



COMDTINST 12720.9

COMMANDANT INSTRUCTION 12720.9

Subj: NATIONAL AFFIRMATIVE EMPLOYMENT RECRUITMENT STRATEGY

Ref: (a) Title 5 United States Code, Section 7151 (NOTAL)

1. **PURPOSE.** This Instruction provides information for the development and implementation of an affirmative employment recruitment strategy which facilitates the Coast Guard's (CG) goal of ensuring appropriate action is being taken to increase the number of minorities and women in the Coast Guard to achieve a civilian work force reflective of the nation's diversity. The intended users of this Instruction are all Coast Guard managers and supervisors.
2. **ACTION.** Area and district commanders, commanders of maintenance and logistics commands, commanding officers of Headquarters units; commander, Coast Guard Activities Europe, commander, Coast Guard Far East Activities and chiefs of offices and special staff divisions at Headquarters shall ensure compliance with the provisions of this Instruction.
3. **DISCUSSION.** Reference (a) provides statutory requirements for Federal agencies, including the Coast Guard, to conduct a continuing recruitment program to ensure equal opportunities without discrimination because of race, color, religion, sex, age, or national origin. The intent of this Instruction is to serve as another vehicle for managers and supervisors to become more active in their search for talented and diverse employees. Although the Coast Guard is faced with an environment of right-sizing, our efforts toward a representative work force should continue to be a

3. (cont'd) hallmark of accomplishment. Some of the recruitment activities designed to reach and attract minority and women job candidates will include establishing a national network with minority and women organizations to develop partnerships, conducting workshops at their conferences, and publicizing the Coast Guard's work force projections.

4. **RESPONSIBILITIES.**

a. **Commandant (G-P).**

(1) Provide to the Commandant(G-H) promotional materials, including vacancy projections, which identify those occupations typically recruited at Coast Guard units.

(2) Develop and oversee initiatives to support the National Affirmative Employment Recruitment Strategy for all major occupations typically recruited or covered by the annual vacancy projections.

b. **Commandant (G-H).**

(1) Serve as liaison to special interest groups, (i.e., National Council of La Raza, Historically Black Colleges and Universities, Hispanic Association of Colleges and Universities, Society of Professional Hispanic Engineers, National Association for Equal Opportunity in Higher Education, National Council of Hispanic Women, National Indian Education Association) to secure their assistance in ensuring minorities and women are in the applicant pool of candidates for positions in the Coast Guard.

(2) Provide vacancy projections, and other Affirmative Employment (AEP) information to special interest groups and organizations.

c. **Area and District Commanders, Commanders of Maintenance and Logistics Commands and Commanding Officers of Headquarters units.**

(1) Provide sufficient fiscal resources, where possible, to support the unit's minority and women recruitment program efforts.

(2) Encourage managers' and supervisors' support and involvement in local recruiting efforts.

(3) Provide technical expertise at job fairs, college and university career days, and other recruitment activities (commanders MLC's and commanding officers of Headquarters units with civilian personnel offices only).

(4) (cont'd) Provide vacancy announcements and other unit recruiting information to special interest groups, organizations and minority colleges/universities (commanders MLCs and commanding officers of Headquarters units with civilian personnel offices only).

(5) Assist in the development of field unit recruiting plans to accomplish affirmative employment objectives and goals for women and minorities (commanders MLC's and commanding officers of Headquarters units with civilian personnel offices only).

(6) Assist in the development of occupational vacancy projections (commanders MLC's and commanding officers of Headquarters units with civilian personnel offices only).

5. **MOST POPULOUS OCCUPATIONS.** Listed below are the 10 most populous occupations employing the greatest number of civilians. The annual updates to this section will be published in the Civilian Annual Work Force Report (G-PCV).

- |                          |                                |
|--------------------------|--------------------------------|
| 1. Secretary             | 6. Electrician                 |
| 2. Contracting           | 7. Paralegal Specialist        |
| 3. Computer Specialist   | 8. Management Program Analysis |
| 4. Accounting Technician | 9. Accounting                  |
| 5. Maintenance Mechanic  | 10. Electronics Mechanic       |

6. **LISTINGS OF MINORITY COLLEGES/UNIVERSITIES AND ORGANIZATIONS**  
Enclosures (1) through (6) are provided as a readily available source of institutions and organizations for targeted women and minority recruiting efforts in units throughout the Coast Guard. The listing represents those colleges and universities having the highest concentration of women and minority students for the specific EEO group.

7. **VACANCY PROJECTIONS.** The vacancy projections serve as another vehicle to increase the awareness of potential recruitment sources and interested parties concerning the kinds of job openings that may be available to help in the accomplishment of AEP goals.

COMDTINST 12720.9

8. **REPORTS REQUIRED**. The accomplishments of the recruiting efforts shall be reported in the annual submission of noteworthy achievements as requested under COMDTINST 12713.13 (Coast Guard Civilian Affirmative Employment Program).

W. R. SOMERVZLLE  
CHIEF, OFFICE OF CIVIL RIGHTS

- Encl: (1) Women's Colleges and Universities  
(2) Historically Black Colleges and Universities  
(3) American Indian/Alaska Native Colleges and Universities  
(4) Hispanic American Colleges and Universities  
(5) Asian American Colleges and Universities  
(6) Minority Organizations

**WOMEN'S COLLEGES AND UNIVERSITIES**

**ALABAMA**

Judson College  
Attn: Dr. Paul Reitzer  
Marion, AL 36756  
(205) 638-6161

**CALIFORNIA**

Mills College  
Attn: Marilyn Bowes  
Oakland, CA 94613  
(415) 430-2255

**COLORADO**

Metropolitan State College of  
Denver  
Psychology Department  
1006 111th Street  
Denver, CO 80204

