yellow Copy

NORTH CAROLINA STATE UNIVERSITY

P. O. Box 5067, RALEIGH, N. C. 27607

OFFICE OF THE PROVOST AND VICE-CHANCELLOR

January 12, 1973

TO:

Dr. A. Carnesale Dr. R. G. Carson Dean D. W. Chanev Dean C. J. Dolce Dean E. L. Ellwood Dean E. W. Jones

Dr. I. T. Littleton Dean C. McKinney Dr. J. D. Memory Dean B. C. Talley Dr. O. Uzzell Mr. J. D. Wright

Dean J. E. Legates

FROM:

huf stomal Clauston Jenkins

SUBJECT: Affirmative Action Planning

From informal discussions with the General Administration we think that NCSU will be asked to present its campus plan before the end of March. Accordingly, Affirmative Action planning units should aim at delivering a plan to the Provost by March 9, 1973.

Since one of the key elements in planning will be the determination of availability, the following data and reports are attached for your use.

1. Statistics concerning doctorates awarded to women compiled by the Association of American Colleges; - replaced y was accept date sent out 5/11/13

A summary of data on the availability of Negro Ph.D.s

This information should be self explanatory. It does not appear that patterns in doctorates awarded have changed significantly for either females or Negroes since 1969.

- Number of Bachelor's Degrees conferred by North Carolina Colleges and Universities by Institution, Sex, and Field of Study for 1968-69, 1969-70, and 1970-71. sotor in Statustical abstracts of NC Vegley Education
- 4. Number of Master's Degrees conferred in North Carolina by Institution, Sex, and Field of Study for the years 1968-69, 1969-70, and 1970-71. 34 M potratale butituted in state

This information is included for two reasons. First, it should give an idea of the size of the pool of potential graduate students in North Carolina by sex and by inference from predominately black institutions by race. Second, the data gives some indication of the kind of pool of college-trained individuals available for SPA positions. Data on graduates of two year institutions may be forthcoming to provide additional information about the availability of SPA personnel.

5. Minority Employment in State Government. - we do not some a copy on file

This publication provides some idea of how we compare with others and offers some recommendations which might be useful.

(Continued)

Affirmative Action Planning Page 2 January 12, 1973

(6.) 1971 work force estimates for counties in North Carolina by race and sex. attached

By the first week in February we hope to be able to provide SPA data by Department and School similar to that already provided for EPA.

"A Quick Reference to Federal Laws and Regulations Concerning Sex Discrimination in Educational Institutions" is also attached for your information. It may prove useful in sorting the various laws, orders and agencies involved.

Finally, another copy of HEW guidelines (Memorandum to College and University Presidents, October 1, 1972) is attached to help you in preparing a plan. Until we receive additional advice from the General Administration, these guidelines along with pages 44 - 49 of the HEW letter of September 27, 1972, to President Friday represent the general framework for our planning efforts although planning units can be imaginative and original in developing a plan within the framework.

CJ/mg

Attachments

Data on Availability of Negro Ph.D.'s

There does not appear to be good, current data on availability of Negro Ph.D.'s because data on race of degree recipients has not been collected in a systematic fashion. The two best sources of information are a Ford Foundation survey "Black American Doctorates" and a small book, Negroes in Science: Natural Science Doctorates, 1876-1969. Sections of the latter have been sent to appropriate Schools at NCSU. A summary of the information from both sources is attached for assistance in affirmative action planning.

- As of 1969, there were approximately 2,300 Negro Ph.D.'s in the United States. This total represents less than one percent of the country's earned doctorates.
- About 650 Negroes obtained natural science doctorates between 1876 and 1969. This total represents less than one percent of the doctorates awarded in natural science fields.
- Of the 1,096 respondents to the Ford Foundation survey, more than half earned their degrees in Education or the Social Sciences.

Field Education		Number	Percent
Education		313	28.6
Social Sciences		288	26.3
Biological Sciences		142	12.9
Humanities		136	12.4
Physical Sciences		129	11.8
Other (Agriculture, Business,	Engineering,		
Home Economics, Religion)		88	8.0
	Total	1,096	100%

- Of the 587 Ph.D.'s covered in <u>Negroes in Science</u> over 40% received a degree in the biological sciences and over 30% received a degree in chemistry. Degrees awarded between 1960-69 show the same pattern:

Field	Number	Percent
Biological Sciences	104	48.6
Chemistry	70	32.7
Physical Science (includes Engineering)	32	14.9
Agricultural Sciences	4	1.9
Total	210 (1960-1969)	

- The Ford Foundation concluded that the majority of black Americans who earned their doctorate received their undergraduate training at black colleges. NCSU can look at bachelor degree recipients from predominately black institutions in North Carolina as potential graduate students.
- $\frac{\text{Negroes in Science}}{\text{largest number of natural science doctorates to Negroes between 1960-69:}$

	Number
University	
Howard Michigan	17 16 14
Ohio State	12
Wayne State	9
Iowa	9
Catholic U.	8
Michigan State	8
Penn State	8
Wisconsin	7
Texas ·	7
Purdue	7
Illinois	6
0klahoma	5
NYU	4
Minnesota	4
Chicago	4
Kansas State	4
Kansas	4
Ill. Inst. Tech.	4
USC	4
Georgetown	

 Both the Ford Foundation survey and <u>Negroes in Science</u> agree in showing that about 80% of the Negro doctorates who are employed by colleges and universities are employed at predominately black institutions.

1971 WORK FORCE ESTIMATES

North Carolina

Total

			% of		% of
	Total	Male	Total	Female	Total
Civilian Work Force	2,313,700	1,355,340	50.0	958,300	41.4
Employment	2,223,200	1,318,360	59.3	904,840	40.7
Unemployment	90,500	36,980	40.9	53,520	59.1
Unemployment Rate	3.9	2.7		5.6	

White

			% of		% of
	Total	Male	Total White	Female	Total White
Civilian Work Force	1,855,540	1,107,460	59.7	740,400	40.3
Employment	1,798,790	1,082,700	60.2	716,090	39.8
Unemployment	57,150	24,760	43.3	32,350	56.7
Unemployment Rate	3.1	2.2		4.3	

Minority

	Total	Male To	% of otal Minority	Female	% of Total Mir	nority
Civilian Work Force Employment	457,700	217,000	5h.2 55.5	188,750	45.8	
Unemployment Rate	33,350 7.3	12,220	36.6	21,130	63.4	

1971 WORK FORCE ESTIMATES 1/ (lotal, Female, and Norwhite)

Civilian Work Force

	Civ	ilian Work			Employment	N.	τ	Inemployment		Une	mploymer	
	Total	Female no	Negro	Total	Female 1	Negeu	Total	Female n.1	Negro	Tre t to 7	1 0 m 2 m	elman
STATEVIDE	2,313,700	-10	111,200,191	2,223,200	904,84012		90.500				remale	
Alemançe	50,480	22,270	8,140:11,1	48,110	20,880,43.	7,550 157	2,370	53,520 59 3	2,130 75.5	3.9	5.6	7.3
Alexander	7,710	3,21,0,420		7,1,30	3,01,016	570 77	200	1,350 50 6	590 24.4	4.7.	6.2	7.2
Alleghany	3,610	1,45000	INA -	3,530	1,420,0	INA -	80	200 71.4		3.6.	6.2	5.0
Anson	. 9,080	3,660,42.5		8,510	3,510 %	3,170 37 3	570	350 61.4	1NA - 340 59.6	3.3	2.1	INA
Ashe	7,220	2,700374		6,830	2,53(37)	INA -	390	350 (61.4 170 (43.6		6.3	9,1	9,7
Avery	4,470	1,680371		1,150	1,580 35	4	320		INA -	5.4	6.3	INA
Pesufort	16,430	6,420391	4,420 26.9	15.810	6,04039	4.050 256	620			7.2	6.0	722
Bertie	7,360	2,710(31.3)	3,230,439	6,820	2.43035	2,860 411	540	380 \$1,3 200 9.9		3.8	5.5	8.1;
Bladen	8,780	3.40(1387	2,790 119	8,110	2,990	A	670	410/11.2		7-3-	10.3	11.5
Brunswick	8,890	2,974314	2,050 3.1	8,320	2,720 32.	1	570	250 43.9	370 55.5	7.6	12.1	_13.3
Suncer.be	64,130	25,550 105	5,450 55	61,830	24,790,40.1	the state of the state of the state of	2,300	1,200 51 2	190 33.3 250 11.2	6.4	8.4.	9.3
nirke	31,630	14,330463	2,000,3	30,410	13,470 4	f a Dagger	1,220			3.5	4.6	4.8
Catarrus	42,720	18,570 44 4	5.7901136	41,660	18,370	to applicate free and	1,000	860 705		3.9	6.0	9.0
Caldwell	24.580	10,070,403	1,400156	23,810	9,380 39	A	1,170	600 56.6	250 23.6	2.5	3.2	4.3
Carxien	1,080	390 36.1	320 29.6	980	320 32	280 27.4	100	70 70 0	110 9.4	1.7	13.6	7.9
Carteret	10,150	3,930111	1,130, 11.1	9,590	3,560 37	990 10.3	600	370 41.7	110 133	5.9	. 14-7	12.5
Carwell	5,990	2,420,419	2,6601444	9,590	2,140324		L:10	280 (8.3	CONTRACT OF STREET PROPERTY AND IN		9.11	12.4
Catawba	59,890	25,930 (3.3	4,840, 8.1	57,880	24,51,0124		2,010	1,350 69.3		6.6	11.6	10.2
Chathar	12,360	5,170418	3,740 303	11,750	4,790,40.5		610	380 42.3		3.4	. 5-4.	. 7.9
Cherckee	7,080	2,750 325	INZ -	6,590	2,51,037.5		450	210 425	320 (2.5 INA -	6.9	7.4	8.6
Chowan	5,120	1,870365	1,890 36.4	4,890	1,74035.6	1,730 35.4	230	130 56.5			7.6	- INA
Clay	1,490	600403	INA -	1,300	5740 91.5	INA -	190	601314	160 49.6 INA -	12.8	7.0	- 8.5 INA
Cleveland	35 410	14,740010	6,090 172	34,360	14,050 420		1,050	650 5.7	280 25.7	3.0	10.0	4-6
Columbus	20,520	8,13031.1	5,200 25.3	19,280	7,350/251	4,610 23.9	1,240	7801,29	550 474	6.0	PROPERTY AND THE REAL PROPERTY AND ADDRESS.	
raven	22,350	9,570 4:3	5.450 29.9	21,220	8,890 11.3	4,900 231	1,130	6801/02	m and of a of backery	7 1	-9.6 -	11.3
unierland	61,240	28,479	14,580123.8	58,060		13,580 23.4	3,180	2,050		-301-	7.1	10.1
urrituck	1,560	. 54(4341)	38004 44	1,400	430307	320 22.4	160	1101/4.2		10-2	7.2	6.5
lare	3,190	1,18037.0	290/3 8	3,030	1,090340		160	5010	60 37,5	10.3	7.6	15.8
nvidson	35,410	16,320,114	3,600191	37,1:40	15,010 41		:,970	1,31017.5	160 8.1	5.0	8.0	21.4
avie	6,260	2,410(39.5)	620,9.9	6.01C	2,270:11		250	140150	20 20	110	5.8	3.0
aplin	16,110	6,21038.5	4,670129.0	15,440	5,840,378	4,250 27.4	670.	370 55.1	Ti10 (12)			- 8.5
urhan	73,100	133,290,455	21,280/29 1	70,600	32.050.154	20,120 28.5	2,500	1,240 19.6	1,160 27.17	3.1		5.5
dgecorte:	23,250	9,560 111	9,320101	21,950	8,87C	8,410 36.3	1,300	690152.11	910 75.0	5.6	- 201	2.5
orsyth	112,670	47,21011.5	21,720 19.3	108,670		20,200 17.6	4,090	2,550 42.3		-3.6	- 7.2	7.0
rriklin	9.670	3,960111.0	3.490126.11	5,020	3,55011	3.050 33.9	650	410/3/	TEC 147.7	6.7	10.1	12.5
aston	70,200	30,060 423	7,84011.2	68,400		7.590 11.1	1,600	590(55.0)	250 1/3 9	2.6	3.3	3.2
ates	2,100	710 338	990 77.1	1,980	6201-13	910 12.0	120	90 75.0	EO 14.7	5.7	12.7	7.5
reham	1,840	660 35.9	INAI -	1,370	1,10,31,1		1.7C;	220 14.8	INA -	25.5	33.3	
						-		2501151	THAT I		'T'	Total Automorphisms

	Civilian Work Force		
	Macro	Employment	
Granville	Female Northite	Total Female Name Total Unemploym	ent Unemployment Rate
Greene	13,710 5,66041.3 5,600 40.8 5,110 1,9801.7 2,080 40.8	13.110 Female	· Notation Water to
Guilford Halifex	175,160 75,820 2715 500 40.7	4,700 1,700 31 1 760 39.4 600 390 65	1
harmett	12 /20 - 0,01437.5 6,460 221	- 21,600 - 73,150 42.4 34,100 20 011,650 - 2670 18.	320 700 8.0 16.1 15.9
Haywood Fenderson	14,510 4,790320 255 20.1	0 190126 - 1 2 100126	750 1 6:3 3.5 3.5
liertford	9,350 3,450 7,10 4,2	16.410 - 5 200 32.3 250 18 470 250 13	10.3. 10 1.
Hole Hyde	6,470 2,7504311 2 30012	8,870 3,160 35, 4,120 41 560 300 51	20 3.6 3.3 4.6 3.2 2.8
Irece?1	34,050 11 350 7 670 39.0	1,530 - 2,480 41.9 2,180 368 550 310 9	410 154 5.1 9.5 9.1
Jackson Johnston	7,350 2,51,040,0 210 23	32,920 13,660[4,2] 1, 970 35.3 190 140 73 7	130 2,4 11.0 21 5 101
Jores	2,950 1700 4,500 171	23,550 8.880 27 370 200 64	210 18 4 3.3 4.8 4.1
Lenoir	77 760	710 950 35 6 540 4 350 710 (3.3	520 30 4.2 71 9.5
incoln	13,190 5 5 5 1 2 8,870 32 1	26,250 10,1,70 2,640 19,2 740 400 40	200 2. 8.5 12.7 -17.5
adison	7,460 2,14777 111/1-	5,210 4.4 1,090 27 610 370 471	920 4.9 7.9 10.5
artin clowell	12,470 4.6 dest 1 000 -1	1,160/30.11 That 1 200 140/31.11	10 1151 4.6 6.6 6.0
ecklenburg	209.260 86 700 650 5.41	11 570 - 4,410 37 6 4,450 379 730 - 300 53 6	INA - 112.7 20.2
itchell intronery	5,040 1,90 227 TNA 21.3	201,090 83,650 41,0 42,610 33 - 430 230 53.5	10 37 5.9 8.9 9.7
ore	-10,350 - 4,250,010,010,010	10,090 1,780 376 INA - 300 120 9.0	1,950 377 2.5 3.5
w Hanover	31,200 12.09(1) 8 1012231 -	15 100 - 7 19 11 31 10 9500 10 10 11 11	100 6.3
rthamiton -	7,950 - 3,813 7,690 19.9	37,120 11,660 38. 8,030 4.71,110 630 57	360 19.3 4.6 6.0 10.3
slow ange	31,600 - 9,65441 3.460 11.1	7,420 2,500 332 3,500 19.4 1,580 970 1.4	450 210 1 1 5.2 8.1
rlico	2,150 - 50 - 4-330 12.0	23,130 - 9,830 418 3,230 44 1,170 860 21 -	330/31 6.7 12:0-86-
cer cer	- E 550 4,22 135 1 3,750 362	10 000	210/11 36 - 35
onimans son	6,110 1.03163 1 000 1	4.970	60 3.1 8.6 10.0 10.5
-	2,330 4,80 105 3,260 7,	2,560 920 5.91 620 320 150 340 55.71	260 44 5.4 7.5 6.9 370 5.5 10.9 14.8 16.14 16.14
ecle!	4,100 1,750 110,410 14.2	1,520 12,600140 5100157 840 540 44	377 124 1 2 6 200
	12 210 11,020 1.71 1,700 1.01	3,920 1,630 1,6 510 1,320 63.8 1,	270 6.2 6.3 - 5.5
son	38.670 15 600 31 3,910 23.9	5.770 - 6.200 12 4 1,780 3 11,300 - 710 12	20111 4.11 6.5 3.8
	3550000 0 0 0 10 51 21	930 -17 15 42 3,500 22 3 540 570	3.9 5.0 10.1

Civ	ilian Work Fo	rce į	Employment.				nemploymen	t	Unemployment Rate		
Potal		nultite	Total	Female	Norwhite	Total	Female	Normhite	Total	Female	North
Rocking Em 3h 250	14,600 42 6 15,550 42,1 7,930 44 9 6,510 34 9 6,510 34 9 6,420 12.6 9,020 14 4 0 2,930 38,7 11,780 40,4 1,550 36,7 2,530 72.0 4,50 37.6 8,240 41.6 7,410 41.6 1,840 27 1 1,210 33 6 3,860 27 4 15,250 34,6 11,160 39 6 2,650 49 4	5,000 3 q 1,730 y q 1,770 y q 1,750 4 4 6,00 x 1 1,770 4 4 1,000 x 1 1,770 4 4 1,000 x 1 1,000 x 1	32,650 35,110 18,630 15,350 14,140 15,680 6,930 28,150 3,560 7,550 1,110 16,850 17,260 115,320 4,720 3,200 5,520 33,250 27,160 27,160 27,160 27,160 3,350	13,860 42.0 15,100 43.0 7,150 46.6 5,850 32.1 6,050 42.8 8,510 43.9 2,500 32.1 11,170 39.7 1,380 34.8 2,350 40.1 7,580 40.1 1,710 76.1 1,710 76.1 1,7	1,6L0 8.9 L,1T0 18.7 3,920 22.7 1,710 9.7 560 11 1,210 4.3 1NA 120 5.4 380 34.3 5,950 34.7 21,560 19.7 2,230 47.4 1,030 32.4 1,030 3	260 350 100 940 670 2,850 240 260 380 1,430 770 1,620	800 SS. L 450 H/9 180 H/9 660 K/7 370 L/7 180 K/9 610 S7/5 170 K/9 180 S7/7 180 S7/7 190 T7/1 1,610 S7/7 130 SH/0 1,610 S7/7 130 SH/0 1,610 S7/7 130 SH/0 1,610 S7/7 130 SH/0 1,610 S7/7 1,610	220 72 9 50 72 9 50 72 9 50 72 9 72 9 72 9 72 9 72 9 72 9 72 9 72	8.5 3.6 6.2 4.4 3.7 2.4 1.6 7.5 1.6 1.6 1.6 1.6 1.6 1.6 1.6 1.6	5.5 2.9 6.1 10.1 5.5 5.3 11.7 5.2 11.0 7.1 13.3 8.0 6.3 3.3 7.1 15.7 6.3 5.6 9.2 15.6	6.1 4.1 5.2 11.3 5.7 11.4 5.7 11.4 7.6 4.9 11.4 7.6 4.9 11.9 11.9 11.9 11.9 11.9 11.9 11.9

^{1/} Female and nonwhite breakouts are based on 1970 census proportions.

Supplement to Attachment Transmitted with RS-Bulletin 72-33

Minority Work Force Data for Selected Aunties

County	y rk Porce	Minorii		Minori	ment	Minority Unemployment Rate		
County	1/2/3 23.00	Port Total		To of To	151	Do at Tat.	1	
Alamance	8,360	116.61	7,792	16.1	610	25.71	7.3	
Catavha	5.010	34	1,630	8.0	380	17.9	7.6	
Cumlerland	16,200	.26.5	11,980	25.2	1,220	32.4	7.5	
Devidson	3,720	194	3,560	9.5	160	8-1	14.3	
Forsyth	22,410	14.9	20,860	192	1,550	379	6.9	
Gaston	7,980	11.4	7,730	11.3	250	139	3.1	
Guilford	36,760	21.6	35,300	20.7	1,40	31.4	1.0	
Mecklenburg	1,6,320	221	111,200	21.7	2,030	39.3	11.11	
New Hanover	7,980	206	7,160	201	520	32.9	6.5	
Onslow	3,900	18.7	3,510	17.8	390	33.3	10.0	
Handoloh	2,130	16.5	1,930	61	500	15.4	9.1;	
Robeson	15,840	15, 3	18,010	56.2	1,800	45.7	9.1	-
Rowan	5,140	14.3	4,920	14.0	220	229	4.3	
Wake	23,500	19.7	22,370	14.4	1,130	39,6	4.8	
Wayne	10,970	31.6	10,120	30.4	850	64,4	7.7	-11



STATE OF NORTH CAROLINA

DEPARTMENT OF ADMINISTRATION

Office of State Personnel

121 West Jones Street

Raleigh 27603

- August 21, 1972

Mr. Trinkoon
De Leines
Um, Good Heigh
Murphy)
CLAUDE E. CALOWELL
STATE PERSONNEL DIHECTOR

Dr. John T. Caldwell, Chancellor North Carolina State University at Raleigh Raleigh, North Carolina 27607

Dear Dr. Caldwell:

ROBERT W. SCOTT

W. L. TURNER

At the request of the Governor, this office working with the Systems Management Division, has developed a survey program to furnish information covering employment by ethnic groups within State government.

The first report for your Institution is attached and includes a general summary for all employees of State government subject to the State Personnel Act. We believe this type of report will be helpful to you in evaluating the effectiveness of efforts to recruit minorities during the past several years. In several areas the percentages of minority employees are relatively small. This is particularly true in the executive, administrative, professional, and technical categories.

We recommend that you review this report and determine what your most effective approach to leadership in this area may be. We will be available to work with you in any areas you feel we may be of assistance.

Additional copies of this report are available upon request.

Sincerely,

Change E. Caldwell

vm

An Equal Opportunity Employer

ETHNIC CENSUS SURVEY SUMMARY

At the request of the Governor, the Office of State Personnel with the assistance of the Office of Systems Management analyzed ethnic employment in State government. The first report is attached.

Data for the computerized survey was acquired by using a method adopted by the two divisions of the Department of Administration.

A survey form was sent to each State agency, listing job classifications within State government and requesting that pertinent employment data for each agency be recorded. The data in this report is based on information submitted by each agency, effective March, 1972.

According to the report, there are 49,368 employees subject to the State Personnel Act. Of this number 9,451 (19.1%) are from minority groups; and 19,283 (39.1%) are women. The heaviest concentration of minorities is in the "Institutional Services Classes." Institutional services classifications include food service assistants, housekeeping assistants, laborer, laundry workers, etc. This group contains 39.5% of all minorities. "Medical, Health, and Laboratory Classes" contains 28.2% of total minority employees. Included in this grouping are medical laboratory technicians, analytical chemists, X-Ray technicians, physicians, nurses, therapists, attendants, nurses aides, cottage life parents, and practical nurses. Although there is a heavy concentration of professional classes in this grouping, most minority employees occupy the non-professional jobs. 12.2% of all minority employees are found in "Clerical and Office Services Classes." This class includes secretarial classes, mail clerks, messengers, stock clerks, claims examiners, title examiners and drivers license examiners.

Those positions that have T-grade or Flat Rates are occupied by 12.4% minorities. These classes include positions that are not initially included in the formal State's classification plan. Such positions are assigned a temporary salary range or flat rate until duties and responsibilities are defined and identified for formal adoption by the State Personnel Board.

Women employed by State government occupy two areas predominantly. 47.5% of all women employed by State government are in "Clerical and Office Services Classes." This is followed by a 24.8% concentration in "Medical, Health, and Laboratory Classes."

TOTAL EMPLOYMENT BY OCCUPATIONAL GROUPINGS EMPLOYEES SUBJECT TO THE STATE PERSONNEL ACT

ETHNIC CENSUS SURVEY SUMMARY

	-			E EMPLO	YEES				FEMA! Minority	Groups	YEES		Total All Employees	Total Minority Employees	Percentage Minority Employees
OCCUPATIONS	Total Males	Black	American Indian		Spanish Surnamed American	White & Other	Total Females	Black	American Indian		Spanish Surnamed American	White & Other			
Clerical & Office Services Classes	1265	219	4	1		1041	9157	875	41	8	6	8227	10422	1154	11.1
Accounting, Auditing, & Financial Management Classes	1263	19	2			1242	59	8		1		50	1322	30	2.3
Legal, Administrative Management, & Related Classes	1006	83	4	2		917	545	60				485	1551	149	9.6
Data Processing Classes	701	60	1	3	3	634	536	55		5		476	1237	127	10.3
Informational & Educational Classes	877	113	2	2		760	983	232	5	1	1	744	1860	356	19.1
Human Services Classes	1103	122	12	2		967	547	54		2		491	1650	192	11.6
Medical, Health, & Laboratory Classes	2728	1065	3	13	9	1638	4789	1540	6	31		3212	7517	2667	35.5
Licensing, Inspection, & Public Safety Classes	4204	355	19	28		3822	45	14				31	4249	396	9.3
Institutional Services Classes	3631	2320	16			1295	2456	1385	7	2	1	1061	6087	3731	61.3
Skilled Trades & Allied Classes	8743	526	10			8207	4					4	8747	536	6.1
Engineering, Architectural, & Allied Clames	2868	14		3	1	2850	33					33	2901	18	.6
Agricultural & Conservation Classes	1358	138	1			1219	36	3				33	1394	142	10.2
T & Flat Rate Positions	338	34	1		1	302	91	17				74	429	53	12.4
Total	30085	5048	75	54	14	24894	19283	4243	59	50	8	14921	49368	9451	19.1

60.3	2700
Code	2100

Agency	North	Carolina	State	University	
Division					

ETHNIC CENSUS SURVEY SUMMARY

	-		Minority	Groups	YEES .				FEMA Minority	Groups	YEES				
OCCUPATIONS	Total Males	Black	American Indian		Spanish Surnamed American	White & Other	Total Females	Black	American		Spanish Surnamed American	White & Other	Total All Employees	Total Minority Employees	Percentage Minority Employee
Clerical & Office Services Classes	47	14				33	765	34				731	812	48	5.9
Accounting, Auditing, & Financial Management Classes	10					10	1					1	11	40	207
Legal, Administrative Management, & Related Classes	17					17	9					9	26		
Data Processing Classes	207	20				187	139	7				132	346	27	7.8
Informational & Educational Classes	17	2				15	64	9				55	81	11	13.
Human Services Classes															
Medical, Health, & Laboratory Classes	5	4				1	17	5				12	22	9	40.
Licensing, Inspection, & Public Safety Classes	27	3				24							27	3 .	11.
Institutional Services Classes	274	242				32	124	110				14	398	352	88.
Skilled Trades & Allied Classes	219	16		- 1		203	1					1	220	16	7.3
Engineering, Architectural, & Allied Classes	24				4.1	24							24		
Agricultural & Conservation Classes	86	33				53	2	1				1 -	88	34	38,6
T & Flat Rate Positions	4					4	1				1	1	5		
Total	-1		17	-									2060	500	24.3

0 ..

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH Office of the Provost A Holladay Hall TO: A. Carnesale I. T. Littleton C. E. McKinney D. W. Chaney C. J. Dolce A. C. Menius, Jr. E. L. Ellwood B. C. Talley R. E. Fadum R. O. Tilman J. E. Legates W. L. Turner J. D. Wright FROM: Clauston Jenkins Attached is some data on SPA personnel groups in North Carolina which may be of use to you in implementing your affirmative action planning. Please see that the appropriate individuals receive it. CJ/mg Attachment

3/30/73

THE UNIVERSITY OF NORTH CAROLINA

General Administration CHAPEL HILL 27514

March 21, 1973

MEMORANDUM

TO: Equal Employment Opportunity Officers

FROM: Hilda A. Highfill

SUBJECT: 1970 Census Data on SPA Personnel Groups in North Carolina

For your information and assistance in developing affirmative action employment goals for SPA personnel, I am enclosing 1970 census data supplied by the Carolina Population Center's Demographic Research and Services Unit. The two tables show the following data which may be relevant to your needs:

1. Table 122.

- a. Numbers of employees in <u>occupational groups</u> by county: total employed; females employed
- b. Median earnings in 1969 of selected <u>occupational groups</u> by county: 6 male groups and 2 female groups

2. Table 127

- a. Numbers of employees in <u>occupational groups</u> in counties with 400 or more Negro population
- Median earnings in 1969 of selected <u>occupational groups</u>
 by county: 6 male groups and 2 female groups

Table 122. Occupation and Earnings for Counties: 1970

									symbols, see			
Counties	Alamance	Alexander	Alleghany	Anson	Ashe	Avery	Beaufort	Bertie	Bloden	Brunswick	Buncombe	Burke
OCCUPATION												
Tital analysed. 16 years old and ever Professional technical, and kindred workers. Enginers. Physicians, denists, and related practitioners. Health workers, except recipionars. Techness, escarb reside. Techness, escarb reside. Techness, escarb reside. Techness, escarb reside. Mongers and administrators, except form. Mongers and administrators, except form. Mongers and administrators, except form. Salaried. Monafocturing. Retail trade Other industries. Soles workers Retail trade Other industries. Soles workers Retail trade Circial and kindred workers. Circial and kindred workers. Circial and kindred workers. Automobile mechanics, including body repairmen. Metaloris and resourcine, accept outprobing. Metaloris and resourcine, accept outprobing. Metaloris and resourcine, accept outprobing formations. Construction crisismen. Construction crisismen. Transport equipment operatives. Transport equipment operatives. Transport equipment operatives. Transport equipment operatives. Transport acquipment operatives. Trans	720 977 482 292 2 462 1 634 823	1 784 414 414 151 152 163 170 340 177 57 57 57 51 124 414 144 144 144 144 145 167 167 177 178 188 188 188 188 188 188 188 18	2 244 224 224 225 5 5 6 26 97 111 775 75 705 705 707 707 707 707 707 707	\$ 313 555 7 64 249 9 244 500 61 61 1111 1161 1171 1175	7 014 441 28 16 9 16 9 18 22 22 24 43 87 100 260 212 212 212 212 213 310 100 200 200 217 110 100 200 200 200 200 200 200 200 200	4 407 342 4 4 42 131 5 155 258 5155 112 74 69 52 135 151 112 74 69 165 165 273 275 177 177 177 177 177 177 177 177 177 1	13 123 1 163 1 163 1 163 27 1 146 3 625 4 60 955 955 9 93 9 227 3 490 1 164 1 174 2 63 2 63 2 63 2 70 2 70 2 70 2 70 2 70 2 70 2 70 2 70	• 055 602 18 18 18 134 34 311 182 331 331 331 237 197 197 197 197 197 197 197 197 197 19	9 649 6399 30 30 30 14 46 46 46 264 264 136 160 1114 136 1114 136	7 151 5 29 2 2 2 3 1 2 17 2 17 2 17 2 17 2 17 1 19 2 27 1 27 1 19 2 27 2 27 1 19 2 27 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	\$7 233 7 671 203 204 41 1 204 1 204 1 204 1 204 2 217 2 451 2 451 453 3 558 6 558 8 550 8 550 8 550 8 550 8 550 8 550 1 100 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	26 579 2277 1279 1279 1279 1279 1279 1279 12
Farch amplityd, 16 years old and aver Professional, technocal, end kinded workers. Nurse: Nurse: Health workers, except nurses. Techers, clementary may secondary schools. Technocan, except health Other professional workers. Period frode: Other than resoll trade. Cerical and Nindred workers. Bookkeepers. Society workers. Personal service workers.	19 SE2 1 723 223 223 628 120 628 577 918 184 4 991 658 648 844 891 658 759 97 97 97 97 97 97 97 97 97 97 97 97 97	3 594 190 101 111 111 111 111 111 111 111 111	1 304 1272 1273 551 500 441 413 500 616 616 617 700 712 112 115 117 117 117 117 117 117 117 117 117	3 435 336 3 3 3 3 3 3 198 6 78 78 78 7110 7 7 7 551 1199 1290 200 7 7 1 504 1 807 4 7 2 20 2 20 2 20 2 20 2 20 2 20 2 20 2	2 631 2279 1322 - 85 57 57 57 57 57 57 57 57 57 57 57 57 57	1 481 184 184 186 186 186 186 186 186 186 187 187 187 187 187 187 187 187 187 187	\$ 640 \$65 \$65 \$65 \$65 \$65 \$65 \$65 \$65	2 154 343 22 246 67 44 93 89 96 67 44 93 89 96 80	3 246 3033 4033 1599 1090 1399 1991 1991 1992 2555 1122 1133 1962 662 99 94 1953 1954 1955 1957 1958	2 587 290 46 6 6 165 171 171 182 182 182 183 184 297 273 193 293 194 297 273 273 273 273 273 273 274 277 277 272 273 274 277 275 275 275 275 275 275 275 275 275	22 147 3 451 5 533 1 559 1 175 1 175 1 278 2 203 6 577 2 314 2 203 6 577 2 314 3 207 4 207 4 207 4 207 5 207 4 207 5 207 6 507 6 507 8 407 1 100 1	11 919 1 1244 25 244 25 252 2 191 2 191 2 101 2 102 2 103 3
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LACOA FORCE FOR SELECTED OCCUPATION GROUPS	\$6 117	\$5 380	\$4 639		53 914	\$4 197						\$5 527
Multi-14 years of ead over with sunlegs? Professional monogened, and kindred workers Coffsteen, foreness, and kindred workers Operatives, including transport Laborers, secral form form est and form monogers form kindress, accept mapaid, and form foreness.	9 627 6 615 5 252 3 613 2 838 2 117	7 164 6 515 4 677 3 021 4 600	6 667 4 014 3 932 2 592 2 615 1 613	\$4 622 7 431 5 816 4 237 3 662 3 425 1 744	7 311 4 641 3 803 3 079 2 220 2 194	6 656 4 650 3 971 3 071	\$5 170 8 286 5 725 4 752 3 036 3 256 1 722	\$4 212 7 173 5 023 3 740 3 309 3 463 1 731	\$4 198 7 673 4 957 4 150 2 450 3 104 2 099	\$\$ 619 7 911 5 740 5 658 4 652 2 678	\$5 843 8 813 6 103 4 915 3 166 2 392 2 149	8 144 5 955 5 643 3 364 2 000
femole, 16 years old and over with secology?_ Clerical and knowed workers	\$3 708 4 188 3 808	\$3 405 3 741 3 410	\$3 209 3 440 3 321	\$3 235 3 900 3 243	\$3 275 3 403 3 323	\$2 929 2 892 2 924	\$2 672 3 377 3 662	\$2 697 3 578 2 647	\$7 646 3 484 3 001	\$2 505 3 152 3 123	\$3 570 3 991 3 633	\$3 736 4 662 3 699

Table 122. Occupation and Earnings for Counties: 1970-Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

Counties	Cabarrus	Caldwell	Camden	Carteret	. Caswell	Catawba	Chathom	Cherokee	Chowon	Clay	Cleveland
OCCUPATION									* 1.1		
OCCUPATION Professional, Jenkoudi, log years ald and ever professional, Jenkoudi, and kindred workers. Engineers Prysional, dendists, and related prachitamers. Health workers, except professional workers. Health workers, except professional workers. Managers and administrators, except form Solarids. Managers and administrators, except form Solarids. Managers and administrators, except form Solarids. Metal trade. Self-employed: Betal trade. Self-employed: Betal trade. Other industries. Solar workers Professional workers. Areal trade. Clerical and Minterd workers. Craftsmen, fareners, and kindred workers. Arichanes and repairmen, except automobile. Metal craftsmen. Except mechanics Construction craftsmen. Other craftsmen. Ober craftsmen and monagers and construction factories. Construction craftsmen. Construction professional construction factories. Construct	35 740 2 611 1126 1127 1127 1128 1129 1129 1220 1220 1220 1220 1220 1220	23 966 1 701 93 44 1557 1577 1 401 334 4 246 226 226 200 300 300 300 24 154 25 2 154 26 6 672 4 154 4 154 5 154 5 154 6 6 75 1 1 022 1	1 425 114 	11 223 1 229 1 229 1 222 2 22 2 294 8 3 2 1 126 8 3 2 15 5 3 1 126 8 3 2 15 5 1 126 8 3 2 15 5 1 126 8 3 2 15 5 1 126 8 3 8 3 2 15 5 1 126 8 3 8 3 2 15 8 3 8 3 8 3 8 3 8 3 8 3 8 3 8 3 8 3 8 3	7 221 405 9 122 122 117 244 4.6 4.6 4.6 180 180 180 180 180 180 180 180 180 180	43 244 3 526 9 192 9 265 9 193 1 613 3 479 9 48 1 623 1 623 1 622 1 6 6 668 9 523 1 654 1 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	12 431 1 0037 32 22 25 25 25 25 25 25 25 25 25 25 25 25 25 2	\$ 558 457 227 227 237 247 247 247 247 247 247 247 247 247 24	4 019 375 112 112 112 113 114 114 115 125 125 127 127 128 129 129 129 129 129 129 129 129 129 129	1 477 147 -5 61 61 65 55 55 24 45 45 6 6 7 7 7 7 8 8 8 9 9 9 9 9 9 9 9 9 9 9 9 9	11 Cts 2 Cts 12 C
Food service workers Health service workers Personal service workers Protective service workers Private household workers Fanale angloped, 16 years old and over Professional technical and kindred workers	792 553 450 519 279 359 15 745 1 361 268 92	398 416 161 273 193 324 9 441 859 100 39	159 14 19 45 35 46 70 528 72 22	239 536 119 126 170 288 4 162 550 140	170 59 64 52 233 2 771 228 42 7	626 938 323 455 272 532 18 346 1 569 223 67	326 214 122 175 111 384 5 234 534 119	89 56 403 99 141 55 58 44 74 2138 203 52 33	68 82 22 85 43 165 1 431 203 13	10 25 9 6 33 703 85 19	525 316 316 267 751 12 700 1 356 273
Nortes Health workers, except norses. Teechers, elementary and secondary schools Technicals, except health Other professionals workers Monages and dammatrators, except form Protal trade Other hand retail trade Cairoll and kindred workers Backkeppt Schools workers Schools and Schools workers Schools and Schools workers Terratories, stangarophers, and hybits Certaines, facement, and kindred workers Operatives, except fectorial Directives, except fectorial Directives accept fe	627 45 328 319 546 450 88 2 942 939 1 621 1 621 2 95 7 915 84 7 574 24 477 4 4 34	37 428 6 286 224 359 25 1 723 1 24 554 554 4 311 1 347 2 926 2 926 30 2 14 1 12 3 5	10 14 54 54 54 59 101 31 31 22 76 57 77 17	*221 182 207 316 217 39 995 163 229 544 113 784 8 542 234 4 116	129 4 4 4 6 30 70 66 4 394 61 118 215 215 1 252 39 10 67 14 48	67 7788 26 475 407 841 714 127 3 719 1 135 2 063 723 8 540 2 194 5 991 355 55 56	244 222 103 150 124 112 12 878 132 334 412 95 2 177 168 1 871 138 17 2 232 41 41 50	64 13 41 42 115 115 115 382 41 122 219 35 963 186 735 42 5 70	127 - 52 - 58 - 90 - 61 - 9 - 321 - 53 - 145 - 123 - 36 - 313 - 312 - 264 - 37 - 32 - 30	49 	6.3 234 556 451 75 2 252 707 1 231 5 63 5 63 5 63 5 63 6 6 2 53 5 63 5 63 6 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7 8
Service workers, except private household Channing service workers Food service workers Houlds service workers Francial service workers Protective service workers Protective service workers Private household workers	1 481 299 378 359 369 20 344	878 115 329 140 202 5 315	89 10 19 45 15	770 104 405 114 99 5 283	315 68 147 49 35 233	1 619 157 689 273 379 29 509	558 129 161 102 122 - 378	231 24 112 51 44 74	183 21 74 22 58 165	61 5 10 26 9 33	1 203 173 401 310 280 72 735
Mele ampleyed, 14 and 15 years old White collar workers Flore collar workers Farm workers Service workers including private household	97 12 35 19 31	165 24 150		118 10 50 26 32	70 6 11 3	23 153 26 61	4 45 16	12	23	14	18 70 4 21
Female amplayed, 14 and 15 years ald White-color workers. Blue-color workers. Form workers. Service workers, seccest private household. Private household workers.	63 15 14 34	68 24 17 5 5 17	1	23 5 5 4 4	22 6 16 -	171 49 59 51 12	50 7 20 23	27 6 6 7 15			55 5 25 14
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with surnings?. Professional, monoperiol, and sindred workers. Crafismen, forer on, and skinded workers. Operatives, including transport Loberer; except form Formers and form monagers.	\$5 674 5 070 3 611 4 400	\$5 675 8 133 6 123 5 181 3 937 5 026	\$5 950 7 680 6 607 5 430 5 204 5 417	\$\$ 853 8 702 6 371 4 388 3 568 3 533	\$4 767 7 379 5 658 4 863 3 693 3 696 2 142	• \$5 972 9 093 6 435 5 162 3 694 3 237 3 069	\$4 867 7 496 5 632 4 444 3 299 3 917 2 606	\$4 612 8 247 5 181 3 975 3 225	\$4 663 7 7724 5 492 4 366 3 253 3 785 1 568	\$3 914 6 500 4 983 4 034	\$5 500 0 5 0 6 5 4 100 2 429
Female, 16 years ald ead ever with earnings! Clerical and kindred workers Operatives, including transport	\$3 828 4 022 3 893	\$3 611 4 048 3 667	\$2 104 2 354	\$2 627 3 409 2 573	\$3 249 3 352 3 628	\$3 412 4 044 3 632	\$3 458 3 759 3 578	\$3 243 3 939 3 322	\$2 934 3 4/0 3 (41)	\$3 123 3 035	\$2 500 3 532 3 771

