

VITAE

NAME: Van Sizar Allen
 ADDRESS: PAUL QUINN COLLEGE
 WACO, TEXAS 76704

SUMMARY OF EDUCATION:

<u>School</u>	<u>Degree</u>	<u>Major</u>	<u>Minor</u>
Tougaloo College	A.B.	Biology	English/ Math
University of Michigan	M.S.	School Health	Education
Yale University	Cert.	Alcohol Studies	Psychology Sociology
University of North Carolina	M.P.H.	Public Health Education	Psychology Sociology
University of North Carolina	Ph.D.	Public Health Education	Higher Ed- ucation Adminis- tration and Public Health Adminis- tration

(Dissertation Title: An Approach to Tenant Education in Low Rent Public Housing in Greensboro, North Carolina).

EMPLOYMENT EXPERIENCE: (Full-Time)

- 1949-50 - Assistant of Head of Biology Department, Tougaloo College, Tougaloo, Mississippi. Taught Biology courses (second semester and summer).
- 1952-65 - Employed by Bennett College as Instructor in Biology and Health (9-month school year).
- 1965-66 - Special Service Director, Greensboro Redevelopment Commission, Greensboro, North Carolina. Did community organization, development and community relations.

EMPLOYMENT EXPERIENCES: (Full-Time)
Cont.d

- 1966-68 - Deputy Director of the Guilford County Economic Opportunity Council, Greensboro, North Carolina. Responsible for Community Action Program of Agency.
- 1968-69 - Lecturer, School of Social Work, University of North Carolina, Chapel Hill, North Carolina.
- 1969-71 - Associate Director of Institute of Higher Educational Opportunity, Southern Regional Education Board, Atlanta, Georgia.
- 1971-80 - Executive Director of TACTICS (Technical Assistance Consortium To Improve College Services), Washington, D.C.
- 1980-85 - Vice President for Academic Affairs, Tougaloo College, Tougaloo, Mississippi
- 1985-87 - Vice President for Academic Affairs, Paul Quinn College, Waco, Texas
- 1987-88 - Assistant to the President and Director of Federal and State Relations, Paul Quinn College, Waco, Texas
- 1988 - Assistant to the President, Director of Federal and State Relations and Director of The Central Texas Cancer Network Program, Paul Quinn College, Waco, Texas

PART-TIME AND SUMMER EMPLOYMENT:

- 1952 - Professor of Biology, Tougaloo College, Tougaloo, Mississippi. Taught Biology courses. (Summer)
- 1953 - Professor of Biology, Tougaloo College and Professor of General Science, Jackson State College of Jackson, Mississippi. Taught Biology and General Science. (Summer)
- 1954 - Professor of Biology, Jackson State College, Jackson, Mississippi. Taught Biology. (Summer)
- 1956 - Professor of Biology and General Science, Jackson State College, Jackson, Mississippi. Taught Biology and General Science. (Summer)

PART-TIME AND SUMMER EMPLOYMENT:
Cont.d

- 1957 - Professor of Biology, South Carolina State College, Orangeburg, South Carolina.
- 1958 - Professor of Biology, South Carolina State College, Orangeburg, South Carolina. Taught Biology. (Summer)
- 1958 - Appointed Director of the Education Core for Freshmen Students, Bennett College, Greensboro, North Carolina. (Responsible for General Education Program for Freshmen Students and the supervising of six other teachers).
- 1959 - Associate Professor of Biology, Bennett College, National Science Foundation Science Institute, Greensboro, North Carolina. Taught Biology. (Summer)
- 1960 - Associate Professor of Biology, Bennett College, National Science Foundation Science Institute. Taught Biology. (Summer)
- 1961 - Associate Professor of Biology, Bennett College, National Science Institute. Taught Biology. (Summer)
- Associate Professor of Biology, Bennett College, National Science Foundation Institute. Taught Biology and General Science. (Summer)

CONSULTANCIES:

- 1966 - Consultant to Training Program for Head Start Teachers in Area Community Organization and Parental Involvement - University of North Carolina, Greensboro, North Carolina.
- 1966 - Consultant in Institute for Teachers of Disadvantaged Youth, East Carolina University, Greenville, North Carolina. Treated Social Problems of Disadvantaged Youth.
- 1966 - Consultant to Public Health Education Section of the Southeastern Branch of Health Education and Welfare Conference. Treated new ways and means of dealing with health problems of the poor. Houston, Texas.

