td>Law Faculty, Northwestern University</td>
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<td>1968 -</td>
<td>Professor of Law, University of California, Berkeley</td>
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<td>1972 -</td>
<td>Co-Principal Investigator, Childhood &amp; Government Project, University of California, Berkeley</td>
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<td>1974</td>
<td>Guest Professor, University of Freiburg, West Germany</td>
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<td>1974 - 1975</td>
<td>Director, Childhood and Government Project</td>
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</tbody>
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**Publications**

**Books and Monographs**


**Articles, Chapters & Reviews**


"Motorola and the FEPC," New City, April, 1964.


"Recreating the Family Role in Education," 3-4 Inequality of Education 1 (1970)

"Reslicing the School Pie," with W. Clune & S. Sugarman, T.C. Record, May, 1971


"School Taxing and Spending Systems Valid under Serrano v. Priest," (Published in pamphlet form by Lawyers Comm. on Civil Rights Under Law, 1972)

"In a Manner Restrained," The Nation, April, 1973.


"Vouchers for Public Schools," with S. Sugarman, 15 Inequality in Education 60 (1973).


"Integration through Carrots, Not Sticks," with Carol Abrams and Stephen Sugarman, Theory into Practice February, 1978).

"School Finance: Can Education be Equal and Excellent?" 4 Journal of Education Finance, 147 (1978)


Teaching Areas

Contracts, Real Property, Government Contracts, Law and Society, Law and Psychiatry, Law and Anthropology, Law and Education.

Consultant: (Miscellaneous since 1960)

U.S. Commission on Civil Rights
U.S. Office of Education
State of Illinois Department of Mental Health
New York State Commission on Elementary and Secondary Education
The Urban Institute
Urban Coalition
National Committee for Support of Public Schools
National Education Association
N.A.A.C.P. Legal Defense Fund
National Crime Commission
Southern Christian Leadership Conference
National Institute for Education in Law and Poverty
Office of Economic Opportunity
State of Ohio, Department of Education
California Teachers Association
National Institute of Education
Institute for Contemporary Studies
Ford Foundation
Carnegie Corporation of New York
WILLIAM SIMMONS

Vita

Personal

Date of Birth: October 29, 1919
Place of Birth: Sylvania, Ohio
Marital Status: Married Polly Mitchell, May 31, 1944
Family Status: One child
Military Service: United States Army Air Corps

Academic Training

Belleville High School, 1938
Eastern Michigan University, 1938-42, A.B.
University of Michigan, 1946-48, M.A.
Wayne State University, 1949-60, Ed.D.

Professional Experience

Teacher, Belleville High School, 1945-47
Elementary Teacher, Principal, Superintendent of Schools;
Southgate School District, 1948-52
Administrative Assistant, Romulus Township Schools, 1953-54
Superintendent of Schools, Romulus School District, 1954-61
Assistant Superintendent-Federal and State Relations,
Budget, Administrative and Statistical Reporting,
Legislative Services, Food Service, and Data Processing; Detroit Public Schools; 1961-66
Deputy Superintendent-Governmental Relations and Fiscal Planning, Legislative Services and Federal, State, and Special Programs; Detroit Public Schools; 1966-72
Superintendent, Wayne County Intermediate School District, 1972-present

Adjunct Professor, University of Michigan, 1971
Adjunct Professor, Wayne State University, 1971-present
Educational Management Consultant, Ernst & Ernst, 1968-75
Offices and Appointments

