

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ALABAMA
SOUTHERN DIVISION

JOHN F. KNIGHT, JR., and ALEASE S. SIMS, et al., individually and on behalf of others
similarly situated, *

Plaintiffs and Plaintiffs-Intervenors, *

UNITED STATES OF AMERICA, *

Plaintiff-Intervenor, *

v. *

Civil Action No.
2:83-cv-1676-HLM

THE STATE OF ALABAMA, et al., *

Defendants. *

**KNIGHT-SIMS PLAINTIFFS' MOTION FOR ORDER TO SHOW CAUSE
WHY DEFENDANT AUBURN UNIVERSITY AND ITS BOARD OF TRUSTEES
SHOULD NOT BE HELD IN CONTEMPT**

EXHIBIT C: Richardson memorandum to members of the Alabama Legislative

Black Caucus, February 22, 2005

Auburn University

Auburn University, Alabama 36849-5113

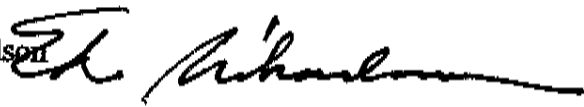
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February 22, 2005

MEMORANDUM

TO: Members of the Alabama Legislative Black Caucus

FROM: Dr. Ed Richardson 

RE: Follow-up information from our meeting on February 17, 2005

Thank you again for the opportunity to address the Caucus on behalf of Auburn University and to discuss our continuing effort to create the best possible environment for our students, staff and faculty. In our meeting I made a commitment to provide you with the information set out below.

Diversity Initiatives

The Strategic Diversity Plan distributed at our meeting last week is being finalized by a University Committee made up of faculty, staff and students. Once finalized, it will be made a part of the University's Strategic Plan, creating measures and a reporting system that have not existed in the past. For the first time we will be able to measure our progress on diversity in a meaningful way. As we discussed, I have made a number of changes in the non-athletic administrative structure of the university, and those changes have resulted in the dismissal of 15 individuals, 11 white males, 1 African American female and 3 white females.

Specific Information about the Athletic Department

The Caucus also requested specific information about the Athletic Department. We have 147 people employed in the Athletic Department. By gender there are 85 males and 62 females. From a diversity view, there are 22 African American employees, 124 white employees and 1 Hispanic employee. We have 4 Senior Managers, one of whom is African American.

As a result of the restructuring, for the first time Auburn now has African American representation on the Senior Leadership Team in the Athletic Department, the highest level of Athletic Department administration. In the recent restructuring, an African American employee was promoted to Senior Associate AD for Student Services, promoting not only an outstanding African American member of the Department, but

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also elevating academic services to the top level of administration in the Athletic Department. A second African American has been promoted to Assistant Athletic Director for Compliance. The restructuring also resulted in the deletion of 3 positions - 1 held by a white male and 2 by African Americans. These moves were not taken lightly and do not reflect on the individuals but instead are designed to maximize the service that we provide to student athletes. After investigation, I am confident that this new structure will achieve our goal of serving our student athletes, and that the management decisions were based on no other agenda.

Academic Commitment to the Student Athlete

In our meeting you expressed a concern about academic services to our student athletes, a concern that I share. We are committed to seeing that our student athletes have the tools that they need to be successful in the classroom as well as on the athletic field. Auburn currently has a student-athlete graduation rate that surpasses the general student population, and with a new academic center for student athletes we look for this trend to continue.

There is no question that we have work to do. Neither is there a question about Auburn's commitment to that work. I look forward to coming back before the Caucus in one year to make a progress report as promised.