**DISTRICT OF COLUMBIA**

Mount Vernon College  
Dr. Maureen Casamayou  
2100 Foxhall Road, NW  
Washington, DC 20007  
(202) 625-4682

**FLORIDA**

University of Florida  
Career Resource Center  
G-1J. Wayne Reitz Union  
Gainesville, FL 32611

**GEORGIA**

Spelman College  
Attn: Cornelia Gilbert  
350 Spelman Lane, SW  
Atlanta, GA 30314  
(404) 681-3643/223-7603

Wesleyan College  
Attn: Dr. Percila Danheiser  
4760 Forsyth Road  
Macon, GA 31297  
(912) 477-1110

**ILLINOIS**

Mudelein College  
Attn: Janet McCarron  
6525 N. Sheridan Road  
Chicago, IL 60626  
(312) 262-8100

**MASSACHUSETTS**

Wesley College  
Attn: Career Resource Center  
29 Everett Street  
Cambridge, MA 02138

Simmons College  
Attn: Student Employment  
300 The Fenway  
Boston, MA 02115  
(617) 738-2000

Mount Holyoke College  
Attn: Fredrick J. McGinness  
Director  
Internship Program Office  
South Hadley, MA 01075  
(413) 538-2000/2256

**MARYLAND**

Goucher College  
Attn: Helen Cohen  
Internship Program  
Towson, MD 21204  
(301) 337-6000

Hood College  
Attn: Carolyn Reynolds  
Rosemont Avenue  
Fredrick, MD 21701  
(301) 663-3131

**NEW YORK**

Barnard College  
Attn: Sandra Mullin  
3009 Broadway  
New York, NY 10027  
(212) 854-5262

Vassar College  
Attn: Clare Graham, Director  
Box 7  
Poughkeepsie, NY 12601  
(914) 437-7000

Marymount College  
Attn: Doris Pechman  
100 Marymount Ave  
Tarrytown, NY 10591  
(914) 631-3200

**MISSOURI**

Stephens College  
Attn: Virginia Grazel  
Box 2123  
Columbia, MA 65215  
(314) 442-2211

**NORTH CAROLINA**

Bennett College  
Attn: Barbara Moore,  
Placement Director  
900 East Washington  
Greensboro, NC 27420  
(919) 370-8727

**PENNSYLVANIA**

Bryn Mawr College  
Career Development  
Attn: Jeanne Simon  
Bryn Mawr, PA 19010  
(215) 526-5000

Haverford College  
Attn: Internship program  
Haverford, PA 19041

**TEXAS**

Texas Women's University  
Attn: Kaylyn Scott  
Box 22939  
Denton, TX 76204  
(817) 898-3320

**VIRGINIA**

Hollins College  
Career Counseling  
P.O. Box 9628  
Roanoke, VA 24029  
(703) 362-6000

Randolph-Macon Women's College  
Attn: Heathers Ayres  
2500 Rivermont Ave  
Box 856  
Lynchburg, VA 24503  
(804) 845-7992

**HISTORICALLY BLACK COLLEGES AND UNIVERSITIES**

**ALABAMA**

President  
Alabama A&M University  
Normal, AL 35762  
(205) 851-5230

President  
Alabama State University  
P.O. Box 271  
Montgomery, AL 36101  
(205) 293-4200

President  
Bishop Community College  
351 North Broad Street  
Mobile, AL 36603  
(205) 690-6416

President  
Concordia College  
1804 Green Street  
Selma, AL 36701  
(205) 874-5700

President  
J.F. Drake Technical College  
3421 Meridian Street North  
Huntsville, AL 35811  
(205) 539-8161

President  
Fredd State Technical College  
3401 Martin Luther King Blvd  
Tuscaloosa, AL 35401  
(205) 758-3361

President  
Lawson State Community College  
3060 Wilson Road  
Birmingham, AL 35221  
(205) 925-2515

President  
Stillman College  
3600 15th Street  
Tuscaloosa, AL 35401  
(205) 349-4240/ext. 201

President  
Miles College  
P.O. Box 3800  
Birmingham, AL 35208  
(205) 923-2771

President  
Oakwood College  
Huntsville, AL 35896  
(205) 726-7334

President  
Selma University  
1501 Lapsley Street  
Selma, AL 36701  
(205) 872-2533

President  
Talladega College  
627 W. Battle Street  
Talladega, AL 35160  
(205) 362-2752

President  
Trenholm State Technical  
College  
1225 Air Base Boulevard  
Montgomery, AL 36108  
(205) 832-9000

**ARKANSAS**

President  
Philander Smith College  
812 W. 13th Street  
North Little Rock, AR 72202  
(501) 375-9845

President  
University of Arkansas at Pine  
Bluff  
North Cedar Street  
Pine Bluff, AR 71601  
(501) 541-6512

President  
Arkansas Baptist College  
1600 Bishop College  
Little Rock, AR 72202  
(501) 372-6883

President  
Shorter College  
604 Locust Street  
North Little Rock, AR  
(510) 374-6305

**DELAWARE**

President  
Delaware State College  
Dover, DE 19901  
(302) 739-4901

**DISTRICT OF COLUMBIA**

President  
Howard University  
2400 6th Street, N.W.  
Washington, DC 20059  
(202) 806-2500

President  
University of the District of  
Columbia  
4200 Connecticut Ave., N.W.  
Washington, DC 20008  
(202) 282-7550

**FLORIDA**

President  
Bethune Cookman College  
640 Second Avenue  
Daytona Beach, FL 32015  
(904) 255-1401

President  
Florida A&M University  
Administration Center  
RM 301  
Tallahassee, FL 32307  
(904) 599-3225

President  
Edward Waters College  
1658 Kings Road  
72114 Jacksonville, FL 32209  
(904) 366-2500

President  
Florida Memorial College  
15800 N.W. 42nd Avenue  
Miami, FL 33054  
(305) 626-3605