CONSULTANCIES:

Cont.d

- 1967 - Consultant to Institute for Teachers of Disadvantaged Youth, East Carolina University, Greensboro, North Carolina.
- 1967 - Consultant to Institute for Teachers of Disadvantaged Youth, East Carolina University, Greensboro, North Carolina.
- 1968 - Consultant to Head Start Teacher Training Program, University of North Carolina, Greensboro, North Carolina.
- 1969 - Consultant to Title III Division of College Support, U.S. Office of Education.
- 1970 - Consultant to South Georgia College Faculty Workshop.
- 1970 - Consultant to Title III Division of College Support, U.S. Office of Education.
- 1971 - Consultant to University of Georgia's Institute of Higher Education Administrators Conference (Desegregation in Higher Education).
- Consultant to the Georgia State University Nursing Association (allied Health Profession and the Disadvantaged).
- Consultant to University of North Carolina School of Public Health's Department of Child and Maternal Health Workshop (Housing and Health Relationships).
- Consultant to University of Mississippi Administrative, Faculty and Staff personnel in area of Race Relations.
- Consultant to Cooperative Education Conference, Nashville, Tennessee.
- Consultant to National Science Foundation regarding wider involvement of black colleges in National Science Foundation programs.
- Consultant to Johnson C. Smith University Theatre Group, Charlotte, North Carolina.

CONSULTANCIES:
Cont.d

Consultant to Saint Augustine's College Urban Institute, Raleigh, North Carolina.

Consultant to Jackson State College Urban Education Institute, Jackson, Mississippi.

Consultant to the American College Testing Service Workshop treating the High School student, Atlanta, Georgia.

Consultant to International Paper Company's Workshop for Teachers of Disadvantaged Youth - Tuskegee Institute, Tuskegee, Alabama.

Consultant to Paine College EPDA Workshop for Language Arts Teachers, Augusta, Georgia.

Consultant to American Association of Junior Colleges' Conference on Race and Education, New Orleans, La.

Consultant to Title III Division of College Support, U.S. Office of Education, Washington, D.C.

Consultant to Bristol, Virginia School Desegregation Institute, Bristol, Virginia.

1972 - Consultant and Reader for the Office of Education's Division of College Support's Title III Program, Washington, D.C.

1973 - Consultant and Reader for the Office of Education's Division of Colleges Support, Title III Program, AIDP and Basic, Washington, D.C.

1974 - Consultant and Reader for Office of Education's Title III Basic Program, Washington, D.C.

Consultant and Reader for Office of Education's Title III AIDP Program, Washington, D.C.

Evaluation Consultant to North Carolina A&T State University and Hampton Institute's Title III Program Evaluation Committee.

CONSULTANCIES:

Cont.d

- 1980-83 - Consultant (Expert Witness) in Ayers vs Winters Case for Black Mississippians Council on Higher Education
- 1981-82 - Consultant to U.S. Office of Education's Title III Program, Washington, D.C.
- 1982-83 - Consultant to National Science Foundation's (NSF) RIMI Program, Washington, D.C.
- Consultant to ACE/UNCF's ISATIM Program.
- Consultant to the U.S. Office of Education's Title III Programs.
- 1983-84 - Consultant to ACE/UNCF ISATIM Programs at Rust College, Texas College, Bethune-Cookman College, and Claflin College.
- 1984 - Consultant to U.S. Office of Education's Title III Program, Washington, D.C.

AWARDS AND GRANTS:

Entrance Scholarship, Tougaloo College, 1943, Tougaloo, Mississippi.

John Hay Whitney, Opportunity Fellowship, 1950, University of Michigan.

North Carolina Alcohol Education Fellowship, 1955, Yale University.

National Science Foundation Scholarship, 1960, University of North Carolina.

Health, Education, and Welfare Public Health Traineeship, 1961, University of North Carolina.

Methodist Board of Education Scholarship, 1962, University of North Carolina.

University of North Carolina Department of Public Health Education Scholarship, 1962, University of North Carolina.

Health, Education and Welfare Public Health Traineeship, 1963, University of North Carolina.

