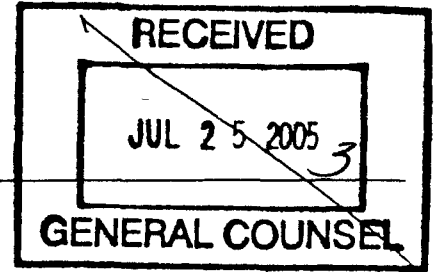




U.S. Department Justice

Civil Rights Division



DJP:JMG:KJH:llc  
DJ 170-25-81

*Employment Litigation Section  
950 Pennsylvania Ave., N.W.  
Washington, DC 20530*

JUL 19 2005

Mark A. Brittingham  
Associate General Counsel  
Southern Illinois University  
Mailcode: 4307  
Carbondale, IL 62901

Re: Investigation of Southern Illinois University pursuant to  
Section 707 of Title VII of the Civil Rights Act of 1964

Dear Mr. Brittingham:

I am writing to notify Southern Illinois University ("University") that the Acting Assistant Attorney General for Civil Rights has directed the Employment Litigation Section to investigate the employment practices of the University, in order to determine whether the University is engaged in a pattern or practice of employment discrimination in violation of Section 707 of Title VII of the Civil Rights Act of 1964 ("Title VII"), as amended, 42 U.S.C. § 2000e *et seq.*

Title VII prohibits an employer from discriminating against an employee or an applicant for employment on the basis of race, color, religion, sex or national origin. If the Attorney General believes that a state or local government entity is engaged in a pattern or practice of discrimination in violation of Title VII, he may seek a court order ensuring compliance with Title VII and remedying any effects of past discrimination.

Information obtained by the Civil Rights Division indicates that the University at its Carbondale campus may be engaged in a pattern or practice of employment discrimination in violation of Title VII, by maintaining several fellowship programs that are open only to individuals who are black, Hispanic, American Indian or Asian, and by recruiting and hiring only minorities and women for selected faculty positions.

John M. Gadzichowski, this Section's Principal Deputy Chief, will be supervising this investigation; and Kristofor Hammond is the Section's attorney who will have the day-to-day responsibility for this investigation. Mr. Hammond will contact you shortly to request information relevant to our investigation. If you have any questions before that time, you may contact either Mr. Gadzichowski (at 202-514-3834) or Mr. Hammond (at 202-353-3011).

I thank you in advance for your cooperation.

Sincerely,

Bradley J. Schlozman  
Acting Assistant Attorney General

By: 

David J. Palmer  
Chief  
Employment Litigation Section

cc: Liam Coonan  
Chief, Civil Division  
United States Attorney's Office  
for the Southern District of Illinois