**GEORGIA**

President  
Albany State College  
504 College Drive  
Albany, GA 31705  
(912) 430-4604

President  
Clark Atlanta University  
James P. Brawley Drive  
Fair Street, S.W.  
Atlanta, GA 30314  
(404) 527-7702

President  
Fort Valley State College  
1005 State College Drive  
Fort Valley, GA 31030  
(912) 825-6315

President  
Interdenominational Theological  
Center  
671 Beckwith Street, S.W.  
Atlanta, GA 30314  
(404) 527-5007

President  
Morehouse College  
830 Westview Drive, S.W.  
Atlanta, GA 30314  
(404) 681-0025

President  
Morehouse School of Medicine  
720 Westview Dr, S.W  
Atlanta, GA 30310  
(404) 752-5007

President  
Morrison Brown College  
643 Martin Luther King Jr. Dr.  
Atlanta, GA 30314  
(404) 220-0270

President  
Paine College  
1235 15th Street  
Augusta, GA 30910  
(404) 821-8200

President  
Spelman College  
Atlanta, GA 30314  
(404) 681-3643

President  
Savannah State College  
Savannah, GA 31404  
(912) 356-2240

### **KENTUCKY**

President  
Kentucky State University  
East Main Street  
Frankfort, KY 40601  
(502) 227-6000

### **LOUISIANA**

President  
Dillard University  
2601 Gentilly Boulevard  
New Orleans, LA 70122  
(504) 282-8822

President  
Grambling State University  
P.O. Drawer 607  
Grambling, LA 71245  
(318) 247-3811

President  
Southern University A&M College  
Baton Rouge, LA 70813  
(504) 771-4680

President  
Southern University  
New Orleans  
New Orleans, LA 70126  
(504) 286-5000

President  
Southern University  
Shreveport  
Shreveport, LA 71107  
(318) 674-3300

President  
Xavier University  
7325 Pelmetto Street  
New Orleans, LA 70125  
(504) 483-7541

### **MARYLAND**

President  
Bowie State University  
Bowie, MD 20715  
(301) 464-6500

President  
Coppin State College  
2500 W. North Avenue  
Baltimore, MD 21239  
(301) 383-3400

Enclosure (2) to COMDTINST 12720.9

President  
Morgan State University  
Cold Spring Lane & Hillen Rd  
Baltimore, MD 21239  
(301) 444-3200

President  
University of Maryland Eastern  
Shore  
Backbone Road  
Princess Anne, MD 21853  
(301) 651-3306

### **MICHIGAN**

President  
Lewis College of Business  
17370 Myers Road  
Detroit, MI 48235  
(313) 862-6240

### **MISSISSIPPI**

President  
Alcorn State University  
P.O. Box 359  
Lorman, MS 39096  
(601) 977-7730

President  
Tougaloo College  
500 E. Country Line Road  
Tougaloo, MS 39174  
(601) 977-7730

President  
Jackson State University  
1400 Lynch Street  
Jackson, MS 39217  
(601) 968-2323

President  
Mary Holmes College  
P.O. Drawer 1257  
West Point, MS 39773  
(601) 494-6820

President  
Mississippi Valley State  
University  
Highway 82 West  
Itta Bena, MS 38941.  
(601) 254-9041

President  
Coahoma Jr. Community College  
Route 1, Box 616  
Clarksdale, MS 38614  
(601) 627-2571

President  
Prentiss Normal and Industrial  
Institute  
Prentiss, MS 39174  
(601) 252-4661

President  
Rust College  
Holly Springs, MS 39174  
(601) 252-4661

President  
Hinds Community College  
Utica Campus  
Utica, MS 39175  
(601) 885-6062

### **MISSOURI**

President  
Harris-Stone State College  
Laclede Street  
St. Louis, MO 63103  
(314) 533-3366

President  
Lincoln University  
830 Chestnut Street  
Jefferson City, MO 65101  
(314) 681-5000

**NORTH CAROLINA**

President  
Barber-Scotia College  
Cabarrus Avenue  
Concord, NC 28015  
(704) 786-5171

President  
Bennett College  
900 E. Washington Street  
Greensboro, NC 27401  
(919) 370-8626

Chancellor  
Elizabeth City State University  
Elizabeth City, NC 27909  
(919) 335-3230

President  
Fayetteville State University  
Murchinson Road  
Fayetteville, NC 28301  
(919) 335-3230

President  
Livingstone College  
701N. Monroe Street  
Salisbury, NC 28144  
(704) 638-5505

Chancellor  
North Carolina A&T state  
University  
Greensboro, NC 28216  
(919) 334-7940

President  
Johnson C. Smith University  
100 Beatties Ford Road  
Charlotte, NC 28216  
(704) 638-5505

President  
North Carolina Central  
University  
Durham, NC 27707  
(919) 560-6304

President  
St. Augustine's College  
1315 Oakwood Avenue  
Raleigh, NC 27610  
(919) 828-4451

**OHIO**

President  
Central State University  
Wilberforce, OH 45384  
(513) 376-6332

President  
Wilberforce University  
1055 North Bickett Road  
Wilberforce, OH 45384  
(513) 376-2911

**PENNSYLVANIA**

President  
Cheyney State University  
Cheyney, PA 19319  
(215) 399-2220

**SOUTH CAROLINA**

President  
Allen University  
1530 Harden Street  
Columbia, SC 29204  
(803) 376-5700

President  
Benedict College  
Harden & Blanding Streets  
Columbia, SC 29204  
(803) 534-2710

President  
Claflin College  
700 College Avenue, N.E.  
Orangeburg, S.C. 29115  
(803) 534-2710

President  
Clinton Junior College  
P.O. Box 968  
Rock Hill, SC 29731  
(803) 327-7402