* [Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

Counties	Columbus	Craven	Cumberland	Currituck	Dore	Davidson	Davie	Duplin	Durham		
OCCUPATION						00403011	Dovie	Dupin	Durhom	Edgecombe	Forsyth
Total emplayed, 16 years old end over Professional, technical, and sinded workers. Engineers. Poysionals, densitis, and related prochinorers. Health warrers, except institutioners's restriction of the secondary schools. Technical extensional or secondary schools. Technical extensional or service secondary schools. Menal trade Read trade Other institution. Soles workers Retail rade Other institution. Soles workers Retail rade Other institution. Soles workers Retail rade Other institution. Construction of registering, excell automobile mechanics, including body repairment. Mechanics and registering excell dischanged. Construction creftisms Operatives, except transport Curalle good semiplicativing Newhorldish good's monifocturing Newhorldish good's monifocturing Newhorldish good's monifocturing Newhorldish good's monifocturing Transport expension deraulines Transport expension operaulines Tra	1 613 220 273 520 1 604 1 297 1 227 282 395 140 203 109 458	17 295 2 100 177 197 197 197 197 197 197 197 197 197	47 058 6 079 197 197 197 197 197 197 197 197 197 1	2 166 2 174 13 172 172 178 199 199 199 199 130 107 107 107 107 107 107 107 107 107 10	2 333 27 27 37 3 3 3 3 136 407 1 8 20 20 20 20 20 20 20 20 20 20 20 20 20	43 595 3 275 1164 3 307 1 106 1 207 1 207 1 207 1 207 2 641 427 2 641 427 427 427 427 427 427 427 427 427 427	7 809 558 31 31 30 86 86 86 86 86 86 86 86 86 86 86 86 86	14 200 1 133 12 55 1066 1 567 1 597 1 39 1 311 2 77 1 79 1 39 1 312 1 20 1 20 1 20 1 20 1 20 1 20 1 20 1	55 377 10 627 10 627 2 079 1 467 5 301 4 003 3 306 5 301 2 081 3 043 1 497 1 0 000 6 692 1 497 1 725 1	19 324 1 154 1 154 1 154 1 154 1 154 1 154 1 164 1 164 2 200 2 263 3 3 3 3 3 2 2 2 2 2 2 2 2 2 2 2 2 2 2	## 214 14 274 1 4770 2 8577 1 1777 2 8577 1 1777 3 1777 3 1777 3 1777 3 1777 3 1777 3 1777 3 1777 3 1777 3 1777 4 4770 4 4770 4 4770 4 4770 4 4770 4 4770 4 4770 4 4770 4 770 5 5 777 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Frends englayed, 19 years all and ever Professional, technool, ord washerd workers. Nores Health workers, except nurses. Health workers Amongers and administrators, except form Soles workers Retail trade Other threshold workers Books except. Books except. Grant than retail trade Clerical and kindred workers. Books except. Socketaries, string-prophers, and typists Certifiates, forgrants, and an find workers. Cyrethias, except from the first workers. Cyrethias, except from the first workers. Directly additionally the first workers. For workers, except from the first workers. Formers and form threats. Form bookers and form furnish. Formers and furnish furnish. Formers and furnish furnish. Formers and furnish workers. French farming workers.	6 179 784 784 784 785 787 787 787 787 787 787 787 787 787	7:216 1 126 1 126 1 126 1 127 1 127 1 128 1 129	21 422 3 495 10 88 1 883 5 763 6 800 1 1 453 1 4	6.5 100 102 12 12 12 12 12 12 12 12 12 12 12 12 12	837 83 27 1 148 28 28 6 6 201 27 77 21 23 36 - 10 23 36 - 21 22 23 24 25 26 27 27 27 27 27 27 27 27 27 27 27 27 27	17 444 1 532 244 6 68 821 42 2 350 3359 7797 7797 1 3 722 2 672 2 673 2 673 34 35 2 673 34 35 36 36 37 4 615 37 2 623 4 615 37 38 38 38 38 38 38 38 38 38 38 38 38 38	2 934 203 45 45 45 45 41 122 23 25 25 45 111 111 115 115 115 115 115 22 25 25 25 25 25 25 25 25 25 25 25 25	\$ 407 687 17 17 27 27 27 21 183 2245 184 265 187 187 187 187 187 187 187 187 187 187	25 120 4 945 1 005 1 105 1 159 1 159 1 159 1 207 1 207 1 205 1 265 2 3 242 3 242 3 242 3 242 3 243 4 377 7 704 4 377 7 704 4 377 7 704 4 377 7 704 4 377 7 704 1 305 1 3	7 807 932 107 932 107 932 109 932 109 109 109 109 109 109 109 109 109 109	24 311 5 949 1 CE 2 2 297 2 297 2 297 2 2075 1 CE 2 2 1 CE 2 2 1 CE 2 2 1 CE 2 2 1 CE 2 3 1 C
Bis-color workers Form workers Service workers, uncluding private bloosehold Frank employed, 16 and 15 years sid White-color workers Form workers Fo	20 6 11 3	72 16 44 25 5 14	114 16 53 114 53 4 4 4 13	5 5 11 - 4 7	5	138 15 41 96 18 32 4 29 14	37 15 17 	91 13 50 21 7 52 4 14 13 11	81 21 40 84 35 	53 26 5 80 42 7 10 16 5	85 174 12 95 163 63 53 21 26
Professional, monageral, and ever with seraings? Professional, monageral, and swored workers. Craftsmen, foremen, and sincled workers. Operatives, including transport. Laborers, every form. Fermers and form monagers. Fermers and form monagers.	\$4 648 7 207 5 512 4 345 3 143 3 321 1 583	\$5 951 9 342 6 609 4 859 3 507 3 720 2 417	\$5 665 8 641 5 741 4 428 3 352 3 510 1 604	\$5 234 8 107 5 250 6 634 4 459 2 443	\$5 639 7 284 5 585 4 970 3 973	\$3 723 8 333 6 401 5 0% 3 454 3 652 1 821	\$5 316 7 558 5 951 4 904 3 927 -3 344	\$4 212 7 261 5 C09 4 156 3 191 2 721 1 747	\$5 118 8 873 6 543 5 134 3 482 2 877 2 361	\$4 641 7 820 5 685 4 399 3 154 3 375 1 393	56 822 10 215 7 113 6 003 4 003 2 458 2 845
Female, 16 years old and ever wish earnings? Clerical and kindled workers Operatives, including transport Hischides oliocated cause, not shown senarately	\$2 741 3 407 3 062	\$2 941 3 470 3 061	\$3 148 3 664 3 025	\$2 264 3 731	\$2 486 2 672 	\$3 599 3 933 3 631	\$3 469 4 042 3 604	\$2 828 3 604 3 025	\$3 475 3 958 3 929	\$2 968 3 674 3 260	\$3 \$03 4 135 4 145

Heckides allocated cases, not shown separately. Heckides persons in other accupation groups, not shown separately.

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

	Jaid Beske un so										
Counties	Franklin	Gastan	Gates	Graham	Granville	Greene	Guilford	Halifax	Harnett	Haywood	Henderson
OCCUPATION											
Professional, technical, not related and size Professional, technical, and kindred workers. Enginers Physicians, dentists, and related prochioners Physicians, dentists, and related prochioners Physicians, dentists, and related prochioners Petal traced and secondary schools Technicans, exeral health Other professional workers Managers and administrators, execut form Solared Betal trade Other industries Self-amployed Retail trade Other industries Self-amployed Retail trade Other industries Self-amployed Retail trade Other industries Other craftsiams Operatives, except from Operatives, except from Operatives, except from Operatives, except from Solared Other laborary Retail trade Other laborary Transport except from Other laborary Transport except from Other Other laborary, except from Formers and down menagers Freight, stack, and material handlers Formers and down menagers Freight extracts Freight extracts Freight extracts Freight extracts Freight extracts Freight extracts Freight extracts Freight extracts Freight extracts Freight extracts Freight extracts Freight extracts Freight extracts Freight extracts Freight extrac	* 714 610 105 105 105 107 107 107 107 107 107 107 107	47 216 5 293 218 1 331 1 2 114 4 4 49 224 1 485 4 1 485 4 1 485 4 1 485 4 1 972 7 1 972 7 1 972 7 2 305 8 2 4 4 5 2 4 5 3 1 972 7 2 10 754 7 2 10 7 2	2 407 211 - 6 37 27 73 27 73 131 131 145 45 45 45 45 45 45 47 47 47 49 49 49 49 49 49 49 49 49 49 49 49 49	2 153 288 4 4 4 5 145 247 177 118 109 400 400 401 389 277 277 277 277 176 166 166 167 277 277 277 277 272 274 169 169 169 169 169 169 169 169 169 169	11 443 1 003 253 257 259 259 259 259 259 259 259 259 259 259	3 398 341 7 6 28 133 131 131 131 131 141 271 281 381 381 381 381 381 381 381 3	127 1.98 16 748 16 729 1 559 1 8 101 1 8 107 1 1 507 1	17 474 1 311 51 51 71 71 72 126 556 72 72 141 417 477 477 671 671 671 671 671 671 671 671 671 6	18 544 1 491 1 491 1 545 1 545 1 572 1 573 1 573 1 573 1 608 1 608	14 %0 61 61 62 69 69 69 69 69 69 69	14 122 155 155 155 155 155 155 155 155 155
Private household workers Finals analyzef, 16 years old and ever Professional, technical, and kindred workers. Nortes Health workers, except innexes. Health workers, except innexes. Technicians, except health Technicians, except form Soles workers Ratiol trade Other than retail trade Clerical and kindred workers Bookkepers Secretizers, stenoprophers, and typists Secretizers, stenoprophers, and typists Technicians, priceise, and sindred workers Operatives, except formore Durable goods manufacturing Nonacropia goods manufacturing Nonacropia goods manufacturing Nonacropia goods manufacturing Formers and form manufacturing Formers and form manufacturing Formers and form manufacturing Formit workers, except private households Clearing service workers Fred Laverick workers Fred Laver	3 824 67 21 112 112 112 113 113 113 113 113 114 18 1	28 540 2 499 499 499 499 499 499 499 499 499 4	474 123 32 	491 133 36 98 98 24 24 12 12 12 12 167 77 81 167 77 151 141 68 5 5 5 22 2	4 599 673 139 77 265 161 172 186 172 187 187 187 187 187 187 187 187 187 187	1 955 118 155 5 188 42 425 42 45 43 11 -344 94 101 149 44 14 157 557 557 557 248 198 198 198 197 49 23 51	\$3 705 7 777 3 771 3 771 3 771 3 771 3 771 3 771 3 771 2 772 2 772 2 772 2 772 3 74 5 701 1 701	4 541 659 969 969 979 979 979 979 979 97	7 093 7631 1431 777 346 221 211 417 402 15 15 40 244 468 801 1729 184 184 184 184 184 184 184 184 184 184	4 832 8230 94 94 346 346 347 234 151 151 152 1 1000 1 1000	1 329 120 44 96 18 54 8C2 75 351 202 94 45 271
Male employed, 14 and 15 years ald	71 4 61 -	347 45 207 6 67	28 5 12 11	17 10 7	27 10 17 -	31 22 9	654 277 240 12 125	107 9 55 23 15	78 12 50 16	54 5 38	39 6 18 7 8
White-color workers. Blue-color workers. Blue-color workers. Farm workers. Service workers, except private household. Frincile household workers.	13 5	184 37 77 38 32	111111	77	20 15 - - - 5	19 10 9 -	183 60 49 6 47 21	48 11 9 8 5 15	14 4 5 5	3	28 6 9 13
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LATOR FORCE FOR SELECTED OCCUPATION GROUPS											
FOR SELECTED OCCUPANTON ON ONCORS For lessional, managering, and whiter workers. Crestower, including transport Laborers, except form Formers, and form managers Form loborers, except unpad, and form foremen.	\$4 284 7 118 5 503 4 010 2 875 2 987 1 914	\$5 941 8 691 6 719 5 142 3 743 4 301 1 720	\$4 546 6 765 5 538 4 600 3 693 2 926 1 393	\$4 \$31 6 603 \$ 626 4 475 3 603	\$4 409 7 27 5 173 4 342 2 955 2 437 1 541	\$3 779 7 553 5 738 4 875 2 727 2 813 1 270	\$6 653 10 435 6 770 5 334 3 715 3 272 2 531	\$4 759 7 759 5 992 4 617 3 140 2 839 1 595	\$4 657 6 939 5 293 4 357 3 058 2 553 1 785	\$5 980 6 433 6 358 5 921 3 668 2 427 2 170	7 487 6 074 5 163 3 160 3 774 2 550
female, 16 years ald and ever with sernings? Clerical and kindred workers Operatives, including transport	\$1 156 4 032 3 155	\$2 634 3 949 3 781	\$1 984 3 118 1 733	\$3 054 3 291	\$3 423 4 121 3 199	\$2 159 3 123 3 040	\$3 670 4 088 3 693	\$2 884 3 756 3 643	\$3 033 3 435 3 302	\$3 518 3 669 4 295	\$1 1°7 3 466 3 656

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text!

		1	1	r cuse for uer	ived regules (per	Cent, median,	etc.) and meani	ng or symbols,	see lext)		
Counties	Hertford	Hoke	Hyde	rede	Jockson	Johnston	Jones	Lee	Lengir	Lincoln	McDowell
OCCUPATION											
Tatal enjoyed, 18 years ald and ever professional, technical, and kindred workers Engineers. Physicians, deniests, and reared prochingers. Physicians, deniests, and reared prochingers. Technicans, except prochingers are consistent and the proching street. Technicans, except profits of the proching street. Managers and administrators, except form Solvered. Managers and administrators, except form Solvered. Managers and administrators, except form Solvered. Managers and the proching Relations. Solvered. Managers and trade. Solvered the proching solvers. Relations of the reductives. Solvered the proching solvers. Relations of the reductives. Solvered the proching solvers. Relations of the reductives. Solvered the proching solvers. Relations of the reductive solvers. Relations of the reductive solvers. Authorities of the reductive solvers. Authorities of the reductive solvers of the reductive solvers. Authorities of the reductive solvers of the reductive solvers. Authorities of the reductive solvers of the reductive solvers. Authorities of the reductive solvers of the reductive solvers of the reductive solvers. Medical managers of the reductive solvers of the reductive solvers. Prophyl stock, and material honders. Other blooms, except form. Construction blooms. Freight, stock, and material honders. Other blooms, except form. Formers and form employers. Recommended Cleaning service workers. Resource workers. Resource workers.	7 104 833 41 550 1000 6224 42 42 42 1442 162 162 162 162 162 162 162 17 67 67 67 67 67 67 67 67 67 67 67 67 67	\$ 727 5 727 131 144 167 169 200 244 43 43 441 43 441 221 101 101 102 102 103 103 104 105 105 105 105 105 105 105 105 105 105	1 699 191	31 975 2 6610 6410 6417 6518 6518 6518 6518 6518 6518 6518 6518	7 442 8 800 22 22 12 8 83 195 195 491 491 491 491 491 492 493 491 197 493 199 199 199 199 199 199 199 199 199 1	14 100 108 50 108 50 108 108 108 108 108 108 108 108 108 10	3 953 294 100 100 110 110 110 110 110 110 110 11	12 119 177 1172 177 1304 777 1300 1301 1403 1502 1502 1502 1502 1502 1502 1502 1502	20 439 2 107 2 107 2 107 2 107 2 108	E3 C5 156 403 772 371 738 122 184 228	11 441 1 0151 1151 1151 1151 1151 1151 1151 1
Private Rousehold workers Familia englysel, In years sid and were Frafesslonel, technicel, and kindred workers Nurses Nurses Neach workers, except nurses Technicians, except here secondary schools. Technicians, except here secondary schools. Technicians, except here Monogers and administrators, except form Seles workers Retal trace Other than retail trace Clarical and kindred workers Bookkrepers. Other than retail trace Currical and kindred workers Bookkrepers Other than retail trace Currical and kindred workers Bookkrepers Other than retail trace Currical and kindred workers Other than retail trace Operative, secret fromport Durbbe access manufacturing Nandworkel access manufacturing Nandworkel access manufacturing Tenness and Itam monogers Farm blobrers and farm Itarensa Farm blobrers workers Food Service workers Health service workers Fersonal strain workers Fersonal strain workers Fersonal strain workers Fersonal strain workers	2811 426 50 50 50 50 50 50 50 50 50 60 60 60 60 60 60 60 60 60 60 60 60 60	2 348 2 278 276 4 12 136 136 137 105 105 105 105 105 105 105 105 105 105	40 546 103 8 67 31 61 63 63 63 63 63 63 63 63 63 63	550 13 2211 1 2855 2272 637 757	173 2 819 364 554 148 149 119 119 119 119 119 119 119 119 119	\$666 1 177 177 187 187 187 187 187 187 187 187	98 1 211 1 138 1 4 1 1 1 10 1 10 1 10 1 14 1 14 1 14 1	299 4 935 1 935 1 131 2 13 2 13 2 13 2 13 2 13 2 13 2 1	834 8 140 1 141 1 153 80 576 6 304 409 1 495 318 445 425 205 1 765 1 765 2 20 1 712 2 214 2 20 1 102 3 77 2 75 1 128 3 115 3 52 3 29 3 29 3 29 3 3 1 1 2 2 2 4 2 3 3 2 3 2 3 2 3 2 3 2 3 3 3 3 3 3 3 3	181 697 131 44 312 22 22 22 22 22 27 100 20 25 25 25 26 27 3 25 26 27 3 25 3 25 3 25 3 25 3 25 3 25 3 25 3 25	130 4 997 80 221 245 257 123 183 183 183 183 183 183 183 183 184 184 184 184 184 184 184 184 184 184
Protective service workers Private household workers White-color workers White-color workers Blue-color workers Form workers Service workers, including private household Female ampleyed, 14 and 15 years ald White-color workers Blue-color workers Ferm workers Service workers, except private household Private household workers Service workers, except private household	363 43 10 17 5 16 17 4 4	235 54 21 29 4 4 37 5 10	40	537 126 31 78 5 12 72 37 72 37 6 16	173 42 22 20 5 5	555 104 27 71 6 6 18 18	98 4 - - 4 - 5 5	239 54 26 22 6 37 16 3 6	824 99 29 35 34 - 45 5 16 8 22	157 167 55 41 14 44 19 25	130 44 9 28 9 7
MEDIAN CARNINGS IN 1989 OF PERSONS IN EXPERIENCED CWINIAM IAROS FORCE FOR SELECTED OCCUPATION GROUPS For the state of the second	\$4 757 8 022 5 616 4 077 2 977 4 192 2 076	\$4 502 7 576 5 575 4 419 3 221 1 471 1 910	\$3 432 5 765 2 937 2 963 2 939 4 607 2 156	\$5 564 8 244 6 247 4 975 3 550 2 547 2 763	\$4 421 7 162 5 146 4 352 3 017	\$4 548 7 573 5 707 4 429 3 053 2 500 1 677	\$4 335 6 645 5 511 4 628 2 850 3 313 - 1 690	\$5 420 8 748 5 926 4 635 3 396 3 031	\$5 281 9 214 5 916 4 484 3 237 4 054 1 440	\$5 767 8 511 6 083 5 154 4 597 3 500 1 665	\$\$ 311 7 202 6 236 4 633 3 877
Famale, 16 years ald end ever with cornings?	3 3 11 2 935	\$3 121 3 685 3 405	1 329	\$3 505 3 963 3 523	\$3 087 3 235 3 292	\$2 905 3 646 3 G33	\$2 451 2 911 2 518	\$2 963 3 544 3 030	\$2 869 3 454 2 925	\$3 612 3 604 3 755	\$3 573 3 741 3 663

Uncludes allocated cases, not shown separately. Sincludes persons in other accupation groups, not shown separately.

_410 100000 0000000

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and menning of symbols, see text)

Counties	Mocon	Madison	Martin	Mecklenburg	Mitchell	Mantgomery	Moore	Nash	New Hanover	North- ampton	Onslow
OCCUPATION						1.4					
Professional, technical, and knoted workers Enginers. Enginers. Health waters, except encitioners Health waters, except encitioners Technical, and the state of the state	\$ 535 478 14 32 60 175 34 163 433 433 25 56 202 65 85	\$ 223 468 20 6 6 170 21 245 306 13 42 124 115	8 449 811 37 19 55 342 70 286 491 29 96 170 156 40	154 175 22 202 2 453 831 2 302 4 482 1 754 10 380 15 801 2 329 3 249 8 376 876 951	4 721 408 24 33 24 146 26 155 350 18 36 137 132 27	8 135 522 10 25 697 216 36 166 476 115 44 192 70 55 33	14 980 1 471 94 106 197 407 47 614 1 037 88 246 452 205 96 771 493	22 134 1 810 69 110 249 535 134 713 2 081 262 486 880 278 175 1 573 901	12 750 4 265 550 217 554 1 008 487 1 468 3 398 361 695 1 557 337 448 2 440 1 355	7 602 592 	17 259 1 945 63 59 181 837 64 746 1 641 42 379 830 243 1 397 1 397
Retal fode Other than retail frode Forced and kindred workers Automobile mechanism, and automobile Construction creditaren Other craditaren Other craditaren Druckle goods monoutscharing Kondweble goods manufacturing Kondweble goods manufacturing Kondweble goods manufacturing	183 48 462 1 064 91 162 29 409 343 1 325 213 956 156	115 77 38 424 702 66 58 45 266 267 1 185 359 701 126	349 164 926 1 018 128 160 33 408 289 1 477 1 046	6 349 9 641 33 191 18 280 1 865 2 872 1 015 3 936 8 642 16 525 2 690 8 165 5 470	128 82 534 833 83 157 49 262 247 1 378 274 965 159	246 67 606 1 442 98 333 82 278 651 2 851 428 2 167 256	278 1 688 2 203 131 462 125 735 750 3 259 851 1 994 404	672 956 3 112 294 502 129 900 1 287 4 177 587 2 794 796	1 065 5 243 5 293 459 784 366 1 455 2 199 4 607 1 197 2 319 1 091	242 168 74 668 602 96 136 19 265 265 1 333 303 747 281	342 3 C55 2 S41 338 414 48 940 821 1 S52 200 215 672
Ireasport equipment agentives abovers, except form Construction behaves Freyth, stack, non motoral banders Freyth, stack, non motoral banders Other behaves, except from Other behaves, except from Gram behaves and from foreme Bernick workers, except provide household Coloming service workers Food service workers Frod service workers Frod claves except from Frod cla	272 434 81 54 299 186 150 402 86 159 28 72 29 143	319 305 108 122 876 122 876 383 56 112 13 95 57	347 466 111 159 196 638 653 713 193 222 63 130 43 346	6 966 6 745 1 036 3 274 2 386 278 389 14 321 2 946 4 195 1 926 2 327 1 751 3 666	214 287 49 94 144 145 50 293 95 85 49 17 47	304 632 32 269 331 153 130 558 83 165 109 132 44	515 906 101 255 549 442 412 1 633 574 160 303 150 593	826 1 C88 275 275 336 477 918 1 281 1 671 432 464 184 324 213 641	1 261 1 615 245 738 632 58 231 3 276 742 1 030 382 574 344 1 042	373 677 246 148 285 425 541 607 150 171 48 72 133 390	776 860 167 327 371 540 274 277 437 73 366 407
Fenale employed, 16 years old and ever. Yofessional, technool, and kindred wowers. Norts. N	2 197 290 54 13 129 6 65 66 134 126	1 586 217 6 123 	3 175 410 46 9 260 95 78 268 235 33	63 353 9 771 1 633 585 3 695 254 3 354 2 184 4 443 3 560 883	1 770 161 14 4 96 3 44 95 71 - 55	3 357 321 59 10 174 13 65 55 124 119	6 254 722 126 43 269 264 302 292 253 39	\$ 427 972 208 44 422 21 277 306 547 459 88	12 936 1 835 393 147 799 26 471 503 607 691	2 363 378 33 24 277 11 53 97 75	7 726 1 210 101 44 660 5 350 355 607 78
Other han refoil frade Incide and kinderd workers Bookkeypers Bookkeypers Bookkeypers Speciations, steenogenomers, and hypius Other clerical workers Other clerical workers Other clerical workers Incidence, act kindered Dozetle goods monofacturing Monofacturing Special workers Incidence in the steen seed of the seed of the steen seed	302 67 124 111 43 903 112 773 23	277 37 91 147 49 621 137 441 43 7	701 171 172 358 35 758 76 622 60 4 28 30	24 400 2 691 8 749 12 940 1 297 8 466 855 5 397 2 214 204 653	315 62 91 162 29 856 62 789 35	454 89 131 234 68 1 667 65 1 466 116 7	1 329 144 616 569 111 1 738 383 1 231 124 29 138	2 095 459 606 1 000 233 2 377 139 2 006 202 29 100	3 653 613 1 227 2 013 2 83 2 204 470 1 361 373 76 133	462 58 176 226 39 496 97 327 72 6	2 449 358 623 1 459 805 47 541 217 24 78 52 81
errers and form hormory members are remained by the server provide household! Cleaning service workers, except provide household! Cleaning service workers. Health service workers. Ferspool service workers. Ferspool service workers. Perspool service workers.	11 26 227 21 130 24 34 136	47 9 191 12 72 13 65 8 8 34	102 418 78 170 57 79 - 343	32 79 8 257 1 155 3 031 1 730 1 629 73 3 567	11 153 26 79 35 13 29	41 15 341 19 144 88 71 	58 97 4 874 151 393 137 145 564	29 227 886 123 334 160 232 4 626	2 CO1 333 610 343 361 26 1 042	338 65 161 44 43 7 380	1 439 190 773 73 247 10 402
Mate engloyed, 14 and 15 years eld White-collar workers sibe-collar workers gram workers Jervice workers, including private household	55 5 17 13 20	12 5 7	9 -4 5	841 292 363 11 155	=	30 4 21 5	109 5 71 6 27	79 4 39 36	151 49 83 5 14	40	93 35 15 27 16
Famals emplayed, 14 and 15 years old	18 6 7 5	111111	25 6 8 5	358 148 49 	33 20 7 6	35 11 4 9	37 11 6 15 5	42 15 10 7 10	94 24 33 20 17	14	25 9 - 15 11
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS							***				
Mile, 16 years off our with available roles should be received by the state of the roles of the roles of the roles of the roles on the role of the roles on the role of the ro	\$4 331 6 729 4 - 7 3 5(-) 1 725 2 200	\$2 877 6 311 5 117 3 9 57 3 6 5 2 057	\$4 322 6 490 5 469 4 462 3 207 2 988 1 512	\$7 308 10 917 6 968 5 484 3 944 4 230 3 425	\$4 671 6 750 5 036 4 534 3 198 2 333	\$4 \$17 7 750 5 429 4 353 3 220 1 703	\$4 973 7 995 5 371 4 365 3 293 4 022 3 357	\$4 941 8 571 5 378 4 289 2 705 3 314 1 487	\$6 678 9 770 6 670 5 553 3 533 3 382	\$3 751 7 527 4 972 3 671 2 616 4 065 1 853	\$\$ \$13 6 325 5 664 4 372 3 674 7 674 1 785
female, 16 years ald and ever with corelogs! lerical and kindered workers	\$3 209 4 274 3 338	\$3 227 2 770 3 313	\$2 576 3 466 2 756	\$3 700 4 307 3 591	\$3 341 3 878 3 205	\$3 368 3 668 3 421	\$3 169 3 645 3 324	\$3 054 3 544 3 147	\$3 246 3 717 3 349	\$2 402 2 995 3 235	\$2 70C 3 311 2 322

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

						cem, ir ed on, e	re., and the annual	g of symbols, s	- Idali		
Counties	Orange	Pamlica	Pasquatank	Pender	Perquimans	Person	Pitt	Palk	Randolph	Richmond	Robeson
OCCUPATION					•						
Tatal employed, 18 years eld end ever professional, technocil, and kindred workers Engineers. Physicians, dentairs, and related practitioners with the professional workers and technocians, except health. Technocians, except health. Other professional workers. Managers and administrators, except form. Solvered. Administratoring. Other industries. Solvered. Administratoring. Other industries. Solvered. Administratoring. Other industries. Solvered. Other industries. Retail trade. Other industries. Retail trade. Other han retail trade. Cerceal and kindred workers. Automobile mechanics, uncluding body reportered. Metail cradium, except machanics, descriptions. Automobile mechanics, uncluding body reportered. Metail cradium, except mechanics. Construction cradiation. Other cradium, except mechanics. Construction cradiation. Direction of the profession of the profession mechanics. Other cradium, except mechanics. Construction cradiation. Durable exists manufacturing. Nondurable pools manufacturing. Nondurable pools manufacturing most profession. Construction badoers. Freight, stack, and maleral bandlers. Freight, stack, and maleral bandlers. Fermers and farm more area. Fermers and farm formers. Fermers and farm formers. Fermers and farm formers.	21 450 6 700 1 465 7734 1 465 7736 7736 7736 7736 7736 7736 7737 1 407 7737 1 407 1 100 1 100 1 100 2	2 943 2246 211 2-7 833 143 143 143 143 144 177 177 173 173 174 174 174 174 174 174 174 174 174 174	9 343 1 174 2 55 57 96 439 77 71 459 597 212 212 213 213 214 454 454 454 1 459 1 459 1 459 2 454 1 459 2 454 1 459 2 454 2 554 2 554	4 254 470 14 677 1448 139 139 1419 679 219 1419 679 219 164 176 176 176 176 176 176 176 176 176 176	2 448 268 7 7 11 11 11 11 11 11 11 11 11 11 11 11	10 10s 10s 20s 20s 20s 20s 20s 20s 20s 20s 20s 2	## 079 079 079 079 079 079 079 079 079 079	4 458 388 388 507 27 24 507 27 27 374 4 41 68 167 168 168 168 168 168 168 168 168 168 168	34 197 2 333 133 133 249 665 240 2 687 383 383 643 382 282 1 444 772 772 4 230 6 530 6 530 7 530	15 347 1 157 207 207 207 208 4450 68 4440 1 0044 1 0044 1 0044 258 450 60 924 6059 1 277 2 452 2 652 2 653 3 673 4 306 5 307 5 505 5 501 1 251 1	24 050 2 445 6 58 78 87 1 054 1 855 87 1 606 1 336 1 440 4 606 6 336 1 400 2 458 1 559 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Liedning service workers Facil service workers Health service workers Personal service workers Protective service workers Private household workers	426 217 638	41 16 78	135 159 113 433	89 58 53 159	21 22 26 115	120 105 53 322	220	46 39	439	160 149 63 466	366 177
Fencie emplayed, 16 years all and ever. Professional, technolo, and kundred workers. Nariss' Health workers, except naries. Health workers, except naries. Health workers, except naries. Other professional workers. Managers and doministrators, except form. Sales workers. Retal trade. Other than retall trade. Clerical and kindred workers. Bookkeepars. Sacretories, standardophers, and typists. Cherical and kindred workers. Obretories, except from soft of workers. Obretories, except from soft of workers. Obretories, except from soft of workers. Creating standard padatries. Transport exquant of standarding. Namanufacturing industries. Transport exquant of standarding. Kannanufacturing industries. Transport exquant of standarding. Service workers, except private household! Cleaning standard workers. Food service workers. Personal service workers. Personal service workers. Protective service workers. Privately as exclusived that soft to most the sounded workers. Privately as exclusived workers. Privately as exclusived workers. Privately as exclusived that so the sounded workers. Privately as exclusived workers. Privately as exclusived workers. Privately as exclusived workers.	26 57 327 327 328 429	1 075 1 075 118 27 27 43 40 40 40 40 51 251 143 312 184 116 4 26 5 5 116 116 28 4 27 116 116 116 116 116 116 116 116 116 11	9 6163 663 176 176 176 176 176 176 176 176 176 176	2 489 2599 3599 3131 1159 269 269 270 270 270 270 270 270 270 270 270 270	954 1255 66 82 2 43 69 69 85 666 20 152 2 77 78 85 77 77 17 17 17 17 17 17 17 17 17 17 17	3722 3 744 747 77 77 77 77 77 77 77 77 77 77 7	1 124 11 643 1 649 1 649 1 777 1 777 1 777 1 779 1 791 1 792 2 622 2 622 2 622 2 622 3 66 1 277 2 775 2 777	251 1 941 291 50 6 8 6 4 104 6 5 6 6 20 33 32 32 10 191 31 31 31 32 32 32 32 32 32 32 32 32 32 32 32 32	301 15 290 11 144 217 238 289 397 397 397 397 7 920 1 055 6 257 277 301 60 555 1 757 1 055 6 279 37 37 301 60 555 1 755 279 322 529 529 529 529 529 529 529 529 529 5	6 514 665 665 665 665 665 665 665 665 665 66	964 11 462 1 377 1 187 1 197 1
White-collar workers Blue-collar workers Form workers Service workers, including private household	26 31 16 15	5	73 43 29	27 30 4	19	19	175 24 31 101	64 8 18 20	178 13 87 34	101 18 54 11	208 36 119 34
Famcle employed, 14 and 15 years ald	15 45 29 5 11	8	3 15 4 4 7 7		6	441111	101 19 72 16 25 16 15	20 18 12 12	25	18 39 18 16 5	34 19 70 11 15 26 18 9
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOX FORCE FOR SELECTED OCCUPATION GROUPS			H si								
Poles, 16 years all and ever with earnings? Professional, monogerial, and kindred workers Creftstrees, formers, and kindred workers Operatives, including transport Loburers, except form Formers and form monogers Arm kinders, except unupped, and form forenten.	\$4 933 7 840 5 935 4 363 2 773 3 212 2 202	\$3 135 6 882 6 361 3 890 3 922 4 250 1 768	\$5 371 7 840 6 629 4 573 2 743 5 657 2 360	\$4 493 6 438 5 122 4 557 3 123 3 250 2 034	\$4 497 6 839 5 921 5 638 3 427 2 204 1 333	\$4 947 8 204 5 911 4 663 3 549 3 242 1 779	\$4 689 8 470 5 593 4 583 2 915 3 972 1 436	\$4 481 8 553 5 796 4 541 2 571 2 275	\$5 771 8 137 6 411 5 226 3 784 3 993 3 104	\$5 435 8 169 6 263 4 671	\$4 388 -7 878 5 033 4 185 3 293 2 315 1 597
Famile, 16 years ald and ever with sernings?. Clerical and knowned workers. Operatives, including transport	\$3 448 3 385 3 517	\$2 113 2 763 2 140	\$2 648 3 367 2 593	\$2 438 3 550 2 725	\$2 462 3 071 2 695	\$3 373 3 512 3 604	\$2 252 2 831 2 690	\$3 221 3 455 3 402	\$3 795 4 177 3 830	\$3 509 3 821 3 663	\$3 004 3 498 3 148

GENERAL SOCIAL AND ECONOMIC CHARACTERISTICS

*Includes allocated cases, not shown separately. Plackudes parsons in other occupation groups, not shown superately.

