August 9, 1979

TO: Affirmative Action Committee

Lawrence M. Clark, Chairman
Aldos C. Barefoot
David R. Buchanan
William R. Calloway
Carl J. Dolce
John F. Ely
Francis J. Hassler
Mary Frances Hester
Nat L. Hines
Cyrus B. King
Katherine W. Klein
J. E. Legates
R. A. Mabry
Jasper D. Memory
Sandra O. Paur
R. James Peeler
E. Ann Peters
LeRoy C. Saylor
Thomas S. Stafford, Jr.
Edith D. Sylla
Banks C. Talley, Jr.
John Tector
Robert O. Tilman
Nellie L. Waltner
Tommy E. Wynn

EEO Officer
University Studies
Textiles
Business Affairs
Engineering
Ag. and Life Sciences
University Extension
Business Affairs
Library
Education
Ag. and Life Sciences
Continuing Education
Phys. and Math. Sciences
Phys. and Math. Sciences
Graduate School
Business Affairs
Forest Resources
Student Affairs
Humanities and Social Sciences
Student Affairs
Design
Humanities and Social Sciences
Library
Ag. and Life Sciences

I would appreciate your serving or continuing to serve on the Affirmative Action Committee. The Committee has responsibilities under Executive Order 11246, Title IX, of the Education Amendments of 1972, and 503 and 504 of the Rehabilitation Act of 1973.

North Carolina State University believes in equal opportunity practices which conform to both the spirit and letter of all laws against discrimination. To this end the Committee should function to aid in implementing the "good faith effort" component of our Affirmative Action Programs.

Lawrence M. Clark, Assistant Provost, will serve as our Equal Employment Officer and Chairman of this Committee.

Sincerely,

Joab L. Thomas
Chancellor

North Carolina State University at Raleigh is a constituent institution of The University of North Carolina.
September 24, 1976

TO: Affirmative Action Committee

Lawrence M. Clark, Chairman
Barbara H. Baines
A. C. Barefoot
John F. Bogdan
Phyllis C. Bradbury
William R. Galloway
Virginia G. Cowgell
Carl J. Dolce
John F. Ely
Beth Gardner
Francis J. Hassler
Mary Frances Hester
Linda T. Holley
Linda Jewell
Cyrus B. King
John Loss
R. A. Mabry
Jasper D. Memory
Sandra O. Paur
James R. Peeler
LeRoy C. Saylor
Donald H. Solomon
Banks C. Talley, Jr.
Elizabeth C. Theil
Robert O. Tilman
Nellie L. Waltnier
Tommy E. Wynn

(EEO Officer)
(Faculty Senate)
(Special Units)
(Textiles)
(Member-at-large)
(Business Affairs)
(Education)
(Education)
(Engineering)
(Business Affairs)
(Agriculture & Life Sciences)
(University Extension)
(Liberal Arts)
(Design)
(Library)
(Design)
(University Extension)
(PAMS)
(PAMS)
(Graduate School)
(Forest Resources)
(Student Affairs)
(Student Affairs)
(Agriculture & Life Sciences)
(Liberal Arts)
(Library)
(Member-at-large)

I would appreciate your serving or continuing to serve on the Affirmative Action Committee. The Committee has been expanded to reflect the growth of Federal Equal Employment Opportunity law and its extension into the area of sex-based discrimination.

The Title IX Unit Coordinators and the Affirmative Action Officers will be consolidated into the Affirmative Action Committee, and as such shall
have responsibilities under Executive Order 11246, Title IX, of the Education Amendments of 1972, and 503 and 504 of the Rehabilitation Act of 1973.

North Carolina State University believes in equal opportunity practices which conform to both the spirit and letter of all laws against discrimination. To this end the Committee should function to aid in implementing the "good faith effort" component of our Affirmative Action Programs.

Lawrence M. Clark, Assistant Provost, will serve as our Equal Employment Opportunity Officer and Chairman of this Committee.