President  
Denmark Technical College  
P.O. Box 327  
Denmark, SC 29042  
(803) 793-3301 ext 201

President  
Morris College  
North Main Street  
Sumter, SC 29150  
(803) 775-9371

President  
South Carolina State College  
300 College Street, N.E.  
Orangeburg, SC 29117  
(803) 533-3622

President  
Voorhees College  
Denmark, SC 29041  
(803) 793-3544

**TENNESSEE**

President  
Fisk University  
17th Avenue, North,  
Nashville, TN 37703  
(615) 329-8555

President  
Knoxville College  
901 College Street, N.W.  
Knoxville, TN 37921  
(615) 524-6514

President  
Knoxville College  
Morristown Campus  
417 N. James Street  
Morristown, TN 37814  
(615) 586-5262

President  
Lane College  
545 Lane Avenue  
Jackson, TN 38301  
(901) 426-7500

President  
Lemoyne-Owen College  
807 Walker Avenue  
Memphis, TN 38126  
(901) 774-9090

President  
Meharry Medical College  
1005 Dr. D.B. Todd, Jr. Blvd.  
Nashville, TN 37203  
(615) 327-6904

President  
Tennessee State University  
3500 John Merritt Blvd.  
Nashville, TN 37203  
(615) 320-3432

**TEXAS**

President  
Huston-Tillotson College  
1820 E. 8th Street  
Austin, TX 78702  
(512) 476-7421

President  
Jarvis Christian College  
U.S. Highway 80  
Hawkins, TX 75765  
(903) 769-2174

President  
Paul Quinn College  
1020 Elm Street  
Waco, TX 76704  
(409) 857-2111

President  
Prairie View A&M University  
Prairie View, TX 77446  
(409) 857-2111

President  
Saint Phillip's College  
2111 Nevada Street  
San Antonio, TX 78203  
(512) 531-3591

President  
Southwestern Christian College  
Terrell, TX 75160  
(214) 563-3341

President  
Texas College  
2404 N. Grand Avenue  
Tyler, TX 75702  
(903) 593-8311

President  
Texas Southern University  
3100 Cleburne Avenue  
Houston, TX 77004  
(713) 527-7036

President  
Wiley College  
711 Wiley Avenue  
Marshall, TX 75670  
(903) 938-8341

**U.S. VIRGINIA ISLANDS**

President  
University of the Virgin  
Islands  
St. Thomas Campus  
Charlotte Amalie  
St. Thomas, USVI 00802  
(809) 776-9200

**VIRGINIA**

President  
Hampton University  
East Queen Street  
Hampton, VA 23504  
(804) 727-5231

President  
Norfolk State University  
2401 Corprew Avenue  
Norfolk, VA 23504  
(804) 683-8670

President  
Virginia State University  
P.O. Box T  
Petersburg, VA 23803  
(804) 524-5070

Enclosure (2) to COMDTINST 12720.9

President  
Saint Paul's College  
406 Windsor Avenue  
Lawrenceville, VA 23868  
(804) 848-2636

President  
Virginia Union University  
1500 N. Lombardy Street  
Richmond, VA 23220  
(804) 257-5835

**WEST VIRGINIA**

President  
West Virginia State College  
P.O. Box 399  
Institute, WV 25112  
(304) 766-3111

President  
Bluefield State College  
219 Rock Street  
Bluefield, WV 24701  
(304) 327-4030

**AMERICAN INDIAN/ALASKA NATIVE SCHOOLS**

**ALASKA**

Joseph A. Marcello  
Sheldon Jackson College  
801 Lincoln Street  
Sitka, AK 99835  
(907) 747-2539

**ARIZONA**

Gloria Reed, Coordinator  
Northern Arizona University  
Multicultural Student Center  
Flagstaff, AZ 86011  
(602) 523-9330

Freda Garnanex  
Navajo Community College  
P.O. Box 218  
Tsaile, AZ 86556  
(602) 724-3311

**CALIFORNIA**

Vicky Burnett  
Humboldt State University  
NACENR  
Arcata, CA 95521  
(707) 826-4994

Carlos Cordero  
D-Q University  
P.O. Box 409  
Davis, CA 95617  
(926) 758-0470

**COLORADO**

Brenda Martin, Pathways  
Coordinator  
American Indian & Science  
Engineering Society  
1085 14th Street, Suite 1506  
Boulder, CO 80302  
(303) 492-1383

**KANSAS**

Maggie Necefer, Placement  
Director  
Haskell Indian Junior College  
155 Indian Avenue #1286  
Lawrence, KS 66046  
(913) 749-8476

**MICHIGAN**

Martha McLeod  
Bay Mills Community College  
Route 1, Box 315A  
Brimley, MI 49715  
(906) 248-3354

**MINNESOTA**

Lester "Jack" Briggs  
Fond Du Lac Community College  
302 14th Street  
Cloquet, MN 55720  
(218) 879-0294

Marcella Ardito, Director  
University of Minnesota  
American Indian Learning Center  
125 Fraser Hall  
106 Pleasant Street, SE  
Minneapolis, MN 55455  
(612) 624-2555

Dr. Robert E. Powless  
University of Minnesota Duluth  
American Indian Studies  
Department  
209 Bohannon Hall  
Duluth, MN 55812  
(218) 726-8569

**MONTANA**

Bert Corcoran, Acting President  
Stonechild Community College  
Rocky Boy Rt. Box 10823  
Box Elder, MT 59521  
(406) 395-4875

Gordan Belcourt  
Blackfeet Community College  
P.O. Box 819  
Browning, MT 59417  
(406) 338-7755

Margarett Perez  
Fort Belknap Community  
P.O. Box 547  
Harlem, MT 59526  
(406) 353-2205

Dr. Art McDonald  
Dull Knife Memorial College  
P.O. Box 98  
Lame Deer, MT 59043  
(406) 477-6215