Table 122. Occupation and Earnings for Counties: 1970-Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

		[Data based on so	imple, see lex	, FOR MINIMON	I						T	
	Counties	Rockingham	Rowan	Rutherford	Sampson	Scotland	Stanly	Stokes	Surry	Swain	Transylvania	Tyrrell
	OCCUPATION				177							
	OCCUPATION Tatal ampleyst, 16 years sid and sear Professional, technical, and kindred workers in Injuners . Physicians, destricts, and recording years and information and in	1 362 969 394 3 800 4 844 277 1 122 1 253 1 0 333 10	40 442 3 331 1 289 977 972 973 1 288 2 238 2 232 2 237 1 255 6 537 1 304 1 304 1 304 1 304 1 166 1 166	19 773 1 400 54 54 53 53 111 400 1539 1 235 2 245 5 245 5 245 5 245 1 251 2 250 2 245 2 245 2 250 2 245 2 250 2 245 2 250 2 245 2 250 2 25	16 811 1 159 34 4 777 528 2 42 4 904 908 1 131 205 205 205 207 289 2 159 2 168 3 639 2 169 2 169 2 169 3 169	10 243 1 071 42 13 81 13 83 772 772 1977 1977 1977 1977 1977 1977 1	19 797 1 575 1 155 1 116 61 177 449 449 449 449 449 449 449 449 548 548 168 168 168 168 178 178 178 178 178 178 178 178 178 17	9 145 491 222 201 613 101 1491 1494 1494 1786 1786 1786 1786 1786 1787 1787 1787	11 207 1 500 1 100 1 66 1 66 1 66 1 559 1 559 1 559 2 338 2 247 2 247 2 247 2 247 3 577 3 578 3	2 594 275, 180 180 194 277, 294 277, 294 277, 297, 297, 297, 297, 297, 297, 297,	7 425 1 125 1 125 1 125 1 125 1 125 1 125 1 125 1 125 1 242 2 40 2 40 2 40 2 40 2 40 2 40 2 40	1 2200 1 220
100	Footche service workers Private household workers Female employed, 16 years eld and over. Professional, technical, and kindred workers Health workers, except nursets Health workers, except nursets Grant professional workers Other professional workers Managors and emmissionars, except form Seles workers Retail trade	13 199 1 107 236 46 434 54 337 272 621 511	279 519 17 458 1 892 364 103 778 147 500 369 961 838	7 884 715 96 15 347 51 206 180 341 293	62 578 4 424 671 67 15 438 6 145 127 331. 278	470 470 4 380 612 65 10 314 21 202 107 194 181	164 199 8 582 702 114 67 308 27 186 207 343 304 39	3 297 229 54 9 101 - 65 66 76 63 13	266 8 467 784 130 37 365 4 228 153 331 322	905 153 23 64 65 63 54	161 2 311 414 60 17 196 24 117 84 167 137	43 8 1
	Other than relial trade Greical and kinderd workers Ecokkepers Secretories, steesprophers, and typists Other Centame, forestment, on kindred workers Ceptamen, forestment, and kindred workers Operatives, except framsort Durchle appara monatoctoring Roadworkers and controlled workers Roadworkers	110 2 664 333 882 1 399 235 6 067 225 5 606 236 54 272 232	123 3 420 419 1 256 1 745 404 7 480 248 6 906 326 49 397 19 62	1 032 145 237 650 219 3 919 3 18 3 442 159 37 197 144 42	53 1 191 311 321 559 161 1 939 435 1 268 236 24 118 36 518	13 897 137 276 484 121 1 504 231 1 237 36 8 52 4	1 532 298 468 816 167 4 111 333 3 576 132 31 217 21 115	652 100 155 376 68 • 1 681 156 1 504 21 19 64 58	1 634 228 509 677 309 3 910 3 81 3 407 122 24 106 31 72	118 19 28 71 26 217 42 165 10	525 78 216 220 32 619 109 - 504 6 9 38	13
	Form loborers and farm furement Service workers, e-creat private household Cleaning service workers Food service workers Realth service workers Personal service workers Protective service workers Protective service workers Protective service workers	1 209 157 409 207 290 11 629	1 912 342 582 370 406 16 493	821 95 309 152 229 365	756 96 274 154 155 3 552	376 65 139 90 56 478	673 - 177 - 303 - 75 - 263 - 193 - 113	302 16 150 29 82 40	865 93 385 69 266 248	167 38 67 36 21 - 51	251 22 133 29 62 155	
	Male employed, 14 and 15 years old	75	177 23 80 25 48	75 6 54 15	100 10 32 58	31 12 13 -6	8 55 20 30	41 6 4	10 68 14 29	4	2 21 3 12	
	Famele employed, 14 and 15 years old	- 57 15 15	38 10 5 18 5	39 12 27 -	47 19 8 14 6	10 3 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	63 9 32 22 -	22 7 9 6	53 30 18 5			
	MEDIAN EARNINGS IN 1969 OF PERSONS											
	FOR SELECTED OCCUPATION GROUPS Male, 14 years all and near with benefits Professional, management, and shared workers Croftsamen, forens, and shared workers Gaeranest, including transport Laborest, except from Formers and force managers Form baborest, except upopal, and form forence.	6 536 5 267	\$\$ 866 8 441 6 573 5 233 3 641 3 844 1 056	\$5 420 7 658 6 302 4 933 3 412 3 500	\$3 925 6 779 5 636 4 049 2 711 2 957 1 834	\$4 891 8 511 5 927 4 500 3 399 4 464 2 475	\$5 418 7 871 5 713 4 825 3 991 4 756 3 150	\$5 273 7 626 5 675 5 515 4 109 2 794	\$5 163 7 477 5 497 4 667 3 260 3 205 2 420	\$4 333 7 139 3 901 3 730 3 907	\$4 511 7 885 6 475 6 650 2 793	\$4 c 4.5 3.7 3.1 4.4
	Form lobarers, except unpard, and form foreman. Female, 16 years ald and ever with earnings? Clerical and emired workers.	\$3 755	\$3 612 3 827 3 762	\$3 550	\$2 695 3 517 2 919	\$3 253 3 556 3 531	\$3 593 3 755 3 701	\$3 660 3 953 3 735	\$3 327 3 603 3 365	\$3 184 3 963 2 755	\$3 466 3 908 4 397	\$1 £ 2 9

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

Counties	Union	Vance	Woke	Warren	Washington	Watauga	Wayne	Wilkes	Wilson	Yadkin	Yancey
OCCUPATION					- 1						
Tatal ampleged, 18 years ald end ever Professional, technical, and kinderd workers. Engineers. Professional, technical, and kinderd workers. Professional workers are over processioners. Professional workers are decondary schools. I Echnicions, except heroth Other professional workers except form Solvender Betail trades Other industries Betail trades Other industries Solvender Betail trades Other industries Solvender Other industries Solvender Solvender Solvender Solvender Getail trades Clerical and kinderd workers Clerical and kinderd workers Certainers, between ond kinderd workers Automobie mechanics, including body recommen, Mechanics and regariners, except automobie Construction certification Oberarices, except from port Dorratives, except from port Construction certification Construction desires Construction industries Transport equipment aperalives Laborers, except from Construction laborers Frieght, stack, and material honders Germ laborers and farm between Germ laborers and farm between Firm laborers are workers Friede booksteld workers Friede solvender workers Friedes s	22 747 1 766 156 156 156 156 156 156 156 166 166 1	12 516 1 076 4 45 4 53 3 103 3 103 3 103 7 77 7 77 7 713 5 713 5 713 6 713 6 713 7 7 97 7 97 7 97 7 97 7 97 7 97 7 97 7	95 124 18 906 2 107 1 697 1 697 1 697 1 697 1 1 697 1 1 697 1 1 697 1 1 697 2 2 697 2 2 697 2 4 10 1 2 2 75 2 4 11 1 2 2 75 2 6 77 2 6 77 2 6 77 2 6 77 2 6 77 2 6 77 2 78 2 78 2 78 2 78 2 78 2 78 2 78 2	4 742 412 77 47 47 203 350 350 350 360 361 44 461 461 461 461 461 461 461 461 46	4 679 4101 16 16 16 16 16 16 16 16 16 16 16 16 16	8 256 1 194 43 207 87 77 77 220 617 97 207 207 207 207 207 207 207 207 207 20	27 0:00 2 776 813 1119 813 1109 1109 1109 1109 1109 1109 1109 11	19 743 38 38 28 38 29 39 29 20 20 20 20 20 20 20 20 20 20 20 20 20	20 942 20 148 87 3145 445 441 250 441 250 441 250 441 250 441 250 441 250 261 261 261 261 261 261 261 261 261 261	10 182 644 645 100 29 77 144 141 141 142 143 144 152 177 177 177 177 177 177 177 17	4 461 223 2-0 111 111 111 112 2 77 2 66 46 47 47 46 47 47 46 27 7 7 21 11 11 13 15 22 16 21 21 21 21 21 21 21 21 21 21 21 21 21
Professional, technocal, and kindred workers Nurses	835 101 144 444 426 223 343 343 343 343 343 343 343	1991 1399 200 200 200 201 11131 1125 2222 2229 130 130 140 150 150 150 150 150 150 150 150 150 15	9 6 8 6 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	7227 427 429 420 101 15 65 55 66 6 6 341 777 777 24 24 777 24 24 777 24 24 777 24 77 24 77 77 77 77 77 77 77 77 77 77 77 77 77	1972 1972 1973 1974	3 2022 625 626 627 720 120 120 120 120 120 120 120 120 120 1	11 62121 1 7672 3912 91 913 13 13 13 140 441 4744 4745 4745 4745 4745 4745 4745 4	725 467 777 348 348 348 348 348 349 444 457 1 455 2455 2455 2455 2455 2455 2455 257 272 272 273 274 275 275 275 275 275 275 275 275	7 943 1 1773 233 301 201 212 485 445 445 447 1 1017 1 1017 1 1017 1 1017 1 258 1 229 1 1017 1 258 1 248 1 248 1 248 1 258 1 258 1 258 1 268 2 27 1 1017 1 10	1 821 31 143 143 143 166 77 172 22 22 22 22 22 22 22 22 22 22 22 22 22	1 445 1 446 4 44 4 45 4 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7
Form workers, except private household. Private household workers MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCE DIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS	18	4	14 47 36		6	5 11	16	1 1	3 5 10	10	
Mate, 15 years ald end ever with serology! Professional, managerial, and knothed workers. Craftsteen, teamen, and knothed workers. Operatives, including transport Laborers, excell form Formers and form monogers. Form babers, excell form.	\$5 841 8 377 6 250 5 220 3 410 4 725 2 213	\$4 967 8 653 5 715 4 343 3 233 2 983 1 905	\$6 687 10 233 6 279 5 095 2 940 3 769 1 607	\$3 719 6 853 4 844 3 395 2 435 2 744 2 096	\$6 090 8 007 7 504 6 013 3 150 7 031	\$4 457 7 155 4 853 4 116 2 708 2 244	\$4 935 8 157 5 545 4 436 2 964 2 945 1 934	\$4 943 8 025 5 232 4 592 3 572 4 303 3 041	\$4 972 8 055 5 703 4 316 3 190 2 869 1 498	\$5 373 6 321 6 059 5 472 4 048 3 463 2 375	\$4 293 6 111 4 803 4 145 3 127 1 866
Cerical and kindred workers Operatives, including transport	\$3 451 3 501 3 407	\$3 016 3 697 3 051	\$3 627 4 222 3 324	\$3 130 3 740 3 220	\$2 399 3 500 1 950	\$3 178 2 740 3 379	\$1 057 3 591 2 978	\$3 458 3 745 3 493	\$2 724 3 385 2 545	\$2 599 3 809 3 762	\$1 000 3 329 3 253

Table 127. Occupation, Earnings, and Industry of the Magro Population for Counties: 1970

Counties With 400 or More Negro Population	Alamance	Alexander	Anson	Begufort	Bertie	Bladen	Brunswick	Buncombe	Burke	Cobarrus	Coldwell
	Namonce	Pickghoti	Parson	SCOUNTY 1	Jerre	200.1			341.4	coorrus	COICMEI
OCCUPATION Total employed, 16 years ald and over Professional, technical, and kindred workers Health workers are made recording years Toockers, elementary and secondary schools Otter professional workers Managers and administrators, except form Schared Selt employed. Sales workers Otterior and secondary schools Certisiane, foremen, and kindred workers Oterisme, foremen, and kindred workers Mechanics and reprimen Construction craftsme Operatives, except transport Dureble goods manufacturing Nandurable goods manufacturing Nandurable goods manufacturing Nandurable goods manufacturing Nandurable goods manufacturing Tiensport equipment aperatives Construction laborers Formers and farm managers Formers and farm managers Formers and farm managers Form baberers, eazery private household Chedning and food service workers	7 100 344 551 159 107 117 1123 84 39 45 43 30 30 30 30 30 20 20 20 20 20 20 20 20 20 20 20 20 20	674 25 - 21 - 4 5 - 5 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	102 184 186 124 41 141 27 12 12 12 196 26 85 1 039 196 85 1 039 196 85 1 109 196 85 85 1 109 196 85 85 85 85 85 85 85 85 85 85 85 85 85	3 311 173 9 103 26 30 37 37 36 21 22 22 22 22 103 363 85 157 729 140 377 277 277 277 277 277 277 277 277 277	2 538 176 150 150 24 44 76 37 30 20 20 85 20 43 20 20 20 20 20 20 20 20 20 20 20 20 20	2 713 134 5 83 5 141 39 9 9 90 2 245 2655 2655 2655 2655 277 278 278 278 278 278 278 278 278 278	1 750 121 9 90 	4 123 449 1127 1127 120 120 120 120 127 135 157 157 157 157 157 157 157 157 157 15	1 407 66,6 100 32 24 18 18 18 17 17 17 17 17 17 18 59,6 59,6 11 11 11 11 11 11 11 11 11 11 11 11 11	4 759 175 40 92 5 33 78 29 49 49 315 312 9 312 9 114 2 011 2 57 127 2 7 17 2 7 17 2 7 17 2 7 17 2 7 17 2 7 17 2 7 17 2 7 17 2 7 17 17 17 17 17 17 17 17 17 17 17 17 17	1 257 17 77 10
Craning and food service workers Health service workers Personal service workers Protective service workers Private household workers	42 34 41 725	6	259 152 36 11 11 349	94 13 380	123 27 22 19 250	35 20 5 241	11 30 6 138	221 123 55 827	63 56 14 149	96 50 15 298	231 123 33 22 16 169
Famela employed, 15 years 414 and ever Professional, technical, and kinared workers Real hawkers Real and several form Rengers and administraturs, except form Seles workers Reals trade Clercol and sindred workers Secretories, stemprophers, and typosts Secretories, stemprophers, and typosts Collisione, borneous, and sindred workers Operatives, except framport Manufacturing Real manufacturing Rengers Real form of the selection of	3 202 225 48 108 46 34 31 202 25 1 550 1 352 5 69 26 411 327 34 19 698	311 15 15 15 5 - 12 6 6 11 170 160 10 44 38 6 44	1 339 140 10 113 7 73 16 23 571 538 33 33 45 130 72 27	1 473 1111 5 85 12 10 10 63 7 7 19 446 280 186 273 151 113 273 151 85	953 130 107 107 19 15 15 53 7 8 2299 242 57 9 21 129 20 129 27 7	950 65 5 48 14 6 6 42 13 23 317 254 63 4 4 28 52 147 29 20 229	417 83 9 64 10 5 57 12 12 118 44 - 19 148 107 69 138	2 494 244 114 103 20 60 57 242 48 47 447 357 90 12 542 10 542 10 542 13 43 13 44 13 44 13 44 13 44 14 15 16 16 16 16 16 16 16 16 16 16 16 16 16	761 37 10 27 9 10 10 34 19 18 280 260 6 8 8 8 207 65 69 47	2 321 127 30 82 10 8 3 180 49 31 1 224 1 076 145 147 27 245 49 245 49 11 11 93 27 245 49 245 245 245 245 245 245 245 245 245 245	708 177 7 100 6 4 4 4 211 9 265 265 260 265 265 27 27 27 27 27 27 27 27 27 27 27 27 27
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LASOR, FORCE FOR SELECTED OCCUPATION CAOUPS		44									
Mels, 16 yeers aid and over with neralings? Professional, managers), and kindred workers Craftsame, ferenen, and kindred workers Operatives, including transport Laborers, seers of form Ferness, and form anagers Ferness, and form anagers	\$4 044 5 875 4 425 4 317 3 543 1 928	\$3 685 3 764 	\$3 640 4 207 3 774 3 638 1 355	\$2 895 3 716 3 451 2 591 1 333	\$3 254 5 357 4 149 3 331 3 007 1 929 1 660	\$2 876 3 495 3 458 2 254 2 269 1 037	\$4 463 4 762 5 131 4 735	\$3 705 6 083 3 721 4 202 2 991	\$4 195 4 933 4 287 3 670	\$3 993 5 343 4 630 4 123 3 128	\$4 421 4 555
Femele, 16 years ald and ever with earnings? Clerical and kindred workers Operatives, including transport INDUSTRY	\$2 650 3 326 3 327	\$2 792 3 155	\$2 344 2 724	\$1 600 2 183	\$2 026 2 112	2 500	2 405	\$2 297 2 692 3 037	3 254	\$2 897 1 950 3 305	\$2 514 3 426
INDUSTRY Total explayed, 16 years aid and ever Apriculate, forestry, and isserces Construction Apriculation Amountained Fernature and kinder and wood products Metal industries Fernature and kinder and wood products Metal industries Matchiery, including electrical Transparables and electrical industries Other nearbest code (according and specified enantiacturing incustries) Transparables Communications, unlabels, and saniony services With custo freed. Transparables Communications, unlabels, and saniony services With custo freed. Transparables Communications, unlabels, and saniony services With custo freed. Transparables	7 100 222 10 407 5 572 521 521 10 10 10 10 10 10 10 10 10 10 10 10 10	674 27 16 10 276 157 157 157 159 150 150 150 150 150 150 150 150 150 150	2 102 227 237 1 274 1 274 67 67 67 70 70 70 8 127 7 7 7 7 8 8 127 8 123 124 125 125 125 125 125 125 125 125 125 125	3 351 4522 273 273 218 693 218 105 86 534 707 245 247 247 247 247 247 247 247 247 247 247	2 536 473 111 896 327 324 896 72 20 59 72 225 6 65 18 15 47 57 57 57 57 57 57 57 57 57 57 57 57 57	2 713 425 278 278 377 126 31 246 215 30 30 30 31 246 215 31 31 246 25 31 31 31 31 31 31 31 31 31 31 31 31 31	1750 1233 	4 827 47 6 194 855 111 41 44 124 124 125 200 227 200 201 201 201 201 201 201 201 201 201	1 607 22 - 25 55 55 577 7 7 7 7 34 242 242 247 247 6 6 6 18 23 11 18 18	4 759 54 174 2 651 30 30 31 16 15 15 2 281 2 3 3 83 6 6 76 76 76 76 78 48 181 22 12 12 12 12 12 13 24 48 181 27 27 27 27 27 27 27 27 27 27 27 27 27	1 299 26 30 372 573 503 31 89 44 4 5 150 150 172 3 3 3 172 3 3 3 172 3 3 3 172 3 3 3 172 3 3 3 172 3 3 3 172 3 3 3 172 3 3 3 172 3 3 3 172 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3

Hincludes allocated cases, not shown separately. Hincludes protective service workers and allocated cases, not shown separately. Hincludes persons in other accupation groups, not shown separately.

Table 127. Occupation, Earthings, and Industry of the Negro Population for Counties: 1970-Continued

(Data base) on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties With 400 or More Negro Population	Comden	Carteret	Caswell	Catawta	Chatham	Chowan	Cleveland	Columbus	Craven	Cumberland	Currituck
OCCUPATION											
Tatal employed, 16 years all and ever Professional, technool, and kundred warsers Health workers any one secondary schools Tecches, elementary and secondary schools Other professional wackers Managers and administrators, except form Solared Self-employed Soles workers Rehalt trade Certification of the self-employed Soles workers Rehalt trade Certification of the self-employed Soles workers Rehalt trade Certification of the self-employed Object to the self-employed Certification of the self-employed Machanist and repairmen Constructure craftsman Operative, except transcort Durable poods manufacturing Nonnecoulcoturing industriation Nonnecoulcoturing industriation Transport equipment operatives Laborace, accept form Experience of the self-employed Farnets and form managers Farnets and form managers Farnets workers, except private household Channe and food service workers Health service workers	470 17 13 13 14 4 11 111 111 111 111 111 111 1	1 151 42 3 30 9 1 11 8 8 3 20 9 9 48 48 41 67 161 42 242 244 24 22 27 27 27 27 160 1	1 099 105 106 107 1 4 1 5 1 2 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3 314 128 133 3 3 2 2 2 28 15 13 3 20 11 1 154 4 321 655 110 6 622 6 622 6 622 6 75 6 75 6 75 6 75 6 75 6 75 6 75 6 75	\$ 732 151 111 103 113 243 243 244 245 277 177 144 144 144 154 200 200 200 200 200 200 200 200 200 20	1 418 1177 	\$ 250 173 141 101 103 3 3 40 29 116 26 40 27 116 126 455 88 218 8 1 937 1 231 1 241 1 241 1 241 1 241 1 251 1 251	3 849 225 133 139 742 4 91 14 14 15 160 160 160 177 188 500 501 187 187 187 187 187 187 187 187 187 18	4 017 330 22 163 165 103 103 33 34 49 27 274 274 210 210 210 214 210 214 210 214 217 217 217 217 217 217 217 217 217 217	10 990 1 182 154 4 744 166 269 269 209 212 211 211 212 919 1 102 276 375 57 657 657 657 657 657 657 657 657 65	427 8 - 8 - 12 7 7 7 7 7 7 7 7 7 7 7 7 7 13 3 5 7 12 7 2 7 2 7 2 7 2 7 14 4 7 7 5 7 5 7 6 7 6 7 6 7 6 7 6 7 6 7 6 7
Protein household workers Finals simplingh, Bassin old and over Professional, technical, and kindred workers. Health workers Teasters, elementary and secondary schools Monagers and administrators, except form Sales workers Ferbal flood. Foreign	70 153 13 	210 511 42 33 7 9 9 9 34 4 4 7 100 65 35 6 2 101 82 10 9 205	227 1 236 70 16 48 13 13 13 54 15 4 562 543 19 6 49 49 200 146 32 27	346 1 592 2 133 600 	337 1 445 9 91 1 4 75 527 4 4 4 6 67 24 33 33 716 619 97 77 77 77 77 77 77 77 72 22 23 33 33 33 33 33 33 33 33 33 33 34 35 35 35 36 36 37 37 37 37 37 37 37 37 37 37 37 37 37	155 497 76 55 6 13 13 11 17 82 67 15 16 26 95 53 95 24 155	598 2 782 135 14 96 20 15 15 59 98 98 150 10 46 12 399 17 591	333 1 509 161 13 999 111 6 6 6 75 13 290 238 5 4 279 279 279 279 279 279 279 279 279 279	460 1 761 223 1 144 39 29 29 29 31 288 288 172 1176 333 240 333 460	1 163 \$ 333 820 116 585 47 148 117 691 173 63 872 528 528 524 344 344 35 165 27 1 431 1 41	90 181 8 5 7 7 7 7 3 3 - 10 6 4 4 4 5 5 5 8 5 8 5 8 5 8 5 8 7 7 7 7 7 7 7 8 8 8 8
ADDIAN CANNINGS IN 1859 OF PORCOUS IN EXPERIENCES CIVILIAN LADOR FORCE FOR SHECTED OCCUPATION ORDUPS Mals, 16 years all end over with carriags? Professional, managenal, and invided workers Confishen, fortunes, and kinded workers Operations, insulated workers Operations, insulated workers Operations, insulated workers Operations, insulated workers Forms and form managers Forms todays, except upond, and form foremen.	\$3 725 	\$3 676 3 685 3 205 3 625	\$3 £37 4 559 4 549 3 459 3 471 2 C33	\$4 374 4 713 4 675 3 576	\$3 581 4 443 3 703 3 051	\$3 442 4 636 3 745 3 317	\$4 056 4 481 4 231 3 607 2 468	\$2 812 6 429 3 671 3 295 3 359 1 264 1 162	\$3 891 5 563 4 223 4 273 3 606 2 109 1 542	\$3 753 6 593 4 155 3 684 3 326	\$2 103
Fencie, 15 years sides ever with earsings?_ Clerical and kindred workers Operatives, including transport	\$1 230 	\$1 651 2 405	\$2 454 3 420	\$2 916 3 368	\$2 627 3 ČŠŠ	\$1 435 	\$1 356 3 260	\$1 422 2 479	\$1 875 2 647 2 744	\$2 155 2 768 2 476	\$846
INDUSTRY Tetal amployed, 16 years old and ever Agriculture, Jarestry, and fatheres Anning Agriculture, Jarestry, and fatheres Anning Agriculture, and Jumber and wood products Agriculture, Metal industries Adea and Agriculture, and Jumber and wood products Adea and Agriculture, and anning Adea and Agriculture, and anning Food and Anniferd products Frainty and other development Frainty, public tray, and officed violentes Protect and anniferd products Protect and Agriculture and Agriculture Frainty, and anning Tetal annin	470 102 20 95 60 61 62 63 63 63 64 73 73 73 73 74 75 75 75 75 75 75 75 75 75 75 75 75 75	1 153 105 105 107 107 45 45 45 24 24 24 24 25 25 27 28 29 20 20 20 21 21 21 21 22 23 24 25 26 26 26 27 27 28 28 29 20 20 20 20 20 20 20 20 20 20 20 20 20	3 099 472 100 1 699 1 699 2 22 2 22 2 26 1 318 2 26 1 318 2 20 2 26 2 26 2 31 2 27 2 28 2 28 2 28 2 29 2 29 2 29 2 29 2 29	3 314 71 153 1 703 663 557 757 41 - 38 82 668 - 82 555 55 55 55 55 55 55 55 55 55 55 55 5	3 722 170 3 1 1 16 1 838 574 4 570 4 470 4 470 2 22 2 22 2 22 2 22 2 22 1 15 1 16 6 6 8 3 8 3 1 3 8 3 1 3 8 3 8 3 1 3 8	1 418 181 134 443 443 493 178 49 178 24 - 24 - 25 111 127 82 127 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	\$ 250 173 2 3 3 3 2 412 2 412 2 42 2 42 2 7 7 4 1 450 108 108 42 47 47 47 100 104 65 57 257 257 257 257 257 257 257 257 257	3 4699 1 013 2 7 2 42 5 550 2 22 2 22 2 4 4 5 2 22 2 5 3 14 2 2 2 5 3 14 3 5 3 15 3 15 3 15 3 15 3 15 3 15 3 15	4 017 394 4 347 8449 249 62 117 74 58 144 4 1100 54 1100 54 1100 55 14 1100 55 16 100 100 100 100 100 100 100 100 100	10 993 389 381 381 381 489 489 1 752 1 752 1 752 1 752 1 752 1 752 1 752 1 752 1 752 1 753	447 75 75 33 36 16 15 15 17 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7

Hockdes allocated cases, not shown separately. Fincheds protective service workers and allocated cases, not shown separately. Fincheds persons in other occupation groups, not shown separately.

Joble 127. Occupation, Earnings, and Industry of the Magro Population for Counties: 1970-Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

Counties With 400 or More Negro Population			t. For minimum	İ							
	Dore	Davidson	Davie	Duplin	Durhom	Edgecombe	Forsyth	Franklin	Gaston	Gates	Granville
OCCUPATION	1000					7 101		3 281			
Tetal employed, 16 years old and over Professional, technical, and kindred workers Health workers Teachers, elementary and secondary schools Teachers, elementary and secondary schools Other professional workers Managers and administrators, except form	165 3 3 -	4 673 168 14 60 - 34 8 8	782 22 4 16 -	3 951 196 22 142 32 65 22	15 777 1 876 520 570 99 739 383 288	7 295 543 28 390 	16 434 1 624 260 832 42 490 386 300	102 5 62 5 30 33	7 432 268 18 174 20 56 64 49	1 288 31 21 5 5 5	4 507 300 57 182 10 51 56
Solared Sole workers Retal trade Clerical and kindred workers Creftsuren, foremen, and kindred workers	7 10 - -	21 4 155 374	7 7 41	43 20 15 95 333	95 387 271	108	265 155 1 691	14 49 39 99 195 32 110	15 96 54 408	9	51 56 43 13 52 40 189
Construction craftsmen	28 28 14	56 61	111 17 65	333 102 119 865	219 537	349 503 122 152	1 117 220 348	1 033 376	390 72 109 2 586 309	15 117 36 59	360 71 163
Operatives, except transportering Dureoble goods manufacturing Nondivecting spods manufacturing Nonmonitacturing industries Transport equipment operatives Labarers, except form	14 6 30	1 743 1 177 452 114 173 530	229 53 156 20 22	41 692 132 297 421	2 034 343 931 760 643 1 185	921 327 353	4 550 884 2 876 790 692 1 580 236	469	2 041 236 411	310 151 136 23 121 249	954 301 550 103 162 364
Construction laborers Formers and form managers Form laborers and form managers Form laborers and form the men of the service workers, except private household!	3	73 6 10 587 399	92 32 36 19	100 310 604 386 227	363	637 161 183 1 093 830 563	26 85 3 258	145 346 72 240 322 422 283	752 113 6 98 1 532 1 136	• 41 • 42 123	93 474 313
Cleaning and load service workers	65 59 -4 	399 29 20 36 338	81 11 12 	227 46 78 7 359	228 4 301 2 414 1 113 279 137 1 314	563 81 119 12 985	2 230 488 313 71 1 160	283 73 21 295	1 136 116 94 50 821	91 61 11 10	417 234 126 21 430
Female employed, 16 years old and ever	72 3	1 762 74 9 49	315 17 4 13	1 567 143 18 109	8 025 1 154 352 411	3 166 372	7 977 1 172 199 664	1 258 64 5 50 11	3 629 174 13 128	376 16 16	1 761 214 52 130
Health warkers Teachers, dementary and secondary schools. Menogers and administrators, except form Soles warkers Retail trade Curical and warkers Secondary schools and sposis Secondary strongers, and sposis Crafismen, Datamen, and Audred workers	37	4	-	27 9 9 48	90 170 136 1 530 513	305 30 71 71 170	85 134 98	14 9	16 59 41 219	9 9	14
	1	86 827 757 70	26 15 4 99 79 20	539 490	513 82 925 570 355	43 25 852 705	305 192 1 977 1 461 516	10 17 540 464	58 31 1 411 1 287 124	61 46 15	69 27 27 27 431 420
Konutectioning Monatories Konutectioning industries Transport equipment operatives taborers, except form Form workers		70 85 5 301	20 9 14 47 29 11	24	24 71 82	147 13 55	163	464 76 3 33 40	124 23 44 26 829 579	15 25 4 12 59 33	11 6 31 93 469 220 156
Form workers Service workers, except private household! Cleaning and food service workers Health service workers Personal service workers Private household workers	57 51 -4 2	208 12 5 332	29 11 7 99	220 146 28 27 359	2 642 1 303 866 220 1 255	405 265 54 64 954	1 892 1 223 405 171 1 117	204 123 34 12 292	579 98 58 797	33 11 10 175	220- 156 65 402
ALEDIAN EARNINGS IN 1989 OF PERSONS IN EXPERIENCED CIVILIAN LASOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 year old and over with earningst - Professional, monogerial, and kindred workers Crottsmen, foremen, and kindred workers Operatives, including transport Lobarrs, execut form Formers and form managers form bloomers, except impaid, and form foremen.	\$3 261 	\$3 962 4 185 4 155 3 315	\$3 486 3 679 3 691	\$2 897 3 664 3 448 3 214 2 018 1 399	\$4 150 6 856 4 599 4 161 3 550 2 250	\$3 023 6 346 3 970 3 775 3 057 1 468 1 274	\$4 903 7 104 5 030 5 346 4 185	\$2 891 3 231 3 298 2 452 2 302 1 507	\$4 108 6 143 4 872 4 362 3 770	\$3 498 3 810 3 753 3 375 1 321	\$3 228 6 905 3 416 3 923 2 948 1 716 1 259
Finals, 16 years ald and ever with ceraings? Clerical and kindred workers Operatives, including transport	::	\$2 797 3 375	\$1 813 3 261	\$1 767 2 530	\$2 817 3 003 2 927	\$1 624 2 039 2 406	\$2 835 2 972 3 480	\$1 773 2 299	\$2 318 3 106 3 475	\$1 117 1 300	\$2 072 2 635
INDUSTRY									- 1		
Artis englayet, 16 years old and ner Agriculture, forestry, did fishmes Menty Construction Members and lumber and wood products Korchiere and lumber and wood products Mechany, including electrical Ironsproduce equipment.	165 	4 603 26 146 2 534 1 528 37 60 8	782 55 5 91 350 68 - 56 7	3 951 943 7 262 1 154 102	15 777 366 24 1 105 2 424 44 25 342 29 283	7 395 1 320 3 276 2 C66 123 68 118 26 369	16 434 152 717 6 069 274 312 581 44	3 281 539 155 1 264 514 18 13 26 72	7 432 133 281 3 614 35 44 222 48 125	1 283 165 86 540 259 4 8 83	4 507 805 18 253 1 374 81 15 317
Other durable goods Food and kindred products Food and kindred products Ferning; publishing, and dileid industries Other nonderable coods (including not specified monification in displaying and dileid industries) Truching service and warehousing.	6	269 49 462 5 116 56	17 7 164 31	13 535 418 - 72 28	198 414 29 1 082 182	903 903 316 25	210 202 894 89 3 463 222	72 68 482 - 91 37	2 535 22 472 140	16 107 48 - 15 28	143 84 567 - 142 40
Other transportation. Communications, unifiles, and solitory services Wholesals trade. Food, bakary, and down stores. Ching and dranking places. Other retail trade	44 20	21 87 57 42 27 122 18	22 19 20 17 10	37 72 120 56 51 124 16	109 434 301 272 407 846 570 318	151 218 168 157 133 348 81	705 290 345 256 450 775 458	6 37 143 41 47 120 17	20 180 103 44 130 312 92 68 794 365	27 4 37 15 4 57	9 52 24 41 154 27 27 425 124 11 419
Private house clos Other prisonal services Entertainment and recreation services	29 - 9	305 167 65 159 135	20 17 10 11 99 23	37 347 121 5 57	318 1 231 7/3 142 2 320 2 456 1 063	81 44 997 317 37 112 705 187	1 146 911 143 980	22 299 79 4 48	195	19 174 15 	27 425 124 11 419
Hospitals Educational and kindred services Other professional and related services Public administration	27	135	13 31 13 3	233 133 148	1 063 409	187	1 904 729 399	242 75 36	624 185 94	76 16 14	406 197 45

Hincludes allocated cases, not shown separately. Hincludes protective service workers and allocated cases, not shown separately. Plincludes persons in olike accupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970-Continued

	(Data based on s	ample, see tex	t. For minimum	n base for deri	red figures (per	cent, median, et	tc.) and meaning	ng of symbols,	see fext)		
Counties With 400 or More Negro Population	Greene	Guilford	Halifax	Hornett	Haywood	Henderson	Hertford	Hoke	Hyde	lædeli	Jackson
OCCUPATION .								1			
Tatal amphysel, 16 years ald end ever Professional, technical, and undered workers Health welfers sorry and secondary schools. Lechnicals, erecal radius Lechnicals, erecal radius Managers and administrators, except form Solared Sole mplayed. Sole workers Retal trade Clerical and landerd workers Retal trade Certal and landerd workers Webbasics and regarders. Construction creditione. Construction creditions	2 021 58 9 39 5 5 5 6 6 3 10 6 43 112 21 62 322	25 187 2 377 279 249 111 1 118 542 472 70 480 247 2 739 2 236 297 704 6 530	6 255 294 7 236 11 40 92 60 32 49 45 212 437 105 195	3 520 97 10 46 5 36 41 36 5 61 42 110 339 74 200	266 1 1 - - 1 1 - - - - - - - - - - - - -	479 14 -6 -8 5 -5 16 11 21 35 20	3 672 284 23 150 8 63 107 46 63 33 23 93 500 122 223 837	2 112 71 5 26 10 30 31 6 6 25 15 15 167 165 71 37	\$99 44 33 	4 821 145 17 59 17 52 20 16 4 39 25 246 404 50 115	207 11 11 11
Construction creatisms Operatives, except frontpoor Durable goods monifecturing Nandarable goods monifecturing Nandarable goods monifecturing Transport equipment operatives Labelers, except form Construction laborers Ferriers and form management Form laborers and form management Form laborers and form interes Forms and form management Form laborers Forms and form management Form laborers Forms and form forms warkers Health service workers Health service workers Formal before service workers Frontel hosting workers Frontel hosting warkers Frontel hosting workers Frontel hosting warkers	42 244 36 105 143 85 225 700 133 96 14 11	6 530 1 703 3 592 1 230 1 250 2 434 347 96 4 069 2 872 414 355 141 2 236	1 153 143 721 294 304 900 288 409 430 731 515 60 26 845	979 243 546 190 133 499 145 51 260 502 413 41 28	7 51 15 17 24 - 6 - 40 34 - 6	30 64 21 55 57 3 6 23 168 130 17 3	463 217 157 239 462 88 138 216 395 235 85 56 14	44 493 111 59 238 36 27 167 396 220 51	. 19 60 18 49 42 20 14 87 62 62 62	502 1 242 222 274 514 514 51 32 116 618 435 29 86 29	10 6 4 8 - 112 102 102 10 57
French employed, 16 years all and servi- Professional, technocel, and kindred warren. Bioth workers Teochers, elementary and secondary schools. Managers and administrators, except form. Selts weaters Retail trade. Cercial and Middred workers. Cercial and Middred workers, and typasts. Cretismen, International workers. Socretaries, stenging these, and typasts. Cretismen, International workers. Depositions, except fromtport. Manadiatoring, additional medium of the manager workers. Form workers. Service workers, except provide household? Ucaning and food service workers. Beath service workers.	758 48 49 34 31 66 623 20 176 159 177 2 66 232 76 51 14	12 631 1 492 241 657 162 230 171 1 755 426 242 3 468 2 659 610 15 192 53 2 233 1 443 3 58	2 231 210 7 177 22 26 22 141 21 - 393 313 80 60 - 403 307	1 457 777 10 34 22 28 28 56 23 16 493 387 106 475 261 200	119 1 	221 6 6 16 11 16 11 16 22 8 12 12	1 334 224 19 169 36 24 17 62 8 27 274 227 47 12 47 17 262 135	919 37 5 20 9 4 4 46 - 8 8 - 341 - 268 73 - 12 21 234 165 32	244 32 27 17 17 - - 24 12 - 87 75 12 - 18 31	2 215 62 17 39 9 21 21 74 11 39 1 113 1 022 91 98 40 310 219	120 11 11 11 11 11 11 11 11 11 11 11 11 11
Personal service workers Private household workers MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LADOR FORCE FOR	14 5 161	239 2 166	35 42 832	28 19 423	6	160	76 41 349	205	30	10 68 429	57
SRICTID OCCUPATION CROUPS Professional, nathogoral, ond indred workers Collissional, nathogoral, ond indred workers Collissional, nathogoral make workers Coersities, including transport on workers Coersities, including transport on the collissional collisional c	\$1 891 3 330 2 352 E86 1 079	\$4 626 7 597 5 151 4 810 3 595 2 417	\$3 053 4 955 4 235 3 677 3 017 2 175 1 448	\$3 311 3 682 3 554 3 167 1 479	\$5 130	\$3 709 4 035	\$3 426 4 500 4 484 3 675 2 742 2 780 1 524	\$3 271 4 055 4 005 3 315 1 739	\$2 725	\$3 &05 4 &88 4 252 3 162	
Famile, 16 years old and ever with earnings? Clerical and kindred workers Operatives, including transport	\$926 1 739	\$2 767 2 646 3 344	\$1 203 2 317 2 174	\$1 590 2 709	\$1 685	\$2 082	\$1 839 2 442	\$2 145 3 077	\$1 401 1 270	\$2 527 3 087	\$2 722
INDUSTRY											
Total enployed, 16 years ald and ever Aminot	2 021 951 123 375 4! 4 19 	25 187 377 52 1 410 8 352 1 281 513 402 63 646 503 3 310 152 1 462 405 243	6 256 1 265 6 554 1 564 1 564 433 12 10 73 37 754 243 53 74	2 520 318 22 335 1 218 147 28 52 24 176 71 635 4	268 	679 33 12 148 21 18 	3 672 374 246 1 314 552 90 56 221 49 50 154 	2 112 215 104 854 31 5 15 15 167 485 16 78	599 131 78 189 80 12 - - 82 - - 15	4 821 147 6 263 2 611 318 147 86 307 129 1 417	207
Communications, utilities, and sourlary services. Wholese travities. Food, bolarry, and dury stores. Food, bolarry, and dury stores. Berling and arrival stores. Other rested finals. Finals Food from stories. Finals Food from stories. Finals Food from stories. Char personal services. Estat Talament and secretation services. Microbials. Lidicational and shadded services. Public definitions and restrict services. Food food from stories and stories services. Finals definitions and stories services. Finals definitions and stories services. Finals definitions and stories services.	23 29 20 64 13 162 20 15 104 21	508 913 355 562 1 776 452 296 2 098 1 306 220 3 167 1 233 799	116 165 112 168 313 25 52 726 231 13 37 492 144 85	31 103 49 51 196 9 30 427 162 15 50 262 133 84	10 4 	23 9 81 30 3 174 54 - 14 31 33	30 81 97 46 64 157 17 63 380 133 16 - 127 360 98 34	10 24 48 12 37 5 23 201 135 7 135 110 67	23 10 12 40 30 5 9 58 14	29 115 51 28 103 225 34 44 399 206 33 85 248 49 31	57 29 96 10

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970-Continued

I Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties With 400 or More Negro Population	Johnston	Jones	Lee	Lenoir	Lincoln	McDowell	Martin	Mecklenburg	Montgomery	Moore	Nosh
OCCUPATION Total employed, 16 years old and over Professional, technical, and kindred workers Health workers Teachers, elementary and secondary schools	4 101 224 21 157	1 180 113 12 83	2 361 89 4 56	6 200 456 44 288	1 274	480 27 - 4	3 203 276 17 184	32 221 2 307 321 1 055 105	1 573 82 4 75	3 144 164 18 48	\$ 900 219 17 157
Other processions workers	14 32 46 28	18 11 4	11 18 40 31	100 83 67	6	23	75 35 18	105 826 616 481 135	3 29 18 11	10 68 45 26	8 37 74 46
Managers and duministratives, Solaried Solaried Solaried Solaries Workers Retail trade Clerical and kindred workers Crefusines, foreign, and kindred workers	18 30 26 145 441	7 13 4 63 146 23 68	9 9 87 203 22 90	16 98 89 299 545 102	5 5 73 127 31 29	10 10 26 74	50 30 99 214 68	619 410 3 677 3 188 579 1 065	39 33 33 153 36 41	19 22 18 103 190 35 118	28 70 46 301 579 135 271
Mechanics and repartmen Construction craft timen Operatives, except transport Durable goods manufacturing Nandurable goods manufacturing	73 214 725 263 305 157	68 154 25 61 48	740 327 268	1 170 109 811	616 87 455 74	50 213 47 158 8	764 106 563 155	5 928 845 2 927 2 156 2 338	654 131 439	· 673	1 322 213 810 279 287
Nomanatoduras industries (Inanport equipment operatories (abovers, excel farm Construction laborars Formers and farm managors Form laborars and farm inarmen Service increases, excel private household	170 597 212 221 478 576 358	51 175 25 64 195 114 66	145 151 328 18 16 40 455 343	250 294 637 274 104 854 909 578 138	29 120 7 11 36 143 101 9	59 38 4 -5 138 95 6	563 155 135 256 71 169 494 401 278 43 54	3 370 579 37 172 6 599 4 431 876	64 148 12 10 100 148 112 13	91 134 230 26 34 174 761 516 77	679 180 226 970 658 477 52 60 24 553
Health service workers Personal service workers Profectors struct workers Private household workers	67 58 20 448	29 3 81	44 33 7 193	138 96 35 751	7 15 101	90	310	634 121 3 368 15 199	113	514 1 528	9 214
famale ampleyed, 16 years all and over. Professional, technical, and bundred workers. Health workers harry and secondary schools. Managers and administrators, except form. Sales workers Retal trade.	1 459 153 21 110 15 26 26	438 76 9 63 4	1 051 56 4 42 6 9	2 734 313 36 221 22 70 65 189 55 23	612 13 7 - 5 5	379 20 	164 17 127 5 21 21	1 457 253 842 158 322 263	595 52 4 48 5 12 12	102 18 38 25	159 17 103 26 42 29 177
Clerical and kindred workers Secretaries, stenagraphers, and typists Craftsmen, foremen, and kindred workers Operatives, excel frontport	65 21 33	50 15 26 62 62	37 15 15 15 349 275 74	189 55 23 686 566 120	7 - 424 377 47	22 10 5 128 128	55 6 5 390 346 44	2 058 460 338 3 146 1 975 1 171	18 -4 269 211 56 7	73 26 6 313 272 41 10	710 613 97
Monotations Kommandations industries Trensport equipment operatives Interport operations Interpor	343 75 12 44 136 320 213 37 36	49 35 55 27 	. 29 3 364 263 40 27	47 231 406 272 81	5 51 40	7 97 65 6	93 243 164 37 38	282 57 4 027 2 556 767 381 3 276	7 15 10 95 73 9	10 8 73 433 332 54 17	16 35 177 349 257 35 44 553
MEDIAN FARMINGS IN 1969 OF PERSONS IN	437	81	193	741	101	90	310	3 2/6	100		
STACTED OCCUPATION GROUPS Professional, to year sid and over with sernings? Professional, monogroud, and Ambred workers Creditionen, loren on, and ambred workers Operatives, and the services of ambred workers Operatives, and the services of ambred workers Operatives, and the services of ambred workers Form soborers, except upond, and form foreners Form lobbers; except upond, and form foreners.	\$3 162 5 786 3 898 3 628 2 905 1 489 1 564	\$3 461 4 361 3 917 3 039 1 691	\$3 995 4 695 4 127 3 360	\$3 209 6 750 3 958 3 630 3 144 1 243	\$4 297 4 695 4 183 3 967	\$3 950 4 311 	\$2 793 5 680 3 185 3 547 2 544 2 277 1 225		3 223	\$3 256 3 608 3 400 2 794 1 946	\$2 742 5 429 3 327 3 437 2 452 1 990 1 384
Famels, 16 years all and ever with soreings?. Clerical and knared workers Operatives, including transport	\$1 483 2 144	\$1 826	\$1 934 2 432	\$1 670 2 333 2 356	\$2 617 3 099	\$3 606 4 164	\$1 542 • 2 276	\$2 479 3 083 3 002	\$2 488 2 932	\$1 654 2 416	\$1 509 2 103 2 356
INDUSTRY					1 274	650	3 203	32 221	3 573	3 144	5 900
Total employed, 15 years old end ever	4 101 716 13 418	1 160 237 9 122 205	2 361 69 137 1 066	6 200 993 4 623 1 359	52 7 30 603 124	. 41	168	373 15 2 200 4 870	131 6 34 808	252 107 867 164	\$ 900 1 307 22 445 1 505 170
Mechinery, including electrical	960 181 9 197 9	12	137 1 056 178 76 257 8 170	95 6 24 32 91	42	42 21 19 4 21	150 10 33	417	. 62	8 120 31 39 120 309	27 27 21 75
Irensparation exclaiment Other derable goods Food and kindred products Featles and Fourhard testile products Printing, punishing, and alled masteres Other mendenation global and admissiones and dathers from the state of the products Tracking service and wearhousing.	35 69 336 15	11 17 9 65	219	148 695 8	20 12 517	226	183 362	42	' -	5	155 742 5
	109 45 46 50	44 4 9	75 29 30 40	260 39 45 97	. 85 49 7 31 2 6	36 12 14	125 35 11 65	35		71 30 29 37 26 43	185 94
Other transporting, challes, and sanitary services. Wholesale trade. Food, hokey, and dainy stores. Eching and drinking places. Other reliabilitation. Finance, answarder, and real estate.	152 37 47 199	31 24 10 57 12 10	57 26 113 87	86 91 374	19	- 8 32	65 37 36 51 173 20 65	2 CO. 52 1 13 2 21 1 04	29 98	92 97 12	119 57 137 328 54 103 561 202 18
Private Forting is services	39 470 205 5	12 10 90 33 5 24 134 17	40 57 26 113 87 13 97 188 98 32 53 162 90	115 86 91 374 44 60 710 202 62 214 656 193 153	102 60 8	45 94 • 19	310 141	3 08 2 30 42	58	9 465 474 142 130 166 123 77	581 202 18 88
Hospitals Educational and kindred services Other professional and related services	153 400 43 68	134 17 97	162 90 32	456 193 153	20 26 24 16	19 17 13	301 101 67	2 74 1 43 85	126 34 5	166 123 77	88 423 106 45