Member, Metropolitan Bureau of Cooperative School Studies, 1952-present
Member, White House Conference Committee, 1955
Member, Teacher Certification Committee, Michigan Association of School Administrators, 1957-58
Member, Detroit Metropolitan Regional Planning Committee, 1957-59
Member, Six County Community College Study, 1958-60
Chairman, Federal Relations Committee, Michigan Education Association, 1958-62
Member, School Accounting Committee, Michigan Department of Education, 1958-60
Member, Curriculum Committee, Michigan Department of Education, 1961-65
Chairman, Communication Committee, Michigan Association of School Administrators, 1961-66
Member, Michigan Association of School Administrators Council, 1961-present
Member, Legislative Committee, Michigan Association of School Administrators, 1961-present
Member, Educational Council, Michigan Superintendent of Public Instruction, 1962-63
Member, Special Education Trainables Program Planning Committee, Michigan Department of Education, 1962-63
Member, Long-Range Finance Committee, Michigan Department of Education, 1962-64
Member, Board of Directors, Metropolitan Educational Research Association, 1963-71
Member, Metropolitan Fund, Inc. (a non-profit corporation to develop research and action on metropolitan problems), 1965-present
Chairman, Legislative Committee, Council of the Great City Schools, 1966-present
Member, Steering Committee, Committee for Full Funding of Education Programs, 1969-present
Chairman, Impacted Area School Superintendents, 1969-present
Member, School Management Committee, Council of the Great City Schools, 1971-present
Member, Task Force on Education for Detroit Public Schools, Michigan State Legislature, 1972-74
Member, Education Legislative Advisory Council, State Department of Education, 1972-present
Member, Wayne County Federated Library Board, 1973-present
Member, Wayne County Tax Allocation Board, 1973-present
Member, Committee of 23, Michigan Board of Education, 1974-present
Participant, Conference on Governance of Compensatory Education, George Washington University, 1976
Member, Task Force on Mandatory Special Education, Michigan Department of Education, 1977
Member, Presidential Screening Committee, Eastern Michigan University, 1978
Professional Publications

The School Business Official at Work. Chapter II. "Federal Revenues"
Schools for Tomorrow. A twenty-minute documentary film depicting the work of a citizens' committee in developing a school building program. Coauthor.
Financing the Changing School Program. Part III. "The Case for a Metropolitan Area Taxing Unit." Coauthor.
An Examination of Gross Operating Expenditures, 1952-62.
Revenue Needs of Local Government Related to School Finance. Regional Characteristics in the Ability of School Districts in Michigan to Raise Local Tax Revenues and Regional Characteristics in the Cost of Operating Educational Programs in the Public Schools of Michigan.
Revenue Control and Corporate Integrity.
Outline of Revenues and Expenditures for 1964-65.
Some Aspects of Tax Reform.
A Brief Look at P.A. 199. Coauthor.
Detroit's Management Approach to Business and Finance.
Indirect Costs of Federally Financed Programs.
Why is Response to PPBS Mostly Bad? Here's An Answer or Two. Planning Helps Your PPBES Work.

Service Organizations

Junior Chamber of Commerce, Belleville, Michigan, 1945-47
Kiwanis, Board of Directors, Wyandotte, Michigan, 1947-52
YMCA, Committee of Management, Wyandotte, Michigan, 1948-52
Kiwanis, Board of Directors, Romulus, Michigan, 1952-60

Educational Associations

Phi Delta Kappa
Kappa Delta Pi
National Education Association
Michigan Education Association
American Association of School Administrators
Michigan Association of School Administrators
Wayne County Association of School Administrators
Metropolitan Educational Research Association
National School Boards Association
Michigan Association of School Boards
Wayne County Association of School Boards
Educational Associations (cont'd)

American Association of School Business Officials
Michigan Association of School Business Officials
National Congress of Parent-Teacher Association
National Association of Administrators of State and Federal Education Programs
Michigan Association of State and Federal Program Specialists

Awards and Honors

Wayne State University - Phi Delta Kappa Educator of the Year Award - 1974
Eastern Michigan University - L.L.D. - 1974
Wayne State University - Distinguished Alumnus Award - 1975
Wayne State University - Anthony Wayne Professional Educator Award - 1978

4/1/79
SCHOOL FINANCE

Sec. 1203. (a) It is the purpose of this section to provide for—

(1) the availability of reliable and comparative data on the status and trends in financing elementary and secondary education;

(2) the conduct of studies necessary to understand and analyze the trends and problems affecting the financing of elementary and secondary education, both public and non-public, including the prospects for adequate financing during the next ten years; and

(3) the development of recommendations for Federal policies to assist in improving the equity and efficiency of Federal and State systems for raising and distributing revenues to support elementary and secondary education.