Dr. Joseph McDonald  
Salish Kootenai College  
P.O. Box 117  
Pablo, MT 59043  
(406) 675-4800

Dr. James Shanley  
Fort Peck Community College  
P.O. Box 575  
Poplar, MT 59255  
(406) 768-5551

Bonnie Craig  
University of Montana  
Indian Affairs  
600 University  
Missoula, MT 59812  
(406) 243-5831

Janine Windy Boy  
Little Big Horn College  
P.O. BOX 370  
Crow Agency, MT 59022  
(406) 638-2228

## **NEBRASKA**

Nancy Rampey, Student Counselor  
Nebraska Indian Community  
College  
P.O. Box 752  
Winnebago, NE 68071  
(402) 878-2414

## **NEW MEXICO**

Johnni Wardlow, Placement  
Office  
Southwestern Indian Polytechnic  
Institute  
9169 Coors Rd, NW, Bx 10146  
Albuquerque, NM 87184  
(505) 897-5325

James Tutt  
Crownpoint Institute of  
Technology  
P.O. Box Drawer K  
Crownpoint, NM 87313  
(505) 786-5689

## **NORTH CAROLINA**

Donna Boehm, Career Counselor  
Standing Rock College  
HCI Box 4  
Fort Yates, ND 58535  
(701) 854-3861

Phyllis Howard  
Fort Berthold Community College  
P.O. Box 490  
New Town, ND 58763  
(701) 627-4738

Merril Berg  
Little Hoop Community College  
P.O. Box 269  
Fort Totten, ND 58335  
(701) 766-4415

Carol Davis  
Turtle Mountain Community  
College  
P.O. Box 340  
Belcourt, ND 58316  
(701) 477-5605

**SOUTH DAKOTA**

Carol Little Wounded  
Cheyenne River Community  
College  
P.O. Box 220  
Eagle Butte, SD 57625  
(605) 964-8635

Rhonda Two Eagle  
Personnel Director  
Oglala Lakota College  
P.O. Box 490  
Kyle, SD 57752  
(605) 455-2321 ext. 244

Irma Maldonado  
Pine Ridge Reservation  
Educational Talent Search Prgm  
P.O. Box 490  
Kyle, SD 57752  
(605) 455-2321

Sainte Gleska College  
P.O. Box 490  
Rosebud, SD 57570  
(605) 856-2908

**WASHINGTON**

Dr. Robert Lorence  
Northwest Indian College  
2522 Kwine Road  
Bellingham, WA 98226  
(206) 676-2772

**WISCONSIN**

John Wilmar, Associate Director  
North American Studies  
Northland College  
Ashland, WI 54806  
(715) 682-1699

Dr. Jasjit Minhas  
LaCourte Oreilles Ojibwa  
Community College  
Hayward, WI 54843  
(715) 634-4790

**CANADA**

Dr. Oliver Brass  
Saskatchewan Indian Federated  
College  
118 College West  
Saskatchewan, Canada S4S 082  
(303) 584-8333

**HISPANIC COLLEGES AND UNIVERSITIES**

**MAINLAND INSTITUTIONS**

**ARIZONA**

President  
Arizona Western College  
P.O. Box 929  
Yuma, AZ 85364  
(606) 726-1000

President  
South Mountain Community  
College  
7050 S. 24th Street  
Phoenix, AZ 85040  
(602) 243-8000

**CALIFORNIA**

President  
California State University  
Los Angeles  
5151 State University Drive  
LOS Angeles, CA 90032  
(213) 343-3000

President  
Cerritos College  
11110 E. Alondra Boulevard  
Norwalk, CA 90650  
(213) 860-2451

President  
College of the Sequoias  
Mooney Boulevard  
Visalia, CA 93277  
(209) 733-2050

President  
Don Bosco Technical Institute  
1151 San Gabriel Boulevard  
Rosemead, CA 91770  
(818) 280-0451

President  
Gavilan College President  
5055 Santa Teresa Boulevard  
Gillroy, CA 95020  
(408) 847-1400

President  
Imperial Valley College  
Highway 111 & Aten Road  
P.O. Box 158  
Imperial, CA 92251  
(619) 352-8320

President  
Compton Community College  
1111 E. Artesia Boulevard  
Compton, CA 90221  
(213) 637-2660

President  
East Los Angeles College  
1301 Brooklyn Avenue  
Monterey Park, CA 91754  
(213) 265-8650

President  
Hartnell College  
156 Homestead Avenue  
Salinas, CA 93901  
(408) 755-6700

President  
Kings River Community College  
995 N. Reed Avenue  
Reedley, CA 93654  
(209) 638-3641

President  
Los Angeles City College  
855 N. Vermont Avenue  
Los Angeles, CA 90029  
(213) 669-4000

President  
Los Angeles Mission College  
1212 San Fernando Road  
San Fernando, CA 91340  
(818) 365-8271

Mount Saint Mary's College  
12001 Chalon Road  
Los Angeles, CA 9.0049  
(213) 476-2237

President  
Oxnard College  
4000 S. Rose Avenue  
Oxnard, CA 93033  
(805) 488-0911

President  
Rio Hondo College  
3600 Workman Mill Road  
Whittier, CA 90608  
(213) 692-0921

Dean of Campus  
Imperial Valley Campus  
San Diego State University  
720 Herber Avenue  
Calexico, CA 92231  
(619) 357-3721

President  
West Coast Christian College  
6901N. Maple Avenue  
Fresno, CA 93710  
(209) 299-7201

President  
Los Angeles Harbor College  
1111 Figueroa Place  
Wilmington, CA 90744  
(213) 518-1000

President  
Los Angeles Trade-Technical  
College  
400 W. Washington Boulevard  
LOS Angeles, CA 90015  
(213) 744-9500