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970-Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

Counties With 400 or More Negro Population	New Honover	North- ampton	Onslaw	Orange	Pamlico	Pasquatank	Pender	Perquimons	Person	Pitt	Polk
OCCUPATION -							+				
Professional, technical, and kindred workers	6 361 461 65 291	3 329 237 19 172 5	2 627 133 13 82 9	4 244 286 79 51	697 64 11 34	3 245 414 20 226	2 412 90 9 55	451 78 12 44	1 597 125 19 100	7 843 480 17 322	400 18 7
Health workers Teochers, elementary and secondary schools Technicians, except health Other professional workers Managers and administrators, except form Solared Self-employed.	24 60 100 59	41 67 45	29 87 65	151 58 35	19 26 11	162 84 59 25	26 24 7	', # 22 12 10	6 27 12 15	12 129 105 49 56	11 9 9
Coles workers	41 78 46	22 15 15	78 72	23 33 33 393 466	15 11 11 43 101	54 44	17 9 78	14	10 10 92	87	š
Retail trade Ckrical and kindred workers Craftismen, loremen, and kindred workers Mechanics and repairmen Construction craftismen	379 659 108 255	106 306 96 126	22 78 72 247 362 101 146	226	42	54 44 265 430 76 207	267 98 71	103 52 40	186 26 107	72 206 532 67 287	29
Operatives, except transport Durable goods manufacturing Kondurable goods manufacturing Nammanufacturing industries	1 277 390 543 344	657 167 328 162 232	312 48 64 200 174	679 158 404 117 106	. 264 37 100 119	356 191 62 103	608 167 240 201	131 49 59 23	806 207 533 66 110	1 188 161 660 367	143 12 121 10
Transport equipment aperatives Laborers, except form Construction laborers Formers and form monagers Form laborers and form increasen	811 92 4	558 213	174 360 81 52 25 717	105 351 46 67 96	42 128 41 10	62 103 150 379 91 22 164 524 341	159 357 71 38	23 83 25 57	110 197 50 195 229 337 213	660 367 350 772 203 262	22 47 10 7
Cleaning and food service workers Health service workers Personal service workers Protective service workers	133 1 213 875 103 129 23	374 239 214 23 21 22	568 14 29 11	96 1 144 809 177 44 33 555	10 60 79 68 - - 5 69	69 55 5	267 346 262 36 33	100 131 103 11 9	39 37 3	1 771 1 045 728 99 45 38	132 103 17 12
Private household workers	912	1 053	280	2 018	414	383	998	104	283	3 483	312
Professional, technical, and knoured workers Health workers Teachers, elementary and secondary schools Managers and administrators, except form Solss workers	3 003 356 61 247 27 51	197 19 154 17 11	105 13 69 39 34	173 49 46 	64 11 34	276 15 197 30 34	60 9 44 -	57 12 39 7	97 15 82 -	271 11 215 44 50 50	13 7 -
Retail trade Clerical and kindred warkers Secretaries, stenagrachers, and typists Croftsmen, foremen, and kindred warkers	51 30 204 65 33	11 51 9 17	34 34 200 14 34	16 267 100 29	11 18 12	30 34 34 118 36	56 5 6	14 6 4	71 20 4	163 49 17	
Operatives, except transport Manufacturing Manmanufacturing industries Transport equipment operatives	628 429 199	180 134 46	176 75 101	367 269 78 5	171 90 81	78 57 19	350 251 99 8	47 47	290 264 26 4	619 481 138 7	65 65 65 15
Form workers	20 25 67 703 547	25 204 170	13 35 8 441 358	5 5 3 623 431	18 5 46 46	5 24 43 33) 210	18 168 163 129	61 50	17 16 201 121 24	652 631 434	15 54 30 17
Cleasing and food service workers Health service workers Personal service workers Private household workers	85 37 912	23 11 364	14 11 280	431 137 30 530	69	53 41 362	36 14 149	104	24 27 269	69 35 944	17 7 159
MEDIAN FARNINGS IN 1989 OF PERSONS IN EXPERIENCED CIVILIAN LADOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and ever with earnings? _ Professional, managerial, and kindred workers Craftsmen, foremen, and kindred workers	\$3 801 5 053 4 150	\$2 936 3 664 3 402	\$3 807 4 227	\$3 620 4 935 4 421	\$3 346 	\$3 604 6 531 4 861	\$3 359 3 649	\$2 767	\$3 311 3 933	\$2 705 6 558 3 426 3 479	\$2 915
Operatives, including transport Lebarces, except form Farmers and farm managers Form lebarces, except unpoid, and farm foremen	4 078 3 568	3 402 2 668 1 748	4 227 3 955 3 452	3 478 3 235	2 720 4 306	3 759 2 741 2 133	3 867 3 010 1 295	3 683	3 933 3 919 3 288 2 015 1 791	3 479 2 889 1 857 1 240	
Female, 16 years old and over with cornings?. Clerical and kindred workers. Operatives, including transport	\$1 051 1 742 2 777	\$1 543 2 529	\$1 750 1 692 2 322	\$2 739 2 871 3 298	\$1 458 1 772	\$1 676 2 676	\$1 507 2 640	\$1 556 	\$1 964 3 014	\$988 1 815 1 437	\$1 691
BIDUSTRY	-			.: 15							
Total employed, 16 years old end ever Agriculture, forestry, and fisheries Mining	4 361 160	3 327 523 15 406	2 827 89	4 244 196 14 302	84 10	3 246 214 245	2 412 336 163	851 162	2 597 430	7 843 2 007 550	33
Mining Contriction Monifocturing Furniture and lumber and waed products Metal industries	1 576 268 174	973 355 5	227 260 135	157 11	212 49	593 255 13	682 118	201 86 12	1 013	1 290 84 5	21 192 9
Metal industries Machinery, including electrical Trensportation equipment Other durable goods Food and kindrod encloses	182 6 104 160 417	16 5 102 34	53 22	82 6 48 22	16 6 101	116 59 31 54	115 33 75	5 10 14 60	24 74 67 14	72 59 96 103	8
Trensport south equipment of the durable goods. Food and kindred products. Textiles and fabricated transle products. Printing, publishing, and alled industries. Gither handwrable goods (including not specified menufacturing industries).	28	182	18	437 7 121	12	42	75 176 22 143	. 10	93 27	103 563 5 303 18	152
Other transpariation	3AA	52 62 24 84	70 35 96 7	25 24 78 17	10	33 47 67	78 23	-	14	71 213 307	
	141 122 74 202 352 101 115	84 35	7 54 135	17 59	10 25 69 13 45	49 67 35 39 94	67 10 22	5 18	28 28 28	307 65 180 371	5 5 20 7
Vindessele trade Faud, believe, and don't stores Faud, believe, and don't stores Fating and coming paces Other return trade France, this make, and real estate Business or any recrease	352 101	36 52 131 16 27	54 135 338 19 38	59 172 166 87 63 576 323	45	250 16 25	153	5 18 83 14 19	10	371	
Busines of the services Private nous of its Other personal services Entertainment and recreation services	643 574	3811	266 281 33 75	578 323	58 20	376 171	132 156	100	260 117	30 71 952 335 33 122	171
Hospitals	59 224 542 219	81 3 17 333	33 75 305 96	12 395 594	52 52 29 195	376 171 12 99 595	22 153 12 62 132 156 2 21 157 157 157 157	63	74 191	122 764 265	171 64 9 23 19
Other professional and related servicesPublic administration	219	333 58 50	303	191 59	195	228 101	153	24 59	36 27	69 69	

Table 127. Occupation, Earnings, and Industry of the Magro Population for Counties: 1970-Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties With 400 or More Negro Population	Randelph	Richmond	Robeson	Rockingham	Rowon	Rutherford	Sampson	Scatland	Stanly	Stokes	Surry
OCCUPATION											
Total amplysis, 16 years old and aver Professional technical, and kindred workers Health weight server and secondary schools. Techers, elementary and secondary schools. Chier professional warders Managers and administraturs, except form Solient and Solient servers Solient workers Retail trade Certain and district workers Retail trade Construction creations Construction creations Duratives, except transport Nandwiche gases manufacturing Nandwichel creations Nandwichel gases manufacturing Nandwichel creations Temport equipment Temport Temport equipment Temport T	37 33 25 8 58 37 85 162 38	3 405 250 19 146 5 60 85 63 222 76 68 162 228 62 97 837 143 163 163	4 220 346 31 241 	\$ 445 112 16 58 58 33 3102 51 51 51 32 29 499 116 125 222 1 831 1 831 1 831 1 831 1 831 1 831	\$ \$23 456 956 1966 5 163 766 69 7 7 78 299 309 474 1112 85 1 870 282 1 322 1 970 1 185 1 1	1 733 555 8 28 28 19 	4 852 253 207 	2 834 177 18 128 31 37 23 40 35 155 258 74 88 697 71 111 483 103 107 177 223 251	1 495 78 47 17 17 18 8 299 26 3 3 15 15 17 72 106 60 215 409 56 89 89 149	743 31 - 8 - 23 100 4 6 6 - 42 27 7 7 339 203 49 203 204 203 204 205 205 205 205 205 205 205 205 205 205	906 21 5 - 16 17 16 11 4 4 4 4 4 4 4 1 15 15 15 15 15 15 15 15 15 15 15 17 17 17 17 17 17 18 18 19 19 19 19 19 19 19 19 19 19 19 19 19
remajors equipment, country from the country of the country formed and form monarces formed and form monarces form labares and form formen form labares and form formen form labares and form formen formed by the country formed	20 55 264 191 21 3 21 183	475 39 17 67 583 380 55 46 15	678 231 320 656 844 641 89 28 19 767	647 99 95 114 653 440 51 81 13 462	545 85 12 90 1 065 719 162 51 29 418	47 11 16 2%3 232 23 19 245	103 327 724 581 367 59 81 10	64 14 140 442 292 68 25 26 478	35 27 307 221 24 23 5 144	24 20 92 18 42 10 84 64 5	35 27 23 143 119 18
Femile septised, 16 years all and sever. Professional, technool, and winder dwarear. Health workers Teachers, climeatory and secondary schools. Monogers and administrators, except form. Solist workers Period Irade. Cercal and kindred workers. Secretains, stemportures, and hypotis. Ceclainum, formene, and shaded workers. Opcolives, except fromport. Monodatoring and secondary schools. Teachers, except fromport. Teachers, except from the household? Cecaning and food service workers. Fersion workers. Fersional service workers. Personal service workers. Priscelal service workers. Priscelal service workers.	931 533 16 6 6 6 6 77 43 43 40 36 30 114 112 178	1 522 167 15 133 25 29 26 104 19 7 402 327 75 16 23 303 181 55 6 450	2 749 243 23 185 20 31 26 141 30 34 694 556 93 279 518 30 94 49 13 279 518 30 49 49 49 49 49 49 49 49 49 49 49 49 49	2 369 75 16 44 21 21 111 15 71 1 183 1 075 103 9 9 9 19 338 221 46 41 46 41	2 559 318 72 149 15 57 13 167 51 19 929 819 110 5 7 7 7 7 7 32 112 28 398	24 23 23 293 293 293 293 293 180 82 84 47 180 187 19 223	1 994 187 	1 281 123 18 84 32 20 20 118 49 44 225 255 255 25 4 9 14 221 139 139 139 14 21 14 221 416	772 33 6 30 3 11 11 26 6 3 3 3 3 3 3 3 17 5 5 9 12 172 123 123 123 124 123 124	273 8 8 2 	420 111 5 5 4 4 40 10 10 135 116 20 7 5 5 7 5 117 5 118 118 119 118 119 119 119 119 119 119
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LADOX FORCE FOR SELECTED OCCUPATION GROUPS									. 10		
Male, 16 years all end even with earnings? Professional, monogenati and Alforde workers Craftisen, forcemen, and known workers Operatives, including fromsport Economy, create from Farmers and form managers form leborary, except unpod, and form foremen.	\$4 330 4 520 4 563 3 513	\$3 650 6 275 3 931 3 663 3 384	\$3 193 5 652 3 787 3 659 3 068 1 457 1 213	\$4 257 4 176 5 120 4 593 3 529	\$3 817 6 561 4 553 4 171 3 446	\$3 590 4 115 3 812 3 139	3 550 3 285 2 531 1 770 1 595	\$3 366 3 951 3 743 3 060 2 073	\$4 190 4 354 3 705	\$4 324 4 763 	\$3 865 4 608 3 023
Famale, 16 years old and over with comings? Clerical and kindred workers Operatives, including transport	\$2 756 3 428	\$1 857 3 304 3 112	\$1 694 2 229 2 557	\$2 977 3 313 3 468	\$2 440 2 025 3 253	\$1 911 3 138	\$1 608 40 045 2 371	\$1 823 2 667 3 120	\$2 702 2 960	\$2 702 2 660	\$1 £47 2 652
INDUSTRY			1								
Teste employed, 16 years elé aud ever Apriculture, l'aprietry, con Éditorieis Mindig Gossificition Functure end lumber and wood products Material end function and products Material end function and function Material end function Material end function Other dramble gradie Teste end for function equipment Teste end for force for function Parking and force of the conductor Princip goldsening, and duite a clusteres Other anadouse a code schooling and aperied Other anadouse of code schooling and aperied Testing and conductor and schooling	2 041 91 177 364 33 33 82 14 17 561 19 67	3 435 111 143 1 122 184 39 13 15 45 94 647 6 77 35 283	6 220 1 002 455 1 763 72 8 42 22 74 60 883 6	5 445 232 6 273 170 177 17 86 12 93 37 2 119 32 570 98	\$ 528 117 33 176 2 626 186 35 11 38 338 170 1 370 3 5 7 40	1 728 34 144 7793 216 14 35 21 440 5	4 853 1 063 3 5 3 7 1 579 271 16 214 10 128 3 49 451 5	2 834 167 146 939 53 19 5 6 98 31 619 -	1 495 27 9 86 950 38 177 91 4 29 52 523 -	743 45 22 563 25 27 3 81 81 8 901 7	\$26 54 19 51 322 16 3 29 27 23 16 188 -
Other transportation. Communications, utilities, and saniony services Communications, utilities, and saniony services Facil, bakery, con detrie Facil, bakery, con detrie Facil, bakery, and extending the control of th	23 4 28 34 116 35 40 184 75 25 70 41	44 65 43 77 195 7 44 483 122 32 81 329 122 57	139 105 88 82 303 63 64 733 312 22 207 547 105 102	72 55 54 70 219 24 49 414 246 25 76 173 104 79	62 45 51 91 208 31 26 398 269 21 347 590 274 76	21 8 10 35 68 11 36 257 89 112 33 12	63 83 51 39 144 23 70 436 186 - 58 433 93 45	46 62 64 18 150 21 15 410 155 3 107 357 47 61	24 5 3 21 99 4 10 121 133 17 33 95 21	13 7 21 12 4 5 24 3 13	17 9 19 19 27 175 86 19 24 15 17

Table 127. Occupation, Earnings, and Industry of the Nagro Population for Counties: 1970-Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

		(Data based on si	umpe, see lest.	roi manimum	pase for derive	a rigures (perc	ent, meaign, e	erc.) and meanin	ng of symbols, se	e text)		
	Counties With 400 or More Negro Population	Transylvania	Tyrrell	Union	Vance	Wake	Warren	Washington	Wayne	Wilkes	Wilson	Yodkin
	OCCUPATION						- 1					
	Testa employed, 16 years all and ever Professional, technocol, and evolved warders. Health warders. Health warders. Ternschare, except health. Other prefessional warders. Managers and administrators, except form Soliced.	5	418 35 5 26 -4 10 10	3 475 145 11 91 -3 36 36 36 50 33 132	4 348 228 23 143 12 50 55 21 34 54 37 201 348	17 741 1 489 181 652 45 611 410 332 78 322 261	2 224 115 3 104 8 42 21 21 25 25	1 \$03 75 6 64 5 - 31 10 21 20 13	8 126 587 125 359 6 97 209 • 178 81 90 54	945 54 	\$ 887 337 47 214 28 50 119 55 64 48 32 273 528 149 245	441 7 4 3 4 4 4
	Retail trade Clerical and kindred workers Craftsmen, forenen, and kindred workers Mechanics and repairmen Construction craftsmen Operatives, except transport	28 60 4 50 99	8 19 7 8	132 494 79 298 1 047	201 348 104 94 1 477	1 627 1 651 315 827	50 229 40 135 604	51 178 4 84 377	296 596 113 272 1 518	39 123 26 39 258		29 29 29 25
	Openins except transportung Duroble policy in manufacturing Animonal activity in district Animonal activity in district Labures, except form Construction buberes Formers and form managers Formers and form managers Formers are only in a construction Service workers, except provide business Littoring and Most service wereless Littoring and Most service wereless	6 70 23 12 39	52 9 18 25 34 114 28 17 32 63 45	189 684 174 194 410 135 19 83 428 326	227 1 069 181 260 432 143 101 329 448	737 895 809 926 1 645 434 281 654 4 017	126 374 104 87 347 86 187 159 188 132	161 167 49 66 232 42 29 68 191	489 660 369 523 632 122 220 633 1 830	96 146 16 37 91 - 8 182	1 092 177 684 231 452 525 129 *250 691 937 644 192	159 283 83 43 9 61 18 5 16 52 24 13 3 5
*	Personal service workers Personal service workers Protective service workers Private household workers	71	4 5 29	58 17 437	320 53 24 18 415	2 665 430 275 73 2 276	20 10 203	121 9 6 10 185	209 704 128 36 937	121 19 21 16 138	65 17 633	1 - 100
	Finels engliged, 16 years all end werr. Professional, tolanolo, and kinderd workers. Habits workers. Habits workers. Habits workers. Habits workers. Habits workers. Habits workers. Retal Inade. Cereal may kinder workers. Sereture, strongerohers, and typists. Certaining branne, and kinder workers.	11 6 5	149 23 5 19 4 - - 8 6	1 552 116 11 84 11 11 7 68 21 18	1 716 162 23 115 5 9 4 134 36 22	8 373 921 132 459 97 197 178 970 249 126	726 91 83 11 8 8 8 41 8	\$25 58 6 52 20 20 13 31	3 687 435 91 280 60 44 39 172 18	431 41 24 	2 324 239 41 153 13 16 16 164 38 3	107 4 - 4 4 4 4 - - - - 4
	Operatives, except trensport Manufact range engagement Manufacturing englastres Transport explained operatives Labores, except form Farm workers Service workers, except private household* Clanning and fond service workers	19 19 7 7 7	11 2 9 - 6 16 47 34	614 555 59 	675 606 67 5 19 36 237	1 321 872 449 5 132 154 2 192	234 214 20 	92 68 24 - 8 4 118 70	823 626 197 12 71 146 967 420 390	151 135 16 7 8 67 43	552 462 90 3 40 173 554 410	109 85 24
	Health Service workers Personal service workers Private household workers MIDIAN EARNHIOS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LAUCE FORCE FOR	65	29	437	24 13 412	289 203 2 223	197	165	73 914	13	27 627	70
	SELECTED OCCUPATION GROUPS Mels, 16 years all end ever with sandaps ¹ . Professional, incorporation of whomen workers. Continues, foreignes, and shared workers. Operatives, including franciporat Leaderse, select from Formers and farm monogers. Farm laborers, except unpool, and farm foreignen.	\$2 967	\$3 275 	\$3 745 4 339 4 162 3 075	\$3 477 6 139 4 781 3 769 3 106 2 315 1 700	\$3 674 5 907. 4 183 3 925 3 019 2 520 1 179	\$2 813 3 528 3 057 2 489 2 170 1 796	\$3 650 3 645 4 615 2 804	\$3 520 7 512 4 055 3 722 2 765 1 912 1 605	\$3 534 3 196 4 G88	\$3 127 6 050 3 942 3 377 3 044 2 176 1 243	\$3 314
	Female, 16 years old and ever with corniags?_ Clerical and kindred workers Operatives, including transport	\$1 167	\$1 039	\$2 167 3 066	\$1 565 2 029 2 272	\$2 006 2 526 2 641	\$1 703 3 031	\$1 530 1 978	\$1 938 3 233 2 445	\$2 660 3 607	\$1 802 2 650 2 165	\$1 778 2 893
	INDUSTRY				1		-		11			
	Agriculture, forestry, and fisherest Mining Construction Menul cettering Menul	410 89 24 122 	418 44 42 104 80 	3 475 145 47 47 473 1 253 1 115 119 28 10 46 1 158 1 648 24	4 348 441 61 253 1 923 5 5 92 5 241 176 1 050	17 741 1 062 164 1 454 2 704 230 163 423 423 427 477 475 377 101	2 238 352 22 264 751 256 6 6 49 38 333 3	1 502 118 1003 7033 307 30 28 51	\$ 126 934 485 1 773 398 142 141 7 80 164 359 -	945 14 	\$ 837 934 27 445 1 454 59 13 32 70 94 173 393 34 616 159	441 26 4 31 190 6 19 16 - - - - - 2 2 2 3 5
	Giter Inconspiration. Communications, unifies, and sensory services. Wholestic trades. Stating and dissiparatives. Ealing and dissiparatives.	5 6 6 6 11 - 5 5 6 6 11	2 14 48 11 29 35 29 35 5 43 7	29 45 158 15 25 164 57 12 444 100 12 68 200 69 37	55 48 111 34 54 208 1.4 41 421 132 24 108 274 73	245 434 676 318 615 1 232 444 238 2 157 988 149 654 2 418 817 708	12 45 21 4 20 134 17 30 149 93 5 14 213 41 21	24 11 19 22 22 33 12 7 174 40 5 - 22 - 124 56	43 134 234 62 140 450 57 61 865 512 49 959 644 270 229	5 18 25 16 50 26 176 33 	96 71 92 93 141 250 44 110 604 235 23 299 478 138 65	74 26 13 8 21

*Includes allocated cases, not shown separately. *Includes protective service workers and discated cases, not shown separately. *Includes persons in other occupation groups, not shown separately.

Dr. Kelly

NORTH CAROLINA STATE UNIVERSITY

AT RALEIGH

P. O. Box 5067, RALEIGH, N. C. 27607

OFFICE OF THE PROVOST AND VICE-CHANCELLOR

January 31, 1973

TO:

Dr. A. Carnesale
Dr. R. G. Carson
Dean D. W. Chaney
Dean C. J. Dolce
Dr. F. J. Hassler
Dr. I. T. Littleton

Dean C. McKinney
Dr. J. D. Memory
Dr. L. C. Saylor
Dean B. C. Talley
Dr. W. L. Turner
Dr. O. Uzzell
Mr. J. D. Wright

m

FROM:

Clauston Jenkins

G

SUBJECT:

Data for Affirmative Action Planning

WAY

The following information is attached for your use in Affirmative Action Planning:

1) SPA data for your unit

- a) list of all SPA personnel by department;
- symmary according to race and sex for each department and the entire unit.

This data should be useful in assessing your present situation and establishing goals.

- 2) Data on graduates from technical institutes and community colleges in North Carolina
 - a) code sheets for associate degree field codes;
 - b) Table 1 Associate Degree Recipients by sex, 1971-72;
 - c) Table 2 Associate Degree Recipients by race, 1971-72;
 - d) Table 3 Early Leavers with Marketable Skills (EIMS) by sex, 1971-72;
 - e) Table 4 Early Leavers with Marketable Skills (ELMS) by race, 1971-72.

All of this data is stapled together. This information, furnished by the North Carolina Department of Community Colleges, should be useful in assessing the availability of trained manpower for various classifications and determining the number of potential transfer students.

CJ/mg Enclosures

cc; Mr. William Calloway Mr. Cy King

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No.	•	OCCUPAT	CODES	
HEGIS		41		NCES
CODE		AGRICUL	TURAL AND BIOLOGICAL SCIENCE TECHNOLOGIES	CODE
5402		T 001	Agricultural Business Technology	01.0104
5402		T 002	Agricultural Chemicals Technology	.0201
5301		T 003	Agricultural Equipment Technology	.0301
• 5402		T 006	Agricultural Research Technology	.0200
5301		T 017	Agriculture Science and Mechanization	.0300
5403		T 014	Fish and Wildlife Management Technology	.0604
5403		T 084	Fisheries Research and Management Technology	.0607
5402	21 173 2 3	T 012	Floral Design and Shop Management Technology	.0502
5404	1.	T 005	Food Processing Technology	.0401
5403		T 007	Forest Management Technology	.0700
5403		T 008	Forest Recreation Technology	.0705
. 5402		T 009	Ornamental Horticulture Technology	.0500
5402		· T 010	Poultry and Livestock Technology	.0101
5506		T 011	Recreational Grounds Management Technology	.0602
5402		T 013	Soil and Water Conservation Technology	.0603
5206		T 004	Veterinary Medical Technology	.9900
5403		T 015	Wood Products Technology - Primary	.0704
5403		T 093	Wood Products Technology - Secondary	.0704
		DISTRIBUT	TION AND MARKETING TECHNOLOGIES	
5003		·T 112 ·	Banking and Finance	04.0400
5008		T 024	Broadcasting Technology	.0100
5404		T 074	Food Service Management	.0700
5010		T 025	Hotel and Motel Management	.1100
5004		T 020	Marketing and Retailing Technology	.1200
5506		T 094	Recreation Technology	.1800
5011		T 034	Traffic and Transportation	.1900

ENGINEERING AND SCIENCE TECHNOLOGIES

T 089

T 079

Video Visual Graphics Visual Merchandising

2450			
- 5317	T 036	Air Conditioning and Refrigeration	16.0110
5317	T 041 .	Architectural Technology	.0103
5302	T 081	Aviation Management and Career Pilot Technology	.0601
5305	T 037	Chemical Technology	.0105
5309	T 038	Civil Engineering Technology	.0106
5105	 T 040	Computer Maintenance	.0109
5505	T 102	Corrections and Juvenile Delinquency	.0605
5310	T 044	Electrical Engineering Technology	.0107
5311	T 039	Electromechanical Technology	0109
5101	T 023	Electronic Data Processing - Scientific	.0117
5310	T 045	Electronics Engineering Technology	.0108
5309	T 052	Environmental Engineering Technology	.9902
-5408	T 103	Environmental Science Technology	.011099
5507	T 046	Fire and Safety Engineering Technology	.0602
5507	T 063	Fire Science	.0602
5312	T 075	Furniture Manufacturing	.011303
5301	T 114	General Occupational Technology	.0699
5311	T 111	Hospital Plant Engineering and Maintenance Tech.	.0109
5312	T 047	Industrial Engineering Technology	.0111

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HEGIS CODE	ENCLNEED	THE AND SCHENE TECHNOLOGIES (CONT.)	NCES
CODE	ENGTNEER	ING AND SCIENCE TECHNOLOGIES (CONT)	CODE
5004	T 049	Industrial Management Technology	16.0111
5314	T 048	Instrumentation Technology	.0112
5312	T 050	Manufacturing Engineering Technology	
5406	T 085	Marine Technology	.0113
5406	T 106	Marine Electronics Technology	.0604
5406	T 086	Marine Laboratory Technology	.0604
5315	T 051		.0604
5401	T 113	Mechanical Engineering Technology Minerals Technology	.0113
5505	T 064	Police Science	.0114
5313	T 090	Textile Technology	.0605
5011	T 035		.0699
5306	T 095	Traffic Engineering Technology Transportation Maintenance	.010699
		The state of the s	.0104
	HEALTH O	CCUPATIONS TECHNOLOGIES	
5208	T 059	Associate Degree Nursing (Registered Nursing)	07.0301
5203	T 054	Dental Hygiene	.0102
5204	T 055	Dental Laboratory Technology	.0103
5208 5214	T 098	Diploma Nursing Related	.0301
5214	T 092	Health Professions Assistant	.0904
	T 091	Inhalation Therapy Technician	.0903
5205	T 110	Medical Laboratory Technology	.0200
5214	T 058	Medical Office Assistant	.0904
5216	T 056 ·	Mental Health Associate	.0801
5201	T 057	Mortuary Science	.0909
5316	T 104	Nuclear Medicine Technology	.0503
5201	T 116	Nursing Options in Practical Nursing and Associate Degree Nursing	.0300
5212	T 060	Opticianry	.0601
5219	T 062	Physical Therapy Assistant	.0402
5207	T 061	Radiologic Technology ·	.0501
5219	T 083	Recreational Therapy	.0402
	OCCUPATIO	NAL HOME ECONOMICS TECHNOLOGIES	
5405	- T 073	Early Childhood Specialist	09.0201
5405	T 077 .	Interior Design	-0204
5503.	T 088	Teacher Aide	.0201
	OFFICE TE	CHNOLOGIES	
5503	T 109	Associate Degree Program for Vocational	14.0601
5000	T- 444	Instructors	
5002	T 016	Accounting	.0101
5012	T 066	Audiovisual Technology	.0601
5004	T 018	Business Administration	.0800
5004	T 115	Counselor Associate	.0602
5005	T 028	Court Reporting	.0703
5101	T 022	Electronic Data Processing - Business	.0203
5005	T 033	General Office Technology	.0303
5008	T 087	Journalism	.0499
5504	T 080	Library Assistant	.0499
5213	T 053	Medical Records Technology	.0499
5508	T 067	Municipal Administration	.0802

HEG IS CODE	OFFICE TO	CHNOLOGIES (CONT)	NCES .
5005 5005 5005 5005	T 029 T 030 T 031 T 032	Secretarial - Engineering and Technical Secretarial - Executive Secretarial - Legal Secretarial - Medical	14.0702 .0701 .0702 .0702

TRADES AND INDUSTRY TECHNOLOGIES

J. Lake					
5011		1	100	Air Traffic Management	17.0400
5302		1	082	Aviation Maintenance Technology	
.5302	*	T	019	Avionics	.0401
5317			027	Building Construction Technology	.0402
5012			070	Commercial Art and Adventice	.1000
5403			105	Commercial Art and Advertising Design	.0700
5012				Commercial Fisheries Technology	.0800
			068	Commercial Graphics	.1900
5006			021	-Cosmetology (Diptoma-Program)-	.2602
5404		Т	071	Culinary Science	.2902
5507		T	.096	Fire Service Operation and Management	.2801
.5012	the state of	T	076	Furniture Design Technology	A STATE OF THE PARTY OF THE PAR
5303		T	042	Furniture Drafting and Design	.0703
5012			108	Learning Media Production Technology	.1300
5303			043	Mosharian Daniting	.0700
5007			069	Mechanical Drafting and Design	.1300
5305				Photography Technology	.0900
			101	Plastics Technology	.2700
5009			026	Printing Management	. 1900
5309		T	078	Surveying (Technical Specialty)	.9900
5012	10 L 100	T	072	Technical Illustrating	.1300
5008		T	065	Telephony (Technical Specialty)	
				, and a specially,	.1501

OTHER PROGRAMS

T 099 Technical Guided Studies (preparatory Non-Credit Courses)

OCCUPATIONAL EDUCATION DIPLOMA AND CERTIFICATE CURRICULUM CODES

	CCOPATIONA	E EDUCATION DIFEOMA AND CERTIFICATE CORRECCEOM CODE	.5.
HEGIS CODES	AGRICULT	URAL OCCUPATIONS	NCES CODE
5301 5402 5402	V 020 V 062 V 021	Farm Machinery Mechanics Farriering Horticulture	01.0301 .0299 .0500
	DISTRIBU	TION AND MARKETING OCCUPATIONS	
5004 5008	V 006 V 043	Building Materials Management and Sales Radio and Television Broadcasting	04.0900
	HEALTH O	CCUPATIONS	
5202 5205 5214 5214 5214 5214 5209 5216	V 011 V 030 V 031 V 072 V 073 V 071 V 038 V 076	Dental Assistant Medical Laboratory Assistant Medical Office Assistant Nurse Assistant Operating Room Assistant Operating Room Technician Practical Nursing Psychiatric Aide	07.0101 .0203 .0904 .0303 .0305 .0305 .0305 .0302
	HOME ECON	IOMICS OCCUPATIONS	
5405 5405 5218 5218 5218 5503	V 067 V 069 V 065 V 075 V 089 V 088	Child Care Worker Clothing Construction and Design Home Companion for the Aged Personal Care and Family Aide (Home Health Aide) Professional Housekeeping Teacher Aide	09.0201 .0202 .0205 .0205 .0205 .0201
	OFFICE OC	CUPATIONS	
5005 5104 5005 5104	V 012 V 066 V 080	Unit Record Operation	14.0901 .0201 .0499 .0202
	TRADES AN	D INDUSTRY OCCUPATIONS	
5317 5302 5306 5306 5317 5317 5317 5006 5404 5307 5303	V 024 V 004 V 001 V 003 V 092 V 005 V 007 V 009 V 010 V 013 V 015 V 016	Air Conditioning and Refrigeration Air Frame and Power Plant Mechanics Automotive Body Repair Automotive Mechanics Basic Electrical Installation Building Maintenance Carpentry and Cabinet Making Cosmetology Culinary Science Diesel Vehicle Maintenance Drafting - Building Trades Drafting - Electrical/Electronics	17.0100 .0401 .0301 .0302 .1002 .1000 .1001 .2602 .2902 .1200 .1300

CODE	TRADES AND INDUSTRY OCCUPATIONS (CONT)	CODE
5303	V 014 Drafting - Furniture	17.1300
5303	V 017 Drafting - Mechanical	.1300
5403	V 019 Dry Kiln Operating	.3699
5317	V 018 Electrical Installation and Maintenance	.1002
5317	V 060 Electrical Lineman	.1402
5404	V 053 Food Preparation Specialist	.2902
5312	V 040 Furniture Production Assistant	.3601
5009	V 022 Graphic Arts - Printing	.1900
5301	V 026 Heavy Equipment Mechanics (Earth Moving)	.1099
5301	V 064 Heavy Equipment Operator	.1099
5317	V 058 Hospital Plant Maintenance	.1099
5310	V 045 Industrial Electronics Servicing	.1502
5312	V 055 Industrial Laboratory Assistant	.1502
5311	V 028 Industrial Maintenance - Electromechanical	.1400
5311	. V 033 Industrial Mechanics	.1099
5313	V 035 Industrial Sewing	.3300
5314	V 057 Instrument Mechanic	.2101
5313	V 068 Knitting Machine Fixing	.3399
5317	V 029 Light Construction	.1001
5403	V 025 Log Sawing	.3699
5403	V 027 Lumber Inspecting	.3699
5315	V 032 Machinist	.2302
5315	V 034 Marine Mechanics	.2200
5317	V 070 Masonry	.1004
5009	V 039 Offset Printing	.1902
5310	V 074 Outboard Motor Repair	.3100
5317	V 037 : Plumbing and Pipefitting	.1007
5012	V 023 Pottery Production	.0799
5306	V 093 Practical Automotive Mechanics	.0302
5317	V 096 Practical Bricklaying	.1004
5317	V 097 Practical Carpentry	.1001
5317	V 098 Practical Electrical Wiring	.1002
5315	V 094 Practical Machine Shop	.2303
5310	V 091 Practical Radio and Television Repair	.1503
5308	V 095 Practical Welding	.2306
5310 .	V 042 Radio and Television Servicing	.1503
5403	V 041 Saw Filing	.2303
5313	V 078 Sewing Machine Mechanic	.3399
5317	- V 044 Sheet Metal	.2305
5309	V 063 - Surveying - Road Construction	.9900
5313	V 081 Tailoring	.3302
5008	V 046 Telephone Installation and Maintenance	.1501
5313	V 047 Textile Production	.3300
5301	V 048 Tool and Die Making	.2307
5313	V 082 Upholstering	.3500
5313	V 084 Upholstery Cutting	.3500
5313	V 086 Upholstery Sewing	.3500
5310	V 090 Vending Machine Maintenance	.0201
5408	V 087 Waste Water Treatment Plant Operator	.010602
-5314	V 049 Watchmaking	.2102
-5308	V 050 Welding	.2306
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OTHER PROGRAMS

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COLLEGE TRANSFER EDUCATION CODES

C 025 C 024	Associate Degree for Vocational Instructors
C 030	General Curriculum
C 001	Guided Studies (Preparatory Course)
C 002	Pre-Agriculture
	Pre-Architecture
C 003	Pre-Art
	Pre-Business - Administration
C 026	Pre-Business - Education
C 005	Pre-Dental.
C 006	Pre-Drama
C 007	Pre-Engineering
C 008	Pre-Forestry
	Pre-Journalism .
C 010	Pre-Law
C 011	Pre-Liberal Arts
C 012	Pre-Mathematics
C 013	Pre-Medical
	Pre-Ministerial
C 015	Pre-Music
C 023 C 016	Pre-Nursing
	Pre-Optometry
C 017 C 022	Pre-Pharmacy
C 022	Pre-Physical Therapy
C 027	Pre-Public Administration
C 029	Pre-Recreational
C 018	Pre-Science
C 020	Pre-Social Work
	Pre-Teaching - Elementary
C 028 C 032	Pre-Teaching - Secondary
	Pre-Textile Chemistry
C 033	Pre-Textile Technology
0 021	Pre-Veterinary Medicine

GENERAL EDUCATION CODES

G 020 G 030 General Education Special Credit Student *

0		Tak	ole 1.	Assoc	ciate	Degree	Recipients	by Sex,	1971-72	School Y	ear
^											
).	FIELD	MALE	FEMALE								PAGE 1
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	C030 C001 C002	2 4 2	2	4 4 3		70.71.00					
	C004	150	1 3 16	106	Hel						
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	CO18 CO19	20	1	20 4 1				The same			
	C010 C011 C012	360	208	574 13							
	C013 C014 C015	3 4	2	5 4 4							
	C023 CL16	1	3	2							
	C017 C022 C027	3		3							
	CC29 CO18 CO19	19	7	26 11							
	C026 C028 C032	27 23	87 25	114							
	C033 C021								THE PARTY		
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	T002 T003 T006	17	3	40 5 20	-						
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	FIELD	FM-9 1971	-72 CURR	COMPLETIO	NS & ELMS BY SEX, RACE, PROG D1-04-72 MISTAB TABLE 1 CUNTINUED PAGE 2
1	CODE				
-0	1617	1 8	2	TOTALS	보니 모양이 보고 있는데 이 경영화를 하고 있다. 보고 있다면 하고 있었다면 사람들이 되었다면 하는데 그 없는데 되었다면 하는데 되었다.
	7014			15	
0	T084	3	1	4	
	1012			2	
0	T005		2	32	
. 1	TODS				
	1009	22	3	. 25	그는 경우를 하는 것이 없는데 그 아무리를 하는데 하는데 하는데 하는데 하는데 되었다. 그리고 하는데 하는데 그리고 있다면 하는데
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	TOU 4	1	25	26	
35.1	1015			5	the state of the s
	T112				
	T024	2	2	4	
	1074			11 7 2 1	2
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	T094	2 2	2	4	
	T034	21		21	
1	T089				
	T1036	22		22	그리트 이 경기는 나는 도둑을 잃었다면 모양하는 동생은 그는 자금 사람이 되었다. 이 경기로 보다 되었다.
5 .1	TC41	60	2	62	
	T081	2		2	가는 아이들이 그렇게 이 사이를 하면 되었다면 하게 되었다. 그렇게 된 모시합니다 나라를 되었다.
	1037	25 57	7 2	27 59	그렇다 한 경기 가지 않는 것 같아 이 집에 얼마면 되었다면 하고 있다.
- (T040	THE REAL PROPERTY.			
	1102				이 내 내 사용하는 사람이 가는 것이 하셨다면 없어졌다면 예약하다면 하셨다면서 다른 사람은 사람이 되었다.
. 1	7044 T039	25 18	1	25	The second of the second secon
	T023	2	î	3	경기 (8.1 시간 시간 시간 시간 경험) 역 경기 (8.2 시간
	1045	183	3	186	
	TC52 T103	9	2	11	BEET (1985) 이번 100 120 120 120 120 120 120 120 120 120
	T046				
	7063				
	1075	23	1	24	
f	T113				
	1047	20	1	21	
	T049	27	1	. 28	and the second s
	T048 T050	11 25		25	
	T685	23		23	
- [T106				
	T086	16	7	23	마음을 하게 하는 것이 없는 이 이 사람들은 이 회사에 가장하는 사람들이 되었다면 하는데 하는데 하는데 되었다.
3000	T051 T114	25	1	26	
	TC 64	268	16	284	
	T090	15	29	15	
	1035	12	61	12	나는 가지 하는 경우를 하는 것이 없어서 말했다면 했다면 모든 것이 이번 때문에게
1-2	LT095	12		. 12	
	All the same of th			-10	그는 사람들이 살아보는 사람들이 살아 되었다. 그 아이들은 사람들은 사람들이 가장 나를 살아 보다 없다.
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	CODE	1	2	TOTALS		MISTAB TABLE 1 CONTINUED PAGE 3
	TC59	ī	190	197		
	1054		75	75		
	T055 T098	22	2	24		
	T092		4	4		
	T091	8	1	9		
7	T110 T058	1			and the second second as a second second second second	
	T056	8	36	. 44		
	T057					
	T104 T116					
1 11	T060	7	3	10		
	T062		11	11		
	T061 T083	3 2	5	8		
5	T073		10	10		
	T077	2	13	15		
	TC16	85	43	43	the state of the s	
	T109	05	55	140		
	T066	6	. 3	9		
	T018 T115	463	148	611	The state of the second second	
	T028		7	7		
	T022	135	66	201		
	T033 T087	3	86	89		
	T080	1	20	20		
	TU53			2.17		
	1067		-		The state of the s	
S	T029 T030	4	32 479	32 483		
222	1031		11	11		
	LT032		49	49		
	T100 T082	19		19		
	T019				The state of the s	
	T027	7		7		
	T070 T105	23	26	49		
	T068	1	1	2		
	T071		1	4		
	T076					
	T042		1	1		
	T108				No. 1 and A. C. Company of the State of the	
	T043 T069	127	3	130		
	7161	5	1	6		
	T026		- 1			
	T078		-	8		
	T072 T065	8		8		
135						

CODE	- 1	- 14	TOTALS	
T099	6	2 4	12	
V020				
V062	12	1	13	
V021	22	7	29	
V043	23	2	25	
V011		70	70	
V. 30	9	67	.76	
V031			40.4	
V072 V073		205	208	
V071		31		
V038	12	813	825	
V076				
V067 V069		.7.	. 7	이 사용을 하는 것이 되었다. 이 상 사는 보기를 하는 사람들이 되었다. 그 사람들이 되었다.
V065				
V075				[2] [[] [[] [[] [] [[] [] [[] [] [[] [] []
V089				
VC 88		58	58 14	
V012	1	5	6)
V066				
V080				
V024	131		131	
V001	86	2	88	
VOUS	476	2	477	
V092	23	1	24	
VQD 5				(), () [4] [4] [4] [4] [4] [4] [4] [4] [4] [4]
VOU 9	43	399	43	
VOID	14	277	413	
V013	67		67	
V015	43	2	45	
V016				
V014 V017	73	1	74	
V019		•		
VC 18	151		151	
V060	2		2	
V053 V040	2		2	
V022	6	5	11	
V026	8		8	
V064	44 .		- 44	and the second
V058	. 7		1	
V045	2	5	7	
V028	38		38	
V033				
V035				
V057 V068				
VIOO				
				12. 이 12. 일이 있는 이 보고 있는 아들은 사람들이 있는 것이 없는 것이 되었다. 그 사람들이 없는 것이 없는 것이 없는 것이 없는 것이다.