Joab L. Thomas
Chancellor
AFFIRMATIVE ACTION COMMITTEE

1981-1982

Chairman -- Lawrence M. Clark (Dr.)
Provost's Office
201 Holladay Hall
Ext. 3148/3409

BAREFOOT, Aldos C. (Dr.)
University Studies
144 Harrelson Hall
Ext. 2470

BERKSTRESSER, Gordon A. (Dr.)
Text. Mat. and Mgt. (Textiles)
301-A Nelson Hall
Ext. 3231

BUCHANAN, David R. (Dr.)
Text. Mat. and Mgt. (Textiles)
103-C Nelson Hall
Ext. 3231

CALLOWAY, William R.
Personnel Services (Bus. Affairs)
Primrose Hall
Ext. 2973

CORRIHER, Margaret P.
Veterinary Medicine
1212 Blue Ridge Road
Ext. 3910

CURTIN, Terrence M. (Dr.)
Veterinary Medicine
1212 Blue Ridge Road
Ext. 3910

DOLCE, Carl J. (Dr.)
Education
208-C Poe Hall
Ext. 2231/2232

ELY, John F. (Dr.)
Engineering
232 Riddick Hall
Ext. 2316

HASSLER, Francis J. (Dr.)
Bio. and Ag. Engineering (Ag.)
100 Weaver Hall
Ext. 2694

HESTER, Mary Frances
University Extension
138-1911 Building
Ext. 3373

HINES, Nat L.
Business Affairs
Leazar Hall
Ext. 2153

KING, Cyrus B.
Library
1137 Library
Ext. 2841

KLEIN, Katherine W. (Dr.)
Psychology (Education)
708 Poe Hall
Ext. 2252

LEGATES, J. E. (Dr.)
Agriculture
112 Patterson Hall
Ext. 2668

MABRY, R. A. (Dr.)
Continuing Education
147-I McKimmon Center
Ext. 3007

MEMORY, Jasper D. (Dr.)
Physical and Mathematical Sciences
116 Cox Hall
Ext. 2502

PAUR, Sandra O. (Dr.)
Mathematics (PAMS)
224 Harrelson Hall
Ext. 3200

PEELER, R. James (Dr.)
Graduate School
103 Peele Hall
Ext. 2873
PETERS, E. Ann
Personnel Services (Bus. Affairs)
Primrose Hall
Ext. 2135

SAYLOR, LeRoy C. (Dr.)
Forest Resources
2028-C Biltmore Hall
Ext. 2883

STAFFORD, Thomas S., Jr. (Dr.)
Student Affairs
204 Peele Hall
Ext. 2776

SYLLA, Edith D. (Dr.)
History (HASS)
110 Harrelson Hall
Ext. 2485

TALLEY, Banks C., Jr. (Dr.)
Student Affairs
101 Holladay Hall
Ext. 2446/2447

TECTOR, John
Design
213 Brooks Hall
Ext. 2203

TILMAN, Robert O.
Humanities and Social Sciences
3136-E D. H. Hill Library
Ext. 2467

WALTNER, Nellie L.
Library
1126 D. H. Hill Library
Ext. 3187
October 31, 1978

TO: Affirmative Action Committee

Lawrence M. Clark, Chairman
Aldos C. Barefoot
Edward D. Clark
Virginia C. Cowgell
Carl J. Dolce
John F. Ely
Bhupender S. Gupta
Francis J. Hassler
Mary F. Hester
Nat L. Hines
Cyrus B. King
R. A. Mabry
Jasper D. Memory
Sandra O. Paur
R. James Peeler
E. Ann Peters
LeRoy C. Saylor
Donald H. Solomon
Banks C. Talley, Jr.
John Tector
Robert O. Tilman
Nellie L. Waltner

(EEO Officer)
(University Studies)
(Humanities & Social Sciences)
(Education)
(Education)
(Engineering)
(Textiles)
(Agriculture & Life Sciences)
(University Extension)
(Business Affairs)
/Library
(University Extension)
(Phys. & Math. Sciences)
(Phys. & Math. Sciences)
(Graduate School)
(Business Affairs)
(Forest Resources)
(Student Affairs)
(Student Affairs)
(Design)
(Humanities & Social Sciences)
/Library

I would appreciate your serving or continuing to serve on the Affirmative Action Committee. The Committee has responsibilities under Executive Order 11246, Title IX, of the Education Amendments of 1972, and 503 and 504 of the Rehabilitation Act of 1973.