President  
Mt. San Antonio College  
1110 North Grand Avenue  
Walnut, CA 91789  
(909) 594-5611

President  
Palo Verde College  
811 W. Chanselor Way  
Blythe, CA 92225  
(619) 922-6168

President  
Saint John's Seminary College  
5118 E. Seminary Road  
Camarillo, CA 93010  
(805) 482-4697

President  
Southwestern College  
900 Otay Lakes Road  
Chula Vista, CA 92010  
(619) 421-6700

President  
West Hills Community College  
300 Cherry Lane  
Coalinga, CA 93210  
(209) 935-0801

### **COLORADO**

President  
Pueblo Community College  
900 W. Orman Avenue  
Pueblo, CO 81004  
(719) 549-3200

President  
Trinidad State Junior College  
600 Prospect Street  
Trinidad, CO 81082  
(719) 846-5011

**FLORIDA**

President  
Barry University  
11300 N.E. Second Avenue  
Miami Shores, FL 33161  
(305) 899-3000

President  
International University  
Tamiami Trail  
Miami, FL 33199  
(305) 348-2000  
(714) 594-5611

President  
Miami-Dade Community College  
300 N.E. Second Avenue  
Miami, FL 33132  
(305) 347-3221

President  
Seminary Saint John Vianney  
College  
2900 S.W. 87th Avenue  
Miami, FL 33165  
(305) 223-4561

President  
St. Thomas University  
15400 N.W. 32nd Avenue  
Miami, FL 33165  
(305) 625-6000

President  
Saint Vincent de Paul Regional  
Seminary  
10701S. Military Trail  
Boynton Beach, FL 33436  
(407) 732-4424

**ILLINOIS**

President  
MacCormac Junior College  
615 N. West Avenue  
Elmhurst, IL 60126  
(312) 941-1200

President  
St. Augustine College  
1333 W. Argyle Street  
Chicago, IL 60640  
(312) 878-8756

President  
Harry S. Truman College  
1145 W. Wilson Avenue  
Chicago, IL 60640  
(312) 878-1700

**NEW JERSEY**

President  
Hudson County Community College  
168 Sip Avenue  
Jersey City, NJ 07306  
(201) 714-2102

President  
Passaic County Community  
College  
College Boulevard  
Paterson, NJ 07509  
(201) 684-6800

**NEW MEXICO**

President  
Albuquerque Technical-  
Vocational Institute  
525 Buena Vista, S.E.  
Albuquerque, NM 87106  
(505) 768-0400

President  
College of Santa Fe  
St. Michael's Drive  
Santa Fe, NM 87501  
(505) 473-6011

President  
Dona Ana Branch Community  
College  
Campus Box 2001/Dept, 3DA  
Las Cruces, NM 88003  
(505) 646-3211

President  
Eastern New Mexico University  
Roswell  
P.O. Box 6000  
Roswell, NM 88202  
(505) 624-7000

President  
New Mexico Highlands University  
P.O. Box 48  
Las Vegas, NM 87701  
(505) 425-7511

President  
New Mexico State University  
Box 3Z  
Las Cruces, NM 88003  
(505) 646-0111

President  
New Mexico State University  
Grants  
1500 3rd Street  
Grants, NM 87020  
(505) 287-9818

President  
Northern Mexico Community  
College  
1002 North Onate Street  
Española, NM 87532  
(505) 753-7141

President  
Santa Fe Community College  
P.O. Box 4187  
Santa Fe, NM 87502  
(505) 471-8200

President  
University of New Mexico  
Valencia  
280 La Entrada  
Los Lunas, NM 87031  
(505) 865-9596

President  
Western New Mexico University  
College Avenue  
Silver City, NM 88062  
(505) 538-6011

**NEW YORK**

President  
Boricua College  
3755 Broadway  
New York, NY 10032  
(212) 694-1000

President  
Borough of Manhattan Community  
College  
199 Chambers Street  
New York, NY 10007  
(212) 618-1000

President  
Bronx Community College  
University Ave & W. 181st Street  
Bronx, NY 10453  
(212) 220-6450

President  
City College  
Convent Ave at 138th Street  
New York, NY 10453  
(212) 650-8888

President  
College of Aeronautics  
LaGuardia Airport Station  
Flushing, NY 11371  
(718) 429-6600

President  
Hostos Community College  
475 Grand Concourse  
Bronx, NY 10451  
(212) 518-4444

President  
John Jay College of Criminal  
Justice  
899 10th Avenue  
New York, NY 10019  
(212) 237-8000

President  
La Guardia Community College  
31-10 Thompson Avenue  
Long Island City, NY 11101  
(718) 482-7200

President  
Herbert H. Lehman College  
Bedford Park Boulevard West  
Bronx, NY 10468  
(212) 960-8111

President  
Mercy College  
555 Boardway  
Dobbs Ferry, NY 10522  
(914) 693-4500

**TEXAS**

President  
Bee County College  
3800 Charco Road  
Beeville, TX 78102  
(512) 358-3130

President  
Corpus Christi State University  
6300 Ocean Drive  
Corpus Christi, TX 78412  
(512) 991-6810

President  
Del Mar College  
Baldwin Blvd & Ayers Street  
Corpus Christi, TX 78209  
(512) 829-6000

President  
El Paso Community College  
P.O. Box 20500  
El Paso, TX 79968  
(915) 594-2000

President  
Incarnate Word College  
4301 Broadway  
San Antonio, TX 78209  
(512) 829-6000

President  
Lardo Junior College  
West End, Washington Street  
Laredo, TX 78040  
(512) 722-0521

President  
Our Lady of Lake University  
411 S.W. 24th Street  
San Antonio, TX 78203  
(512) 436-3722

President  
Palo Alto College  
1400 W. Villaret  
San Antonio, TX 78203  
(512) 921-5000