AWARDS AND GRANTS:
Cont.d

Distinguished Service Award from Greensboro, North Carolina Police Department, 1968.

Award for Community Organization Work, 1969, Morningside Homes Family Council, Greensboro, North Carolina.

Award for Citizenship, National Conference of Christians and Jews, Greensboro, North Carolina, 1969.

Centennial Award for distinguished service to Tougaloo College, 1970.

Award for Alumni Leadership Conference service (North Carolina A&T State University, August 5, 1972).

Award for services rendered to Higher Education (National Association of College Deans and Registrars, Norfolk, Virginia, March 11-12, 1974).

UNCF Washington Inter-Alumni Council service Award, October, 1975.

Alumnus of the Year, Tougaloo College, 1977.

Presidential Citation/NAFFFOHE/For exemplary experience that honor Alma Mater, Washington, D.C., 1979.

Meritorious Service (TACTICS Program), 1980.

Outstanding Service Award, Greensboro, North Carolina Public Housing Authority, (July 22, 1981).

Tougaloo Community Alumni Club Award, (December, 1984).

Award by National Association For Equal Opportunity in Higher Education For Longstanding Commitment to Strengthening Black Colleges and Universities, Washington, D.C. (April 11, 1987)

MEMBERSHIP IN PROFESSIONAL AND ACADEMIC ORGANIZATIONS AND SOCIETIES:

American Association of University Professors

Beta Kappa Chi Scientific Society

National Institute of Science

American Association for the Advancement of Science

John Hay Whitney Opportunity Fellow Organization

Phi Delta Kappa (National Education Fraternity)

North Carolina Community Development Association

Omega Psi Phi Fraternity

Sigma Pi Phi Fraternity

NAACP

SOPHE - (Society for Public Health Education)

1968 - President-elect, North Carolina Health Education Association

1973 - APHA's Black Caucus of Health Workers

1974 - Alumni Trustee, Tougaloo College

1974 - L.Q.C. Lamar Society Board Member

1978-80 - President of Tougaloo College National Alumni Association

1980-84 - Chairman of Tougaloo College National Alumni Fundraising Campaign

PUBLICATIONS
by
VAN S. ALLEN

- Allen, Van S. "Some Observations of the Effect of Penicillin Upon Thyroid Fed Tadpoles", Beta Kappa Chi Scientific Bulletin, Vol. 1, (Nashville, Tennessee, January, 1955).
- "Approach to Alcohol Education", Inventory, Vol. 1, (North Carolina Alcoholic Rehabilitation Program, Raleigh, North Carolina, March-April, 1956).
- "Health and Alcohol Education", The International Student, Vol. 56. (Westerville, Ohio, April-May, 1956).
- "Four Devices for Improving the Effectiveness of General Biology Teaching at the College Level", Beta Kappa Chi Scientific Bulletin, Vol. XIV, (Nashville, Tennessee, January, 1956).
- "Juries Often Fail to Convict Drinking Drivers", The International Student, Vol. 54, (Westerville, Ohio, April-May, 1957).
- "The Health of Your Heart is Your Responsibility First: Take Care of It", The Health Bulletin, Vol. 72, (Raleigh, North Carolina, State Board of Health, April, 1957).
- "An Attack on the Common Cold Through Health Counseling at the College Level," News-letter, No. 40, (Raleigh, North Carolina, State Department of Public Instructions and State Board of Health, September, 1957).
- "The Role of Science in the General Education of Teachers", The Report Of A Workshop in Educational Leadership, (Orangeburg, South Carolina, South Carolina State College, 1957).
- "Mental Health Education Includes Study of Alcohol", The International Student, Vol. 56, (Westerville, Ohio, April, 1959).