(b) In order to carry out the purposes of this section, the Secretary shall carry out the studies and surveys set forth in subsection (e) relating to the financing of elementary and secondary education.

(c) (1) In order to provide the Secretary and the Congress with advice and counsel from distinguished and knowledgeable members of the public on the conduct of the activities authorized under this section, there is established within the Department of Health, Education, and Welfare an Advisory Panel on Financing Elementary and Secondary Education to be composed of fifteen members appointed by the President. The Panel shall include (A) representatives of public and non-public elementary and secondary education, including board members, administrators, and teachers, (B) State and local officials, (C) citizens, and (D) scholars of school finance.

(2) The members of the Advisory Panel shall be appointed, without regard for the provisions of title 5, United States Code, governing appointments in the competitive service, not later than sixty days after the enactment of this section.

(3) Members who are not in the regular full-time employ of the United States shall, while attending to the business of the Advisory Panel, be entitled to receive compensation at the daily rate prescribed for grade 15 in section 5302 of title 5, including travel time. All members while serving on the business of the Advisory Panel away from their homes or regular places of business, may be allowed travel expenses in accordance with section 5703 of title 5.

(4) The Advisory Panel shall provide periodic advice to the Secretary concerning all activities conducted under this section. The Secretary shall make available to the Advisory Panel such technical and other assistance as may be necessary to enable the Advisory Panel to carry out its responsibilities.

(5) The views and recommendations of the Advisory Panel shall be presented to the White House Conference on Education called pursuant to the provisions of section 804 of the Education Amendments of 1974.

(6) Sixty days after the submission of the final report under subsection (f) of this section, the Advisory Panel shall terminate.

(7) There are authorized to be appropriated such sums as may be necessary for fiscal years 1979 and 1980 to carry out the provisions of this subsection.

(8) Section 804(c)(1) of the Education Amendments of 1974 is amended—

(A) by striking out "thirty-five" and inserting in lieu thereof "forty-one".

20 USC 1221-1 note.

Advisory panel on Financing Elementary and Secondary Education, establishment and membership.

Compensation.

20 USC 1221 note.

Termination.

Appropriation authorization.
(B) by striking out "fifteen" and inserting in lieu thereof "twenty-one"; and

(C) by inserting after the first sentence the following new sentence: "Six of the members appointed by the President shall be members of the Advisory Panel on Financing Elementary and Secondary Education."

(d) The studies and surveys conducted under this section shall consider (1) the prospects for adequate financing of elementary and secondary schools during the ten year period from October 1, 1979, through September 30, 1989, and (2) the distribution of financial resources for elementary and secondary education among the States, among school districts within the States, and among schools within school districts. The Secretary shall have the authority necessary to achieve coordination, avoid redundancy, and insure the high quality of the studies and surveys carried out under this section and to ensure the relevance of those studies to the objectives of this section.

(e) The studies and surveys carried out under this section shall include—

(1) an analysis of the capacity of educational finance systems to provide adequate school revenues, including an examination of future trends in educational service requirements, cost of supplying these services, and available school revenues from Federal, State, and local sources, taking account of noneducational service demands on revenues;

(2) to the extent feasible, the development of procedures for the conduct of the activities of the National Center for Education Statistics under section 406(1) of the General Education Provisions Act;

(3) an analysis of the recent trends in the distribution of these resources including (A) an examination of recent court and State legislative developments, (B) case studies of States showing the greatest degree of equalization of resources in order to determine whether common elements exist leading to such equalization, and (C) special analyses of the effects of such recent trends on school districts in large urban areas and in poor rural areas and the effects of such trends on students who are members of minority groups, or who are economically or educationally disadvantaged or handicapped;

(4) an analysis of standards to measure inter-State, intra-State, and intradistrict equalization, including an examination of the standards showing disparities in expenditures, variations from fiscal neutrality, weightings of classes of pupils, and applications of these standards to an illustrative number of States, school districts, and schools;

(5) an analysis of the impact of Federal and State education programs on the distribution of State and local educational resources and of the relationship between such Federal and State programs;