North Carolina State University believes in equal opportunity practices which conform to both the spirit and letter of all laws against discrimination. To this end the Committee should function to aid in implementing the "good faith effort" component of our Affirmative Action Programs.

Lawrence M. Clark, Assistant Provost, will serve as our Equal Employment Officer and Chairman of this Committee.

Sincerely,

Joab L. Thomas
Chancellor
MEMORANDUM

TO: Aldos C. Barefoot
Department Head/University Studies

FROM: Lawrence M. Clark
Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

Aldos C. Barefoot

[Signature]

CW

1978-79

Received 9/13/78
CD
September 7, 1978

MEMORANDUM

TO: Robert O. Tilman
    Dean/School of HASS

FROM: Lawrence M. Clark
      Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

Robert O. Tilman
Edith D. Sylla

CW

1978-79

Same as above.

Received 9/15/78
MEMORANDUM

TO: Claude E. McKinney
    Dean/School of Design

FROM: Lawrence M. Clark
      Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

Robert E. Stipe
Denis Wood

1978-79

[Signature]

[Time stamp: 9/21/78]
September 7, 1978

MEMORANDUM

TO: Eric L. Ellwood
    Dean/School of Forest Resources

FROM: Lawrence M. Clark
      Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

LeRoy C. Saylor

CW

[Handwritten note: 1978-79]
September 7, 1978

MEMORANDUM

TO: R. James Peeler
   Associate Graduate Dean

FROM: Lawrence M. Clark
   Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

R. James Peeler

1978-79

1978-79

R. James Peeler

Received 9/13/78
September 7, 1978

MEMORANDUM

TO:     Arthur C. Menius, Jr.
        Dean/School of PAMS

FROM:   Lawrence M. Clark
        Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

Jasper D. Memory
Sandra O. Paur

CW

1978-79

Same as above.
September 7, 1978

MEMORANDUM

TO: W. L. Turner
    Vice Chancellor for
    Extension and Public Service

FROM: Lawrence A. Clark
       Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the
Affirmative Action/Title 9 Coordinators that will be
representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity
last year are given below.

Mary F. Hester
R. A. Mabry

CW

1978-79
same as above.
September 7, 1978

MEMORANDUM

TO: Isaac Littleton
    Director of Library

FROM: Lawrence M. Clark
      Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

Cyrus B. King
Nellie L. Waltner

1978-79 same as above

Received 9/4/78
MEMORANDUM

TO: J. E. Legates  
Dean/School of Ag. & Life Sciences

FROM: Lawrence M. Clark  
Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

Francis J. Hassler

1978-79
Same as above.

Received 9/3/79
MEMORANDUM

TO:         David W. Chaney
            Dean/School of Textiles

FROM:  Lawrence M. Clark
        Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

Bhupender S. Gupta

CW

1978-79

Same as above
(David Baldwin is alternate)
10/3/78 CD
September 7, 1978

MEMORANDUM

TO: Banks C. Talley, Jr.
   Vice Chancellor for Student Affairs

FROM: Lawrence M. Clark
       Assistant Provost

SUBJECT: Unit Affirmative Action Officers.