President  
St. Mary's University  
One Camino Santa Maria  
San Antonio, TX 78284  
(512) 753-2000

President  
St. Phillip's College  
1801 Martin Luther King Dr.  
San Antonio, TX 78203  
(512) 278-4401

Enclosure (4) to COMDTINST 12720.9

President  
San Antonio College  
1300 San Pedro  
San Antonio, TX 78284  
(512) 733-2000

President  
Southwest Texas Junior College  
Garnerfield Road  
Uvalde, TX 78801  
(512) 278-4401

President  
Sul Ross State University  
Box C-114  
Alpine, TX 79832  
(915) 837-8011

President  
Texas A&I University  
Campus Box 101  
Kingsville, TX 78363  
(512) 595-2111

President  
Texas State Technical College  
P.O. Box 2628  
Harlingen, TX 78551  
(512) 425-4922

President  
University of Texas at  
Brownsville  
1614 Ridgely Road  
Brownsville, TX 78520  
(210) 544-8200

President  
University of Texas at El Paso  
University at Hawthorne Ave  
El Paso, TX 79968  
(915) 747-5000

President  
University of Texas at San  
Antonio  
6960 N. Loop 1604 N.W.  
San Antonio, TX 78285  
(512) 691-4011

President  
University of Texas-Pan  
American  
1201 W. University Drive  
Edinburg, TX 78539  
(512) 381-2011

**INSTITUTIONS IN PUERTO RICO**

President  
American University of Puerto  
Rico  
P.O. Box 2037  
Bayamon, Puerto Rico 00619  
(809) 798-2040

President  
Antillian College  
Box 118  
Mayaguez, Puerto Rico 00709  
(809) 834-9595

President  
Bayamon Central University  
P.O. Box 1725  
Bayamon, Puerto Rico 00621  
(809) 786-3030

President  
Caribbean Center for Advanced  
Studies  
P.O. Box 3711, Old San Juan  
Sta.  
San Juan, Puerto Rico 00902  
(809) 725-2451

President  
Caribbean University College  
Box 493  
Bayamon, Puerto Rico 00621  
(809) 780-0070

President  
Rico Catholic University of  
Puerto Rico  
Ponce, Puerto Rico 00732  
(809) 841-2000

President  
Center for Advanced Studies on  
Puerto Rico and the Caribbean  
P.O. Box S-4467  
Old San Juan, Puerto Rico  
00904  
(809) 723-4481

President.  
Conservatory of Music  
of Puerto Rico  
G.P.O. 41227 Minillas Station  
Santurce, Puerto Rico 00940  
(809) 751-0160

President  
Inter-American University of  
Puerto Rico  
Aguadilla Regional College  
Box 2000  
Aguadilla, Puerto Rico 00603  
(809) 891-0925

President  
Inter-American University of  
of Puerto Rico  
Arecibo, University College  
Bo. San Daniel Call Box UI  
Arecibo, Puerto Rico 00613  
(809) 878-5475

President  
Inter-American University of  
Puerto Rico  
Bayamon University College  
Urb. Industrial Minillas  
Bayamon, Puerto Rico 00619  
(809) 780-4040

President  
Inter-American University of  
Puerto Rico  
Fajardo Regional College  
P.O. Box 1029  
Fajardo, Puerto Rico 00648  
(809) 863-2390

President  
Inter-American University of  
Puerto Rico  
Guayama Regional College  
P.O. Box 1559  
Guayama, Puerto Rico 00655  
(809) 864-2222

President  
Inter-American University of  
Puerto Rico  
Metropolitan Campus  
P.O. Box 1295  
Hato Rey, Puerto Rico 00919  
(809) 758-8000

President  
Inter-American University of  
Puerto Rico  
Ponce Regional College  
Bo. Sabanetas Carr. #1  
Mercedira, Puerto Rico 00928  
(809) 758-7171

President  
Technological College of the  
Municipality of San Juan  
Jose R. Oliver St  
Hato Rey, Puerto Rico 00918  
(809) 250-7095

President  
Universidad Del Turabo  
P.O. Box 3030  
Gurabo, Puerto Rico 00658  
(809) 744-8791

President  
Universidad Metropolitana  
P.O. Box 21150  
Rio Piedras, Puerto Rico 00928  
(809) 751-0178

President  
Universidad Politecnica de  
Puerto Rico  
Ponce De Leon Ave. No. 405  
Hato Rey, Puerto Rico 00918  
(809) 754-8000

President  
University of Puerto Rico at  
Puerto Rico  
Ponce De Leon Ave. No. 405  
Hato Rey, Puerto Rico 00918  
(809) 754-8000

President  
University of Puerto Rico at  
Aguadilla  
P.O. Box 160  
Ramey, Puerto Rico 00604  
(809) 890-2681

President  
University of Puerto Rico at  
Arecibo  
Box 1806  
Arecibo, Puerto Rico 00612  
(809) 878-5413

President  
University of Puerto Rico at  
Bayamon  
Bayamon, Puerto Rico 00620  
(809) 786-2885

President  
University of Puerto Rico  
Carolina Regional College  
P.O. Box CR  
Carolina, Puerto Rico 00663  
(809) 757-2000

President  
University of Puerto Rico Cayey  
University College  
Antonio R. Barcelo  
Cayey, Puerto Rico 00633  
(809) 738-2160

President  
University of Puerto Rico  
Humacao University College  
CUH Station  
Humacao, Puerto Rico 00661  
(809) 852-2525

President  
University of Puerto Rico La  
Montana Regional College  
P.O. Box 1449  
Utua, Puerto Rico 00761  
(809) 894-2828

President  
University of Puerto Rico  
Mayaguez Campus  
Mayaguez, Puerto Rico 00709  
(809) 834-3185