(6) recommendations for alternative Federal roles in the context of the total responsibility for financing schools among local, State, and Federal levels, including recommendations for changes in current Federal programs and suggestions for new Federal programs to promote greater equalization;

(7) an analysis of the impact of school finance equalization on the cost and quality of education programs, including particularly the quality of education programs in those districts recognized as educational leaders prior to equalization;
(8) an analysis of the effects of school finance equalization on
curricular and extracurricular activities related to the arts, athletics,
foreign languages, music, and other programs or activities
of special value, or enrichment, or which especially serve the needs
or talents of a limited sector of the preschool, elementary, or sec-
ondary school population;
(9) an analysis of the effects of school finance equalization on
the distribution of tax burdens by level of government, type of
revenue, and family income of taxpayers;
(10) an analysis of current and future Federal assistance for
non-public elementary and secondary education, including the
extent of non-public participation in Federal programs, trends in
enrollments and costs of private education, the impact of private
schools on public school enrollments and financial support, and an
examination of alternative Federal policies for support of private
education; and
(11) an analysis of the extent to which school districts par-
ticipate in programs administered by Federal agencies other than
the Education Division of the Department of Health, Education,
and Welfare which analysis (A) shall include an assessment of
barriers to school district participation in programs which have
general purpose governments as primary beneficiaries and (B)
shall explore alternative coordinating mechanisms to achieve equi-
table school district participation in such programs.
The studies described in this section shall be assigned to such or-
ganizational units within the Department as the Secretary deems ap-
propriate. All studies and surveys described in this section shall utilize
existing information to the extent possible, and shall require the col-
cction of new information only as may be required. Appropriate
resources shall be made available to reimburse respondents for costs
associated with any additional data collection required by this section.
(f) The Secretary and the Advisory Panel shall make interim
reports to the President and the Congress no later than December 31,
1979, and December 31, 1980, and shall make a final report thereto no
later than December 31, 1981, on the results of the studies conducted
under this section. The Secretary and the Advisory Panel shall provide
comments on each of the above reports and such additional recom-
endations, including recommendations for legislation, as the Secre-
tary and the Panel may deem appropriate to the President and to the
Congress no later than sixty days after the submission of such reports.
Any other provisions of law, rule, or regulation to the contrary not-
withstanding, such reports of the Panel shall not be submitted to any
view outside of the Panel before their transmittal to the Congress,
but the President and the Secretary may make to the Congress such
recommendations with respect to the contents of the reports as each
may deem appropriate.
(g) (1) The Secretary shall submit to the Congress, within one hun-
dred and twenty days after the date of the enactment of the Act, a plan
for studies to be conducted under this section. The Secretary shall
have such plan delivered to both Houses on the same day and to each
House while it is in session. The Secretary shall not commence such
studies until the first day after the close of the first period of sixty cal-
endar days of continuous session of Congress after the date of the
delivery of such plan to the Congress.
(2) For the purposes of paragraph (1)—
(A) continuity of session is broken only by adjournment of
Congress sine die; and
(B) the days on which either House is not in session because of an adjournment of more than three days to a day certain are excluded in the computation of the sixty-day period.

(h) Sums made available pursuant to section 183 of the Elementary and Secondary Education Act of 1965 and other funds available to any agency of the Department of Health, Education, and Welfare for purposes consistent with this section, shall be available to carry out the provisions of this section.

"State."

Control of Paperwork Amendments of 1978. 20 USC 1221-3 note.

Coordination. 20 USC 1221-3.

Federal Education Data Acquisition Council, establishment, membership, and duties.

Definitions. "(2) For the purposes of this section, the term—

(A) ‘information’ has the meaning given it by section 3502 of title 44, United States Code; and

(B) ‘Federal agency’ has the meaning given it by section 3502 of the same title; and
Mr. President:

Jerome Ethridge has been in Sokode, Togo since December of 1977. It is a two year assignment. He is currently home on a 30 day leave due to the death of his mother.

Phil

Call Jerome - see if we can help him with Togo's leaders in any way.