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

Anna P. Keller
Donald H. Solomon

CW

1978-79

Donald H. Solomon
Banks C. Talley, Jr.
September 7, 1978

MEMORANDUM

TO: George L. Worsley
   Vice Chancellor for Finance & Business

FROM: Lawrence M. Clark
      Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

Beth Gardner

Nat L. Hines

CW

1978-79

E. Ann Petree

Nat L. Hines

Received 9/19/78
September 7, 1978

MEMORANDUM

TO: Larry K. Monteith  
Department Head/Electrical Engineering

FROM: Lawrence M. Clark  
Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

John F. Ely

1978-79

John F. Ely

[Handwritten note: Re: telephoned call of 9/13/78. ]
September 7, 1978

MEMORANDUM

TO: Carl J. Dolce
   Dean/School of Education

FROM: Lawrence M. Clark
   Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

Carl J. Dolce
Virginia G. Cowgell

1978-79

Jane as above.
MEMORANDUM

TO: Unit Affirmative Action Officers
FROM: Claudia Pattison  
Administrative Assistant to Dr. L. M. Clark

SUBJECT: EPA Employment Procedures

October 23, 1978

Attached is additional information pertaining to the new EPA Recruitment Procedures. "Planning Units for Affirmative Action" is a list of the Discipline Groupings and departments comprising each group. This list corresponds to Tables 6A-1 through 6A-10 in the information given to you at the Affirmative Action meeting earlier this month. The EPA Non-Faculty table is a breakdown of Table 7A and should be used to complete the first two tables in Section II of the Interim Affirmative Action Report. Also attached is a list of all Unit Affirmative Action Officers on campus.

I hope this information will be useful to you in completing the necessary affirmative action forms.

CW
Encs.
PLANNING UNITS FOR AFFIRMATIVE ACTION

School: Agriculture and Life Sciences
Discipline Groupings
I. Agricultural Sciences
   Administration
   Adult and Community College Education
   Agricultural Information
   Agricultural Economics
   Animal Science
   Biological and Agricultural Engineering
   Crop Science
   4-H and Youth Development
   Food Science
   Horticultural Science
   Poultry Science
   Rural Sociology
   Soil Science
   Veterinary Science

II. Biological Sciences
   Biochemistry
   Botany
   Entomology
   Genetics
   Microbiology
   Plant Pathology
   Zoology

III. Home Economics Extension

School: Design
Discipline Grouping
IV. Design
   Architecture
   Landscape Architecture
   Product/Visual Design

School: Education
Discipline Groupings
V. Education
   Curriculum and Instruction
   Occupational Education
   Math and Science Education
   Counselor Education

VI. Psychology

School: Engineering
Discipline Grouping
VII. Engineering
   Chemical Engineering
   Civil Engineering
   Electrical Engineering
   Engineering Mechanics
   Engineering Research
   Industrial Engineering
## School: Mechanical Engineering
- Materials Engineering
- Nuclear Engineering
- Industrial Extension Service
- Freshman Engineering
- Min. Res. Laboratory

### Discipline Grouping

### School: Forest Resources

#### VIII. Forest Resources
- Forestry
- Wood and Paper Science
- Recreation Resources Administration

### School: Humanities and Social Sciences

#### IX. Humanities and Social Sciences
- Economics and Business
- English
- Foreign Languages and Literatures
- History
- Philosophy and Religion
- Physical Education
- Political Science
- Sociology and Anthropology
- Speech Communication

### School: Physical and Mathematical Sciences

#### X. Physical and Mathematical Sciences
- Chemistry
- Statistics
- Mathematics
- Physics
- Computer Science
- Geosciences

### School: Textiles

#### XI. Textiles
- Textiles Materials and Management
- Textile Chemistry

### Other Units

- Division of Student Affairs
- Library
- Office of Business Affairs
- University Extension
- Special Units
  1. Chancellor's Office
  2. Provost's Office
  3. International Programs
  4. Graduate School
  5. Dean for Research
  6. Alumni Affairs
  7. Information Services
  8. Foundations & Univ. Relations
  9. Athletics
  10. Water Resources Res. Institute
  11. Sea Grant
  12. University Studies
  13. Radiation Protection Officer
  14. Computing Center
# EPA NON-FACULTY