PUBLICATIONS
Cont.d

- "Association Technique Utilized in Comprehensive Examinations in Biology", Turtox News, Vol. 38, (Chicago, Illinois, January, 1960).
- "The Harvard Case Approach to Alcohol Education at Bennett College, The International Student, Vol. 58, (Westerville, Ohio, February, 1961).
- "Teaching Science for Needs of a Changing Society" North Carolina Teacher's Record, Vol. 32, (Raleigh, North Carolina, January, 1961).
- "The Effect of Thermo-Variations on Cardiac Activity in Rana Pipiens", Turtox News, Vol. 39, (Chicago, Illinois, October, 1961).
- "Neighborhood Organization" (Greensboro, North Carolina, Redevelopment Commission, 1965).
- "Human Renewal Through Education", (Greensboro, North Carolina, Redevelopment Commission, 1966).
- "The Negro as an Employee", (Race Relations A Challenge to the Supervisor, "internal Revenue Service, Greensboro, North Carolina, March 16-17, 1966).
- "Reactions to IRS Equal Opportunity Seminar for Supervisors", (Race Relations A Challenge to Supervisors, Internal Revenue Service, Greensboro, North Carolina, March 16-17, 1966).
- "Several Faces of Poverty", (The North Carolina Family Life Council, Inc., Vol. 2, Number 2, July, 1966).
- "A Focus on People in Housing and Urban Renewal", (Department of Health Education, School of Public Health, University of North Carolina, Chapel Hill, May 23-24, 1966).

PUBLICATIONS
Cont.d

- , "Problems of Disadvantaged Youth", Plans for Progress Vocational Guidance Institute, (University of North Carolina at Greensboro, August 12, 1966), pps. 100-104.
- , "Some Critical Aspects of the Housing Picture in Greensboro, N.C. As of this Date." Greensboro Human Relations Commission, Greensboro, North Carolina, 1967).
- , "Human Resources Development in the Community," The Voice The North Carolina Chapter of the International Association of Personnel in Employment Security, Vol. XX., No. II, (Raleigh, N.C., 1967), p. 58.
- , "Some Social Problems of Disadvantaged Youth, Proceedings of the Second Plans for Progress, Vocational Guidance Institute, (University of North Carolina, Greensboro, N.C., July 31 to August 11, 1967), p. 58.
- , "Problems of the Disadvantaged" The Council Record, Fifth Annual Conference of The North Carolina Family Life Council, Inc., vol. 4., No. 1, Raleigh, N.C., 1968), p. 6.
- , "Several Social Problems of the Disadvantaged that have Significance for Planning for Progress", Proceedings of the Third Plans for Progress Vocational Guidance Institute, (University of North Carolina, Greensboro, N.C., August 5 through August 16, 1968), pp. 34-39.
- , "The Self Image and Work Success", A Guidance Conference For Counselors and Principals, (Tuskegee Institute, Tuskegee, Alabama, June 25-27, 1969), pp. 68-86.
- , "Are Textbooks Used in Southern Schools Racists?", Phi Delta Kappa, (March, 1970), p. 400.
- , "Communicating The Case For Financial Support to Black Alumni", Alma Mater, No. 36, Journal of the American Alumni Council, pp. 15-16, Vol. XXXVII, April, 1970.

PUBLICATIONS
Cont.d

- , "An Approach To Tenant Education in Low Rent Public Housing in Greensboro, North Carolina", Health Educators At Work, Vol. 21, (University of North Carolina, Chapel Hill, July 1970), p. 43.
- , "An Approach To Low Rent Public Housing Tenant Education in Greensboro, North Carolina, (University of North Carolina, Chapel Hill, N.C., 1969), 495 pps. (Doctoral Dissertation copyrighted 1970, University of Michigan, Ann Arbor, Michigan).
- , "Some Critical Reasons for Contributing to the Continuing Support of the Private Predominantly Black College in the Decade of the Seventies", (United Negro College Fund National Staff Meeting, Washington, D.C., January, 1970).
- , "An Analysis of Textbooks Relative to the Treatment of Black Americans", (The Journal of Negro Education, Vol. XXX, No. 2., Spring 1971), pp. 140-145.
- , "Strategies In Cooperative Planning For Education In The 70's", (The Mississippi Educational Journal, Vol. 47, Special Edition, June, 1971).
- , "Minority-Group Faculty Needs On The Predominantly White College Campus", School of Education, University of Virginia, January, 1977).
- , "Several Cultural Factors That Must Be Considered For Effective Counseling in Our Integrated Schools", Workshops For Counselors: Focus On The Black Student, 1970, 1971, 1972, Jackson State College - Southern Regional Education Board (1973), pps. 21-29.
- , "Training Program For Teams To Serve Low-Income Students In Five Alabama Junior Colleges", Some Thoughts on Attitudes, Programs, and Work With The Culturally Different, North Alabama Consortium of Urban Community College, July 31, 1972.