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PICLE	FH-9 1971-	72 CURR	COMPLETIONS	& ELMS BY SEX, RACE, PROG 01-04-72 MISTAB TABLE 1 CONTINUED PAGE 5
FIELD	1	2		
V029	10		10	
V025 V027	3		3	
V032	113	1	114	[18] [18] [18] [18] [18] [18] [18] [18]
V032 V034	16		16	
V070 V039	72		72	
V039	20		24	
V074 V037	5	3	26	
V023				
VU93	6		6	
VU96				
VC 97 VC 98				
V094	7		. 7	나를 하는 것이 없는 것이 없다.
V091 V095				
V0.95	111		111	
V042 V041	- 6		6	
V078				
V044 V063				
V081				
V046				
V047 V048	35		35	
VC 48 VC 82	35	2	35	
VI 84		1	36	
V086	6	25	31	
V090 V687	5	4	9	가 보고 있는 그 사람이 없다면 나는 사람들은 사람들은 사람들이 되었다.
V649	6		6	
LVCSO	262	1	263	
V099	4	5	9	
TOTALS	5355	4286	9641	
1000	-			
		No. Per		
The state of the s				
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			was a series	
or other transmission of the same				

•		WHITE	BLACK	AMERICAN	ОТИЕК		Table 2. Associate Degree Recipients Page 1
0	FIELD	3	8	TX T	0		
7.	400000	- 1 1	2	3	4	TOTALS	by Race, 1971-72 School Year
0	CC 25 CC 24	99	13	8		120	
	C030	4				4	
	0002	4				4	
The same	C003	6	1	1111		8	
	C004	153	10	3		166	
photos and	C026 C005	2	2			4	
	CC06	20				nh	
	C009	4				26	
	6009	1 4				1	
	C010 C011	542	31		1	574	
	C012 C013	13				13	
	CU14	4 3	1			5	
	C015 C023	4				. 4	
	CC 16	2				2	
	C017 C022 C027	3				3	
	C027						
12	C029						
	C019	25	- 1			26	
	C020 C028	96	- 1 2 10	5	3	26 11 114 48	
	C032	44	4			48	
	CO33					-	
	G0 20	210	74				
	G030	219 855	24 77	13	7	952	
1	T001 T002	39			7	952 40 5 20	
S. 1	T003	20				20	
	T006						
S. Prince	T017 T014 T084	18	-			16	
	T084	4	411			4	
The Control of						- Commercial Commercia	
	- S		in the desire		-		and the state of t
						2 (12	
		77.	**	Till.			

p	FIELD	FH-9 1971-7	2 CURR	COMPLETIONS	& ELMS BY SE	RACE, PROG D1-04-72 WISTAB TABLE 2 CONTINUED PAGE 2
-0	CODE	1	2			
n.	T-12	2	- 4	3	4 TOTAL	
	1005	3	1			
0.	T007	32			33	
1.7	1009	24	1		21	
	T010	7			2	
	TG11 TG13	10	1		11	
***	TCD4	26			26	
	T015	5				
Dall San	T112					
	TG24	4				
	TC 74					
	1025 1020	8 5				
	1094		1	3	5	
	T034	21		- T. H. F.	. 21	
	1079					
	T036	21 58		1	22	
	T041 T081	58	- 4		62	
	T037	26	1		22 62 2 27	
3	T038	54	The last		59	
12 11 11	T040 T102					
	T044	17	7		1 25	
	T039	17	7 2		1 25	
	T023	170	12	1	3 186	
	T052	10	1		11	
	T103					
	T063					
	T075	22	2		24	
T. Committee	T113					
SM TO	T111 TC47	21			21	
The Property and	T049	27	1		28	
TELES OF	T048	9	2		11	THE RESERVE OF THE PROPERTY OF THE PARTY OF
	T085	24	1		25	
	1106					
A	Tu86 Tu51	23	Harry .		23	
The state of	T114	20			26	
	TE 64	251	27		284	
330	1090 1035	15		America de Santo	15	
	1 7095	9	3		12	
- produce and	1059	172	22	1	2 197	
S - 1	T054 T055	71	3		2 197	
No. of the last of					24	
7 1 3 7 7						
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Will street and	THE PERSON NAMED IN			CONTRACTOR OF THE PARTY OF THE		

FIELD	1	2	3	4	TOTALS	
1098	4				4	
T091	8	1			9	
T110 T058	В					
T056	35	1 9			9	
T057	J					
T104 T116						
T060	7	3			10	
T062 T061	10	1			11 8	
T083	6	2			10	
T073	14	5	W. 13		10 15	
T077 T088	14	26			15	
1016	130	8	2	THE REAL PROPERTY.	140	
1109						
1018	460	119	4	2	611	
1115						
T028	191	â	1	1	20.1	
T033	63	26			89	
TC 87	1		alle to a refere		211	and the second s
T080	14	6			20	
70.67					-	
T030	21	76	7 .	4	32 463	
7031	396	1			11	
V T032	40	8	1		575	
T100	18	96			19	
T019						
T027	7 45		1 1		. 7	
T105				1000		
T068	2 2				2	
T071 T096	2	2	1000	-	4	THE RESERVE OF THE PROPERTY OF
T076						
T042	1	- when it				
T108	120	8	2		130	
T069	4 .				6	
7101 T026	6				. 6	
TC78			L. P.L.			
T072	8				8	
T065 T099	12				12	
V020						
V062	13		01.35		13	
					NAME OF TAXABLE PARTY.	

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V0.43 21 4 25 70 V0310 68 2 70 76 V0310 68 3 76 76 V0311 10 92 208 76 V072 116 92 208 37 V073 25 12 37 37 V071 30 4 7 7 V069 4076 3 4 7 7 V065 V075 V089 7 14 7 14 7 14	
V011	
V031 V072 116 92 208 V073 25 12 37 V071 25 12 37 V071 V075 13 1 825 V076 3 4 7 7 V069 V065 V065 V075 V089 V075 V089	
V072 116 92 208 V073 25 12 37 V071 V038 593 218 13 1 825 V076 V076 V069 7 7 V069 7 7 V069 V075	
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V167 3 4 7 V069 V065 V075 V089 V68 19 37 2 58 V012 2 4 6 0 V060 0 6 0 0 V0724 122 8 1 131 V004 1 1 1 0 V001 67 21 88 0 V002 14 9 1 24 V005 369 98 10 477 V092 14 9 1 24 V005 38 2 3 43 V009 343 65 3 2 413 V010 309 343 65 3 2 413 V010 409 3 2 45 45 V016 409 3 2 45 45 V016 400 3 2 45 45 V017 55 19 74 74 V040 2 2 2 2 V040 2 2 2 2 V055 2 2<	
V069 V065 V075 V089 V080 19 37 2 58 V012 2 4 6 9 V012 2 4 6 9 V026 1 1 1 1 1 V004 1 21 88 88 9 98 10 477 10 40 477 10 10 477 10 10 477 10 10 477 10 10 477 10 10 10 477 10 10 477 10 10 477 10 10 477 10 10 477 10	
V075 V089 V088 19 37 2 58 V012 2 4 6 0 V066 V066 0 0 0 0 V024 122 3 1 131 0	
V089 V088 19 37 2 58 V008 7 7 14 V012 2 4 6 V080 V080 V080 V080 V0724 122 8 1 131 V004 1 1 1 1 V001 67 21 88 10 477 V003 369 98 10 477 10 V092 14 9 1 24 24 V005 38 2 3 43 3 2413 3 3 2413 43 43 43 443 443 45	
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V001 67 21 88 V003 369 98 10 477 V092 14 9 1 24 V005 38 2 3 43 V009 343 65 3 2 413 V013 62 5 67 55 45 V016 V016 0 3 2 45 V019 V019 74 0 74 V019 V018 128 18 5 151 V050 2 2 2 2 V040 2 2 2 V040 3 4 3 1 V055 2 2 2 V040 3 4 3 3 V055 2 2 2 V040 3 4 4 4 V058 7 7 7	
V003 369 98 10 477 V092 14 9 1 24 V005 38 2 3 43 V009 343 65 3 2 413 V016 V013 62 5 67 45 V015 V016 40 3 2 45 V014 V017 55 19 74 V019 V018 128 18 5 151 V060 2 2 2 2 V055 2 2 2 2 V040 4 6 1 11 11 V058 7 7 7 7 7	
VU92 14 9 1 24 V005 38 2 3 43 V009 343 65 3 2 413 V010 V013 62 5 67 55 67 55 45 55 67 55 45 55 67 55 45 55 67 74 55 74 7	
V007 38 2 3 43 43 V009 343 65 3 2 413 V016 V016 V016 V015 40 3 2 45 V016 V016 V017 55 19 74 V019 V01	
VC16 VG13 VG15 VG16 VG16 VG16 VG17 VG17 VG19 VG18 VG18 VG18 VG18 VG19 VG18 VG19 VG18 VG19 VG19 VG19 VG10	
V016 V013 V015 V016 V016 V014 V017 V019 V018 V018 V000 2 V055 V040 V022 V026 V026 V026 V026 V026 V026 V026 V026 V026 V026 V026 V026 V026 V026 V026 V026 V027 V027 V049 V049 V049 V059 V049 V059 V049 V059 V049 V059 V049 V059 V049 V059 V049 V059 V049 V049 V049 V049 V049 V059 V059 V049 V058 V049 V058 V049 V058 V049 V058 V049 V058 V049 V058 V049 V058 V049 V058 V049 V058 V049 V058 V049 V058 V049 V058 V058 V049 V058 V05	
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V016 V014 V017 55 19 74 V019 V018 128 18 5 151 V060 2 2 2 V053 2 2 V053 2 2 V022 4 6 1 11 V026 8 8 V064 24 20 44 V058 7	
V014 V017 55 19 74 V019 V318 128 18 5 151 V060 2 2 2 V055 2 2 2 V040 2 2 2 V022 4 6 1 11 V026 8 8 4 V058 7 7 7	
V019	
Vol8 128 18 5 151	
V060 2 2 2 2 2 V055 V040 V022 4 6 1 11 V026 8 8 8 8 9 V064 24 20 44 7 7	
V053	
V022 4 6 1 11 V026 8 8 8 V64 24 20 44 V658 7 7	
V026 8 8 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	
VC64 24 2U 44 7	
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V(55 6 · 1	
V028 27 11 38	
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V029 4 6 10	
V029 4 6 10 V025 3 V027 1 1	
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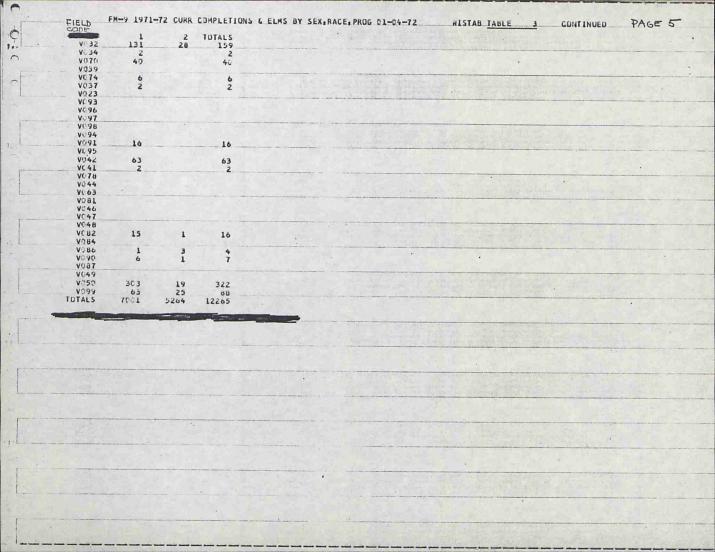
FIELD	1			4 TOTALS	PROG D1-04-72 HISTAB TABLE 2 CONTINUED PAGE 5
VC 32	92 15	2)	3	1 114	
V034 V670	38	27	7	16 72	
V039 V074		12			
V237	8 5	3		20	
V023 V093	2	4		6	
V096					
V098			Party Control		
VC 94 VQ 91	2	5		7	
V095		14 4 15		hale	
V(42 V(41	77	32	2	111	
V078 V044					
VC 63 VC 81	-				
V046					
V047 V048	31	4	the state of	3 35	
VC 82	3/3	6		36	
V084 V086	27	4		31	
V090 V087	8	1		9	
V049	205	56		6	
VC99	8	1	2 .	263	
TOTALS	80.34	1467	111	29 9641	
				The same of the same of	
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4 7 3 7 3 7					
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	CHILD !				

	MALE	NFEMALE		Table 3. Early Leavers with Marketable Skills (FL
FIELL	N N	L'W		
	1	2	TOTALS	from Two-year Institutions by Sex,
CO	25	50	140	
Cr	24 99 30 12	5,0 12	149 24	1971-72 School Year.
C0 C0	01 2		2	
CO CO	13 5		1 5	
CO	141	20 6 2	161	
CO CO	26 .5	6	11	
CO	6			
CC	7 23		. 23	
CO	9 2		2	
CO	19 2 10 15 11 794		15	
60 60 60 60	11 794	552	1346	
co	13 6	5	11	
CO CO	14 1 15 3	4	1 7	and the state of the
CO	23	4	1	
CO CO	16			
CO.	22 5	. 3	1 6	
CL	27			
CO	18 19	4	23	
CO	19 5	66	23	
CO	28 22	15	. 37	
CO	32	13	31	
CO	33			
CO.	20 206	221	427	
- GO.	30 832	943	1 427 1775 27	
TO	27 4		27	
TO	3 18		18	
10	6			
TO	17 36 14 2		36	
10 10	14 2	1	2 8	
		-		
	Married States			

CODE	1		TOTALS	6 ELMS BY SEX, RACE, PROG D1-	PER MED		3 CONTINUED	PAGE
TOLZ								
T005	1 6		1 8					
TOCA			0					
T009	5		5					
T016 T011	2 6		2 B					
T013	2		2					
T004 T015	5		5					
TC 93								
T112	24		24					
T024	24	2	26				-	
1025	5	2 3	7					
T020 T094	0	3	9	The state of the s				
TG34	22		22					
T089								
T036	19	5	24					
T041	19 52 21	12	64					
T081 T037	57	10	22 32					
1038	65	10	80				76 6 10 10 10 10 1	
T040 T102	6		6					
Tt 44	3	1	4					
7039	28	4	32			Life Carl on the Name of		A THE PARTY OF
T023	173	9	239					
TU52		4 - 1 - 3						
T103	7		7					
T063	166	9	175		THE RESERVE			
T075	7		7					
7111								
T047	12		12 .					
TC48	53	3	56	The second secon		white white the ball		The same
Tt 50	14		14					
T1065	6		6					
T086		1 1						
T051 T114	70	16	86	The state of the s		-		
T064	207	56	263					
1090			- 6			The Park Street		
T035	2		2					
TQ59	12	155	167					
T054	1	21	28					
10.33								
				The state of the s				
				THE RESERVE OF THE PARTY OF THE				

0					
100	FIELD	FM-9 1971	-72 CURR	COMPLETIO	INS & ELMS BY SEX, RACE, PROG D1-04-72 MISTAB TABLE 3 CONTINUED PAGE 3
0	FIELD	1	2	TOTALS	THE TOTAL THE TO
1,,	TC 98		4.3	43	
0	TG92 TG91	3	3	3 4	
percent	T116				
	T058 T056	7	15	22	
L	T057		4.	44	
	T104 T116				
-	T060			1	
B	TC 62 T0 61	5	32	37	
2	TC 83			2	
17	1073 TC77	10	110	128	
-	T088	1 2	79	· 2 81	
	1016	123	111	234	
	T109		4	4	
	T018	1008	374	1382	
	T115 T028	2	5	7	보다 보고 있다. 아들이 없는 것들이 얼마나 말했다면 하면 없는데 말을 가지 않는데 없다고 있다.
	T022	214	101	315	
	T033 T087	4	139	143	
Jac	1080		3	3	
2 20 000	TC 53 TC 67	-144			
	1029	1	14	15	
	T030	5	755	760	是是10世纪,10世纪是美国特殊的基础,但是10世纪的特别的特殊的特殊。
	Tt:32	1 1	103	104	
	T100 T082				
	T019				
	T027	132	121	253	
1)	T105				
	TC68	1	2	3	
	T096				
	1076 1042	1	2	3	
	T108				
	Tr 43	78	5	83	
	1069 T101	2		- 1 2	
	T026 T078	1			
1	TC 72	4	1	1 5	
	T065 T099	151 88	118	151 206	
	V020	1		1	
7- 181-9	VC62	2	1	3	
					The state of the s
24 13		Street, Sept.			
		and the same of the same of	No. No. No.	ALBERT STREET	

0					
1	FIELD	FM-9 1971-	72 CURR	COMPLETION	S & ELMS BY SEX, RACE, PROG 01-04-72 MISTAB TABLE 3 CONTINUED PAGE 4
0	-	1		TOTALS	
	V006				
0	V043	9		57	
1	V011	3	54	57	
	V031		42 26	42	
	V072	-	26	26	
	V071	20 20 30			
	VC 76	3	140	143	
0.	V067 V069		2	2	
	V065				
	V675				
	V088	. 4	107	169	
	V008 V012	20	142	146	
	V066				
	V080 V024	146	12	158	
	V004 V001	128	13		
	VUG3	514	40	141 558	
	V092 V005	29		29	
-	V207	15		15	
	V010	2	34	41	
	V013	6	1	7	
	V015 V016	21	4	25	
	V014				
	V017 V019	49	6	55	
1	V018	114	2	116	
	V053				
- Williams	V940 V022	2	-		
	V026	2 3		3	
1000	V064 V058	1	-	1	
	V045 V055	1		1	
	VO28	15	-	15	
	V033 V035				
	V057				
	V068 V029	3		3	
	V025	1 2		1 2	
	V027	2		2	
-					
					THE RESIDENCE OF THE PROPERTY
-	and institute to				
	THE REAL PROPERTY.	STATE	acan alla wil		the state of the same of the state of the st



	FIELD	- WHITE	N BLACK	AMERICAN INDIAN	* OTHER	TOTALS	Table 4.	Early Leavers with Marketable Skills (ELMS) From Two-year Institutions by Race,
	C024	131	11	6	1	149		
-	0030	24		-		149 24 2		1971-72 School Year.
1	C001 C002	i	1			1		
-	C003	141	16	3	1	161		
	0026	8	2 3	3		11 6		
	C005	5						
	6008	22			1	23		
	COL 9	2				2		The Pharman Color of the Color
-	C010	1145	187	2	12	1346	\$	
	C012 C013	11	2			11		
- Landy	C014 C015	1		i		i		
	C023	i				i		
	C016 C017	1				. 1		
11	C022 C027	i	1			. 1 8		
	C029	-2						
	C018 C019	21	2 3		Lu	23		
71 - 3 4	C020 C028	70 28	9	2 2		81		
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Humotive action

CAROLINA STATE UNIVERSITY

May 11, 1973

MEMORANDUM

TO: D.W. Chaney R.E. Fadum C.E. McKinney R.O. Tilman C.J. Dolce J.E. Legates A.C. Menius W.L. Turner E.L. Ellwood B.C. Talley I.T. Littleton J.D. Wright

FROM: Clauston Jenkins
RE: Affirmative Action Material

Enclosed are several items which should be of use to you in your efforts to provide equal employment opportunity.

- Doctor's Degrees conferred by all U.S. Institutions: By State, Academic Field, Sex, and Institution, 1961-2 through 1970-71. This represents more complete and more current data than that distributed previously.
- 2. Information concerning placement of help wanted ads in The Spokeswoman. This material is distributed for your information in case you are interested in advertising vacancies in the publication. I would assume that the cost is rather high considering what it normally costs to advertise academic vacancies. We might try a composite ad if enough are interested.
- 3. A list Women's Caucuses and Committees in Professional Associations, completed by the AAUW. This list is much more comprehensive than the one previously distributed.
- D. H. Hill Library has a copy of a document, Directory of Minority College Graduates, 1971-72 (L 1.2: C68/5) which you may find useful as an indication of supply of potential graduate students
- 5. I have in my office a copy of a directory, Black Professionals Predominately White Institutions of Higher Education, 1972, which you are welcome to borrow. It is organized by state and names are listed alphabetically under each state. There is no index or cross reference system related to discipline.

CLJ: vg

cc: Provost Kelly

DOCTOR'S DEGREES CONFERRED BY ALL U.S. INSTITUTIONS: BY STATE, ACADEMIC FIELD, SEX, AND INSTITUTION 1961-2 THROUGH 1970-71

By

Elfrida L. Burnett Division of University Programs Bureau of Higher Education

January 1973

U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE Office of Education
Washington, D.C. 20202

Table 1 -- Doctor's degrees conferred: Aggregate United States, 1961-62 through 1970-71, by State*

State	Total degrees	1961- 1962	1962- 1963	1963- 1964	1964- 1965	1965- 1966	1966- 1967	1967- 1968	1968- 1969	1969- 1970	1970 1971
1	2	3	4	5	6	7	8	9	10	11	12
All U.S. insti-											
tutions	205,526	11,622	12,822	14,490	16 /67	10 220	20 (21	72 001	04 100		
	205,520	11,022	12,022	14,430	16,467	18,239	20,621	23,-091	26,189	29,872	32,11
Alabama	1,358	44	62	78	78	106	127	165	212	221	26
Alaska	45	1	3	2	5	3	2	6	4	7	12
Arizona	2,041	43	66	95	142	174	233	232	277	383	396
Arkansas California	770	29	46	51	62	65	76	102	99	124	116
Colorado	22,080 4,249	1,205 239	1,307	1,503	1,815	2,011	2,333	2,576	2,806	3,175	3,349
Connecticut	3,996	277	296	267 324	335 382	396 399	389	549	543	636	656
Delaware	492	25	23	45	52	46	413	396 62	479 56	511	519
D.C	3,473	201	224	240	301	295	326	394	418	60 498	75 576
Florida	4,159	219	198	230	312	337	447	496	550	668	702
Georgia	2,115	60	96	101	122	179	231	235	290	345	456
Hawaii	346	2	15	14	20	29	28	49	58	53	78
Idaho	259	1	6	8	14	22	13	42	51	45	57
Illinois	14,026	909	1,007	1,078	1,146	1,244	1,397	1,531	1,744	1,884	2,086
Indiana	9,121	553	620	694	772	824	863	962	1,165	1,313	1,355
	4,960	338	379	424	440	433	530	531	563	620	702
Kansas Kentucky	2,423 1,100	114	120	164	179	225	249	265	331	389	387
Louisiana	2,526	54 130	54	62	67	96	115	134	155	173	190
Maine	107	2	168	176	191	221	291	300	310	348	391
Maryland	3,749	226	214	238	319	13 309	8	10	16	24	25
Massachusetts -	12,624	812	946	1,028	1,082	1,161	354	461	500	576	552
Michigan	10,823	643	691	796	843	919	1,280	1,339	1,509	1,676	1,791
finnesota	4,208	276	314	316	366	396	408	1,163	1,355	1,577	1,793
ississippi	998	* 8	34	55	56	55	94	123	170	546 178	613
dissouri	3,986	200	235	258	301	329	424	457	507	630	645
lontana	385.	10	16	21	24	31	49	44	51	63	76
ebraska	1,417	69	91	101	99	135	171	160	155	213	223
levada	66	0	0	1	. 3	1	6	13	12	11	19
ew Hampshire -	302	7	13	17	13	31	31	32	55	49	54
ew Jersey	4,395	281	313	374	389	451	463	498	510	565	551
ew Mexico	938	29	39	' 38	67	57	82	110	152	182	182
ew York	23,895	1,580	1,606	1,783	1,948	2,122	2,472	2,676	3,046	3,292	3,370
orth Carolina-	4,508	246	277	311	399	420	438	504	556	634	723
orth Dakota	512	13	14	26	36	37	41	63	78	86	118
klahoma	8,229	426	536	592	672	629	755	882	1,056	1,262	1,419
regon	3,137 2,963	127 138	162	206	253	306	365	354	413	484	467
ennsylvania	10,394	634	147 679	184	237	279	270	354	419	441	494
hode Island	1,244	72	75	756 91	849 99	935	974	1,125	1,314	1,492	1,636
outh Carolina-	599	13	17	16	34	113 48	108	132	160	187	207
outh Dakota	270	6	14	12	9	13	53 28	86 30	92	115	125
ennessee	2,826	144	160	183	201	262	237	323	43 380	63 452	52 484
exas	7,832	365	401	516	558	704	783	853	1,053	1,241	1,358
tah	2,246	88	117	125	133	184	230	247	315	413	394
ermont	132	2	3	7	5	12	8	16	18	33	28
irginia	1,951	94	87	113	117	163	207	233	259	306	372
ashington	3,542	191	209	238	292	354	359	403	456	466	574
est Virginia -	548	8	11	17	34	43	49	68	73	143	102
isconsin	6,601	447	443	478	550	566	664	762	797	934	960
roming	475	19	26	28	38	50	45	49	65	67	88
erto Rico	21	0	0	0	0	2	4.	2	1	6	6
S. Naval Post-									121 411,		
graduate School	41	2	2	. 5	2	4	7	3	4	8	4
ir Force Insti-				7. 77	43.37		- 7				
tute of Technolog	y 23	0	0	0	0	0	0	0	4	4	15

*All degree data in this report were collected and edited by the National Center for Educational Statistics, as part of the U.S. Office of Education's annual Survey of Degrees and Other Formal Awards. For greater detail, the full reports should be consulted. Degrees included in this report are research doctorates only; not included are such degrees as M.D., D.D.S. and D.V.M.

Table 2 -- Doctor's degrees conferred and percent changes: Aggregate United States, 1961-62 through 1970-71, by major area and field.

Subject area and field	1961- 1962	1962- 1963	1963- 1964	1964- 1965	1965- 1966	1966- 1967	1967- 1968	1968- 1969	1969- 1970	1970 1971	Percen
1	2.	3	4	5	6	7	8	9	10	11	12
OTAL, ALL FIELDS	11,622	12,822	14,490	16,467	18,239	20,621	23,091	26,189	29,872	32,113	176.
GRICULTURE	413	408	488	478	537	564	561	605	726	782	89.
ARCHITECTURE	1	3	3	10	9	8	6	7	11	36	
BIOLOGICAL SCIENCES Anatomy and	1,338	1,455	1,625	1,928	2,097	2,256	2,786	3,051	3,289	3,645	176.
histology Bacteriology, virology, mycology,	40	54	46	. 79	67	82	94	131	140	150	275.
parasitology, microbiology	181	191	183	225	242	289	305	331	359	365	101.
Biochemistry	183	212	264	290	315	331	442	471	449	517	182.
Biology, general	153	168	186	180	226	262	314	363	471	536	250.
Biophysics	25	17	30	39	56	58	81	108	86	101	304.
Botany, general	130	168	169	202	203	171	226	249	223	223	71.
Entomology	94	83	99	132	127	144	145	180	173	215	128.
Genetics	46	63	65	86	71	87	104		95	128	178.
	11	14	29	33	35	39	. 104	102	58	68	518.
Pathology	64	78	61	81	80	90	96	93	105	105	64.
Plant Pathology				-	-						
Pharmacology	59	57	70	79	88	93	148	144	137	161	172.
Physiology	71	80	116	128	129	139	182	222	240	245	245.
Other biological	222	209	217	239	293	271	336	310	412	418	88.
sciences	59	61	90	135	165	200	264	306	341	413	600.
USINESS & COMMERCE	226	250	275	321	387	437	445	533	603	810	258.
DUCATION Specialized	1,900	2,075	2,348	2,708	3,063	3,529	4,079	4,829	5,894	6,398	236.
teaching fields General teaching	369	376	428	465	498	658	686	894	1,111	1,202	225.
fields Non-teaching	195	262	282	332	328	441	436	497	746	2,356	1,108.
fields Education, not elsewhere	1,275	1,344	1,610	1,717	2,039	2,245	2,837	3,215	3,748	2,621	105.
classified	61	93	28	194	198	185	120	223	289	219	259.
NGINEERING	1,207	1,378	1,693	2,124	2,304	2,614	2,932	3,377	3,681	3,638	201.
NGLISH & JOURNALISM	493	527	570	706	714	871	1,009	1,173	1,222	1,404	184.
INE & APPLIED ARTS	311	379	422	428	476	504	528	684	72/	056	175.
Music	110								734	856	
	110	154	159	141	164	184	185	255	278	326	196.
Speech & dramatic arts Other fine &	164	185	206	231	240	249	269	299	301	357	117.
applied arts	37	40	57	56	72	71	74	130	155	173	367.

Table 2 -- Doctor's degrees conferred and percent changes: Aggregate United States, 1961-62 through 1970-71, by major area and field. (cont'd)

and field	1962	1962- 1963	1963- 1964	1964- 1965	1965- 1966	1966- 1967	1967- 1968	1968- 1969	1969- 1970	1970- 1971	Percen
1	2	3	4	5	6	7	. 8	9	10	11	12
					7						12
FOREIGN LANGUAGES											
& LITERATURE	261			436	512	578	707	749	874	838	221.
Chinese	0				0	1	0	5	0	8	221.
Classics	30	38	49	64	63	58	89	78	88	80	166.
French	53	55	76	72	80	107	152	134	181	192	. 262.
German	44	30	75	63	93	93	117	126	118	144	
Japanese	2	. 1	1	1	2	0	0	1	1	144	227.
Linguistics	33	38	48	. 60	84	70	97	169	109	150	354.
Russian	15	13	14	9	9	11	15	16	24	14	
Spanish	34	44	. 47	65	82	109	123	120	144		-6.
Other foreign						-	123	120	144	168	394.
languages	50	54	63	98	99	129	114	100	209	81	
								100	203	01	62.
FORESTRY	52	41	67	51	51	73	87	94	97	92	76.
GEOGRAPHY	58	61	67	70	58	79	96	124	145	164	182.
HEALTH PROFESSIONS	148	157	196	173	251	250					
			190	1/3	251	250	243	283	357	466	214.
IONE ECONOMICS	41	45	41	58	54	66	71	102	116	123	200.
AW	.38	29	30	29	29	27	36	18	35	20	-47.
IBRARY SCIENCE	10	17	13	12						20	-47.
	10	1,	13	12	19	16	22	17	40	39	290.0
ATHEMATICAL SUBJECT	\$ 396	490	596	682	782	832	947	1,097	1,343	1,327	235.1
HILOSOPHY	123	134	137	144	203	249	278	287	359	394	
HYSICAL SCIENCES	2,122	2,380	2 / 55	2 000					339	394	220.
Astronomy	25		2,455	2,829	3,045	3,462	3,593	3,859	4,313	4,391	106.9
Chemistry	1,114	28	40	52	40.	53	87	82	84	76	204.0
Geology	182	1,219	1,271	1,377	1,533	1,700	1,723	1,941	2,167	2,164	94.
Geophysics	17		211	252	268	263	246	288	249	289	58.8
Metallurgy		21	26	22	22	22	- 34	26	34	31	82.4
Meteorology	20	16	13	28	30	47	20	34	24	30	50.0
	13	17	27	25	26	32	45	46	44	61	369.2
Oceanography	12	8	9	25	36	40	40	43	71	52	333.3
Physics	667	752	778	942	973	1,183	1,260	1,296	1,439	1,482	122.2
Other physical									.,,,,,,	2,402	122.2
sciences	72	75	80	106	117	122	138	103	201	206	186.1
SYCHOLOGY	781	844	939	847	1,046	1,231	1,268	1,551	1,668	1,782	128.2
ELIGION & THEOLOGY	282	276	306	331							120.2
			300	331	333	312	401	346	405	472	67.4
CIAL SCIENCES Basic Social	1,365	1,536	1,779	1,991	2,158	2,507	2,821	3,150	3,778	3,968	190.7
	1 101		W 10000								
Sciences	1,181	1,345	1,580	1,734	1,905	2,229	2,510	2,795	3,389	3,580	203.1
Anthropology	82	86	85	88	98	136	138	180	215	241	194.0
Area, regional						DE TO A	and the second	-00	-13	241	194.0
studies	30	35	29	37	46	39	70	124	86	149	206 7
Economics	268	331	385	410	458	546	600	634	794		396.7
History	343	378	507	576	599	655	688	826		721	169.0
International					337	055	000	020	1,038	991	188.9
relations	24	32	47	44	49	57	76	72	00		-
Political science	214	228	263	304	336	390			83	66	175.0
Sociology	173	208	198	230	244		457	467	525	700	227.1
	4000		170	230	244	327	367	430	534	574	231.8
Other basic social sciences										100000	

Table 2 -- Doctor's degrees conferred and percent changes: Aggregate United States, 1961-62 through 1970-71, by major area and field. (cont'd)

Subject area and field	1961- 1962	1962- 1963	1963- 1964	1964- 1965	1965- 1966	1966- 1967	1967- 1968	1968- 1969	1969- 1970	1970 1971	Percent
1	2	3	4	5	6	7	8	9	10	11	12
Applied Social					050	278	311	355	- 389	388	110.9
Sciences	184	191	199	257	253	2/8	311	333	- 303	300	110.5
Agricultural	111	103	115	128	128	134	152	187	181	212	91.0
economics Public adminis-	111	103	115	120	120	134	152	107	101	-	-
tration	29	29	23	45	29	42	33	31	42	36	24.1
Social work, social				73			100				
administration	32	40	43	34	64	64	77	90	89	126	293.8
Other applied											
social sciences	12	19	18	50	32	38	-49	47	77	14	16.7
LL OTHER FIELDS	56	62	70	111	111	156	175	253	182	468	735.7

^{*} Percent not computed when the base number was less than 10.

Note: The minus sign (-) in front of a percent denotes a decrease.

Table 3 -- Doctor's degrees conferred on Women and percent changes:
Aggregate United States, 1961-62 through 1970-71
by major area and field.