Present Complement and Projections

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<th>Schools/Units</th>
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</tbody>
</table>
UNIT AFFIRMATIVE ACTION OFFICERS

1978 - 1979

1. Lawrence M. Clark, Chairman
2. Aldos C. Barefoot, University Studies
3. Edward D. Clark, HASS
4. Robert O. Tilman, HASS
5. Virginia C. Cowgell, Education
6. Carl J. Dolce, Education
7. John F. Ely, Engineering
8. Francis J. Hassler, Agriculture and Life Sciences
9. Mary F. Hester, Extension and Public Service
10. R. A. Mabry, Extension and Public Service
11. Nat L. Hines, Business Affairs
12. E. Ann Peters, Business Affairs
13. Cyrus B. King, Library
14. Nellie L. Waltner, Library
15. Jasper D. Memory, PAMS
16. Sandra O. Paur, PAMS
17. R. James Peeler, Graduate School
18. LeRoy C. Saylor, Forest Resources
19. Donald H. Solomon, Student Affairs
20. Banks C. Talley, Jr., Student Affairs
21. John Tector, Design
22. Bhupender Gupta, Textiles
1. WE HAVE SCHEDULED MEETING WITH AFFIRMATIVE ACTION OFFICERS TO DISCUSS THE AFFIRMATIVE ACTION PLAN AND EPA EMPLOYMENT PROCEDURES. AT THAT PARTICULAR MEETING WE WILL PASS OUT A DOCUMENT ON EMPLOYMENT PROCEDURES AND ALSO A FACT SHEET FOR SEARCH COMMITTEE CHAIRMEN.

   WE ARE IN THE PROCESS OF FINDING OUT WHAT WOULD BE THE DETAILS NEEDED FOR AN AFFIRMATIVE ACTION SUMMARY WHICH HAS BEEN INDICATED TO US IN THE DIRECTIONS WE RECEIVED.

2. WE THINK THAT WE HAVE WORKED OUT A PROCEDURE UTILIZING THE LIBRARY AS A DISTRIBUTION POINT FOR AUXILIARY AIDS FOR HANDICAPPED STUDENTS.
Tuesday, October 3, 1978 - 3:00 pm

1. Liddy - no
2. Right - yes
3. Ely - yes
4. Adkins - no
5. Other - no
6. Ges - yes
7. Cowgell - no
8. Fabel - yes
9. Liddy - yes
10. Fabel - yes

Wednesday, October 4, 1978 - 3:00 pm

11. Fabel - yes
12. Ges - yes
13. Liddy - yes
14. Fabel - yes
15. Fabel - yes
16. Liddy - yes
17. Ges - yes
18. Liddy - yes
19. Ges - yes
20. Fabel - yes

All boxes need to be closed.

Jim B"axter

Call John Tintin

H. Nick
MEMORANDUM

TO: Dr. Lawrence M. Clark  
Assistant Provost

FROM: D. W. Chaney, Dean

SUBJECT: Unit Affirmative Action Officers

Bhupender S. Gupta will continue to represent the School of Textiles in 1978-79 as one of your Affirmative Action/Title 9 Coordinators. We will name an alternate later to work with Bob who will take over the position next year.

CC: Dr. B. S. Gupta

P.S. Our alternate will probably be Dr. David Buchanan, Head of the Department of Textile Materials and Management.
While You Were Out

To

Time

Date 9/21

While You Were Out

M. Glenn McKee

of Secretary

Phone No.

☐ Telephoned  ☐ Please call back

☐ Called to see you  ☐ Will call again

☐ Left the following message:—

A.A. Office

175 E. 7th Street

Operator
TO: Assistant Provost

ACTION REQUESTED ON ATTACHED:

- Please draft reply for my signature (return attachments)
- Please give me your comments (return attachments)
- Requires your approval
- Recommendation
- Per Phone Call

RE: Unit Affirmative Action/Title 9 Coordinators

for 1978-79

The following persons will represent the Office of Business Affairs for the academic year 1978-79:

E. Ann Peters, University Personnel Service

Nat L. Hines, Contracts and Grants Office.

cc: William A. Jenkins
    Paul H. Schulz, Jr.
    George Worsley
MEMORANDUM TO: Lawrence M. Clark
FROM: Eric L. Ellwood

Dr. LeRoy C. Saylor will serve as Affirmative Action/Title 9 Coordinator for the School of Forest Resources for the academic year 1978-79.