12

- District Court Deposition, Exhibit 6, Greenville, Mississippi), 1981.
- , A Comparative Study of Years of Development and Service of the Publicly Supported Historically White and Black Universities in the State of Mississippi (U.S. District Court Deposition, Exhibit 7, Greenville, Mississippi), 1981.
- , Mississippi's Publicly Supported Universities Reasons for Being Established (U.S. District Court Deposition, Exhibit 8, Greenville, Mississippi), 1981.

PUBLICATIONS
Cont.d

- , Mississippi Population Concentrating Immediately Contiguous to the Location of the Eight State Universities (U.S. District Court Deposition, Exhibit 9, Greenville, Mississippi), 1981.
- , Differentials in the Square Footage of Space Allotted to the Several Historically Black and White State Supported Universities (U.S. District Court Deposition, Exhibit 10, Greenville, Mississippi), 1981.
- , Comparative Examination of the Patterns of Gross Square Footage Accumulation on the Eight Campuses of the Eight State Supported Universities (U.S. District Court Deposition, Exhibit 11, Greenville, Mississippi), 1981.
- , Black and White Student Distribution in Eight State Supported Universities in Mississippi (U.S. District Court Deposition, Exhibit 12, Greenville, Mississippi), 1981.
- , Major Academic Offering Areas Found in Eight State Supported Universities in Mississippi (U.S. District Court Deposition, Exhibit 13, Greenville, Mississippi), 1981.
- , Academic Programs Requested by the State Supported Universities and Approved Between January 1973 and January 1981 (U.S. District Court Deposition, Exhibit 14, Greenville, Mississippi), 1981.
- , Analysis of State Appropriated Funds for the Support of Mississippi's Eight Universities for Four Selected Years (U.S. District Court Deposition, Exhibit 15, Greenville, Mississippi), 1981.
- , Faculty Breakdown by Race at The Eight State Supported Universities for 1980-81 (U.S. District Court Deposition, Exhibit 16, Greenville, Mississippi), 1981.
- , Comparison of ACT Scores of Freshmen Entering the Eight State Supported Universities of Mississippi for the Years 1976-81 (U.S. District Court Deposition, Exhibit 17, Greenville, Mississippi), 1981.

PUBLICATIONS
Cont.d

Productivity of Mississippi's State Supported Historically Black Universities (U.S. District Court Deposition, Greenville, Mississippi, (/ no exhibit number given /), 1981.

Black Culture: Some Interpretations, also entitled "The Why of Certain Attitudes of Black Toward White Society" (U.S. District Court Deposition, Exhibit 18), 1981.

and Ivory Phillips, An Argument For The Converting of Utica Junior College Into A Comprehensive Junior College (U.S. District Court Deposition, Greenville, Mississippi, (/ no exhibit number given /), 1982.

* The above noted publications are contained in the U.S. District Court for Northern Mississippi, Greenville Division under the Title

Jake Ayers, Sr. et al and
The United States

vs.

William Winter & Senior Colleges of Mississippi

Deposition of Van Sizar Allen
Civil Action No. GC 75-9-Wk-F &
GC 75-9-K

"Black Colleges and Universities Fulfilling the Role of Being a National Resource," Sheridan Broadcasting, New York, New York (January, 1982), pps. 6-7.

A View From An Historically Black College", Proceedings of the Fifty-First Conference of Academic Deans of the Southern States, Hyatt Regency Hotel, (Atlanta, Georgia, December 14, 1982), pps. 23-29.

Integration and Higher Education: A Viewpoint, Integrated Education, Vol. XX, No. 3-5, University of Massachusetts at Amherst, Center for Equal Education (September, 1983), pps. 65-68.

"An Era of Achievement", Tougaloo College, Tougaloo, Mississippi, (May, 1984).

Contributions made to other published documents:

Dodson, Helen Murdock, Recruitment of Black Students of High Publicity at Elite Private Black Colleges and Universities, The American University, (Washington, D.C., May, 1976)

(A Master Thesis) See pps. 55, 56, 58, 67, 69, 70, 75, 77, 78, 80, & 81).