Subject area and field	1961- 1962	1963	1964	1964- 1965	1965- 1966	1966- 1967	1967- 1968	1968- 1969	1969-		
1	2	3	4	5	6	7	8	9	10	1971	Change
TOTAL, ALL FIELDS	11,622	12,822	14,490	16,467	18,239	20,621	23,091	26,189	29,872	11	12
TOTAL, WOMEN	1,245	1,374	1,535	1,775	2,118	2,457	2,906	3,436	3,980		
PERCENT OF ALL DEGREES CON-								5,430	J, 900		267.8
FERRED ON WOMEN	10.7	10.7	10.6	10.8	11.6	11.9	12.6	13.1	13.3	14.3	
AGRICULTURE	2	8	9	13	7	12	12	12	28	28	
ARCHITECTURE	0	0	0	1	1	1	0	1	1	3	
BIOLOGICAL SCIENCES Anatomy and	159	176	193	230	305	342	439	469	469	595	*
histology Bacteriology,	10	8	6	. 9	15	12	21	26	25	23	274.2
virology, mycology, parasitology.									25	23	130.0
microbiology Biochemistry	29	31	24	37	36	49	52				
Biology	20	33	45	43	63	63		73	77	67	131.0
Biology, general Biophysics	24	33	32	39	45	56	99 72	84	67	81	305.0
Botanu	3	0	2	1	3	7		72	. 94	131	445.8
Botany, general	10	12	27	17	23		5	10	9	14	*
Entomology	1	3	2	3		30	22	33	27	28	180.0
Genetics	1	7	2	8	8	6	. 11	8	6	13	*
Pathology	1	3	1		5	11	10	14	15	19	
Plant Pathology	3	2		1	2	1	1	3	0		*
Pharmacology	5	6	1	1	0	3	4	4	6	6	*
Physiology	11		5	6	12	9	21	20		5	*
Zoology, general	38	12	12	23	17 .	21	31	31	20	20	*
Other biological sciences	38	19	26	30	47	41	50	50	22 42	41 72	272.7 89.5
USINESS & COMMERCE		7	8	12	29	33	40	41	59	75	*
DUCATION	5	. 6	7	6 '	17	16	14	13	10	23	*
Specialized teaching fields	363 85	403	456	529	602	722	830	970	1,196	1,355	273.3
General teaching	49	99	109	114	132	165	192	215	265	326	283.5
Non-teaching fields	216	58 239	82	87	87	118	123	134	166	524	969.4
Education, not elsewhere		239	261	273	344	400	490	574	703	462	113.9
classified	13	7	4	55	39	39	25	47	62	43	230.8
GINEERING	4	11	7	10	9	- 11	12	12	24	23	*
GLISH & JOURNALISM NE & APPLIED ARTS			116	151	162	203	265	354	373	417	334.4
Music APPLIED ARTS	54	57	64	68	80	93				1018	700
Speech & dramatic	9	21	21	21	19	30	100 27	119 39	142	193 53	257.4
Other fine & applied arts	32	23	29	32	39	40	50	49	45	77	140.6
wharten atts	13 .	13	14	15	22	23	23	31	56	63	384.6
										- 4	

Table 3 -- Doctor's degrees conferred on Women and percent changes:
Aggregate United States, 1961-62 through 1970-71
by major area and field. (cont'd)

Subject area and field	1961- 1962	1962- 1963	1963- 1964	1964- 1965	1965- 1966	1966- 1967	1967- 1968	1968- 1969	1969- 1970	1970- 1971	Percen
1	2	3	4	5	6	7	8	9	10	11	12
FOREIGN LANGUAGES											
& LITERATURE	71	61	97	121	101	1.00					
Chinese	0	0	0		151	163	204	257	293	342	381.
Classics	7	6	10	2	0	0	0	0	0	0	
French	18	14	30	20	12	13	26	25	- 24	15	100
German	14	5		37	34	47	58	62	83	89	394.
Japanese	1	1	21	13	24	16	28	39	35	49	250.
Linguistics	12		0	0	0	0	0	0	0	1	
Russian		16	13	16	41	34	35	54	23	37	208.
Spanish	1	2	3	3	3	3	5	7	9	0	
	13	14	17	22	27	33	39	41	56	70	438.5
Other foreign				*						, ,	430
languages	5	3	3	8	10	17	13	29	63	81	
FORESTRY	0	0	1	0	0						
			- 1	U	0	0	0	0	0	0	
GEOGRAPHY	4	4	5	5	. 6	4	2	4	5	17	*
HEALTH PROFESSIONS	9	10	19	10							
		10	19	16	26	18	31	36	58	77	*
IOME ECONOMICS	35	41	36	46	42	43	51	68	83	75	114.3
AW									03	,,	114.5
	3	0	1	2	2	2	2	0	3	0	*
IBRARY SCIENCE	3	7	4	1	5	6	7	5			
Aminutanzatz a						۰	,	5	16	11	*
ATHEMATICAL SUBJECTS	24	36	29	59	57	59	52	68	98	96	300.0
HILOSOPHY	13	17	9	17	22						
			,	17	22	27	27	39	44	36	176.9
HYSICAL SCIENCES	87	95	113	127	131	162	100		12000		
Astronomy	1	1	3	4			188	206	236	246	182.8
Chemistry	69	78	93	101	3	3	9	4	7	7	*
Geology	2	5	4		94 .	118	142	145	167	174	152.2
Geophysics	1	0		1	9	5	6	18	7	10	*
Metallurgy	0		1	0	1	0	0	0	2	0	
Meteorology		0	0	0	0	0	0	0	0	0	
	0	0	0	0	. 0	1	1	0	1	ő	
Oceanography	0	0	0	0	0	1	1	. 2	4	2	*
Physics	12	10	11	20	21	30	26	32	37		
Other physical							20	32	3/	43	258.3
sciences	2	1	1	1	3	4	3	5	11	10	*
YCHOLOGY	149	144	182	150						10	
	147	144	182	159	220	232	286	356	372	427	186.6
LIGION & THEOLOGY	12	14	8	19	19	19	19	21	14	14	16.7
CIAL SCIENCES		13.5								14	10.7
	141	162	172	185	239	306	344	401	490	560	297.2
Basic Social								401	430	360	291.2
Sciences	120	140	146	157	201	280	313	365			205 0
Anthropology	12	23	15	14	21	35	33		443	511	325.8
rea, regional						33	33	42	58	63	425.0
studies	5	4	6	10	13	9					
Economics	15	20	17	17	22		15	19	9	26	*
listory	40	46	52			37	35	43	52	53	253.3
International	10	40	34	50	72	94	90	110	137	120	200.0
Relations	3	-									
olitical Science	12	3	3	4	3	1	4	8	6	8	*
Sociology		13	21	26	29	38	52	49	56	85	608.3
	26	31	29	36	36	59	68	86	104	119	
ther basic		0	3					00	104	119	357.7
social sciences	7			0							

Table 3 -- Doctor's degrees conferred on Women and percent changes:
Aggregate United States, 1961-62 through 1970-71
by major area and field. (cont'd)

Subject area and field	1961- 1962	1962- 1963	1963- 1964	1964- 1965	1965- 1966	1966- 1967	1967- 1968	1968- 1969 :	1969- 1970	1970- 1971	Percent
1	2	3	4	5	6	7	.8	9	10	11	12
Applied Social											
Sciences Agricultural	21	22	26	28	38	26	31	36	47	49	114.3
Economics Public adminis-	1	2	1	0	2	0	4	1	0	3	*
tration Social work, social	2	1	6	3	2	1	4	2	2	3	*
administration Other applied	14	14	17	. 17	30	20	17	32	32	39	178.6
social sciences	4	5	2	8	4	5	. 6	1	13	4	*
LL OTHER FIELDS	11	10	7	10	15	16	21	25	25	41	272.7

^{*} Percent not computed when the base number was less than 10.

Table 4 -- Total number of doctor's degrees awarded by U.S. Institutions: Aggregate United States, 1961-62 through 1970-71 (arranged in descending order of total degrees, or alphabetically when tied).

Institution	Total degrees	1961- 1962	1962- 1963	1963- 1964	1964 · 1965	1965- 1966	1966- 1967	1967 - 1968	1968- 1969	1969- 1970	1970- 1971
1	2	3	4	5	6	7	8	9	10	11	12
Aggregate U.S.	205,526	11,622	12,822	14,490	14,407	18,239	20,621	23,091	26,189	29,872	32,113
Univ. of Calif.											
(all campuses)	12,875	692	731	865	1,048	1,180	1,366	1,458	1,684	1,978	1,923
*Berkeley	6,352	430	418	492	585	645	722	675	803	273	759
Los Angeles	3,816	202	224	269	306	311	396	442	48	615	570
Davis	1,113	47	62	62	87	109	110	143	14;	154	192
Riverside	482	0	2	14	21	40	48	66	89	94	108
San Diego (La											
Jolla)	459	3	5	. 14	21	28	39	59	65	99	126
Santa Barbara	327	0	0	3	6	14	31	39	57	75	102
San Francisco	206	8	20	11	22	33	11	30	21	28	22
Irvine	110	0	0	0	0	0	8	3	20		42
Santa Cruz	8	0	0	0	0	o	1	1	1	3	2
Calif. College							•		•		-
of Medicine	2	- 12	0	0	0	0	0	0	0	0	0
Columbia Univ.	6,804	549	517	602	616	631	750	796	823	815	705
Univ. of Wisconsin	6,308	435	428	458	531	545	627	720	749	900	915
Univ. of Illinois	6,056	444	450	495	493	525	589	660	721	809	870
Harvard-Radcliffe	5,107	378	446	483	471	491	516	568	554	588	612
Univ. of Michigan	5,094	364	379	403	364	439	475	548	627	686	809
Ohio State Univ.	4,413	262	329	341	397	362	435	457	542	622	676
Mich. State Univ.	4,279	210	223	303	368	355	423		530	675	
Stanford Univ.	4,226	261	276	301	382	403	423	461			731
New York Univ.	4,217	299	349	362	345	385		491	527	505	582
Univ. of Minnesota	4,208	276	314	316	366	396	438 408	439 489	507 484	519 546	574 613
Indiana University	4,110	234	266	322	342	383	384	448	547	561	623
Purdue University	3,839	258	290	302	322	345	361	403		576	
Cornell University	3,572	261	212	259	312	319	358		484		498
lass. Institute	5,5,2	201	212	233	312	319	338	405	431	494	521
of Technology	3,489	224	274	306	225	200	201		242		
Iniv. of Texas	3,333	198	219	243	335 249	360	386	351	414	439	400
		170	219	243	249	336	359	381	448	432	468
Jniv. of Chicago	3,177	228	280	273	290	306	293	328	384	361	434
ale University	2,860	224	231	253	295	285	285	278	316	348	345
Penn. State Univ.	2,743	157	202	201	232	258	258	276	344	379	436
California	2 702	140					1				
	2,702	142	169	175	205	241	261	341	322	393	453
lorthwestern Univ.	2,698	166	196	198	236	241	279	298	320	360	404
niv. of Penn.	2,693	154	164	212	246	251	262	285	368	373	378
niv. of Washington	2,625	142	161	182	226	252	266	290	332	342	432
niv. of Iowa	2,620	173	205	233	224	225	282	278	292	319	389
owa State Univ.	2,343	165	174	201	216	208	248	253	271	296	311
niv. of Missouri											
(all campuses)	2,115	93	100	122	184	190	219	217	267	362	361
Columbia	1,841	90	95	122	184	169	189	182	207	288	296
**Rolla	173			111	104	16	18	19	226		
**Kansas City	101	3				10	10	17	40	49	43

^{*}Until 1959-60, all doctor's degrees were formally conferred either through the Nothern Section (Berkeley) or the Southern Section (Los Angeles).

^{**}Degrees earned at the School of Nines and Technology at Rolla are included in the main campus (Columbia) totals prior to 1964.

^{***}In 1963, the University of Kansas City, a private institution, became part of the University of Missouri system.

Table 4 -- Total number of doctor's degrees awarded by U.S. Institutions: Aggregate United States, 1961-62 through 1970-71 (arranged in descending order of total degrees, or alphabetically when tied). (cont'd)

Univ. of Maryland 2, 108 109 110 116 177 166 205 241 229 212 223 223 223 223 223 22		Institution	Total degrees	1961- 1962	1962- 1963	1963- 1964	1964- 1965	1965- 1966	1966- 1967	1967- 1968	1968- 1969	1969- 1970	1970
Princeton Univ. 2,073 167 172 192 171 222 215 229 212 238 Zasa-Hestern Reserve Univ. 2,026 102 146 148 180 145 177 235 271 295 Univ. of Pittsburgh 1,906 139 137 135 158 169 161 185 181 315 SUNY (all campuses) 1,889 55 53 75 104 140 167 203 299 375 SUNY (all campuses) 1,889 55 53 75 104 140 167 203 299 375 SUNY (all campuses) 1,899 198 188 19 20 20 18 17 20 488 Stony Brook 149 0 0 0 0 0 1 7 20 27 38 Downstate Medical Center 66 2 4 3 5 6 11 11 6 7 12 20 48 Stony Brook 149 0 0 0 0 0 1 7 20 27 38 Downstate Medical Center 52 1 3 2 4 3 8 8 9 7 7 Singhamaton 26 0 0 0 0 0 0 0 2 7 7 Singhamaton 26 0 0 0 0 0 0 0 0 0 2 7 7 Singhamaton 26 0 0 0 0 0 0 0 0 0 0 0 0 2 7 7 Singhamaton 26 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Careton Unity. 2,073 167 172 192 171 222 215 229 212 238 238 238 238 238 248 258 249 240 258 249 240 258 240 258 240 258 240 258	. 1	2	3	4	5	6	7	8	9	10	11	12
Princeton Univ. 2,073 167 172 192 171 222 215 229 212 238 238 238-4-Settern Reserve Univ. 2,026 102 146 148 180 145 177 235 271 295 181. 201. 2016 121 99 129 159 185 215 244 265 296 181. 2016 121 99 129 159 185 215 244 265 296 181. 2016 121 99 137 135 158 169 161 185 181 315 181. 3	Interior Univ. 2,073 167 172 192 171 222 215 229 212 238 238 238 238 248 258 248 258 249 248 258 249 248 258 249 248 258 249 248 258 249 248 258 249 249 249 249 259 2	loty of Maryland	2.108	109	110	116	177	166	205	241	295	350	3:
	Re-Mestern Researcy Univ. 2,026 102 146 148 180 145 177 235 271 295 Researcy Univ. 2,016 121 99 129 159 185 215 244 265 296 Researcy Univ. 6 Florida 2,016 121 99 129 159 185 215 244 265 296 Researcy Univ. 6 Florida 2,016 121 99 129 159 185 215 244 265 296 Rev. of Florida 2,016 121 99 129 159 185 215 244 265 296 Rev. of Florida 2,016 121 199 129 159 185 215 244 265 296 Rev. of Florida 2,016 121 199 129 159 185 169 161 185 181 315 315 315 315 315 315 315 315 315 31							222	215		212	238	25
Reserve Univ. 2,026 102 146 148 180 145 177 235 271 295 185 215 244 265 296 181v. of Pittsburgh 1,906 139 137 135 158 169 161 185 181 315 181	Reserve Univ. 2,026 102 146 148 180 145 177 295 271 295 1v. of Florida 2,016 121 99 129 159 185 215 244 265 296 1v. of Pittsburgh 1,906 139 137 135 158 169 161 185 181 315 181 1315 181 141 141 141 141 141 141 141 141 141		2,073	10/	1/2	172	1/1		-13			230	
niv. of Plorida niv. of N. Carolina at Chapel Hill niv. of Colorado niv. of Octoardo	No. of Florida					***	100	17.5	177	225	271	205	3:
1. 1. 1. 1. 1. 1. 1. 1.	No. of Pittsburgh 1,906 139 137 135 158 169 161 185 181 315												
Num	NY (all campuses) 1,889 55 53 75 104 140 167 203 299 375 and fall campuses) 1,256 33 37 51 72 100 114 134 218 248 268 261 162 of Forestry 189 19 8 18 19 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 27 38 20 20 20 18 17 20 20 18 17 20 20 18 17 20 20 18 17 20 27 38 20 20 20 20 20 20 20 20 20 20 20 20 20	niv. of Florida			99								3
Biffalo 1,266 33 37 51 72 100 114 134 218 228 261 261 261 27 28 28 28 28 28 28 28 28 28 28 28 28 28	Suffalo 1,256 33 37 51 72 100 114 134 218 248 248 261 261 261 261 261 261 261 261 261 261	niv. of Pittsburgh	1,906	139	137	135	158	169	161	185	181	315	3
Buffalo	Buffalo	UNY (all campuses)	1,889	55	53	75	104	140	167	203			4
College of Forestry 189 19 8 18 19 20 20 18 17 20 48 Albany 151 0 1 1 4 4 10 7 12 20 48 Stony Brook 149 0 0 0 0 0 1 7 20 27 38 Downstate Medical Center 66 2 4 3 5 6 11 11 6 7 20 27 38 Downstate Medical Center 52 1 3 2 4 3 8 8 8 9 7 Binghanton 25 0 0 0 0 0 0 0 0 0 0 2 7 Binghanton 25 0 0 0 0 0 0 0 0 0 0 0 2 7 Binghanton 26 0 0 0 0 0 0 0 0 0 0 2 7 Binghanton 26 0 0 0 0 0 0 0 0 0 0 2 7 Binghanton 26 0 0 0 0 0 0 0 0 0 0 0 0 2 7 Binghanton 26 0 0 0 0 0 0 0 0 0 0 0 0 2 7 Binghanton 26 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	189 19 8 18 19 20 20 18 17 20			33	37	51	72	100	114	134	218	248	2
Albany Stony Brook 149 0 0 1 1 1 4 10 7 12 20 48 Stony Brook 149 0 0 0 0 1 1 7 20 27 38 Brownstate Medical Center 66 2 4 3 5 6 11 11 6 7 Upstate Medical Center 52 1 3 2 4 3 8 8 9 7 Iniv. of N. Carolina at Chapel Hill 1 1,820 114 117 138 162 164 155 213 238 241 utgers, The State University 1,777 91 111 147 172 160 191 198 229 245 101v. of Colorado 1,701 91 108 123 148 189 153 193 193 251 101v. of Oregon 1,659 66 70 93 124 152 172 203 246 181v. of Colorado 1,701 91 108 123 148 189 153 193 193 251 101v. of Oregon 1,659 66 70 93 124 152 172 203 246 181v. of Colorado 1,701 91 108 123 148 189 153 193 193 251 101v. of Oregon 1,659 66 70 93 124 152 172 203 246 181v. of Colorado 1,701 1,615 113 103 119 136 141 148 219 210 223 161v. of Orlahoma 1,555 68 91 107 122 155 176 172 225 245 101v. of Orlahoma 1,555 68 91 107 122 155 176 172 225 245 101v. of Nelahoma 1,555 68 91 107 122 155 176 172 225 245 101v. of Nelahoma 1,555 68 91 107 122 155 176 172 225 245 101v. of Nelahoma 1,555 68 101 101 101 101 101 101 102 102 103 101 104 105 104 104 105 105 105 106 107 107 108 108 107 109 108 109 107 108 109 109 109 109 109 109 109 109 109 109	Stany Brook 151						19	20	20	18	17	20	
Stony Brook 149 0 0 0 0 0 1 7 20 27 38 Stony Brook 149 0 0 0 0 0 1 7 20 27 38 Downstate Medical Center 66 2 4 3 5 6 11 11 6 7 Upstate Medical Center 52 1 3 2 4 3 8 8 9 7 Binghanton 26 0 0 0 0 0 0 0 0 0 0 2 7 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Stony Brook 149 0 0 0 0 0 1 7 20 27 38 bownstate Medical Center 66 2 4 3 5 6 11 11 6 7 Upstate Medical Center 52 1 3 2 4 3 8 8 9 7 binghamton 26 0 0 0 0 0 0 0 0 0 2 7 binghamton 26 0 0 0 0 0 0 0 0 0 0 2 7 binghamton 26 0 0 0 0 0 0 0 0 0 0 0 2 7 binghamton 26 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0												
Downstate Medical Center 66 2 4 3 5 6 11 11 6 7 Upstate Medical Center 52 1 3 2 4 3 8 8 9 7 Binghanton 26 0 0 0 0 0 0 0 0 2 7 Iniv. of N. Carolina at Chapel Hill Upstate Medical Liggers, The State University 1,777 91 111 147 172 160 191 198 229 245 Iniv. of Colorado 1,701 91 108 123 148 189 153 193 193 286 Iniv. of Oregon 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Oregon 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,701 91 108 123 148 189 153 193 193 251 Iniv. of Colorado 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,659 66 70 93 124 152 172 203 246 273 Iniv. of Colorado 1,659 66 70 93 124 152 175 160 186 233 268 Iniv. of Colorado 1,659 66 70 93 102 132 131 152 193 194 290 Iniv. of Colorado 1,659 68 91 107 122 155 176 172 225 245 Iniv. of Colorado 1,659 68 91 107 122 155 176 172 225 245 Iniv. of Colorado 1,453 110 118 107 129 130 133 143 182 191 Iniv. of Rebraska 1,416 69 91 101 99 135 171 160 155 213 Iniv. of Rebraska 1,416 69 91 101 99 135 171 160 155 213 Iniv. of Tennessee 1,400 60 77 77 91 98 103 175 197 236 Iniv. of Tennessee 1,400 60 77 77 91 98 103 175 197 236 Iniv. of Tennessee 1,400 60 77 77 91 98 103 13 143 183 183 183 Iniv. of Concester 1,334 82 93 86 104 119 144 154 184 195 Iniv. of Arizona 1,249 40 44 63 99 111 124 143 148 188 189 190 Iniv. of Forester 1,334 82 93 86 104 119 144 154 184 215 Iniv. of Forester 1,334 82 93 86 104 119 144 154 184 195 Iniv.	Downstate Nedical Center												
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Upstate Medical Center	University 1,615 113 103 119 136 141 148 219 201 223 14. of Oklahoma 1,585 68 91 107 122 155 176 172 225 245 15. of Oklahoma 1,585 68 91 107 122 155 176 172 223 245 17. of Oklahoma 1,433 103 118 107 129 130 133 143 182 191 140 140 140 140 140 140 140 140 140 14								- 11	- 11		7	
Genter 52 1 3 2 4 3 8 8 9 7 7 8 8 1 9 7 8 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Center		66	2	4	3			11	11	0	,	
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Colorado 1,144 78 71 81 78 101 100 191 137 147 1 101 0 101 0 191 137 147 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Colorado 1,144 78 71 81 78 101 100 191 137 147 147 147 150 Georgia 1,124 23 41 51 55 92 135 118 156 197 147 151 152 153 153 153 153 153 153 153 153 153 153		1,152	62	58	73	64	90	119	129	155	1/6	
Colorado 1,124 23 41 51 55 92 135 118 156 197 North Carolina State Univ. at Raleigh 1,074 40 54 54 95 95 123 102 143 163 Calif. Institute of Technology 1,074 84 90 101 98 104 110 110 125 120 Technology 1,075 47 63 62 85 105 119 111 151 149 Brown University 1,036 67 64 82 77 96 91 109 140 151	Trth Carolina State Univ. at Raleigh 1,074 40 54 54 95 95 123 102 143 163 11f. Institute of Technology 1,074 84 90 101 98 104 110 110 125 120 11v. of Connecticut 1,073 47 63 62 85 105 119 111 151 149 11v. of Connecticut 1,036 67 64 82 77 96 91 109 140 151 11v. of Connecticut 1,036 67 64 82 77 96 91 109 140 151		1.144	78	. 71	81	78	101	100	191	137	147	
Worth Carolina State Univ. at Raleigh 1,074 40 54 54 95 95 123 102 143 163 Zaliff. Institute of Technology 1,074 84 90 101 98 104 110 110 125 120 July. of Connecticut 1,073 47 63 62 85 105 119 111 151 149 Brown University 1,036 67 64 82 77 96 91 109 140 151	Tth Carolina State Univ. at Raleigh 1,07% 40 54 54 95 95 123 102 143 163 Iff. Institute of Technology 1,0% 84 90 101 98 104 110 110 125 120 iv. of Connecticut 1,0% 47 63 62 85 105 119 111 151 149 own University 1,036 67 64 82 77 96 91 109 140 151												
Univ. at Rateigh 1,07 40 54 54 95 95 123 102 143 163 calif. Institute of Technology 1,07 84 90 101 98 104 110 110 125 120 Iniv. of Connecticut 1,07 47 63 62 85 105 119 111 151 149 iron University 1,036 67 64 82 77 96 91 109 140 151	Univ. at Raleigh 1,07% 40 54 54 95 95 123 102 143 163 Iff. Institute of Technology 1,0% 84 90 101 98 104 110 110 125 120 iv. of Connecticut 1,0% 47 63 62 85 105 119 111 151 149 own University 1,06 67 64 82 77 96 91 109 140 151	miv. of Georgia	1,124	23	41	31	33	,,,	133		130		
Tailf. Institute of Technology 1,00. 84 90 101 98 104 110 110 125 120 100 100 100 100 100 100 100 100 100	Hf. Institute of Technology 1,0°. 84 90 101 98 104 110 110 125 120 iv. of Connecticut 1,0°. 47 63 62 85 105 119 111 151 149 own University 1,036 67 64 82 77 96 91 109 140 151 167 168 169 169 169 160 151			-17	الرجال					100	1/2	162	
Calif. Institute of Technology 1,00. 84 90 101 98 104 110 110 125 120 July. of Connecticut 1,000 47 63 62 85 105 119 111 151 149 Brown University 1,036 67 64 82 77 96 91 109 140 151	11f. Institute of Technology 1,0% 84 90 101 98 104 110 110 125 120 iv. of Connecticut 1,0% 47 63 62 85 105 119 111 151 149 own University 1,036 67 64 82 77 96 91 109 140 151 167 168 169 169 160 160 160 160 160 160	Univ. at Raleigh	1,07/	40	54	54	95	95	123	102	143	163	
Technology 1,0°. 84 90 101 98 104 110 110 125 120 100 100 100 100 100 100 110 125 120 100 100 100 100 100 100 100 100 100	Technology 1,0°. 84 90 101 98 104 110 110 125 120 120 140, of Connecticut 1,0°.) 47 63 62 85 105 119 111 151 149 140 151 140 140 151 140 151 140 151 140 151 140 151 151 151 151 151 151 151 151 151 15												
Univ. of Connecticut 1,0°3 47 63 62 85 105 119 111 151 149 13 149 149 140 151 149 151 149 151 151 151 151 151 151 151 151 151 15	iv. of Connecticut 1,0°) 47 63 62 85 105 119 111 151 149 own University 1,036 67 64 82 77 96 91 109 140 151		1.0%	84	90	101	98	104	110	110	125	120	
Brown University 1,036 67 64 82 77 96 91 109 140 151	own University 1,036 67 64 82 77 96 91 109 140 151		1.01		63		85	105	119	111	151	149	
	011 011111111												
7 7 7 77 177 177 177 177 177 177 177	snington univ. 1,000 33 70 54 53 70 77 127												

Table 4 -- Total number of doctor's degrees awarded by U.S. Institutions: Aggregate United States, 1961-62 through 1970-71 (arranged in descending order of total degrees, or alphabetically when tied). (cont'd)

	Total egrees	1961- 1962	1962- 1963	1963- 1964	1964- 1965	1965- 1966	1966- 1967	1967- 1968	1968- 1969	1969- 1970	1970
1	2	3	4	5	6	7	. 8	9	10	11	12
Tulane University	981	45	54	66	79	96	128	124	118	132	139
Carnegie Mellon Univ.	975	77	75	88	73	92	104	111	109	110	130
Washington State Univ.	917	49	48	56	66	102	93	113	124	124	143
Vanderbilt Univ.	893	38	50	67	72	84	73	103	130	139	13
Univ. of Alabama	891	24	46	51	47	68	78	108	141	154	17
Univ. of Notre Dame	865	56	62	63	92	73	90	76	93	115	14
Univ. of Massachusetts	854	17	26	30	36	70	70	68	121	153	26
St. Louis University	826	49	57	51	49	61	102	107	98	119	13
Rensselaer Polytech-											
nic Institute	795	48	- 44	53	70	76	98	100	127	87	9:
Temple University	795	38	37	47	54	57	73	109	121	113	146
Arizona State Univ.	792	3	22	32	43	59	79	94	140	169	151
Univ. of Kentucky	781	33	28	44	44	60	88	97	123	129	135
Univ. of Arkansas	768	29	46	51	62	65	74	102	99	124	116
Kansas State Univ.	766	36	27	57	51	85	89	78	97	119	127
Fordham University	766	63	80	62	61	65	76	57	86	98	118
Jniv. of Cincinnati	752	40	45	70	55	62	65	87	93	116	119
George Washington University	751	30	29	33	48	56	69	85	110	134	157
Polytechnic Inst. of											
Brooklyn	747	47	51	63	51	72	84	66	100	107	106
Rice University	724	20	33	48	61	64	91	76	81	122	128
Jniv. of New Mexico	697	28	27	21	48	48	65	84	106	141	129
irginia Polytechnic											
Institute Southern Illinois	677	25	22	25	- 52	65	77	86	90	107	128
University	658	10	17	32	31	47	57	67	104	129	164
Colorado State Univ.	656	21	20	15	39	41	61	87	116	127	129
Illinois Institute											
of Technology	614	26	41	32	46	56	71	66	104	96	76
randeis University	610	. 26	35	33	45	49	65	79	. 82	95	101
ehigh University	607	26	24	25	45	58	57	73	93	96	110
Iniv. of Denver	604	42	34	43	58	. 50	56	54	75	98	94
Iniv. of Houston	602	28	34	40	37	42	60	58	88	94	121
merican University	576	30	37	49	56	51	. 65	88	51	63	86
School .	571	9	23	39	41	57	67	85	56	96	98
est Virginia Univ.	548	8	11	17	34	43	49	68	73	143	102
Georgetown Univ.	547	30	33	45	57	47	48	64	60	87	76
tah State Univ.	496	15	30	26	20	36	56	59	74	101	79
lege for Teachers	495	46	33	39	38	80	61	44	45	67	42
oyola University	494	32	23	46	46	32	78	62	54	63	58
niv. of Delaware	492	25	23	45	52	46	48	62	56	60	75
niv. of Wyoming	475	19	26	28	38	50	45	49	65	67	88
uburn University corgia Institute	467	20	16	27	31	38	49	57	71	67	91
of Technology	455	13	31	27	40	45	56	52	56	63	72

Table 4 -- Total number of doctor's degrees awarded by U.S. Institutions: Aggregate United States, 1961-62 through 1970-71 (arranged in descending order of total degrees, or alphabetically when tied). (cont'd)

Institution	Total degrees	1961 - 1962	1962- 1963	1963- 1964	1964- 1965	1965- 1966.	1966- 1967	1967- 1968	1968- 1969	1969- 1970	1970- 1971
1	2	3	4	5	6	. 7	8	9	10	11	12
Univ. of Mississippi	125								TOTAL STREET		
Ohio University	435 422	ï	14	34	31	21	44	61	70	70	83
Yeshiva University		9	7	12	20	24	40	54	67	83	106
North Texas State	417	19	12	28	39	39	52	43	49	53	83
University			14.4							23	03
Univ. of Miami	414	6	20	23	26	32	34	34	56	97	86
onity. Of Pilami	399	8	15	20	27	21	50	45	52	81	80
St. John's Univ.	276	100								01	80
Univ. of North Dakota	376 369	17	23	19	35	30	41	58	53	48	52
Texas Technological	309	13	12	19	29	29	23	48	56	55	85
University	349									33	65
Univ. of Hawaii		8	8	18	26	19	14	37	41	76	. 102
Univ. of South	346	2	15	14	-20	29	28	49	58	53	78
Carolina	2/5								50	23	/8
outorina	345	6	4	8	19	24	25	48	59	73	79
City University of										,,,	13
New York	343										
Brigham Young Univ.		0	0	0	2	5	26	48	78	90	94
Tufts University	343	6	6	18	21	34	23	46	48	64	
Mississippi State	315	16	19	19	17	20	27	38	. 40	55	77
University	201								40	25	64
Univ. of Southern	284	1	7	12	15	23	26	31	40	54	7.0
Mississippi									40	54	75
mssissippi	279	0	13	9	10	11	24	31	60	E/	- (2
Univ. of Idaho	4								00	54	67
	259	1	6	8	14	22	13	42	51		
Montana State Univ. Bryn Mawr College	258	9	10	17	20	27	32	29	31	45	57
Baylor University	245	17	19	14	16	22	24	33	34	39 38	44
Baylor University	245	11	13	14	. 14	24	29	23	38		28
Boston College	235	4	9	7	16	22	20	18	28	35	44
Ball State Univ.		V 18 7						10	20	55	56
Kent State Univ.	231	. 0	0	6	9	16	17	28	37	54	
New Mexico State Univ.	231	0	0	2	6	15	19	29	40	60	64
Stevens Institute	219	0	11	.17	17	8	17	24	43	37	60
		100							43	3/	45
U.S. International	219	8	16	18	20	24	13	26	24	37	
University									24	31	33
oniversity	218	0	0	0	0	0	1	19	59	66	70
Univ. of South Dakota									33	00	73
Clark University	218	5	5	8	3	11 '	. 25	27	37	56	
Jniv. of New Hampshire	210	19	14	29	24	15	24	22	18	19	41 26
Clemson University	204	7	13	16	12	24	25	18	32	27	
Jniv. of Rhode Island	201	3	6	6	10	17	17	29	33	38	30
oniv. Of knode Island	200	5	11	9	21	17	16	23	19	35	42
New School for Social									. 19	35	45
Research	100										
	193	10	15	17	15	20	23	24	25	21	
last Texas State Univ.	184	0	0	2	4	6	20	20	38	54	23
larquette Univ.	179	9	13	12	16	22	17	17	21	27	40
	179	1	2	5	- 11	10	21	30	32		25
exas Christian Univ.	178	0	0	8	9	11	18	30		28	39
naka falla in i	145						-0	30	36	24	42
ockefeller Univ.	17.	10	16	12	11	18	12	21		201	
outhwestern Baptist						10	12	21	27	20	23
Theological Seminary	158	20	18	26	25	24	0				
orth Dakota State				1 7 " 15	11000		U	0	0	25	24
University	152	0	2	7	16	8	18	10			
delphi University	150	9	15	9	14	14	18	15	22	31	33
exas Woman's Univ.	149	6	5	9	7	12	13	16 15	18 21	15 30	28

Table 4 -- Total number of doctor's degrees awarded by U.S. Institutions: Aggregate United States, 1961-62 through 1970-71 (arranged in descending order of total degrees, or alphabetically when tied). (cont'd)

1	Institution	Total	1961- 1962	1962- 1963	1963- 1964	1964- 1965	1965- 1966	1966- 1967	1967- 1968	1968- 1969	1969- 1970	1970 1971
Seminary (N.Y.) 135 20 20 12 10 16 17 9 9 9 9 9 9 9 9 9		2	3	4	5	6	7 .	8	9	10	11	12
Inton Theological Seminary (N.Y.) 135 20 20 12 10 16 17 9 9 9 9	Harrard University	142	1	7	6	. 11	11	11	14	15	21	4.
Seminary (N.Y.) 135 20 20 12 10 16 17 9 9 9 9 9 17 14 18 12 13 15 15 15 17 10 10 10 10 10 10 10		144										
Northern Illinois		135	20	20	12	10	16	17	9	9	9	1
University of Northean Baptist Theological Seminary 128 12 13 6 7 14 10 20 11 17 18 10 19 19 19 19 19 19 19 19 19 19 19 19 19		1,00	-									
Southern Baptist Theo		134	0	0	1	2	10	12	31	26	22	3
logical Seminary 128 12 13 6 7 14 10 20 11 17 17 17 17 17 17 1												
			12	13	6	7	14	10				1
Note	Univ. of Montana		1	6	4	4	4	17	15	20	24	3
Note										10	27	
Theological Seminary 124 10 10 11 17 8 15 15 14 10 rew University 124 4 7 6 12 16 16 16 25 18 rew University 124 4 7 6 12 16 16 16 25 18 rew University 123 0 1 2 3 3 3 3 11 20 29 rew University 14 11 13 15 8 11 16 12 16 6 8 10 rew University 14 11 13 15 8 11 16 12 16 6 6 rew University 14 11 13 15 8 11 16 12 16 6 6 rew University 14 11 13 15 8 11 16 12 16 6 6 rew University 14 11 13 15 8 11 16 12 16 6 6 rew University 14 11 10 3 3 3 6 9 15 15 15 17 rew University 15 rew University 16 11 10 3 3 3 6 9 15 15 15 17 rew University 17 rew University 17 rew University 16 17 7 14 14 rew University 17 8 10 7 2 1 4 4 13 8 10 16 24 rew University 16 11 7 10 9 9 17 14 7 12 rew University 16 11 7 10 9 9 17 14 7 12 rew University 16 11 7 10 9 9 17 14 7 12 rew University 16 11 7 10 9 9 17 14 7 15 21 rew University 18 4 8 14 4 4 6 15 12 10 rew University 18 5 4 8 14 4 4 6 15 12 10 rew University 18 5 4 8 14 4 4 6 15 12 10 rew University 18 5 4 8 14 4 4 6 15 12 10 rew University 19 9 9 5 10 11 5 6 12 9 7 rew University 10 8 10 10 13 12 11 rew University 10 11 15 15 12 10 rew University 10 11 15 15 12 10 rew University 10 11 15 15 15 15 15 15 15 15 15 15 15 15		126	0	0	4	5	6	22	17	15	21	
Seminary 124 10 10 11 17 8 15 15 14 10 row University 124 4 7 7 6 12 16 16 16 16 25 18 row University 124 4 7 7 6 12 16 16 16 16 25 18 row University 123 0 1 2 3 3 3 3 11 20 29 Univ. of the Pacific 119 4 5 6 21 12 8 16 8 10 row Univ. of the Pacific 119 4 5 6 21 12 8 16 8 10 row Univ. of the Pacific 119 4 5 6 21 12 8 16 8 10 row Univ. of Tulsa 116 3 8 5 11 7 7 14 18 21 row Univ. of Tulsa 116 13 15 8 11 16 12 16 6 6 row Univ. of Akron 112 8 6 9 4 7 10 7 14 14 row Univ. of Akron 112 8 6 9 4 7 10 7 14 14 row Univ. of Portland 111 row Univ. of Portland 111 row Univ. of Portland 111 row Univ. of No. of Mine 107 2 1 4 4 13 8 10 16 24 row Univ. of No. of Mine 107 2 1 4 4 13 8 10 16 24 row Univ. of No. of Mine 107 2 1 4 4 13 8 10 16 24 row Univ. of No. of Mine 107 2 1 4 4 13 8 10 16 24 row Univ. of No. of Mine 107 2 1 4 4 13 8 10 16 24 row Univ. of No. of Mine 107 2 1 4 4 13 8 10 16 24 row Univ. of No. of No. of Mine 107 2 1 4 4 13 8 10 16 24 row Univ. of No. of												
Seminary 124 4 7 6 12 16 16 16 25 18						- 22			1.15	14	10	
Seminary 106 11 7 10 9 9 17 14 7 12 10 12 10 10 10 10 10	Seminary											4
University 123 0 1 2 3 3 3 3 11 20 29 minv. of the Pacific 119 4 5 6 21 12 8 16 8 10 minv. of the Pacific 119 4 5 6 21 12 8 16 8 10 minv. of the Pacific 119 4 5 6 21 12 8 16 8 10 minv. of the Pacific 119 4 11 13 15 8 11 16 12 16 6 minv. of Vermont 113 1 2 4 4 12 8 13 17 28 minv. of Akron 112 8 6 9 4 7 10 7 14 14 14 minv. of Portland 111 minv. of Portland 111 minv. of Portland 111 minv. of Portland 111 minv. of Mince 107 2 1 4 4 13 8 10 16 24 minv. of Mince 107 2 1 4 4 13 8 10 16 24 minv. of Mince 107 2 1 4 4 13 8 10 16 24 minv. of Mince 107 2 1 4 4 13 8 10 16 24 minv. of Mince 107 2 1 4 4 13 8 10 16 24 minv. of Mince 107 2 1 1 1 7 6 14 23 22 minv. of Mince 107 2 1 1 1 1 2 2 10 30 minv. of Mince 107 2 1 1 1 1 2 2 10 30 minv. of Mince 107 2 1 1 1 1 2 2 10 30 minv. of Mince 107 2 1 1 1 1 2 2 10 30 minv. of Mince 107 2 1 1 1 1 2 2 10 30 minv. of Mince 107 2 1 1 1 1 2 2 10 30 minv. of Mince 107 2 1 1 1 1 2 2 10 30 minv. of Mince 107 2 1 1 1 1 2 2 10 30 minv. of Mince 107 2 1 1 1 1 2 2 10 30 minv. of Mince 107 2 1 1 1 1 2 2 10 30 minv. of Mince 107 2 1 1 1 1 1 2 2 1 10 30 minv. of Mince 107 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Drew University	124	4	7	6	12	16	16	16	25	18	
University 123 0 1 2 3 1 1 2 8 16 8 10 miv. of the Pacific 119 4 5 6 21 12 8 16 8 10 miv. of the Pacific 119 4 5 6 21 12 8 16 8 10 miv. of the Pacific 119 4 5 6 21 12 8 16 8 10 miv. of the Pacific 119 4 11 13 15 8 11 16 12 16 6 6 miv. of Vermont 113 1 2 4 4 12 8 13 17 28 miv. of Akron 112 8 6 9 4 7 10 7 14 14 14 miv. of Portland 111 10 3 3 6 9 15 15 15 17 miv. of Portland 111 10 3 3 6 9 15 15 15 17 miv. of Portland 111 10 3 3 6 9 15 15 15 17 miv. of Portland 111 10 3 3 6 9 15 15 15 17 miv. of Nines 108 2 1 5 8 13 14 19 18 12 miv. of Nines 108 2 1 4 4 13 8 10 16 24 miv. of Nines 107 2 1 4 4 13 8 10 16 24 miv. of Nines 107 2 1 4 4 13 8 10 16 24 miv. of Nines 107 2 1 4 4 13 8 10 16 24 miv. of Nines 107 2 1 4 4 13 8 10 16 24 miv. of Nines 107 2 1 4 4 13 8 10 16 24 miv. of Nines 107 2 1 1 7 6 14 23 22 miv. of Nines 107 2 1 1 1 7 6 14 23 22 miv. of Nines 107 2 1 1 1 1 2 2 10 30 miv. of Toledo 89 1 0 2 1 1 1 1 2 2 10 30 miv. of Toledo 89 1 0 2 5 7 7 7 7 15 21 miv. of Toledo 89 1 0 2 5 7 7 7 7 15 21 miv. of Toledo 89 1 0 2 5 7 7 7 7 15 21 miv. of Toledo 89 1 0 2 5 7 7 7 7 15 21 miv. of Toledo 89 1 0 2 5 7 7 7 7 15 21 miv. of Miv. of Newada 66 0 0 1 3 3 0 4 8 23 miv. of Newada 66 0 0 1 3 3 0 4 8 23 miv. of Newada 66 0 0 1 3 1 2 18 miv. of Newada 66 0 0 1 3 1 2 18 miv. of Newada 66 0 0 1 3 1 2 18 miv. of Newada 66 0 0 1 3 1 2 11 miv. of Newada 66 0 0 1 3 1 2 11 miv. of Newada 66 0 0 1 3 1 2 11 miv. of Newada 66 0 0 1 3 1 2 11 miv. of Newada 66 0 0 1 3 1 3 1 6 13 12 11 miv. of Newada 66 0 0 1 5 5 5 4 11 8 11 miv. of Newada 66 0 0 1 5 5 5 4 11 8 11 miv. of Newada 66 0 6 2 6 2 9 1 8 6 7 8 9 11 miv. of Newada 66 0 6 2 6 2 9 1 8 6 7 8 9 11 miv. of Newada 66 0 0 1 5 5 5 4 11 8 11 miv. of Newada 66 0 6 6 2 6 2 9 1 8 6 7 8 9 11 miv. of Newada 66 0 0 1 5 5 5 4 11 8 11 miv. of Newada 66 0 6 6 2 6 2 9 1 8 6 6 7 8 9 11 miv. of Newada 66 0 6 6 6 2 6 6 6 6 6 6 6 6 6 6 6 6 6	Southern Methodist				111					20	20	
Iniv. of Tulsa												
Minty of Iulian average University 114 11 13 15 8 11 16 12 16 6 alary of Vermont 113 1 2 4 4 12 8 13 17 28 alary of Vermont 113 1 2 4 4 12 8 13 17 28 alary of Akron 112 8 6 9 4 7 10 7 14 14 alary of Portland 111 alary of Portland 111 alary of Portland 111 alary of Portland 111 alary of Naron 112 8 6 9 4 7 10 7 14 14 alary of Naron 112 8 10 10 10 10 10 10 10 10 10 10 10 10 10	Univ. of the Pacific	119	4	5	6	21	12	8	10	0	10	
Minty of Iulian average University 114 11 13 15 8 11 16 12 16 6 alary of Vermont 113 1 2 4 4 12 8 13 17 28 alary of Vermont 113 1 2 4 4 12 8 13 17 28 alary of Akron 112 8 6 9 4 7 10 7 14 14 alary of Portland 111 alary of Portland 111 alary of Portland 111 alary of Portland 111 alary of Naron 112 8 6 9 4 7 10 7 14 14 alary of Naron 112 8 10 10 10 10 10 10 10 10 10 10 10 10 10		116	2			11	7	7	14	18	21	2
Adverse Conversity 11.5 11 12 12 12 13 17 28 13 17 28 13 14 0 14 14 14 15 15 17 16 17 18 17 18 18 19 18 12 18 18 19 18 12 18 19 18 12 18 19 18 12 19 19 19 19 19 19 19 19 19 19 19 19 19												
Iniv. of Akron Iniv. of Akron Iniv. of Akron Iniv. of Portland Iniv. of Ini												
Intv. of Portland												
Driversity 111 10 3 3 6 9 15 15 15 17 17 18 19 19 18 12 19 18 19 18 12 19 18 19 19 18 19 19 19 19 19 19 19 19 19 19 19 19 19			8	0	9	4	,	10		14	-	
Tolorado School of Mines 108 2 1 5 8 13 14 19 18 12 min. of Maine 107 2 1 4 4 13 8 10 16 24 min. of Maine 107 2 1 4 4 13 8 10 16 24 min. of Maine 107 2 1 1 4 4 13 8 10 16 24 min. of Maine 107 2 1 1 4 4 13 8 10 16 24 min. of Maine 107 2 1 1 4 4 13 8 10 16 24 min. of Maine 107 2 1 1 1 7 10 9 9 17 14 7 12 min. of Maine 108 11 7 10 1 7 6 14 23 22 min. of Maine 108 11 7 7 6 14 23 22 min. of Maine 108 11 7 7 7 7 7 15 21 min. of Toledo 89 1 0 2 1 1 1 1 2 2 2 10 30 min. of Toledo 89 1 0 2 5 7 7 7 7 15 21 min. of Toledo 89 1 0 2 5 7 7 7 7 15 21 min. of Toledo 89 1 0 2 5 7 7 7 7 15 21 min. of Maines Jefferson 10 min. of Maines Jefferson 11 5 6 12 9 7 min. of Maines Jefferson 10 11 5 6 12 9 7 min. of Maines Jefferson 10 11 5 6 12 9 7 min. of Maines Jefferson 10 11 5 6 12 9 7 min. of Maines Jefferson 10 11 5 6 12 9 7 min. of Maines Jefferson 10 11 5 6 12 9 7 min. of Maines Jefferson 10 11 5 6 12 9 7 min. of Maines Jefferson 10 11 5 6 12 9 7 min. of Maines Jefferson 10 11 5 6 12 9 7 min. of Maines Jefferson 10 11 5 6 12 9 7 min. of Maines Jefferson 10 11 5 12 10 min. of Maines Jefferson 10 11 5 12 10 min. of Maines Jefferson 10 11 5 5 4 11 8 11 min. of Maines Maines Jefferson 10 12 12 11 min. of Maines Jefferson 10	Jniv. of Portland	111										
Solorado School Of Mines 108 2 1 5 8 13 14 19 18 12 11 11 12 13 14 19 18 12 15 15 15 15 15 15 15	Dunuesne University	111	10	3	3	6	. 9	15	15	15	17	
of Mines		***		_								
Miv. of Maine		108	2	1	5	8	13	14	19	18	12	. 1
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Table 4 -- Total number of doctor's degrees awarded by U.S. Institutions: Aggregate United States, 1961-62 through 1970-71 (arranged in descending order of total degrees, or alphabetically when tied). (ccnt'd)

