There are XXX ways in which policies and practices has determined this unfair situation. First is a historical factor. The structure of a freshmen class is mainly determined by numeral comparison with the structure of entering classes in preceding years. As a result of this practice, effective numeral enrollment goals are established with the consequent that various elements making up the perspective class are deemed to be either over represented, unrepresented, or "on the numbers". These elements or categories have included racial categories. In particular, we found that the admissions of Asian American applicants has been curtailed roughly at the point where their numbers have equalled enrolled goals determined by historical precedent, without regard to the total number of Asian American applicants or their academic qualifications. Second, there is a violation of the policy stated on page 16 of the booklet Brown: Application to the College, Viz, "University policy dictates that no candidate for admission be solely on the basis of the degree program for which he or she seeks consideration." We have heard testimony to the effect that Asian
American applicants are disproportionately interested in pre-med concentration programs and consequently have no longer been considered for admission. We have found that the identification of an applicant as a pre-med often rest on subjective factors. The subjective determinations have resulted in degree choice of Asian American applicants being used to maintain the historical ethnic structure of the perspective freshmen class. Specifically, we conclude from our investigation that the admission process looks at raw numbers of Asian American applicants rather than at raw numbers of pre-med applicants when shaping the structure of the class. While we recognize the legitimate desire to seek a class with balance academic interest this must not be achieved at the cost of unfairness to any ethnic group.

Third is the use of academic and non-academic criteria to judge applicants. Perceptions of the non-academic "cultural" criteria represent at least fifty percent of the decision process. However it was clearly stated by all the admission staff to whom we spoke that Asian American applicants receive comparatively low
non-academic ratings. These low ratings are due to the habitual insensitivity of admission officers to the backgrounds and nuance of the Asian American cultural experience. This subcommittee has found a dying need for sensitivity training of admission officers in the cultural backgrounds and nuance of all minority groups.