BOOK REVIEWS

VAN S. ALLEN

- _____. Review of the Margins of the Sea, by Maurice Burton, Greensboro Daily News. (December 5, 1954).
- Review of Atomic Science, Bombs and Power, by David Dietz, Greensboro Daily News, (January 16, 1955).
- Review of Segregation: The Inner Conflict in the South by Robert Warren Penn, Greensboro Daily News (September 9, 1956).
- Review of Autum Across America, by Edwin Way Teale, Greensboro Daily News, (November 18, 1956).
- Review of The River of Life, by Rutherford Platt, Greensboro Daily News, (May 19, 1957).
- Review of In Search of Man (Adam), by Herbert Wendt, Greensboro Daily News, (September 22, 1957).
- Review of Why We Behave Like Americans, by Bradford Smith, Greensboro Daily News, (February 9, 1958).
- Review of Science and Human Life, by J.A.V. Butler, Greensboro Daily News, (February 23, 1959).
- Review of The Individual and the Universe, by A.C.B. Lovell, Greensboro Daily News, (April 3, 1959).
- Review of Our New Life with the Atom, by Robert and Leona Train Reinow, Greensboro Daily News, (September 9, 1959).
- Review of Social Darwinism in American Thought, by Richard Hoftstadter, Greensboro Daily News, (September 8, 1959).
- Review of The Rape of the Mind, by Joost A.M. Meerloo, Greensboro Daily News, (September 8, 1959).

THE TACTICS EXPERIENCE
1971 - 1980

TACTICS, (Technical Assistance Consortium To Improve College Services), was established in 1970, for the purpose of providing the Historically Black College and Universities of the nation with an instrument to plan, develop, deliver, monitor and evaluate needed technical programs and services, and on a continuous program development and follow-through basis.

To the above end, the following established agencies were invited to lend their accumulated experiences and expertise to this effort, namely:

- The Robert R. Moton Memorial Institute, Inc.
- The Phelps Stokes Fund, Inc.
- The United Board For College Development, Inc.
- University Associates, Inc.
- The Institute For Services To Education, Inc.

in the capacities of assisting agencies.

Each of these agencies brought special experience and expertise to the task of providing technical assistance to the Historically Black Colleges and Universities.

The areas of experience and expertise brought to the TACTICS program by these agencies were:

- Federal Relations
- Proposal preparation and marketing
- Recruiting, Admissions and Financial Aid
- Curriculum Revision and Change
- Academic Administration
- Institutional Management
- Library Administration and Educational Technology
- Program planning, development, and application

THE TACTICS EXPERIENCE
Cont.d

The TACTICS construct was responsible for the bringing together of this wide range of expertise into a otherwise coordinated context, out of which programs and services were planned, developed and delivered to as many as 105 institutions, cutting across all of the above noted areas and within given years during the period from 1971- 1980.

The coordinating task, included, among other functions, the identifying of institutional needs across the several institutions, classifying such needs according to the TACTICS program elements having the necessary capabilities to respond to same, and through the team approach (i.e., with all of the TACTICS' elements working together), planning and developing the appropriate programs and services for delivery to the requesting institutions, as well as the delivery, monitoring and evaluation processes, timetables, objectives, etc.

To accomplish this task, it was necessary to help the five agencies, all of which had worked with small groups of the Historically Black Colleges on an individual agency basis in the past, to sublimate their ego needs as individual agencies, and to concentrate on the common cause of TACTICS, namely, through the provision of competent technical assistance to these institutions, significantly strengthen their capacities to do a more effective job of educating their constituencies.

A second significant element in this operation was the coordinating colleges (there were some six at one time), which were responsible for both fiscal and programmatic accountability to the Office of Education's Title III Program which funded the TACTICS operation during the nine years of its existence.

During these nine years of operation, the TACTICS program helped some 105 Historically Black Colleges and Universities, the Universities in Puerto Rico, and a small constituency of Historically White Colleges, to:

- Institute and maintain good date management systems.
- Revise and otherwise update curricular offerings so as to make them more relevant to existing employment opportunities.
- Increase their competence in proposal preparation and marketing.