Electrostatic Copy Made for Preservation Purposes
THE WHITE HOUSE
WASHINGTON
10 May 79

Tim Kraft
ARNie Miller

The attached was returned in the President's outbox today and is forwarded to you for your information.

Rick Hutcheson

original to Secretary Califano
(5/10/79)
FOR STAFFING
FOR INFORMATION
FROM PRESIDENT'S OUTBOX
LOG IN/TO PRESIDENT TODAY
IMMEDIATE TURNAROUND
NO DEADLINE
LAST DAY FOR ACTION -

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ADMIN CONFID
CONFIDENTIAL
SECRET
EYES ONLY
THE WHITE HOUSE
WASHINGTON

5-10-79

To Joe Califano

I've approved Beattie (white male) but this can't go on. It is embarrassing to me. What will you do about it? I do not want to handle it one (un) appointment at a time.

Thanks-

J.C.
## TOP POLICY JOBS AT HEW

<table>
<thead>
<tr>
<th>Job</th>
<th>Status</th>
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<tr>
<td>Secretary</td>
<td>White Male</td>
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<td>Under Secretary</td>
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<td>General Counsel</td>
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<td>Assistant Secretary for Budget and Administration</td>
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<td>Assistant Secretary for Health</td>
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<td>Assistant Secretary for Education</td>
<td>Black Female</td>
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<td>Assistant Secretary for Human Development</td>
<td>Hispanic Female</td>
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<td>Commissioner of Education</td>
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<td>Commissioner of Social Security</td>
<td>White Male</td>
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<td>Director, National Institutes of Health</td>
<td>White Male</td>
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<td>Commissioner, Food and Drug Administration</td>
<td>White Male</td>
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<td>Administrator, Health Care Financing Administration</td>
<td>White Male</td>
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<td>Director, National Institute of Education</td>
<td>White Female</td>
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INFO ONLY:

SUBJECT: LIPSHUTZ MEMO RE OMNIBUS JUDGESHIP ACT: MINORITIES AND WOMEN
ADMINISTRATIVELY CONFIDENTIAL

RESPONSE DUE TO: CARP
BY: 

ACTION REQUESTED: IMMEDIATE TURNAROUND

STAFF RESPONSE: ( ) I CONCUR. ( ) NO COMMENT. ( ) HOLD.

PLEASE NOTE OTHER COMMENTS BELOW:
INFO ONLY:

DATE: 03 MAY 79

FOR ACTION: HAMILTON JORDAN

TIM KRAFT

FRANK MOORE (LES FRANCIS)

INFO ONLY:

SUBJECT: LIPSHUTZ MEMO RE OMNIBUS JUDGESHIP ACT: MINORITIES

AND WOMEN

ADMINISTRATIVELY CONFIDENTIAL

RESPONSE DUE TO RONNIE

BY:

ACTION REQUESTED: IMMEDIATE TURNAROUND

STAFF RESPONSE: ( ) I CONCUR. ( ) NO COMMENT. ( ) HOLD.

PLEASE NOTE OTHER COMMENTS BELOW:
INFO ONLY:

- 9 MAY 1979

SUBJECT: LIPOSHUTZ MEMO RE OMNIBUS JUDGESHIP ACT: MINORITIES
AND WOMEN
ADMINISTRATIVELY CONFIDENTIAL

RESPONSE DUE TO BENT CARP

BY:

ACTION REQUESTED: IMMEDIATE TURNAROUND

STAFF RESPONSE: ( ) I CONCUR, ( ) NO COMMENT, ( ) HOLD.

PLEASE NOTE OTHER COMMENTS BELOW:
MEMORANDUM FOR THE PRESIDENT
FROM: BOB LIPSHUTZ
RE: Omnibus Judgeship Act: Minorities and Women

Recently a few Congressmen, as well as outside groups, have complained that too little is being achieved in terms of appointing minorities and women to the 152 new judgeships created by the Omnibus Judgeship Act (see attached article; there are also another 15 vacancies which have arisen through normal attrition). In fact the picture is not as bleak as has been painted, but there are trouble spots, some of which can be addressed.