ELE/nr
MEMORANDUM

TO: Dr. Lawrence M. Clark

FROM: Banks C. Talley, Jr., Vice Chancellor

RE: Unit Affirmative Action Officers

Reference is made to your memorandum of September 7 asking for the names of the Affirmative Action/Title 9 Coordinators who will represent the Division of Student Affairs for the academic year 1978-79.

Mr. Donald H. Solomon and I will represent this Division.

BCT:ul

cc: Donald H. Solomon, Special Assistant for Student Affairs
September 7, 1978

MEMORANDUM

TO: Robert O. Tilman
    Dean/School of HASS

FROM: Lawrence M. Clark
      Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

Robert O. Tilman
Edith D. Sylla

CW

[Stamp: RECEIVED
SEP 11 1978]

[Stamp: SCHOOL OF HUMANITIES AND SOCIAL SCIENCES]

North Carolina State University at Raleigh is a constituent institution of The University of North Carolina.
MEMORANDUM

TO:        Lawrence M. Clark, Assistant Provost
FROM:      A. C. Menius, Jr., Dean
SUBJECT:   Unit Affirmative Action Officers

We would like to have Jasper D. Memory and Sandra O. Paur represent the School of Physical and Mathematical Sciences for the academic year 1978-79.

cc: Dr. Sandra O. Paur
    Dr. J. D. Memory
MEMORANDUM

TO: Dr. Lawrence M. Clark

FROM: I. T. Littleton, Director of Libraries

The 1978-79 Affirmative Action/Title 9 Coordinators for the Library are as follows:

Cyrus B. King - Affirmative Action

Nellie L. Waltner - Title 9

ITL: rgw
September 7, 1978

MEMORANDUM

TO: J. E. Legates
Dean/School of Ag. & Life Sciences

FROM: Lawrence M. Clark
Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

Francis J. Hassler

[CW]
Dr. Hassler will continue for '78-79.
9-12-78

J. E. Legates
Dr. Lawrence M. Clark  
Assistant Provost  
201 Holladay Hall  
NCSU Campus  

Dear Dr. Clark:

Re your memorandum dated September 7, 1978 concerning "Unit Affirmative Action Officers."

Carl Dolce will continue to serve as School of Education Affirmative Action Coordinator, and Dr. Virginia Cowgell will continue to serve as the School Title 9 Coordinator.

Sincerely,

Carl J. Dolce  
Dean  

CJD/gbt  

cc: School Administrative Council  
Dr. Cowgell  

North Carolina State University at Raleigh is a constituent institution of The University of North Carolina.
September 7, 1978

MEMORANDUM

TO: R. James Peeler
   Associate Graduate Dean

FROM: Lawrence M. Clark
       Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

R. James Peeler

---

Harry,

I guess that you will have to put up with me for another year.

Peeler

9/12/78
MEMORANDUM

TO: Aldos C. Barefoot  
   Department Head/University Studies

FROM: Lawrence M. Clark  
   Assistant Provost

SUBJECT: Unit Affirmative Action Officers

Would you kindly submit to me the names of the Affirmative Action/Title 9 Coordinators that will be representing your unit for the academic year 1978-1979.

The persons from your unit serving in this capacity last year are given below.

Aldos C. Barefoot

To

Fare: The same!
To

Time 2:30   Date 9/13

While You Were OUT

M. Mortonite's Office of Electrical Engineering

Phone No. 