THE TACTICS EXPERIENCE
Cont.d

- Improve their management of their financial aid programs
- Increase their enrollments through more effective recruiting
- Improve institutional
 - . financial management
 - . plant management
 - . overall administration
- Institute effective short and long range plans
- Increase effectiveness of Library Services and the instituting of Learning Resource Centers
- Employ a wider use of the tools of Educational Technology
- Significantly improve the academic administration activities of these institutions among other things

It was the job of the Executive Director of TACTICS to provide the leadership for planning, developing, delivering, monitoring and evaluating these efforts, and being accountable for same functions to the Coordinating Colleges, the Assisting Agencies and the U.S. Office of Education's Title III Programs.

PROFESSIONAL DEVELOPMENT
AND
EMPLOYMENT EXPERIENCES
REVIEW

Re: Van S. Allen

PROFESSIONAL DEVELOPMENT EXPERIENCES

In January 1950, I completed work for the A.B. degree at Tougaloo College, Tougaloo, Mississippi.

In the Spring of 1950, I was granted a John Hay Whitney Opportunity Fellowship, with which I entered the University of Michigan, where I completed work for the M.S. degree in February 1952.

Upon completing work for the M.S. at the University of Michigan, I accepted employment at Bennett College (September 1952), where I continued my affiliation until 1968.

During the above interim my professional development was continued with the earning of a certificate in Alcohol Studies from Yale University's School of Alcohol Studies in 1955. (This latter experience was supported with a scholarship for the North Carolina Alcohol Rehabilitation Program).

In 1961-62, with the aid of a U.S. Public Health Traineeship, I earned the M.P.H. from the School of Public Health at the University of North Carolina, Chapel Hill, North Carolina.

During the years of 1962-65, with the aid of a Methodist Episcopal Church scholarship and a second Public Health Traineeship, I completed the academic requirements for the Ph.D. at the University of North Carolina, Chapel Hill, North Carolina, and in June 1969, the Ph.D. in Public Health Education was received from the University.

EMPLOYMENT EXPERIENCES

Between 1952 and 1961, I served as a full-time faculty member at Bennett College in Greensboro, North Carolina.

In 1961, I took a leave of absence from my employment at Bennett College and entered graduate school at the University of North Carolina, where I continued until the school year of 1964-65, at which time, I returned to Bennett

College where I assumed part-time affiliations with the College and the Greensboro, North Carolina Redevelopment Commission.

I served as the Special Services Director for the Greensboro Redevelopment Commission from September 1964 to March 1965, when this job function was transferred to the newly established Guilford County Anti-Poverty Program.

At the time the above noted transfer occurred, I was invited to become the Assistant Director of the Guilford County Anti-Poverty Program, a position that I continued in from 1965-68. (At the same time, I continued my part-time affiliation with Bennett College and supervised field experiences for M.P.H. students from the School of Public Health at the University of North Carolina.

In 1968, I accepted a visiting lecturership with the University of North Carolina's School of Social Work's Department of Community Organization and supervised field experiences for graduate students in the School of Community Social Work across the State of North Carolina.

At the end of the first semester of the 1968-69 school year, the Southern Regional Education Board sought and received my release from the University of North Carolina for the purpose of employing me as the Associate Director of its Institute of Higher Educational Opportunity.

I continued in the above capacity until September 1971, at which time I was invited to take the position of Executive Director of TACTICS (Technical Assistance Consortium To Improve College Services), a program to plan, develop, and deliver the broad range of technical assistance services needed and requested by the Presidents and Chancellors of the nation's Historically Black Colleges and Universities in Puerto Rico and the Virgin Islands).

TACTICS was funded by the Office of Education under its Title III Program, and was continued from 1970 to 1980. It delivered technical assistance to as many as 114 institutions per year.

TACTICS was the first such program (otherwise known as consortium) of its kind in the nation.

After four years of successful operation, the TACTICS program model was copied by the American Junior College Association and the Small College Consortium. Both groups developed technical assistance programs to serve the institutions that were a part of these two consortia.

SUMMARY OF EMPLOYMENT EXPERIENCES

1) College Teacher (1962-68)

From 1952-68, I taught Biology, Personal Health, School Health and Community Health at Bennett College in Greensboro, North Carolina.

During this same period of time, I was promoted from instructor to Associate Professor.

Another major responsibility that I had during my tenure at Bennett College was that of Director of Freshman Studies, which required planning, development, application, monitoring and evaluation. It also included the supervision of the Freshman Studies faculty.