CIRCUIT COURTS

As you know, we have much more control over appointments to circuit courts than district courts. The final results will show that we have done a good job overall at the circuit level.

There are 35 new circuit judgeships. Assuming, as appears likely, that a black and an Hispanic male and a white woman can be among the five new judges from California, then the 35 new circuit judges will include ten women, four blacks and two Hispanics (one of the women is black). This will mean that a total of 15 of the 35 new circuit judges will come from non-traditional ranks. These individuals are, as a whole, well qualified for appointment, so both the quality and the number of minority and female judges at the circuit level should be impressive. This should serve not only to blunt criticism but also to generate political benefits.

There is, however, one serious problem: the absence of black circuit judges in the South. The two southern judicial circuits are the Fourth (Maryland, North Carolina, South Carolina, Virginia and West Virginia) and the Fifth (Alabama, Florida, Georgia, Louisiana, Mississippi and Texas).

If events continue to follow their present course, there will be no blacks among the ten judges on the Fourth Circuit (three are new) and only one--Joseph Hatchett of Florida--among the 26 judges of the Fifth Circuit (eleven are new).
Except for Frank Johnson of Alabama, moreover, the other individuals now being appointed to the Fifth Circuit do not have recognized civil rights credentials.

We have already begun receiving pointed inquiries from black groups about the absence of black circuit judges in the South. The concern they raise is legitimate, and three steps can be taken to address it.

1. **Appoint Nate Jones to the Sixth Circuit.** Although the Sixth is not a southern circuit, it includes Kentucky and Tennessee and is important to black southerners. You have earlier appointed a black to the Circuit--Damon Keith of Michigan--but more recently have nominated two individuals who are perceived as being conservative on civil rights issues--Bailey Brown of Tennessee and Cornelia Kennedy of Michigan.

   Appointing Nate Jones, now General Counsel of the national NAACP, will restore the balance in the Sixth Circuit. The appointment will also be helpful with black groups generally, since Jones is one of the two blacks in whom civil rights groups are most interested (the other is Julius Chambers of North Carolina).

2. **Appoint Patrick Higginbotham to the Fifth Circuit.** Higginbotham is a white district judge in Dallas (there are no blacks on the Texas list who merit serious consideration). He is strongly supported by black and Hispanic groups because of his record as a private attorney and as a judge.

   Higginbotham is contending for one of the four Texas seats on the Fifth Circuit. As I understand it, the principal concern voiced about him is that he is a Republican--President Ford appointed him to the district court in 1976--and one of the other nominees from Texas, Carolyn Randall, was also thought to be a GOP member. It was feared that it would be politically harmful to appoint two Republicans from Texas. Whatever the merits of that argument, the chairman of the Texas nominating panel informed the Attorney General on May 1 that Randall is not a Republican.

   In any event, focusing on Higginbotham's party affiliation ignores the fact that he is backed by traditionally Democratic constituencies, that he is strongly supported by the local Democratic leadership in north Texas--including the chairmen of the counties embracing Dallas and Fort Worth--and that other prominent Texas Democrats have also endorsed him, such as Bob Strauss and John Dalton.
Appointing Patrick Higginbotham would help us with minority groups. The appointment would also be seen as a reaffirmation of your commitment to merit selection.

3. Appoint Julius Chambers to the Fourth Circuit. This would be the most dramatic, but also the most difficult of the three steps I am suggesting. Chambers is an exceptionally talented lawyer. He is black and is a partner in what is probably the finest integrated law firm in the country. Chambers and his firm have long been identified with civil rights litigation both in his native North Carolina and throughout the South.

There are two problems with appointing Chambers. First, although his name appeared on an earlier North Carolina list, the panel inexplicably failed to include him on the present list, sending instead five white males. (This may have been due in part to the Chairman's failure to inform the panelists of your February 5 letter urging active consideration of minority and female candidates.) The second problem is that Senators Morgan and Helms are both opposed to Chambers, although Helms is more vociferous.