	Total degrees	1961- 1962	1962- 1963	1963- 1964	1964- 1965	1965- 1966	1966- 1967	1967- 1968	1968- 1969	1969- 1970	197 197
1	2	3	4	5	6	7.	8	9	10	11	12
ropsie University	55	4	2	5	3	8	5	- 6	7		
eton Hall Univ.	54	0	ō	ő	1	14	6	9	8	8 7	
acific School of Religion	53	3	6	10	6	6	3	6	2	4	
ahnemann Medical College & Hospital	49	3	. 2	4	5	2	6	6			
outh Dakota State									11	4	
University	49	1	. 9	4	6	2	3	3	6	6	
niv. of Alaska oncordia Seminary	45	1	3	2	5	3	2	6	. 4	7	
an Francisco Theo-	45	3	8	1	3	2	6	4	5	2	
logical Seminary	44	3	2	1	4	1	1	4	5	7	
estern Michigan Univ .S. Naval Post-	. 43	0	0	0	0	0	0	0	2	16	
graduate School	41	2	2	5	2	4	7	3	4	8	
nicago Theological											
Seminary	41	0	0	0	0	0	0	0	14	10	
ob Jones University	40	4	5	1	5	6	7	7	0	3	
lfred University	38	2	5	. 4	5	2	6	5	4	1	
emphis State Univ. nion Theological	38	0	0	0	0	0	0	1	8	10	
Seminary (Va.)	38	2	1	7	1	5	3	4	4	7	
wark College of											
Engineering	37	0	0	1	4	5	5	4	3	8	
wish Theological Sen Inary of America	37	3	3	4.	3	8	3	6	2	1	
ller Theological Seminary	36	0	0	0	0	0	0				
aduate Theological							U	0	5	18	
Union iff School of	36	0	0	. 0	0	0	1	4	5	10	
Theology	36 .	5	5	0	4	~2	. 5	5	4	1	
iv. of Detroit	36	0	0	0	0	1	2	6	4	7	
ion College and University	34	2	4	0	6	3	4	3			
ami University	33	ō	0	o	ő	0	0	0	6	3 10	
iv. of North Carolina at								ŭ		10	
Greensboro	32	0	0	2	1	0	2	2			
diana State Univ.	30	ő	ő	ő	ō	1	4	3	6	3 5	F.
. Bonaventure Univ.	30	2	3	0	3	1	4	9	4	4	
ith College	27	0	0	0	. 0	3	4	6	3	5	
cidental College iladelphia College o	26 f	1	3	1	1	3	5	3	1	2	
Pharmacy & Science	25	3	2	4	2	2	2	3	0	3	
sleyan University	24	0	0	0	1	1	3	ő	4	5	1
ssachusetts College											
of Pharmacy w York Medical	24	0	1	1	1	2	6	2	4	4	
College	24	0	0	0	0	0	0	6	7	. 5	
r Force Institute of Technology	23	0									
w York Law School	23	0	0	0	0	0	0	0	4	4	1
ke Forest University	22	o	0	1	0	2	3	6	0	0	

Table 4 -- Total number of doctor's degrees awarded by U.S. Institutions: Aggregate United States, 1961-62 through 1970-71 (arranged in descending order of total degrees, or alphabetically when tied). (cont'd)

Institution	Total degrees	1961- 1962	1962- 1963	1963- 1964	1964- 1965	1965- 1966 '	1966- 1967	1967- 1968	1968- 1969	1969- 1970	1970
1	2	3	4	5	. 6	7	8	9	10	11	12
11 1 0 11 6											
edical College of Georgia	21	0	0	0	0	1	2	.7	3	4	
race Theological										2	
Seminary	21	0	2	1	2	3	4	2 2	1	6	
niv. of Puerto Rico	21	0	0	0	0	- 2		-			
ew Mexico Institute Mining & Technology		1	1	0	0	1,	0	2	3	4	
ofstra University	19	0	0	0	0	0	0	0	0	3	
						0	0	3	1	5	
iddlebury College	19 18	1 0	1 0	3	1 0	0	2	2	i	4	
niv. of Santa Clara t. Mary's University		5	. 0	ő	5	3	3	2	0	0	
quinas Institute of											
Philosophy & Theolo	gy 17	0	0	0	0	0	7	2	1	5	
eadville Theological							0	3	2	7	
School School	16	0	0	0	0	0	0	,			
owell Technological											
Institute	16	0	1	3	2	2	4	1	0	3	
ollege of William	15	0	0	0	0	0	1	5	2	5	
and Mary edical University o				· ·							
South Carolina	13	0	2	1	0	1	4	2	0	1	
exington Theological										0	
Seminary	12	D	0	0	0	0	0	0	0		
eabody Institute of Baltimore	12	0	1	2	. 1	2	0	0	2	3	
Datelmore											
eneral Theological										,	
Seminary	12 12	1 0	0	4	1 0	0	0	2	2	1 4	
he Juilliard School estminster Theologic		0	0	, 0	U				•		
Seminary	12	0	1	1	1	2"	. 0	3	2	1	
oma Linda University		1	0	0	0	0	2	2	2	3	
cNeese State Univ.	11	0	0	0	0	0	0	0	0	7	
ichigan Technologic	1										
University	11	0	0	0	0	0.	0	0	4	3	
ova University	9	0	0	0	0	0	0	0	0	5	
utheran School of	9	1	0	1	2	2	0	0	0	0	
Theology ortheast Louisiana	, ,		· ·					7.5			
State University	9	0	0	0	0	0	0	0	0	1	
arrett Biblical								10.2			
Institute	8	0	0	0	0	0	0	0	1	4	
er Israel Rabbinica											
College	8	. 1	0	0	3	0	1	1	2	0	
ombs College of Mus:		1	2	1	2	1 0	0	1	0	0	
niv. of Redlands	7	0	1	0	1	U	0	0			
hristian Theologica Seminary		0	0	0	0	. 0	0	0	0	0	
ooper Union	7 7	ŏ	ŏ	0	0	0	0	0	2	3	
he Medical College	7	0	0	0	- 2	0	0	. 0	0	1	
of Pennsylvania rovidence College	7	0	0	0	î	ő	1	0	1	î	
olden Gate Baptist											
Theological Seminar		0	0	0	0	0	1 0	1	1	2 2	
ichita State Univ.	6	0									

Table 4 -- Total number of doctor's degrees awarded by U.S. Institutions: Aggregate United States, 1916-62 through 1970-71 (arranged in descending order of total degrees, or alphabetically when tied). (cont'd)

Institution	Total degrees	1961- 1962	1962- 1963	1963- 1964	1964- 1965	1965- 1966	1966- 1967	1967- 1968	1968- 1969	1969- 1970	1970
1	2	3	4	5	6	7.	8	9	10	11	12
De Paul University	5	0	0	0	0-	0					
Hebrew Theological						U	0	. 0	0	1	
College New Jersey College of	5	0	0	0	0.	1	1	1	0	1	
Medicine & Dentistr		0	0	0	0	1	0	2	2	0	
Wesley Theological Seminary	4	0	0	0	0	0	0	0	0	2	
Atlanta University	4	0	0	0	0	0	0	0	0	2	
American Conservatory											
of Music	4	0	0	. 0	0	0	0	0	1	1	
Villanova University	4	0	0	0	0	0	0	0	0	3	
Seminary West-Coving	a 3	0	0	0	0	0	0	0	0	0	
Univ. of Louisiana	3	0	0	0	0						
hillips University	3	o	ő	0	0	0	0	0	0	0	
outh Dakota School of Mines & Technology	3	0	0	0	0	0	0	0	0	1	
rkansas State Univ.	2	0	0	0	ő	o	2	0	0	0	
an Diego State Colleg an Francisco State	ge 2	0	0	0	0	0	1	ō	o	ő	
College	2	0	0	0	0.	0	0	0	0	0	
niv. of Judaism	2	0	0	0	0	0	0	. 0	1	1	
radley University hicago Medical School University of Health		2	0	0	0	0	0	0	0	0	
Science ew Mexico Highlands	2	0	0	0	0	0	0	0	0	1	
University	2	0	0	0	2	. 0	0	0	0	0	
rooklyn Law School	2	0	0	1	0	0	0	1	0	0	
leveland University	_ 2	0	1	. 1	0	.0	0	0	0	0	
hiladelphia Musical											
Academy ittsburgh Theological		0	1	1	0	0	0	0	0	0	
Seminary alifornia State	2	1	0	1	0	0	0	0	0	0	
College, Los Angeles	1	0	0	0	0	0	0	0	0	0	
acific Lutheran Theo- logical Seminary	1	0	0	0	0						
est Coast University	1	ő	ő	o	1	0	0	1 0	0	0	
iv. of South Florida	1	0	0	0	0	0	0	0	0	0	
c College of Jewish									U	0	
Studies abury-Western Theo-	1	0	0	0	0	1	0	0	0	- 0	
logical Seminary	1	0	0	Ö	0	0	0	0	0	1	
uisiana Tech Univ.	1	0	0	0	0	Ö	Ö	ő	Ö	0	
iv. of Southwestern Louisiana	1	0	0	0	0	0	0	0	0	0	
. Stephen's College	1										
eighton University	1	0	0	0	0	0	0	0	0	0	
rth Carolina Central University	1	0	0								
nfield College	1	0	0	1 0	0	0	0	0	0	0	
iv. of Dallas stitute of Textile	î	ŏ	ő	ő	ő	0	0	0	0	0	
Technology	1	0	0	0	0	0	0	0	0	0	
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CHEMICAL ENGINEERING FACULTY OPENINGS

<u>Chemical Reaction Engineering</u> — Person in reaction engineering area to teach and direct a Chemical Reaction Engineering Research Laboratory. Several years academic and/or industrial experience beyond Ph.D. necessary. Experience in process design and/or environmental problems desirable. Rank, salary open.

Computer-aided Design and Optimization — Position as Assistant or Associate Professor. Several years of industrial experience required; experience in applying design techniques to solving environmental problems desirable. Responsibilities will include undergraduate and graduate courses in design and optimization; research in these areas.

Send resume to: Dr. Eric Weger, Chairman, Dept. of Chemical Engineering, Washington University, St. Louis, Missouri 63130.

Washington University St. Louis, Missouri

ASSISTANT PROFESSOR, PSYCHOLOGY

To teach undergraduate and graduate courses in Organizational/
Community Psychology. Should have competencies in some of
the following: Teaching, research, experience in organizational
and/or community development, supervision of field work. To
start Fall, 1973. Should have completed Ph.D. or expect to complete by time of appointment. Affirmative action employer.
Send vita and recommendations to: Arnold Tannenbaum,
Department of Psychology, The University of Michigan, P.O.
Box 1248, Ann Arbor, Michigan 48106.

The University of Michigan Ann Arbor, Michigan

SCIENTIFIC OPENINGS

Lederle Laboratories, a Division of American Cyanamid, invires qualifiad scientists to join its professional staff, contributing to original research and/or continuing development work. Specific Ph.D. openings in Pharmacology, Virology, Neurobiochemistry, Psychopharmacology, Organic Chemistry and Scientific Programming. Salaries and benefits are in keeping with the fine professional environment. Send resume to Mr. C.L. Hill, Lederle Laboratories, Pearl River, New York 10965. An equal opportunity employer, female and male.

Lederle Laboratories Pearl River, New York

ADMINISTRATIVE VICE PRESIDENT

Responsible for overall coordination of the administrative affairs of a public four year liberal arts college in the Mid-Hudson Valley of New York State, including supervision of the Business Office, Computer Services, Facilities Planning, Plant Maintenance, and Security. The Administrative Vice President will work directly with the President and will establish and maintain close liaison with the Academic Affairs and Student Affairs Offices.

The position requires a thorough understanding of organizational and fiscal matters. The Vice President for Administration works within a framework of accountability to, and consultation with, the President, other administrative officers, the faculty, and the student body.

Applications should be forwarded to Mr. Joel H. Swift, Assistant to the President, AB 902, State University College, New Paltz, New York 12561. An Equal Opportunity/Affirmative Action Employer.

State University College New Paltz, New York

FACULTY OPENINGS

California State University, Long Beach, anticipates faculty openings in Business Administration, Fall 1973: Accounting (2 positions requiring degree in Business Administration); Manpower Management (2), degree in Behavioral Sciences; Marketing/Real Estate combination, degree in Business, background in Marketing and Real Estate Principles/Practices; Office Management and Quantitative Methods, degree in Business, Psychology, Business Education or Mathematics, background in statistics, programming, quantitative methods; Business Law (LD. degree). Ph.D. or equivalent necessary. Resumes: Barbara Crutchfield George, California State Univ., Long Beach, 6101 East 7th, Long Beach, California 90840.

California State Univ., Long Beach Long Beach, California

CHAIRMAN, PSYCHOLOGY DEPARTMENT

Chairman, Psychology Department: Ph.D. Established scientific reputation. Rank and salary negotiable depending on experience. Chair department consisting of 18 Ph.D. faculty, 500 undergraduate majors and 57 doctoral students. September 1973. Affirmative action program, Contact: Dr. Albert Duchnowski, Chairmanship Search Committee, Department of Psychology, University of Delaware, Newark, Delaware 19711.

University of Delaware Newark, Delaware

SAMPLE NEWS PAGE FROM THE SPOKESWOMAN EDUCATION

CUNY Advisory Committee Scores CUNY Performance

A study conducted by a special Chancellor's Advisory Committee on the Status of Women at City University of New York has found that

women at CUNY are the victims of sex-discrimination from undergraduate classrooms to the highest administrative offices. The report charges that as undergraduates women are not gaining access to male-identified programs, as graduate students they receive less financial aid, as faculty members they are confined largely to the lower ranks, and as administrators they are excluded from policy-making positions. The report also found that CUNY followed the national pattern in the high proportion of secretarial positions filled by women. Women comprise 97.5% of the secretarial and clerical staff, and there is no provision for upward mobility of secretaries into administrative ranks, even though many perform administrative functions. Copies of the report, which concluded with 37 proposals for affirmative action, are available from CUNY, Office of the Chancellor, 535 East 80th St., New York, N.Y. 10021.

Office of Education Studies Setting Its Own House in Order

A new, unpublished study by the U.S. Office of Education has found the nation's schools and colleges riddled with sex bias. The study concludes

that the Dept. of Health, Education and Welfare is underwriting serious and widespread discrimination against American women. The 141-page documented report was prepared by a special task force appointed by OE's chief, Sidney P. Marland, to investigate the impact of OE's programs on women. The report condemns both the OE and HEW's Office of Civil Rights for dispensing federal money without regard for its support of illegal discriminatory practices. The report charges that OE funds foster sex-discrimination in education in such areas as vocational and manpower training programs which channel female workers into lowpaying jobs, career education programs which reinforce sex-steretyping, and educational and public relations material which is rife with sex bias. The report makes substantive recommendations for dealing with the problems it outlines, citing OE's obligation to fully inform potential and actual recipients of education aid that they are required to eliminate sex-discrimination under federal laws. The report notes, however, that no meaningful changes can be made until "our own house" is put in order, since OE is "thoroughly dominated" by men and "the agency's effectiveness in promoting opportunities for women throughout education will be undermined if it does not begin to practice what it preaches."

HEW Holds Up Columbia Again

H.E.W. is withholding a \$1.9 million federal contract from Columbia University, pending a determin-

ation of whether two recent administrative appointments violated the University's anti-bias guidelines. The H.E.W. move came following protests by Columbia's Women's Affirmative Action Coalition, which charged that the appointments last fall of Donald Miller as vice president for personnel management and Glen Waggoner as assistant vice president for personnel did not conform to Columbia's affirmative action plan. The Columbia Administrative Staff Association also protested Waggoner's appointment. Columbia was ordered in 1971 to submit an affirmative action plan to the government or face a cutoff of all federal funds. HEW held up about \$14 million in contract funds with Columbia last year, but released them when the University's affirmative action plan was finally accepted. The latest action was initiated by Dr. Mary Berry, who was recently appointed as head of the Office of Civil Right's division on higher education. "Dr. Berry's strength of purpose is an inspiration to feminists long antagonized by HEW's slow progress and recent appointment of an "ombudsman" for white males," commented NOW spokeswoman Ann Scott (see story below).

Complaints From White Males Get Preferential Treatment

HEW's Office of Civil Rights is giving "top priority" to the investigation of cases of white males who complain of "reverse discrimination,"

according to Dr. Bernice Sandler, Director of the Project on the Status and Education of Women of the Association of American Colleges. In a letter to HEW Secretary Caspar Weinberger, Dr. Sandler charges that the OCR has already investigated most of the 50 claims filed by males last fall, and has appointed a special "ombudsman" to work on them. In contrast, more than 100 cases filed by individual women in the past two years have yet to be investigated. Dr. Sandler further charges that under HEW guidelines for colleges and universities, all individual complaints are to be referred to the U.S. Equal Employment Opportunity Commission. "None of the cases brought by males were so referred." she says, "yet cases brought by females at the same time as those filed by males have been referred to the EEOC, where the backlog is several thousand cases." Contact: Dr. Bernice Sandler, Association of American Colleges, 1818 R Street, N.W., Washington, D.C. 20009.

DEMOGRAPHICS

Results from our reader profile indicate that The Spokeswoman subscribers are:

<u>Career-oriented</u>. Reader response on employment, age and income point to a strong career orientation. 77% are employed full-time, while another 20% are students or part-time workers. *Spokeswoman* readers are experienced workers: 69% are aged 26 to 50 with the greatest number between 26 and 30. Their career focus has resulted in income levels dramatically above the average for women: 62% of our subscribers earn more than \$10,000 per year.

Well-educated. A total of 92% have at least 3 years of college, while 62% have earned advanced degrees.

Looking for new opportunities; able to take advantage of them. Experienced in the fields of education (34%), communications (14%), personnel (9%) and government (6%), readers expressed an interest in relocating to get better jobs.

Flexible in outlook, eager to meet new challenges, equipped with excellent communications skills and academic backgrounds, *The Spokeswoman* subscribers are outstanding candidates for employers' current openings and for training outside their current expertise.

SUBSCRIBER PROFILE

Inco	me: less th	nan \$4,000	15%	Occupation:	education .*	34%	Educat	ion: advanc	ed degree	53%
	\$4,00	0-\$6,000	4%		communication	14%		profess	sional degree	9%
	\$6,00	0-\$8,000	7%		personnel	9%		3-4 year	ars college	29%
	\$8,00	0-\$10,000	12%		government	6%		1-2 year	ars college	6%
	\$10,0	00-\$12,000	16%		psychology	3%		high so	hool	2%
	more	than \$12,000	46%		clerical	3%				
				People in data	systems, admini	stration,	Area:	East	45%	
Age:	21-25	11%		libraries, servi	ce, research, cour	seling,		Midwest	31%	
	26-30	29%		organizing, me	edicine, engineeri	ng, sales,		West	16%	
	31-35	20%		church work,	accounting and c	hemistry		South	8%	
	36-40	11%		all fell betwee	n .5% and 2%.		400			
	41-50	20%				Labor.	Minorit	and the same of the same of the	resenting virt	
	51-60	7% .		Employment:	full-time paid	77%			orities, but p	ri-
					part-time paid	12%		marily	black.	
					students	8%				
					full-time home	3%				

HELP WANTED AD SPECIFICATIONS

The deadline for copy for help wanted ads is the last day of each month for publication the 15th of the following month. The smallest ad is 1/8 of a page for a maximum of 80 words at a cost of \$100 or \$120 if billed through agencies. Larger ads are direct multiples in size, number of words and cost. For example, a ½page ad is a maximum of 320 words at a cost of \$400. Blind ads cost \$25 extra. We prepare copy ourselves according to our standardized format. We do not use art work, and allow corporate logos only when scaled to size and when number of words in ad allows it (logos equal approximately 30 words). We encourage advertisers to specify salaries in ads.

CIRCULATION

Circulation is guaranteed at 3,800 as confirmed by the post office's second class mailing receipt. With numerous subscriptions going to women's groups, readership is conservatively estimated at 10,000.

Contact: Joanna Martin, advertising manager, The Spokeswoman, 1380 Riverside Dr., Suite 7G, New York, N.Y. 10033

THE SPOKESWOMAN

Editorial Office: 5464 South Shore Dr.

Chicago, Illinois 60615 312-363-2580

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Please type or print your ad in the space below.

NAME	777.5
COMPANY	_ TITLE
ADDRESS	
	TELEPHONE
We have no suitable jobs at present but are interested	in advertising in
I am not the appropriate person, so I have referred yo	
To publicize the section, I suggest	
Please enter my subscription to <i>The Spokeswoman</i> at (check here and fill in name above)	



IN

PROFESSIONAL ASSOCIATIONS *

ADULT EDUCATION ASSOCIATION (AEA)

Commission on the Status of Women in Adult Education

Chairperson: Dr. Beverly Cassara, 10421 Court-

house Drive, Fairfax, VA 22030

ALLIANCE OF WOMEN IN ARCHITECTURE OF 1818 E. 13th Street, New York, NY 10003

AMERICAN ACADEMY OF RELIGION OO

TF on the Status of Women - The Academic Study of
Religion
Chairperson: Ms. Elizabeth Schussler Fiorenza,
1223 N. Lawrence Street, South Bend, IN 46617

AMERICAN ANTHROPOLOGICAL ASSOCIATION (AAA)

Committee on the Status of Women in Anthropology
Chairperson: Prof. Shirley Gorenstein, Dept. of
Anthropology, Columbia University, New York, NY
10027

AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE Women's Caucus of the A.A.A.S.

Chairperson: Ms. Virginia Walbot, Dept. of Biochemistry, University of Georgia, Athens, GA 30601

AMERICAN ASSOCIATION FOR HEALTH & PHYSICAL EDUCATION
Committee on Women
Chairperson: Prof. Ione G. Shadduck, Drake Univ-

Chairperson: Prof. Ione G. Shadduck, Drake University, Des Moines, IA 50311

AMERICAN ASSOCIATION OF IMMUNOLOGISTS (AAI) OO Committee on the Status of Women - (AAI has a list of women members)
Chairperson: Dr. Helene C. Rauch, Dept. of Medical Microbiology, Stanford University, School of Medicine, Stanford, CA 94305

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (AAUP)
Committee on the Status of Women in the Profession
Chairperson: Dr. Alice S. Rossi, Dept. of Sociology, Goucher College, Towson, MD 21204
AAUP Contact: Ms. Margaret Rumbarger, Associate
Secretary, AAUP, One Dupont Circle, Washington, DC 20036

AMERICAN CHEMICAL SOCIETY (ACS)
Women Chemists Committee
Chairperson: Ms. Helen M. Free, Ames Co., Miles
Labs., Inc., Elkhart, IN 16511

AMERICAN COLLEGE PERSONNEL ASSOCIATION (ACPA)
Women's Task Force
Chairperson: Ms. Jane E. McCormick, Asst. to
VicePresident of Student Affairs, Penn State
University, University Park, PA 16802

AMERICAN ECONOMICS ASSOCIATION
Committee on the Status of Women in the Economics
Profession
Chairperson: Dr. Carolyn Shaw Bell, Wellesley
College, Wellesley, MA 02181

* including some independent organizations

AMERICAN FEDERATION OF TEACHERS
Women's Rights Committee
Chairperson: Ms. Marjorie Stern, 1012 14th St.,
Washington, DC 20005

AMERICAN HISTORICAL ASSOCIATION (AHA) OCCUMENTATION COMMITTEE ON Women Historians
Chairperson: Dr. Linda Kerber, University of Towa, Towa City, Iowa 52240
(Staff Liaison: Dr. Charlotte Quinn, 400 A St., S.E., Washington, DC 20003

b. Coordinating Committee on Women in the Historical Profession (CCWHP) 12/69 Chairperson: Dr. Sandi Cooper, Richmond Gollege, CUNY, Staten Island, NY 10301

AMERICAN INSTITUTE OF PLANNERS
Women's Rights Committee
915 15th Street, N.W., Washington, DC 20005

AMERICAN LIBRARY ASSOCIATION (ALA) OO Social Responsibilities Round Table (SRRT) Task Force on the Status of Women Chairperson: Ms. Michelle Rudy, 403 Waldron, Lafayette, IN 47409

AMERICAN MATHEMATICAL SOCIETY (AMS) -ASSOCIATION FOR WOMEN IN MATHEMATICS (AWM) (independent group) OO Chairperson: Prof. Mary Gray, Dept. of Mathematics

The American University, Washington, DC 20016

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION
Women's Caucus
Correspondent: Ms. Beverly B. Clark
10619 Weymouth Street
Bethesda, MD 20014

AMERICAN PHILOSOPHICAL ASSOCIATION

a. Women's Caucus Chairperson: Professor Sarah B. Pomercy, Hunter College, CUNY, Department of Classics, 695 Park Avenue, New York, NY 10021

b. Committee on Status of Women Chairperson: Professor Marry R. Lefkowitz, Radcliffe Institute, 3 James Street, Combridge, MA 02138

c. Society for Women in Philosophy (independent group) Chairperson: Ms. Hannah Hardgrave, Dept. of Philosophy, Western Illinois University, Macomb, IL 61155

AMERICAN PHYSICAL SOCIETY
Committee on Women in Physics
Chairperson: Dr. Esther Conwell
Physics Research Laboratory
Xerox Square 114
Rochester, NY 14644

- AMERICAN POLITICAL SCIENCE ASSOCIATION (APSA) OC -a. Committee on the Status of Women in the Profession Chairperson: Dr. Ruth Silva, Penn State University, University Park, PA 16802
 - b. Women's Caucus for Political Science (WCPS) Chairperson: Dr. Marie Rosenberg, School of Business. University of Wisconsin, Eau Claire WI 54701 Mail to: WCPS, Box 9099, Pittsburgh, PA 1522b

AMERICAN PSYCHOLOGICAL ASSOCIATION (APA) 00

- a. Ad Hoc Committee on Women in Psychology Chairperson: Dr. Martha Mednick, Department of Psychology, Howard Univ., Washington, DG 20001 (Staff Liaison: Dr. Brenda Gurel, APA, 1200 17th St., NW Washington, DG 20036
- b. Association for Women in Psychology (AWP) is an independent group, initially a caucus within APA. Policy Council to be announced. Editor: Dr. Leigh Marlowe, Manhattan Community College, 180 West End Avenue, New York, NY 10023 Public Relations: Dr. Jo-Ann Evans Gardner, 726 St. James St., Pittsburgh, PA 15232

AMERICAN PUBLIC HEALTH ASSOCIATION

Women's Caucus Chairperson: Ms. Ana O. Dumois, Community Health Institute, 225 Park Avenue, South, New York, NY 10003

AMERICAN SOCIETY OF BIOLOGICAL CHEMISTS
Subcommittee on the Status of Women
Chairperson: Dr. Loretta Leive, Bldg. 4, Room
111, National Institutes of Health, Bethesda,
MD 20014

AMERICAN SOCIETY FOR MICROBIOLOGY OO Committee on the Status of Women Microbiologists Chairperson: Dr. Mary Louise Robbins, Medical School, 1339 H St., NW, The George Washington University, Washington, DC 20005

AMERICAN SCCIETY FOR PUBLIC ADMINISTRATION OO Task Force on Women in Public Administration Chairperson: Mrs. Joan Fiss Bishop, Director Career Services, Wellesley College, Wellesley, MA 02181

AMERICAN SOCIETY OF TRAINING AND DEVELOPMENT (ASTD)
Women's Caucus, ASTD
Steering Committee: Dr. Shirley McCune, Center
for Human Relations, NEA, 1601 - 16th Street, NW,
Washington, D.C. 20036
Ms. Althee Simmons, Director of Training, NAACP,
200 E. 27th St., New York, NY 10016

AMERICAN SOCIOLOGICAL ASSOCIATION (ASA)

- a. Ad Hoc Committee on the Status of Women in Sociology Chairperson: Cora B. Marrett, Dept. Of Sociology, Western Michigan Univ., Kalamazoo MI 49001
- Sociologists for Women in Society (SWS) (independent group, formerly a caucus)
 Chairperson: Dr. Joan Huber, Department of Sociology, University of Illinois, Urbana, IL 61801

AMERICAN SPEECH AND HEARING ASSOCIATION (ASHA)

a. Subcommittee on the Status of Women Chairperson: Ms. Dorothy K. Marge, 8011 Longbrook Rd., Springfield, VA 22152

AMERICAN STATISTICAL ASSOCIATION Caucus for Women in Statistics

Chairperson: Dr. Donna Brogan, Dept. of Statistics and Biometry, Emory University, Atlanta, GA 30322

Commutatee on Women in Statistics Chairperson: Dr. Jean D. Gibbons, College of Commerce and Business Administration, University of Alabama, University, AL 35466

AMERICAN STUDIES ASSOCIATION

ASA Committee on Women
National Coordinator: Ms. Joanna Schneider
Zangrando, 501 Mineola Ave., Akron, OH 14320

ASSOCIATION OF AMERICAN GEOGRAPHERS
Committee on Women in Geography
Chairperson: Dr. Ann Larrimore, Dept. of Geography, University of Michigan, Ann Arbor, MI

ASSOCIATION OF AMERICAN LAW SCHOOLS (AAIS) OC Committee on Equality of Opportunity for Women in the Legal Profession Chairperson: Professor Ruth B. Ginsburg, School of Law, Columbia University, 435 West 116th St., New York, NY 10027

ASSOCIATION OF ASIAN STUDIES

481 04

Committee on the Status of Women Chairperson: Prof. Joyce K. Kallgren, Center for Chinese Studies, 2168 Shattuck Ave., Berkeley, CA 91705

ASSOCIATION OF WOMEN IN ARCHITECTURE OO Dorothy Gray Harrison, President, 2115 Pine Crest Drive, Altadena, CA 91001

ASSOCIATION OF WOMEN IN SCIENCE (independent group)
President: Dr. Neena B. Schwartz, Dept. of
Psychiatry, College of Medicine, University of
Illinois at the Medical Center,
P.O. Box 6998
Chicago, IL 60680

BIOPHYSICAL SOCIETY OO

Professional Opportunities for Women of the Biophysical Society -- Caucus of Women Biophysicists

Chairperson: Dr. Rita Guttman, Dept. of Biology, Brooklyn College, CUNY, Brooklyn, NY 11210

CHURCH EMPLOYED WOMEN OO Contact: Ms. Mildred G. Lehr, The Westminster

Contact: Ms. Mildred G. Lehr, The Westminster Press, 900 Witherspoon Bldg., Philadelphis, PA 19107

COLLEGE ART ASSOCIATION

- a. Commission on the Status of Women in Art Chairperson: Professor Linda Nochlin Pommer, Vassar College, Poughkeepsie, NY 12601
- Women's Caucus
 Co-Chairpersons: Professor Ann Harris, Art
 Dept., Hunter College, New York, NY 10021
 Ms. Judy Patt, 2429 Vallejo, San Francisco,
 CA 94123

COLLEGE MUSIC SOCIETY CMS Women's Caucus Co-Chairpersons: Dr. Carolyn Raney and Dr. Adrienne F. Block, Dept. of Performing & Creative Arts, Staten Island Community College, SI, NY 10301

GRADUATE WOMEN IN SCIENCE (Sigma Delta Epsilon) President: Ms. Hope Hopps, 1762 Overlook Drive, Silver Spring, MD 20903

LINGUISTIC SOCIETY OF AMERICA (ISA) LSA Women's Caucus Correspondents: Ms. Lynette Hirschman, Ms. Georgette Toup, 162 W. Hansberry, Philadelphia PA 19111

MODERN LANGUAGE ASSOCIATION (MLA)

a. MLA Commission on the Status of Women in the Chairperson: Dr. Elaine Hedges. Towson State College, Baltimore, MD 21204

b. Women's Caucus of the MLA President: Ms. Dolores Barracano Schmidt. R.D. 3, Slippery Rock, PA 16057

NATIONAL ASSOCIATION OF WOMEN DEANS AND COUNSELORS Executive Director: Ms. Joan M. McCall, 1201 16th Street, N.W., Washington, DC 20036

NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION United Engineering Center, 345 E. 7th Street, New York, NY 10017

NATIONAL COUNCIL FOR THE SOCIAL STUDIES Committee on Social Injustice for Women Chairperson: Dr. Dell Felder, University of Houston, Houston, TX 77004

NATIONAL COUNCIL OF ADMINISTRATIVE WOMEN IN EDUCATION President: Ms. Frances Hamilton, 1201 - 16th St., NW, Washington, DC 20036

NATIONAL COUNCIL ON FAMILY RELATIONS (NCFR) Task Force on Women's Rights and Responsibilities Chairperson: Dr. Rose Somerville, Sociology Dept., San Diego State College, San Diego, CA 92115

NATIONAL COUNCIL OF TEACHERS OF ENGLISH (NCTE) Women's Committee Chairperson: Dr. Janet Emig, Dept. of English, Rutgers University, New Brunswick, NJ 08903

NATIONAL EDUCATION ASSOCIATION Women's Caucus Chairperson: Ms. Helen Bain, NEA, 1201 - 16th St., Washington, DC 20036

NATIONAL VOCATIONAL GUIDANCE ASSOCIATION (NVGA) NVGA Commission on the Occupational Status of Chairperson: Ms. Thelma C. Lennon, Director, Pupil Personnel Services, Dept. of Public In-

PHILOSOPHY OF EDUCATION SOCIETY

struction, Raleigh, NC 27602

a. Women's Caucus Chairperson: Dr. Elizabeth Steiner Maccia, Dept. of History and Philosophy of Education Indiana University, Bloomington, IN 47401

b. Committee on the Status of Women (same as above)

POPULATION ASSOCIATION OF AMERICA

Women's Caucus

Chairperson: Prof. Ruth B. Dixon, Dept. of Sociology, Univ. of California, Davis, CA 95616

PROFESSIONAL WOMEN'S CAUCUS

P. O. Box 1057, Radio City Station, New York, N.Y. 10019 President: Ms. Margaret Anderson, Rockland City Guidance Center for Women, Palisades, NY 10964

SOCIETY FOR CELL BIOLOGY

Women in Cell Biology Chairperson: Ms. Virginia Walbot, Dept. of Biochemistry, University of Georgia, Athens, GA 30601

SOCTETY OF AMERICAN ARCHIVISTS

Ad Hoc Committee on the Status of Women in the Archival Profession Chairperson: Dr. Mabel Dautrich, Director Old Military Records Division, Nat'l. Archives & Records Service, Washington, DC 20408

SOCIETY OF WOMEN ENGINEERS Executive Secretary: Winifred D. White, 345 E. 47th Street., New York, NY 10017

UNITED PRESBYTERIAN CHURCH IN THE USA Task Force on Women Co-Chairpersons: Ms. Patricia Doyle and Ms. Elaine Homrighouse, Board of Christian Education, United Presbyterian Church, Witherspoon Bldg., Philadelphia, PA 19107

WOMEN ARCHITECTS, LANDSCAPE ARCHITECTS, AND PLANNERS (WALAP) 39 Martin Street, Cambridge, MA 02138

WOMEN IN COMMUNICATIONS OO President: Ms. Fran Harris, WWJ Stations, Detroit,

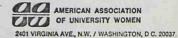
A number of these organizations have recently formed a federation to coordinate their efforts, share resources, and promote professional career opportunities for women:

FEDERATION OF ORGANIZATIONS FOR PROFESSIONAL WOMEN Chairperson, Steering Committee: Dr. Irene Tinker, 4818 Drummond Ave., Chevy Chase, MD 20015

These groups all have a known roster of women. Others have channels through which women may be referred or print listings of job openings in their newsletters.

April, 1973

Compiled by Dr. Ruth M. Oltman Asst. Director of Program -Higher Education



NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

P. O. Box 5067, RALEIGH, N. C. 27607

OFFICE OF THE PROVOST AND VICE-CHANCELLOR

November 30, 1973

To: Affirmative Action Representatives

Attached is the information sent to us from Dick Robinson, Assistant to President Friday, concerning our Affirmative Action program including a cover letter from President Friday. I would appreciate your becoming familiar with the material and then looking over your own unit's Affirmative Action Report again to see if any additional information will need to be included as an update.

Mr. Robinson has called a meeting in his office on Wednesday, December 5, which I will attend. Our campus committee will meet on Tuesday, December 11, at 3:00 p.m., Holladay Hall conference room, to discuss the results of the meeting in Chapel Hill and any questions you may have about the attached material.