2) Director of Special Services for the Greensboro Redevelopment Commission, Greensboro, North Carolina, (1964-65).

I was responsible for grassroot's community organization and development and community relations in this capacity.

3) Deputy Director of the Guilford County Anti-Poverty Program, (Director of Community Organization) (1965-68).

From 1965 to 1968, my full-time employment was with the Guilford County (N.C.) Anti-Poverty Program where I was responsible for the Community Action operations for the County. (My association with Bennett College continued during this time on an adjunct basis).

This experience, in addition to requiring me to work effectively with all socio-economic levels of the community, the different ethnic groups, and the various supportive agencies, also required program planning, development, application, monitoring and assessment, as well as budget-making and management.

4) Assistant Director of the Southern Regional Education Board's Institute for Higher Educational Opportunity (1969-71).

As Assistant Director of the Institute For Higher Educational Opportunity, it was my responsibility

EMPLOYMENT EXPERIENCES
Cont.d

to help Colleges and Universities in the fourteen (14) Southeastern States to plan, develop and institute new and more relevant academic programs, and to assess the effectiveness of said programs.

This included such programs as Urban Studies, Black Studies, Desegregation of the State Supported University Systems, Curriculum Development to respond to the Technological Society, Computers, Classroom Television Application, etc.

5) Executive Director of TACTICS (Technical Assistance Consortium To Improve College Services) (1971-80).

In 1971, I was employed as the Executive Director of TACTICS, an organization created by The Institute For Services To Education (Headquartered in Washington, D.C. and funded by the Office of Education through its Title III Program, at two million dollars a year, for the purpose of providing technical assistance to some 105 developing Colleges and Universities on mainland U.S.A., and the Colleges and Universities of Puerto Rico and the Virgin Islands).

This responsibility required providing leadership in organizing and activating the TACTICS structure, identifying and assessing problem areas of the institutions and related technical assistance needs, planning, developing, and instituting programs with the institutions, monitoring the technical assistance delivery, and evaluating end products.

Specific areas concerned under the TACTICS Program were:

- Curriculum Revision and Change
- Academic Administration
- Recruiting and Admissions
- Financial Aid Procurement and Management
- Federal Relations and Proposal Development and Marketing

EMPLOYMENT EXPERIENCE

Cont.d

- Increased use of closed circuit television in classroom instructions
- Updated Library collections, improved Library Management and a wider use of Technology in making Library resources available to students and other Library users
- More economical, and hence, efficient physical plant management
- Thousands of faculty personnel and administrators being trained in the techniques for making changes in the different areas of their colleges and universities (our technical assistance program provided educational experiences for college personnel in the several areas that provided them with the skills to do for themselves what the TACTICS program did for their institution)

This program (TACTICS) has been credited with having played a major role in the survival of the institutions served by helping them to make their programs more relevant to the educational needs of the society in the seventies, and now, the eighties.

- 6) Vice President for Academic Affairs, Tougaloo College, Tougaloo, Mississippi (1980-85).

With the ending of the funding of the TACTICS Program by the USDE in 1980, I accepted the above noted position at Tougaloo College.

One of my first tasks was the assessment of the academic program of the College as a part of the response to mandate from the Board of Trustees to reduce cost.

A second such adjustment has just been completed resulting in a further cutback of faculty and staff.

In each instance, assessment had to be made for determining the quantity and quality of programs

EMPLOYMENT EXPERIENCES
Cont.d

Reading and assessing proposals, evaluating institutional capabilities for carrying out scientific research projects, making analytical studies of college and university operation, i.e., Recruiting and Admissions, Academic Management, Student Advising and Retention, Application of the computer to academic instructions, with recommendations for improvements are a cross section of my experiences as a consultant.

- 11) Expert witness in Court Case Winters vs. Ayers, an action taken to bring about the equalization of resources provided Historically Black State Supported Universities in the State of Mississippi.

This experience required the assessment of the State University System of Mississippi in terms of such indexes as:

- The length of time each institution had been in existence
- Location in the State
- Population concentration
- Educational level of the general population
- Percentage of population finishing high school, broken down by race
- Investments made in facilities on each campus
- When investments were made
- Differences in investments made in faculty personnel
- Differences in investments made per student
- The effect of the long term inequitable treatment on individuals and the State as a whole