Addressing both problems: I believe first that a good argument can be made that merit principles would not be violated by Chambers' nomination, even though he is not on the present North Carolina list, since he had earlier been certified as being qualified by the same panel. Second, while Helms' opposition is a given, Morgan is perhaps more flexible. In a recent article Morgan is reported to have said that he would have backed Chambers had he been on the present list. That statement may have been made simply for public consumption, but it could give us some leverage. (Note: we acceded to Morgan's wishes on the last North Carolina vacancy by appointing neither Chambers nor Judge James McMillan. You have also recently fulfilled an earlier promise to Morgan by nominating Charles Winberry to the district court, although Winberry's qualifications are marginal; the ABA approved him by a 6-5 vote.)

If Julius Chambers is not selected, no black is likely to be appointed to the Fourth Circuit. The only other possible candidate would be Franklin Cleckley of West Virginia University Law School, who appeared on the list for that state, but you have already decided to appoint Jim Sprouse for the West Virginia seat. That decision could be reversed, but it would make more sense—from the perspective both of politics and legal competence—to appoint Chambers.
Summary of Circuit Court Recommendations

I recommend that you approve the selection of Nate Jones and Patrick Higginbotham and that you authorize serious exploration, particularly by the Attorney General and Frank, of the possibility of appointing Julius Chambers.

 approve Nate Jones (6th Circuit)  disapprove
 approve Patrick Higginbotham (5th Circuit)
 approve serious consideration of Julius Chambers (4th Circuit)  disapprove

DISTRICT COURTS

Because of the role of the Senate, the situation at the district court level is less positive. There are 117 new district judges, and we have received recommendations from Senators for most of them. (We are still waiting for final recommendations for seats in Alabama, California, North Carolina and Ohio--a total of about 16--as well as from a few other states with one or two vacancies.)

At the moment, we can be reasonably sure of appointing eleven women (three of whom are black) and seven black and three Hispanic males. These figures should improve somewhat after the final selections for states such as California are factored in, but the overall results for the district courts will not compare to those achieved for the circuit courts.

There is little that we can do at the district court level other than to continue to negotiate with Senators. In some cases, e.g., Illinois and Oregon, they have agreed that the next district court vacancy will go to a woman. One forthright step, however, can be taken in the immediate future: to nominate a black for a district court judgeship in Virginia. Harry Byrd's commissions have submitted the names of ten white males for the four Virginia seats, and the appointment of a qualified black would be solid evidence of your commitment to a more representative judiciary. Both the Attorney General and we have been searching for such an individual, and it appears that we may have found one, although final checking is necessary.

Finally, it is worth noting that in the District of Columbia, where you can make district court appointments free from Senatorial constraints, you have appointed four exceptionally able individuals, including a black (John Penn) and a woman (Joyce Green).
Moratorium on Carter Judgeships to Be Sought

By Robert Pear
Washington Star Staff Writer

Several congressmen, expressing disappointment with the number of blacks recommended to be federal judges, plan to request a moratorium on appointments of judges by President Carter.

They said yesterday that they plan to join leading civil rights organizations in an appeal to Attorney General Griffin Bell and Sen. Edward Kennedy, D-Mass., chairman of the Senate Judiciary Committee, which holds hearings before Senate confirmation of judicial nominees.

Rep. John Conyers Jr., D-Mich., said that he was "outraged" at the underrepresentation of blacks, other minorities and women among judicial candidates and nominees. The situation, he said, is "absolutely shocking."

For the Carter administration to promise more black nominees, then not deliver, is the "sharpest political hypocrisy," Conyers said.

Appearing with Conyers at a news conference on judicial selection, Rep. Don Edwards, D-Calif., said flatly, "There is discrimination being practiced here."

RECALLED that he was the author of an amendment to the 1978 Omnibus Judgeship Act that urged the president to appoint minorities and women to federal courts.

Edwards, a Judiciary Committee member, said he was "appalled by what appears to be a continuation of business as usual" in the appointment of federal judges. He's submitted to the Justice Department by senators and by citizens nominating commissions "compel me to conclude that the intent and spirit of my amendment are not being met," Edwards said.

The judgeship act created 117 new federal district judgeships and 35 circuit judgeships, giving President Carter an opportunity to add 152 new federal judges to the 525 on the bench.