☐ Telephoned   ☐ Please call back
☐ Called to see you   ☐ Will call again
☐ Left the following message:—

John T. Ely will serve as Acting
Affirmative Action Officer for '78-’79

Operator Cindy
MEMORANDUM

TO: Lawrence M. Clark
   Assistant Provost

FROM: W. L. Turner

SUBJECT: Unit Affirmative Action Officers

R. A. Mabry and Mary Frances Hester will be representing our unit in Extension as the Affirmative Action/Title 9 Coordinators for the academic year 1978-1979.

cc: R. A. Mabry
    Mary Frances Hester
November 5, 1979 @ 2:00 p.m.
Halladay Hall Conference Room

- Bob Kuptz
- Carl Delac
- Kathy Klein
- Pat Halsker
- J. E. Legate
- Albert Davis
- Herb Pfeifer
- Gary Rosen
- Bob Winter
- Don Freund

November 7, 1979 @ 2:00 p.m.
Halladay Hall Conference Room

- A.C. Bueat
- Bill Callaway
- Ed Harris
- A.H. King
- Red Wallace
- Tom Shaffer

Must Contact: John Oly, R.A. Nickel, and Mary Smithies Foster
Not able to attend scheduled meetings.
AGENDA

Affirmative Action Meeting
Holladay Hall Conference Room

November 5, 1979

I. Recalculation of Goals
   a. Percentage of new hires 1973-1979 with and without appropriate terminal degrees (University Composite)
   b. Discipline grouping availability data for blacks, females, and other minorities (determined by discipline groupings)

DATE: ____________________________

II. Varification of composition and new hires of North Carolina State University full-time tenure, tenured-track faculty by race and sex -- Tables 6Al-6All

DATE: ____________________________

III. Progress report for the period July 1, 1978 through September 30, 1979
   a. Full-time tenure, tenured-track faculty
   b. Full time EPA non-faculty and SPA personnel

DATE: ____________________________
CALCULATION OF GOALS

Goals for Tenured/Tenure Track Faculty

The percent of 'Blacks' for your Affirmative Action Group found on Line (1) Cells (11) and (17) of Table I is given by:

<table>
<thead>
<tr>
<th>% New Hires (1973-1979)</th>
<th>% Blacks With Appropriate Terminal Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>With Appropriate Terminal Degree</td>
<td>y</td>
</tr>
<tr>
<td>Without Appropriate Terminal Degree</td>
<td>z</td>
</tr>
</tbody>
</table>

\[ \% \text{ Blacks} = y + zv \]

NOTE: \( y \) and \( z \) are University Total Percentages.

The percent of 'Females' for your Affirmative Action Group found on Line (1) Cells (13) and (19) of Table I is given by:

<table>
<thead>
<tr>
<th>% New Hires (1973-1979)</th>
<th>% Females With Appropriate Terminal Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>With Appropriate Terminal Degree</td>
<td>s</td>
</tr>
<tr>
<td>Without Appropriate Terminal Degree</td>
<td>w</td>
</tr>
</tbody>
</table>

\[ \% \text{ Females} = y + wz \]

The percent of 'Other Minorities' for your Affirmative Action Group found on Line (1) Cells (15) and (21) of Table I is given by:

<table>
<thead>
<tr>
<th>% New Hires (1973-1979)</th>
<th>% Other Minorities With Appropriate Terminal Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>With Appropriate Terminal Degree</td>
<td>q</td>
</tr>
<tr>
<td>Without Appropriate Terminal Degree</td>
<td>e</td>
</tr>
</tbody>
</table>

\[ \% \text{ Other Minorities} = qy + ez \]
AFFIRMATIVE ACTION PLAN

Tenured/Tenure Track Positions
(Ladder Rank)

UNIVERSITY TOTALS
1977-1979

<table>
<thead>
<tr>
<th>New Hires</th>
<th>With Appropriate Degree</th>
<th>Without Appropriate Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>120</td>
<td>99</td>
<td>82.5</td>
</tr>
</tbody>
</table>