President  
University of Puerto Rico  
Medical Sciences Campus  
G.P.P. Box 5067  
San Juan, Puerto Rico 00936  
(809) 758-2525

President  
University of Puerto Rico at  
Ponce  
Box 7186  
Ponce, Puerto Rico 00732  
(809) 844-8181

President  
University of Puerto Rico Rio  
Piedras Campus  
Rio Piedras, Puerto Rico 00931  
(809) 764-8800

President  
University of the Sacred Heart  
Box 12383 Loiza Station  
Santurce, Puerto Rico 00914  
(809) 728-1515

**ASIAN AMERICAN COLLEGES AND UNIVERSITIES**

**CALIFORNIA**

Mr. Joe Stasulat  
University of California  
College of Agricultural Science  
Davis, CA 95616  
(916) 752-2861

Ms. Olga Morgan  
Job Referral Center for  
Planning and Placement  
5151 State University Dr.  
California State University  
Los Angeles, CA 90032  
(213) 343-3279/78

Ms. Joan Ganous  
Office Manager  
Student Employment  
CO-OP and Placement Services  
California Polytechnic State  
University  
San Luis Obispo, CA 93407  
(805) 756-2501

Ms. Jane Adams  
Career Planning  
University of California  
Berkeley, CA 94720  
(415) 642-0909

Ms. Joanne Bickel  
Special Assistant to the Dean  
University of California  
College of Natural and  
Agricultural Sciences  
1140 Bachelor Hall  
Riverside, CA 92521  
(714) 787-3102

**DISTRICT OF COLUMBIA**

Ms. Elaine Salisbury  
Career Center  
American University  
4400 Mass Ave., NW  
Washington, DC 20016  
(301) 405-1000

**HAWAII**

Dr. Elenor Len  
University of Hawaii  
School of Agriculture  
Honolulu, HI 96822  
(808) 956-8136

**ILLINOIS**

Ms. Carol Johnson  
University of Illinois  
College of Agriculture  
Placement Office  
Urbana, IL 61801  
(607) 255-5240

**MARYLAND**

Ms. Renie Garlac  
Internship Learning  
University of Maryland  
119 Horbacke  
College Park, MD 20742  
(301) 314-7225

**MICHIGAN**

Ms. Cindy Anderson  
10 Student Services Bldg  
Michigan State University  
East Lansing, MI 48824  
(517) 355-8332

**NEW YORK**

Ms. Ann Rogers  
University Career Center  
Cornell University  
14 East Ave  
Ithaca, NY 14853  
(607) 255-5221

Mr. John Furgiop  
Personnel  
State University of New York  
Syracuse, NY 13201  
(315) 464-4570

**LIST OF MINORITY ORGANIZATIONS**

President  
Society of Professional Hispanic Engineers  
5400 East Olympia Blvd, Suite 225  
Los Angeles, CA 90022  
(213) 925-3970, FAX (213) 888-2089

President  
National Association for Equal Opportunity  
In Higher Education  
400 12th Street, N.W.  
Washington, DC 20002  
(202) 543-9111, FAX (202) 543-9113

President  
National Image, Inc.  
930 W. Seventh St. Suite 117  
Denver, CO 80204  
(303) 534-6534, FAX (303) 595-8997

President  
National Puerto Rican Forum  
31 East 32nd Street  
New York, NY 10016  
(212) 685-2311, FAX (212) 689-5034

President  
National Action Council For  
Minority Engineers  
3 West 35th Street  
New York City, NY 10001  
(212) 279-2626, FAX (212) 629-5178

Executive Director  
NAACP  
4805 Mount Hope Drive  
Baltimore, MD 21215  
(301) 358-8900, FAX (301) 358-2332

President  
National Council of Hispanic Women  
P.O. Box 2704  
Washington, DC 20013  
(202) 523-6698, FAX 523-7312

President  
National Council of La Raza  
810 First Street, N.E., Suite 300  
Washington, DC 20002  
(202) 289-1380, FAX (202) 289-8173

President  
LULAC  
400 First St., N.W., Suite 721  
Washington, DC 20001  
(202) 408-0060, FAX (202) 408-0064

President  
National Urban League  
500 East 62nd Street  
New York, NY 10021  
(212) 310-9000, FAX (212) 755-2140

Executive Director  
National Association For  
Bilingual Education  
810 First Street, N.E.  
Washington, DC 20002-4205  
(202) 289-1380, FAX (202) 289-8173

President  
SER - Jobs for Progress  
1355 River Band Drive, Suite 240  
Dallas, TX 75247  
(214) 631-3999, FAX (214) 630-0182

President  
Mexican American Engineer society  
P.o. Box 6650  
Torrance, CA 90504  
(713) 483-0971, FAX (713) 483-8998

President  
American Association for  
Affirmative Action  
Emory University  
101 Administration Building  
Atlanta, GA 30322  
(404) 722-6017, FAX (404) 727-2666

President  
Hispanic Association of  
Colleges and Universities  
4204 Gardendale Street, Suite 216  
San Antonio, TX 78209  
(512) 692-3895, FAX (512) 692-0823

President  
Society of Advancement of  
Chicanos and Native Americans  
IBM Research Division  
Almaden Research Center  
650 Harry Road, K 32/802  
San Jose, CA 95120  
(408) 927-2400, FAX (408) 927-2100

Enclosure (6) to COMDTINST 12720.9

Executive Director  
National Society of Black Engineers  
1454 Duke Street  
Alexandria, VA 22314  
(703) 549-2207, FAX (703) 683-5312

Executive Director  
Society of Women Engineers  
United Engineers Center  
120 Wall Street  
New York, NY 10005  
(212) 509-9577, FAX (212) 509-0224

U.S. Department  
of Transportation

**United States  
Coast Guard**

2100 Second St., S.W.  
Washington, D.C. 20593

Official Business  
Penalty for Private Use \$300