Junius W. Williams, president of the National Bar Association, the largest organization of black attorneys, said there were 11 blacks and five Hispanics among the persons recommended to the Justice Department for 79 of the new District Court seats. Among 138 candidates for 35 appellate court seats, 15 are black and four Hispanic, according to an unofficial count.

EDWARDS SAID he intends to hold hearings on the number of minorities and women employed by federal courts in the South.

Edwards and Conyers said they would join other activists in urging the Senate not to confirm any more judges until the list of nominees has "better balance" with respect to race and sex.

Similar complaints have been voiced before. Bell acknowledges that he has been disappointed with the nominating commissions. Other Justice Department officials say they are shocked to find some liberal senators recommending only white males. Carter repeatedly has said he would press for the appointment of minorities and women.

Brent Simmons of the NAACP Legal Defense Fund said that Carter had appeared sincere about nominating black lawyers, but had turned in a "sham performance" to date. With the 1980 presidential election approaching, he said, the White House would be well advised to heed the complaints of blacks.

THERE ARE TWO particularly lively judgeship controversies developing in Georgia and Michigan.

The Southern Regional Council, a civil rights research organization, said this week that Georgia's two Democratic senators had recommended Dudley H. Bowen Jr. for "purely political" reasons. Bowen, a former federal bankruptcy judge now practicing law in Augusta, Ga., helped raise funds for Sen. Sam Nunn's 1978 re-election campaign.

Steve Suitts, executive director of the council, said that Nunn and Sen. Herman E. Talmadge, in recommending Bowen, had unfairly passed over a qualified, prominent, experienced black lawyer, John Ruffin, also of Augusta.

The lesson, Suitts said, is that "race is a burden and politics is king in selecting federal judges."

Meanwhile, Cornelia Kennedy, chief judge of the U.S. District Court for Eastern Michigan, is a front-runner for the Sixth Circuit Court of Appeals. She is a white woman.

Conyers, a Michigan congressman, said that her "staunch conservative positions on civil rights and the rights of criminal defendants" have caused alarm among civil rights groups.

ANN K. MACROY, director of the Judicial Selection Project, representing a coalition of public-interest groups, said the Justice Department itself was partially responsible for problems in the selection process.

"The Justice Department and the White House have made it impossible for us to participate in the selection process," she said.

Macroy said the Judicial Selection Project and other interested groups had recently filed suit against the Justice Department under the Freedom of Information Act. The purpose, she said, is to obtain biographical information on judicial candidates as well as the letters of recommendation and transmittal supporting the nominations.

The Judicial Selection Project includes officers of Common Cause, the AFL-CIO, the NAACP Legal Defense Fund, the National Organization for Women and the American Civil Liberties Union.
Guinea
Pres. Condé

Pres. Toure

Ed in U.S.
Moving Sub to U.S. (non-aligned)
Soon dew

Hum the Bad ??
Meet Toure if he's in Wash

Tuvalu

Iona Lena

P.M. Lauvi

2 Dec 1978

1st amb to U.S.
Treaty of friendship
Good allahow - Tuna
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Presidentation of Diplomatic Credentials  5/10/79

THE WHITE HOUSE
WASHINGTON

5-10-79

The Gambie - Sallau
Pres. Jawara
1st resident ambassador
Cap in Conn & Mass
Welcome to Me

Sahel -
Democracy. Human Rts

Togo - Yao Graniży
Pres. Éraudéma (Ay-ch-dey-ma)
Role in ECOWAS
US MfEast policy
Peacekeeping in Zaire
Mercenary threat in '77

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The White House
Washington

Tom Murphy

Fuel econ standards.
Letter in March.

19 Æ 27½ mpg

Since '74 mpg 60%

Save $7 billion now Æ '85

($150 per car)

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Loyd Hackler
32% GNP, 13mil jobs
Inflation: Help-Seed, Giant
No mandatory Contracts
Fed Budget: OSHA
Hosp Costs
MT.

SALT
good faith
fair-equivalence
US Security
World peace
US image, influence
Need help.
Crop to you.

American Retail Federation
5/10/79