> William H. Simpson Equal Employment Opportunity

William H. Simpson

Officer

Attachments

THE UNIVERSITY OF NORTH CAROLINA

General Administration CHAPEL HILL 27514

WILLIAM FRIDAY Pertilant

November 27, 1973

MEMORANDUM

TO:

The Chancellors

William Friday Wifnita

RF:

Equal Employment Opportunity Affirmative Action Plans

We must now undertake the next and, hopefully, final successful phase of our efforts to achieve acceptable affirmative action plans consistent with the equal employment opportunity guidelines administered by the Department of Health, Education, and Welfare under the terms of Executive Order 11246. To date, each campus has submitted a proposed affirmative action plan, as required of federal contractors, to the Atlanta Regional Office for HEW; none of these plans have been approved as yet, and in each instance HEW has set forth in a letter to you, in at least general terms, the nature of the deficiencies in the plan which their analysts have perceived. As a consequence of these experiences to date, representatives of this office met at length with representatives of the HEW Atlanta Regional Office for the purpose of achieving a clearer understanding of the required contents of an acceptable affirmative action plan of the type which HEW expects. You will recall that HEW agreed to defer establishment of any deadline for resubmission of modified campus plans until after this meeting had occurred; following that meeting, we did request of HEW a time schedule for revision and resubmission of campus plans which we felt constituted a reasonable time frame for the extensive amount of work indicated as being necessary; we suggested that a deadline of February 15 appeared reasonable. By letter dated November 16, we were informed that our suggested general time frame is acceptable; it will be necessary for us to agree at a later date on the precise schedule for institutional submissions, on a staggered basis; all institutions, however, should operate on the assumption that their work on the plans must be basically completed by February 1, 1974. Accordingly, Tattach for your information and guidance a set of interpretative guidelines and suggestions, prepared by members of my staff following consultation with HEW officials, which purport to set forth with greater clarity and precision the nature of the current obligation to prepare an affirmative action plan; these guidelines are based on a careful analysis of existing federal directives, as amplified and explained in conferences with the HEW officials. Although the

i Copies: Dr Kelly, Mr Simpson

Memorandum to the Chancellors Page 2 November 27, 1973

points included do address most substantial questions about content and procedure of which we are aware, it was agreed in consultation with HEW that additional unanticipated questions or problems may arise from time to time in connection with the actual drafting of affirmative action plans at the campus level and that we might feel free to address such supplemental inquiries to the Atlanta Regional Office as the need may arise. Mr. Robinson of my office will coordinate the revision efforts and shall serve as a clearing house for all inquiries about content and procedure. Please address your questions to him.

Because much of the pertinent material is of a highly technical and potentially confusing character, in spite of our best efforts to impart certainty and clarity to this matter, we believe that a meeting of all campus representatives who have been assigned primary responsibility by you for the development of campus affirmative action programs should be held at the outset, in an effort to reduce confusion and insure satisfactory results of this increasingly protracted effort. Accordingly, I am requesting that you direct your previously appointed affirmative action officials to meet with members of my staff on Wednesday, December 5 at 10:00 a.m. at this office. That meeting will be devoted to a further explanation of the enclosed materials and an effort to address questions about those materials which your representatives may have; careful study of these materials in advance is essential. The focus of this large effort is at the campus level. Only the campus is equipped to conduct the necessary research, analyze problem areas, posit realistic remedial goals and embody this total effort in a written program. The General Administration staff can assist in certain nonoperational aspects of that effort, but the burden rests ultimately with the campus. Accordingly, there can be no substitute for campus officials taking the necessary time to thoroughly familiarize themselves with all of the regulations, guidelines and interpretive materials provided to you, both by HEW and by this office.

This has been and will continue to be a difficult and time-consuming enterprise. The announced general objectives of insuring equality of employment opportunity and instituting appropriate affirmative measures to address problem areas are demonstrably worthy and compelling. Translation of those general principles into concrete and specific action programs can prove to be difficult and can produce disagreement about necessary and effective procedures and techniques. We believe that the basis for an effective working relationship with HEW has been laid in recent weeks and that we can, with greater confidence, now address more effectively our common concerns. I appreciate your patience and hard work to date and urge a renewal of determination, to the end that we might promptly achieve the first major objective of securing HEW approval of our campus affirmative action plans.

The available federal guidelines for the preparation of Affirmative Action
Plans consist at present of three basic documents:

- Revised Order No. 4 (Affirmative Action Programs), prepared by the Secretary
 of Labor (Title 41 CFR Part 60-2), which has been made available to the
 campuses previously; an additional copy of this basic set of instructions
 is attached.
- Higher Education Guidelines, U. S. Department of Health, Education, and Welfare, Office for Civil Rights, which has been made available to the campuses previously.
- 3. Revised Order No. 14, prepared by the Secretary of Labor (Title 41 CFR Part 60-60), which is a set of guidelines to be used by compliance agencies in the evaluation of contractor Affirmative Action Plans and which, thus, is a useful guide to the contractor in preparing such plans; a copy of the Revised Order No. 14 and attachments A and B are attached.

The following supplemental explanation of the basic requirements of Order No. 4 is based on meetings with HEW Regional Office Officials. All points here treated must be considered by each campus in the preparation of a revised Affirmative Action Plan. The numbered paragraph and section numbers which follow correspond to the numbered paragraphs of Order No. 4.

I. <u>Utilization and Availability Analyses and Goals and Timetables</u> (60-2.11 and 60-2.12, Revised Order No. 4)

The core component of an affirmative action program is an analysis of the total employment profile, a determination of whether there is

underrepresentation or underutilization of females or members of minority groups within the various categories of employment and a statement of remedial hiring goals designed to correct any representation or utilization deficiencies found. Pursuant to certain prescribed analytical techniques designed to impart certainty to the process, the contractor is expected to make its own assessment of its work force and to adopt appropriate programs which will address effectively any problems discovered.

A. Basic Data Collection and Analysis: Workforce Profile by Race and Sex

The necessary first step is an evaluation of the incumbent workforce, by race and sex for each major occupational category. Within the University context, there are three general categories of employment which are materially distinguishable: EPA Faculty, EPA Non-Faculty, and SPA. Further subdivision of these three categories is required; for example, EPA Faculty must be subdivided by rank (professor, associate professor, assistant professor, instructor, etc.) and by discipline or department (e.g. English, History, Math, etc.); EPA Non-Faculty must be subdivided by occupational job-title category which is convenient to existing administrative practice and fairly reflects salient distinctions among occupations; and SPA must be subdivided by occupational job-title category.

Certain summary data reflecting the race and sex profile of the workforce by appropriate occupational category must be included in and form the basis for certain goals articulated by the Affirmative Action Plan. Underlying the summary presentations, however, must

be the detailed individual employee printouts of the type which each institution has had occasion to prepare previously; the guidelines concerning the type of information which must be collected and maintained on a current basis for each employee of the institution are found in Tab J of the HEW Higher Education Guidelines (including name, sex, race, salary, job title, date of hire, educational level); this detailed information with respect to individual employees should not be included as a part of the Affirmative Action Plan submitted; however, it should be available for inspection on request by HEW.

The summary materials which must be appended to and discussed in the Affirmative Action Plan should be presented basically in the following manner:

EPA Faculty

Department	Department Total		hite	Black	Other Minorities*			
English		Male(%)	Female(%)	Male(%) Female(%)	Male(%) Female(%)			
Professors	20	10 (50)	5 (25)	2 (10) 1 (5)	1 (5) 1 (5)			
Assoc. Prof.	14	7 (50)	4 (29)	1 (7) 2 (14)	0 0			
Asst. Prof.	10	6 (60)	3 (30)	0 1 (10)	0 0			
Instructors	8	4 (50)	2 (25)	1 (12.5) 1 (12.5)	0 0			
Subtotals	52	27 (529	6) 14 (27%)	4 (8%) 5 (10%)	1 (1.5%) 1 (1.5%)			

<u>Department</u> Math

Professors

Assoc. Prof.

Asst. Prof.

Instructors

Subtotals

ETC.

INSTITUTIONAL				¥						
TOTALS	200	150	(75%)	30	(15%)	8	(4%)	8 (4%)	2 (1%)	2 (1%)
EPA NON-FACU	LTY									
	Total		Wh	-	1 (01)	-	The state of the s	ack (%)	The State of	inorities
Title **		Ma	ale(%)	Fen	nale (%)	Mā	ale(%)	Female(%)	Male(%)	Female(%
Officials and Managers	10	6	(60)	2	(20)	. 1	(10)	1 (10)	0	0
Professionals	20	15	(75)	4	(20)	0		0	0	0
Technicians	40	20	(50)	15	(38)	3	(7)	3 (7)	0	0
ETC.					144					
INSTITUTIONAL	7.0	41	(5.00()	0.1	(2.00()		/r ro/	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	0	0
TOTALS	70	41	(59%)	21	(30%)	4	(5.5%	6) 4 (5.5%)	0	0
SPA										
Title***	Total		Wh		1 (21)			lack		Minorities
		Ma	le(%)	Fer	nale (%)	M	ale(%)	Female(%)	Male(%)	Female(

Title***	Total	Wh	ite	Blac	k	Other Minorities		
		Male(%)	Female (%)	Male(%) F	'emale(%)	Male(%)	Female(%)	
Managerial	10	2 (20)	6 (60)	1 (10)	1 (10)	0	0	
Professional	10	8 (80)	2 (20)	0	0	0	0	

Technical

Office-Clerical

Custodial

ETC.

INSTITUTIONAL											
TOTALS	100	60(60%)	20	(20%)	10	(10%)	5	(5%)	3	(3%)	2 (2%)

^{* &}quot;Other Minorities" includes American Indians, American Orientals and Spanish Surnamed Americans; the term "Black" includes only Negro Americans, not foreign nationals who are of the black races.

- ** Detailed records for individual EPA Non-Faculty employees should be maintained on the basis of separate detailed categories of actual job title and classification (such as chancellor, vice-chancellor, librarian, research assistant, etc.); however, for purposes of the summaries required as part of the Affirmative Action Plan such employee titles may be lumped under more general generic titles, such as those here suggested, based on the prescribed federal compliance categories (viz. "officials and managers", "professionals", "technicians", etc.); in short, each employee must be assigned to one general category or another as appropriate, based on job content, skills requirements and qualifications, and responsibilities.
- *** Detailed records for individual SPA employees should be maintained on the basis of actual SPA job title classifications (such as stenographer II, housekeeping assistant, administrative officer I, statistical analyst II, etc.); however, for purposes of the summaries required as part of the Affirmative Action Plan such SPA classifications may be lumped under more general generic titles, based on the federal compliance categories, of the type suggested here. Again, it is necessary to make an appropriate assignment of individual specific jobs to the general categories.

B. <u>Utilization</u> and Availability Analyses

Collection and summarization of the data prescribed in the foregoing section permits an institutional assessment of "where it currently is and where it reasonably ought to and can expect to go" in terms of racial and sexual composition of the three basic employee complements of the institution. There are actually two closely related initial analytical processes prescribed by Order No.4. First, a determination must be pursued concerning whether there is a current "underutilization" of females or members of minority groups within the various occupational categories ("underutilization" is defined in the regulations to mean "having fewer minorities or women in a particular job classification than would reasonably be expected by their availability"); for example, are there fewer women employed as faculty members (either across the board or

within a particular discipline or department) than would be reasonably expected; are there fewer blacks employed in the EPA Non-Faculty category of "professionals" than would be reasonably expected; and are there fewer women employed in the SPA category of "technicians" than would be reasonably expected. Second, there must be a study of availability of females and members of minority groups within the various occupational categories. In fact, the two analyses are correlative, and the reasonable answer to one may supply the answer to the other; the focus of one is retrospective (i.e. to what extent has the contractor's performance in the past been deficient) and the focus of the other is prospective (i.e. to what extent can or ought the contractor change the ratios reflecting sex and race composition of the work force). The preferred approach would appear to be emphasis of the prospective inquiry; that is, how many females and members of minority groups are realistically available for recruitment and employment by the institution in the future? If the figures arrived at suggest that, in a particular occupational category, the current level of use of females and members of minority groups by the institution is consistent with computed availability, then no problem requiring remedial action exists; conversely, if the figures concerning estimated availability show a higher number or percentage of females and minority group members than is currently characteristic of the institution's employment profile, then remedial goals designed to correct the "underutilization" must be established.

The obvious primary difficulty is a reflection of the many variables which could be demonstrated to affect critically the question of "availability." The guidelines of Order No. 4 prescribe certain steps to be considered in estimating availability (Section 60-2.11). However, there remain questions about the reliability of any availability conclusions reached, as a consequence of omission from the guidelines of any reference to several factors which clearly can be influential. Most particularly, the guidelines do not appear to take cognizance of various "competitive" factors; for example, if the national pool of blacks holding required doctoral degrees constitutes two percent of the national total, is it realistic to assume that such black professionals are "available" to the particular institution to an extent which would permit achievement of a two percent representation of such persons on the institutional faculty within a given period of time; the unrealistic character of any such assumption is a function, among other things, of the fact that the competitive positions of all institutions, in the effort to recruit and employ the limited supply of qualified black professionals, vary significantly from location to location (e.g. salary, institutional reputation, living environment, etc.); it is unrealistic to assume that all institutions will share equally, on a statistically pro rated basis, the total pool of such persons who exist nationally. In short, how many different factors can and ought to be considered in determining "reasonable expectations" about availability, for purposes of assessing both past underutilization and future modifications?

We are left with a need to make "best reasonable estimates" on the basis of the rather gross statistical data which is available. Our discussions with HEW officials have not imparted much certainty to this inquiry, though they have acknowledged the difficulty of achieving precision. The primary point is that the objective of this analytical process is the establishment of "goals" rather than "guotas": that is, the program adopted by the institution for modification of its employment profile is a set of quidelines to which it will devote its serious and concentrated effort, with the understanding that many variables may affect the achievement of goals posited and with the further understanding that the contractor will be afforded an opportunity (indeed will be required) to demonstrate the nonculpable reasons why such goals were not achieved, if in fact the results of serious effort fall short of original expectations. Thus, the availability conclusions arguably need not be as precise and certain as might be the case in situations where mandatory quotas were being imposed.

The processes for arriving at realistic estimates about availability will vary with the type of employment under consideration. Three basic considerations would appear to be constant for all types of employment, however. First, what is the geographic employment market area within which the institution realistically does and can compete (some institutions compete nationally and, indeed, internationally for faculty members, while others concentrate their attention on more limited regional demarcations; most institutions

compete for their SPA personnel, particularly in the case of lower rated classifications, within the urban or county area immediately proximate to the institution); this consideration is an obviously appropriate first limitation which ought to be borne carefully in mind in assessing availability. Second, within the defined recruitment market area, what is the gross availability of persons having the requisite qualifications for the various categories of employment; this approximation should include both currently employed persons as well as those who are potential members of the labor force (prospective graduates from formal qualifying educational experiences, unemployed persons, etc.); the bases for and specificity of computation will vary with the type of employment. Third, are there clearly identifiable and demonstrable factors which realistically limit the institution's access to or competitive opportunities with respect to members of the gross pool of available qualified persons; for example, if it is possible to demonstrate that all members of a particular occupational speciality within the market area are currently employed by institutions which afford their incumbents significantly higher average rates of compensation than could be offered by the institution seeking to employ them at an alternate location, it would seem that the availability conclusion ought to be adjusted accordingly.

The following are suggestions concerning the more particular types of inquiries and sources of information which may be used in connection with efforts to assess availability of the three basic types of institutional employment with which we are concerned:

1. EPA Faculty

Useful explanatory material provided by the Office for Civil Rights is attached as Appendix A. In addition, a bibliography of materials which addresses with varying degrees of pertinence and specificity the questions about female and minority group availability with academic fields of employment is attached as Appendix B.

2. SPA

Although the EPA Faculty category presents its special difficulties, because of the highly specialized nature of some of the qualifications which control the question of "availability", the SPA category can be guite troublesome also. Typically, available data tends to lump various types of jobs included in the SPA category in fairly broad categories (such as technical, clerical, managerial, etc.), and so it is frequently difficult to know whether some information regarding availability of "technicians" on the basis of sex and race really means that "TV Engineers" (for example) are in fact available. Acknowledging this type of problem, which necessarily induces a tendency to further generalize and estimate, the following sources of data will prove to be useful in the effort to achieve some conclusions about female and minority availability in the SPA field. The State Employment Security Commission, Research Bureau, has compiled 1971 tables which reflect the racial and sexual composition of

the civilian labor force for North Carolina, on both a state-wide basis and county-by-county basis; second, the Social and Economic Statistics Administration of the U.S. Department of Commerce has produced, on the basis of 1970 census data, a profile of the General Social and Economic Characteristics of North Carolina, which includes a breakdown by race and sex for broad occupational categories within the general North Carolina labor force, on both a state-wide and county-by-county basis; third, the North Carolina State Personnel Board has produced a 1972 compilation which shows the racial and sexual composition of the state-wide SPA workforce, by SPA category of employment. A combination and comparison of these three sources of information do permit some apparently reliable general conclusions about SPA availability. It is necessary, in combining the three sources of information, to make some job-title or occupational-category conversions in order to make the three sources of information somewhat consistent. Note further the importance of defining carefully and clearly the geographic recruitment market for the institution in the SPA area, viz. at many locations the recruitment market will be limited to the immediate geographic area, and pertinent county data should be used accordingly, rather than state-wide data. A sample effort of this type is attached as Appendix C (the

General Administration plan from which this is excerpted has not yet been the subject of a formal written HEW review; however, in conversations with HEW officials responsible for its evaluation, we were told that the approach here suggested was appropriate.)

3. EPA Non-Faculty

Perhaps the most difficult problem of availability analysis is presented by the EPA Non-Faculty category, because of its hybrid and highly eclectic nature. On the one hand, this category partakes of some of the characteristics of both the faculty and the SPA categories; on the other hand, there is a broad range of occupational categories included, ranging from chancellors, which are illustrative of one end of a spectrum, to librarians and various types of research personnel at a distinctly different point within the total spectrum. It appears difficult, if not impossible, to arrive at or to have any meaningful basis for positing availability conclusions concerning the highest rated academic administration positions, such as chancellor, vice-chancellor, etc.; on the other hand, it would appear appropriate with reference to certain categories of technical and professional employment within EPA Non-Faculty to use basically the same approach and the same sources of information as have been suggested for corresponding SPA categories.

C. Establishment of Goals and Timetables

Following compilation of data concerning the current sex and race profile of the institutional workforce and after completing the availability analyses, these two sets of information are to be interfaced and compared for the purpose of detecting any "problem areas", i.e. deficiencies in the use of females and members of minority groups. In turn, deficiencies so discovered are to be addressed and corrected by the establishment of "goals" for employment of females and minorities within a specified time frame.

The regulations require that such goals be "significant, measurable and attainable." Two fundamental limitations on realistic goal-setting are apparent. First, it may not be appropriate to assume that gross availability figures for females and minorities in a particular category of employment constitute realistic indicia of actual availability to the particular institution; this matter was discussed at some length in connection with the above section on "availability analyses"; again, if the institution is prepared to identify clearly and to document some bases on which the availability conclusion can and should be qualified, then this would have a most direct bearing on the statement of realistic hiring goals. Second, the regulations do not require that any incumbent employees be displaced in order to make room for females or members of minority groups; on the contrary, any such action by the employer would in itself be violative of the equal employment opportunity-nondiscrimination obligations, viz. this would be a discharge of an

employee because of race or sex. Therefore, a primary consideration in positing goals is the estimated number of employment positions which in fact will be available to be filled during the selected affirmative action time frame. The employer must compute a realistic estimate of such available slots, by considering anticipated new positions to be created and filled, retirements and resignations, and any other factors which could contribute to a pool of available spaces to be filled during the time frame for affirmative action efforts. For example, if the analyses of past utilization and prospective availability suggest a need to increase the representation of women in a particular category of employment by 10% over a three-year period, and this percentage figure translates into a numerical goal of five additional women, attention must then be directed to whether it is possible to make five positions available to be filled during the three-year period; if a consideration of attrition rates and new hires indicates that only three positions will be filled in the employment category in question during the three-year period, then the maximum goal would be three rather than five; further, it may not be realistic to assume that, of the available three positions, all three positions can be expected realistically to be filled by women; thus, a more reasonable goal under the circumstances may be only two women.

The time frame selected by the institution for achievement of established goals should be influenced by pertinent local considerations. The regulations suggest time frames ranging from three to five years.

Too short a time frame would impart to the effort an unrealistic character; too long a time frame for the achievement of significant progress could suggest dilatoriness.

Assuming that the affirmative action program for remedial hiring goals is to be based on a three-year period,

- SPA goals must be stated on an annual basis; that is, the
 total three-year goal for improving the sex and race profile
 of the affected parts of the workforce should be broken down
 into three discrete goal periods;
- 2. EPA Faculty and EPA Non-Faculty goals may be stated on the basis of the total three-year time period adopted, although annual reporting of progress to date in reaching the three-year goal will be required.

The employment frame of reference for the statement of goals may vary. For example, with respect to faculty goals, it is permissible to state the goals in terms of individual departments or disciplines (English, Math, etc.) or in terms of larger basic units, such as schools or divisions. Choice of one or the other should be based on consideration of the administrative and operational structure of the institution and the nature of the deficiencies found pursuant to the self-analysis.

It seems clear that for purposes of conducting utilization analyses, projecting availability and setting responsive goals, the appropriate research unit will vary according to the type of employment in question.

With respect to faculty employment, it would seem essential that the

individual departments assume responsibility for the basic analytical work; thereafter, it might be concluded appropriately that the actual statement of goals would be made on a division of school basis, involving combination of the results of departmental conclusions. With respect to SPA employment, it would seem desirable to centralize the analytical process, rather than fragment it by reference to work locations related to schools, departments or divisions; it is acknowledged, however, that at some institutions the central personnel function may not be sufficiently developed to permit a high degree of centralization. With respect to EPA-Non-Faculty employment, it would appear necessary to divide analytical responsibility between central and local facilities; for example, data concerning general administrative officers of the institution presumably would be retrieved and analyzed in the central office facility; on the other hand, various research and professional personnel who are assigned to particular departments, schools or divisions could be studied most effectively, in terms of utilization and availability, at the local corresponding department, school or division level; at the final end of the process, i.e., the statement of goals, there would be a need for considerable central oversight.

Sample sets of instructions which might be communicated to affected departments or schools as guidance in their efforts to address the matters of Faculty and EPA-Non-Faculty analyses are attached as Appendix D. Sample sets of worksheets and reporting forms for

use by departments and schools in conducting the required analyses for Faculty and EPA-Non-Faculty are attached as Appendix E. Sample sets of goal-setting worksheets are attached as Appendix F.

Note that the Affirmative Action Plan must explain in significant detail how and why you arrived at the conclusions stated with reference to utilization, availability and goals.

II. Identification of Additional Problem Areas (60-2.23, Revised Order No. 4)

While the analysis of current representation of females and members of minority groups and the establishment of any necessary remedial hiring goals is the critical core component of an affirmative action plan, this is by no means all that is required of a contractor in developing an acceptable program. Revised Order No. 4 covers many other topics, all of which must be addressed by the contractor. In our conversations with HEW officials, it became clear that they expect the plan to be based on and to consist of a quite literal and comprehensive response to and treatment of all points covered in Order No. 4.

Consistent with the basic principle that the contractor is responsible for analysing its own policies and practices, with a view toward discovering and correcting any conditions which detract from realization of equal employment opportunity (whether a reflection of the employer's discriminatory practices or policies or a reflection of broader social conditions not necessarily related to the immediate work environment which have the demonstrable effect of limiting opportunities for women and members of minority groups), Section 60-2.23 of Order No. 4 provides a checklist of possible problem areas which each contractor must analyze within the immediate employment context. Each item within this checklist must be addressed in the Plan. (Note that the organization of Revised Order No. 4 is such that a particular problem area or policy topic may be addressed at more than one point in the Order; the following discussion of the several items included within

Section 60-2.23 attempts to draw together all related references from other sections of the Order, so as to provide a comprehensive reference designed to assist you in addressing the "problem area identification" requirement in a reliable manner.) With respect to each of the following points, you must include in your affirmative action plan a description of the manner in which you conducted your analysis, the results of the analysis, the conclusions reached concerning either the existence or absence of a problem. and with reference to any problems thus perceived a clear description of the remedial actions to be undertaken and the time frames within which those efforts are to be accomplished. Note that Section 60-2.23 is divided into two complementary parts; part (a) is a statement of the subject matter which must be analyzed; part (b) is a statement of the various possible negative results of analysis which would require remedial attention; in the following outline each such pairing of (a) subject area with (b) problem manifestation will be treated as a unit for purposes of discussion.

A. Analyze: "Composition of the workforce by minority group status and sex." [60-2.23(a)(1)]

The correlative possible problem which analysis may reveal is: "An 'underutilization' of minorities or women in specific work classifications." [60-2.23(b)(1)]

This analytical point is addressed, out of order, in Section I of this memorandum; see those previous materials for explanation (Section 60-2.11 and 2.12).

B. Analyze: "Composition of applicant flow by minority group status and sex." [60-2.23(a)(2)]

There is no correlative possible problem described in subsection (b) of 60-2.23. This point relates obviously to the matter of deficient efforts of the contractor to adopt and use recruitment techniques designed to and which have the effect of producing a more representative recruitment pool, i.e. one containing significant numbers of females and members of minority groups who may compete for and be considered for employment. This subject is more properly considered in connection with the Revised Order sections dealing with "Development and Execution of Programs" (60-2.24) and "Internal Audit and Reporting Systems" (60-2.25); in other words, an analysis of applicant flow by race and sex really relates to the effectiveness of remedial efforts being pursued in connection with established employment goals, and thus the matter is left for subsequent treatment in later sections of this memorandum.

C. Analyze: "The total selection process including position descriptions, position titles, worker specifications, application forms, interview procedures, test administration, test validity, referral procedures, final selection process, and similar factors." [60-2.23(a)(3)]

The correlative possible problems which analysis may reveal are:

1. "The selection process eliminates a significantly higher percentage of minorities or women than nonminorities or men."

[60-2.23(b)(3)]

If a significantly higher percentage of the protected categories is eliminated by the selection process, this constitutes some evidence of possible serious problems, including a discriminatory bias which has been institutionalized through the adoption of certain testing or evaluation techniques or a discriminatory implementation of the selection program by individuals who are not sympathetic to the equal employment opportunity principle. In any case, such statistical evidence suggests a clear need to engage in further analysis to determine the cause; it is possible that further checking will reveal some type of discriminatory dynamic which can and must be addressed by specific corrective action; it is also possible that the statistical incidence of either minority or female rejection is explainable on a nonculpable basis, in which case no corrective action will be necessary. This general subject is addressed, in terms of corrective techniques, in section 60-2.24, Development and Execution of Programs, particularly subsections (a), (b), (c) and (d) thereof, which should be read with care. The components of this general problem of inordinately high rejection rates for females and minorities are treated in more detail in the following descriptions of possible problems.

 \sim 2. "Application and related pre-employment forms not in compliance with Federal legislation." [60-2.23(b)(4)]

We have received no definitive information from HEW Regional Office officials concerning the meaning of this reference to "Federal legislation"; they suggest only that this perhaps means that all such forms must bear the EEO legend, at least in short form, i.e. "An Equal Opportunity Employer."

 "Position descriptions inaccurate in relation to actual functions and duties." [60-2.23(b)(5)]

There are several respects in which such a finding would arguably be problematical, in terms of equal employment opportunity considerations, although the regulations do not purport to spell out the nature of such possible difficulties. The regulations do indicate, at 60-2.24(5), that the "contractor should conduct detailed analyses of position descriptions to insure that they accurately reflect position functions and are consistent for the same position from one location to another."

We may speculate that an EEO connotation would be involved

as a consequence of inaccurate job descriptions in the following
respects:

An inflated position description, which attributed to the job more content, effort, responsibility, etc., than was actually required, and which in turn would prescribe more experience or higher qualifications of an applicant than actually would be

necessary, would have the effect of dissuading certain applicants from applying or would eliminate more applicants from consideration than in fact would otherwise be appropriate; to the extent that females or minorities could be shown to bear an inordinate portion of the resulting disadvantage, a discriminatory dynamic might be demonstrated;

An inaccurate description could also be used subjectively, and thus for discriminatory purposes, by an unsympathetic employer; in the face of apparently high qualification requirements, the employer could waive such requirements for a particular applicant and insist on literal satisfaction of them by another;

In a perhaps more fundamental sense, inaccurate descriptions would constitute misinformation to those who otherwise might express interest in the position, and to the extent that this could be shown to work primarily to the disadvantage of females or minorities a discriminatory dynamic might be operative.

The obligation, therefore, is to analyze job descriptions to determine whether there is a sufficient correlation between the descriptive language and the actual job content; this is of primary significance in connection with recruitment activities, i.e. notice to prospective applicants of the nature of the job opening so that the individual may form a realistic

- conclusion concerning whether he or she ought to make application for the job.
- 4. "Tests and other selection techniques not validated as required by the OFCC Order on Employee Testing and other Selection Procedures." [60-2.23(b)(6)]
 "Test forms not validated by location, work performance and inclusion of minorities and women in sample." [60-2.23 (b)(7)]

Tests of skills and knowledge, as well as other evaluation and measurement techniques which purport to assess an applicant's competitive position in relation to other applicants for an available position, must be verified on two counts; first, the inquiry being conducted through testing must bear some reasonable relationship to job-performance requirements; second, the testing or evaluation technique must be shown to operate effectively to produce reliable information. In general, the concern here is that no techniques of measurement be used which could be adapted to serving a conscious discriminatory purpose or which have built-in factors which have the effect of disadvantaging females or minority group members. Therefore, if any formal testing is utilized in connection with the evaluation of job applicants, all such tests must be "validated" in accordance with the provisions of The Department of Labor OFCC bulletin on Employee Testing and Other Selection

Techniques, 41 CFR 60-3 (included in the Higher Education Guidelines, HEW, Office for Civil Rights, which has been made available to the campuses previously). Many employers have concluded, in view of the expense and difficulty and possible limited value of test validation procedures, that they should abandon altogether various types of tests which they formerly used regularly in connection with job-applicant evaluation. With reference to tests and other selection techniques, note particularly the instructions contained in 60-2.24(d)(2) and (3).

5. "Referral ratio of minorities or women to the hiring supervisor or manager indicates a significantly higher percentage are being rejected as compared to nonminority and male applicants." [60-2.23(b)(8)]

This is, again, a general indicator of possible problems in the selection process which must be analyzed to ascertain whether there is any type of discriminatory dynamic operative.

D. Analyze: "Transfer and promotion practices." [60-2.23(a)(4)]

The correlative possible problem which analysis may reveal is:

"Lateral and/or vertical movement of minority or female employees occurring at a lesser rate (compared to work force mix) than that of nonminority or male employees." [60-2.23(b)(2)] [See also 60-2.22(b)(3) and (5)]

This section requires that, in the event analysis suggests any such lesser mobility on the part of females and minorities, an explanation for this circumstance must be sought and if the causes are discriminatory in character corrective action must be taken.

- E. Analyze: "Facilities, company sponsored recreation and social events, and special programs such as educational assistance."

 [60-2.23(a)(5)] [See also 60-2.20(b)(7)(ii) and (iii)]
 - The correlative problems which analysis may reveal are:
 - "Minorities or women are excluded from or are not participating in company sponsored activities or programs." [60-2.23(b)(9)]

Evidence of <u>exclusion</u> should be readily ascertainable and easily corrected; a more elusive problem would be the matter of failure of the protected classes to <u>participate</u> in various activities and a determination of whether any correctable discriminatory dynamics account for that failure in participation.

2. "De facto segregation still exists at some facilities."
[60-2.23(b)(10)]

The problem here described is self-explanatory, though some careful checking to determine whether informal group pressures may be operating to effectively segregate certain types of facilities may be necessary.

F. Analyze: "Seniority practices and seniority provisions of union contracts."

[60-2.23(a)(6)]

In the absence of any seniority principles in University employment or any union contracts which would contain seniority provisions, this section would appear to be inapplicable to our circumstances. However, to the extent that any analogous practices or principles, particularly relating to such matters as promotion and merit increments, are operative in any category of employment, close analysis of the experiences of females and minority group members should be undertaken to determine whether any problem exists.

G. Analyze: "Apprenticeship programs." [60-2.23(a)(7)]

Again, in the absence of any such formal apprenticeship programs, this section would appear to be inapplicable.

H. Analyze: "All company training programs, formal and informal."

[60-2.23(a)(8)]

The correlative possible problem which analysis may reveal is:
"Minorities or women underutilized or significantly underrepresented in training or career improvement programs." [60-2.23(b)(13)]

I. Analyze: "Workforce attitude."

The correlative possible problem which analysis may reveal is: "Nonsupport of company policy by managers, supervisors and employees." [60-2.23(b)(12)] [See also 60-2.22(b)(4) and (8)]

This point suggests the need to analyze some rather elusive factors which may not be self-evident upon initial inquiry. The positive

objective is stated in section 60-2.24(d)(1) as follows: "All personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes should be carefully selected and trained to insure elimination of bias in all personnel actions."

- Analyze: "Technical phases of compliance, such as poster and VI. notification to labor unions, retention of applications, notification to subcontractors, etc." [60-2.23(a)(10)] [See also 60-2.20(b)(7)(i)] The correlative possible problems which analysis may reveal are: 1.
 - "Posters not on display." [60-2.23(b)(19)]
 - /2. "Purchase orders do not contain EEO clause." [60-2.23(b)(18)]
 - V3. "Labor unions and subcontractors not notified of their responsibilities." [60-2.23(b)(17)]
- In addition to the foregoing specific points which are treated correlatively in both section (a) and (b) of 60-2.23, the following miscellaneous "problems" are noted in 60-2.23(b) which, if they exist, should receive corrective attention:
 - EEO programs." [60-2.23(b)(14)]

This point actually draws on and relates to several other sections of Revised Order No. 4 and therefore is not discussed separately here.

"Lack of access to suitable housing inhibits recruitment efforts /2. and employment of qualified minorities." [60-2.23(b)(15)]

This point, and the next succeeding one, was the subject of

considerable discussion with HEW Regional Office officials; our questions concerned to what extent the contractor was obligated to conduct "analysis" of this factor which was remote from and not under the control of the contractor; in what manner should the contractor undertake to address such a problem if one is perceived to exist. We were assured that it is not HEW's view that a particular contractor need assume financial or other direct responsibility for housing deficiencies in the community; rather, this section, we were told, is intended to encourage contractors to participate, with advice, encouragement and such other assistance as may be practicable, in total community efforts to improve housing opportunities for members of minority groups (for example, through support of programs designed to insure effective operation of nondiscrimination laws or regulations; the development of public housing projects, etc.)

3. "Lack of suitable transportation (public or private) to the work place inhibits minority employment." [60-2.23(b)(16)]

The comments made with reference to paragraph 4, above, are equally pertinent with reference to this point.

of the HEW Higher Education Guidelines treat "problem areas" which
must be analyzed and which may require remedial action; they are
treated here for purposes of comprehensive consideration of the total
"self-analysis" exercise in which the institution must engage.

1. "Compliance of personnel policies and practices with the Sex
Discrimination Guidelines of 41 CFR Part 60-20." [60-2.13(h)]

Careful study of Part 60-20 must be undertaken to insure that the institution's policies are consistent with the requirements on sex discrimination.

2. "In hiring decisions, assignment to a particular title or rank may be discriminatory. For example, in many institutions women are more often assigned initially to lower academic ranks than are men."
(Higher Education Guidelines, page 7)

This requires analysis of placement practices, particularly with reference to academic employees, and a program of remedial action responsive to any finding that women have suffered a disadvantage attributable to sex discrimination.

3. "Anti-nepotism policies." (Higher Education Guidelines, page 8)

The recently adopted Board of Governors' policy on this subject, which applies to all campuses, has been validated by the Regional Office; thus, in terms of policy statements we have no problem; however, there must be assurance that the policy is implemented and applied in a manner that insures the absence of a discriminatory dynamic based on considerations of sex.

4. "Rights and Benefits-Salary." (Higher Education Guidelines, page 11)

Of critical concern under the Executive Order is the matter of

possible salary differentials based on considerations of sex, i.e.

violation of the "equal pay" concept. Accordingly, an analysis must be made of compensation practices and patterns to determine whether in any instances women are being paid less than men for the same work. A summary printout of average wage or salary rates for men and women in various categories of employment frequently will show a significant differential; if this is the case, then more detailed analysis to determine whether or not the difference is attributable to discriminatory dynamics must be undertaken.

With reference to each of the foregoing points of analysis, the SUMMARY: institution must include in its Affirmative Action Plan an indication that the matter has received appropriate attention; that is, that an analysis has been conducted (how it was conducted, what it consisted of), that a problem of this type does or does not exist, and that if a problem exists specific steps are set forth in the plan for correcting the deficiency (with a clear description of the nature of the remedial activity and the time frame within which the effort will be completed). Note that it may not be possible to complete all such analyses before submission of the Plan; we are assured by HEW Regional Office officials that it will suffice for present purposes that you state in your Plan (for example, with reference to the analysis of possible wage disparities based on sex) that an analysis is being conducted (describe the nature of the analysis) and will be completed by a specified date and that a supplement to the Plan reflecting the results of the analysis and the corrective measures being undertaken as a result will be submitted at a later specified date. This deferred treatment is not permissible with respect to the subject matter of Part I of this memorandum.

III. Outline for Assembling Total Affirmative Action Plan

The preceding two sections of this memorandum treat the core analytical processes in which the contractor must engage incident to preparation of a written affirmative action plan. Once this work is completed, the results must be drawn together, along with other specified inclusions in an acceptable program, to form a written Affirmative Action plan for submission to HEW and for dissemination generally as a guide to the institution's intended course of action. The following outline is a suggestion concerning an appropriate and effective basis for organizing the written document.

I. Preamble (60-2.20(a), Revised Order No. 4)

The chief executive of the institution should set forth clearly the institution's commitment to the written plan, as well as a more general endorsement of the institution's commitment to the principles of equal employment opportunity and affirmative action.

- II. Reaffirmation of Equal Employment Opportunity Principles (60-2.20)

 A sample statement of equal employment opportunity principles
 and corresponding general institutional commitments, which may be
 adapted to use by the individual institutions in writing the plan, is
 set forth in Appendix C
- III. Publicizing the Equal Employment Opportunity Policy (60-2.21)

 The regulations require that information about the plan, embodying both the institution's general commitments to principles as well as the details of the action program, be disseminated broadly, both among incumbent employees and to the community at large. The requirements

of Section 60-2.21 must be followed closely in preparation of this portion of the written plan; all points must be treated. A sample treatment of this topic is attached as Appendix H.

Responsibility for Implementation of the Plan: General (60-2.22) The basic objective of this section is to make clear assignment of responsibility, to identified individuals, for all parts of the plan which require implementing action, oversight, record-keeping and reporting. For purposes of written treatment of this subject, a division between general and specific areas of responsibility may be helpful. The various general headings of responsibility noted in Section 60-2.22 might be treated here, in the outline, with the naming of an executive (or executives) who is to direct and have general responsibility for administration of the affirmative action program; the components of his or her job as catalogued in Section 60-2.22 should be set out (essentially perhaps just repeated verbatim) in the written plan. Later in the plan, in connection with discussion of specific remedial corrective programs to be undertaken in response to any perceived deficiencies, specific references to the individuals responsible for the various aspects of such corrective programs should be made.

V. Identification of Problems (60-2.23 and 60-2.11 and 2.12)

This general heading subsumes the several components of the central core of an affirmative action program (i.e., Sections I and II of this memorandum). It may be organized, for purposes of meaningful presentation, in several different ways. Logically, it would appear

appropriate to address first the results of required analyses concerning the possible occurrence or existence of discriminatory practices or policies (refer to Section II of this memorandum). Next, a consideration of "underutilization" and "underrepresentation" should be presented (see Section I of this memorandum). It is quite possible that separate basic headings for these two large subjects should be used.

VI. Development and Execution of Corrective and Remedial Programs (60-2.24 and 60-2.26)

In fact this part of the program is an extension of Part V; in other words, the analysis of current practices and policies and the resulting identification of problem areas is to be followed by a statement of action programs responsive to problems discovered. Thus, it may be concluded that better organizational technique would consist of following each statement of a problem with an immediate treatment of the remedial action and the methods, timetables and responsibilities incident to the effectuation of the remedial action (for example, if the analysis of the current work force and a consideration of availability reveals an underutilization of women in professional positions, then the plan next would state remedial hiring goals, timetables, methods for achieving the goals, and assignments of responsibilities for effectuating the program). On the other hand, a separate treatment of action programs, as a section of the plan separate and apart from the section dealing with identification of problems, would be entirely appropriate. In either

case, the written plan must set forth in detail and with specificity the nature of the action program being undertaken. The various directions contained in Section 60-2.24 and 60-2.26 should be analyzed carefully and adapted to the particular institutional problems which have been identified.

VII. Internal Audit and Reporting Systems (60-2.25)

The program must specify the nature of record-keeping and data collection and analysis responsibilities, establish responsibility for all such activities and establish timetables for compilation and reporting; this must include a provision for annual reporting to HEW of results of operation to date for the affirmative action program.

A review of the regulations and interpretative materials supplied by HEW indicates that the following matters must be monitored, i.e., record-keeping processes established, collation and analysis responsibilities assigned and periodic reports compiled:

- The basic individual employee data file, regularly updated (Tab J, Section A, HEW, Higher Education Guidelines), with appropriate periodic summaries.
- Records of referrals, placements, transfers, promotions and terminations (60-2.25(a), Revised Order No. 4)
- Formal reports from unit or school or division managers on a scheduled basis concerning the degree to which affirmative action goals are attained and timetables met (60-2.25(b), Revised Order No.4)

- 4. Applicant flow data, by race and sex and applicant rejection rates by race and sex (60-2.12(1), Revised Order No. 4)
- Periodic audit of any training programs, hiring and promotion
 patterns to discover and remove any impediments to the
 attainment of goals (60-2.22(b)(3), Revised Order No. 4)
- 6. Periodic audit to insure that each location is in compliance in areas such as:
 - (a) Posters are properly displayed;
 - (b) All facilities are in fact desegregated;
 - (c) Minority and female participation in University-sponsored educational, training, recreational and social activities.

 (60-2.22(b)(7), Revised Order No. 4)

C. Required Analysis

1. Availability of Women and Minorities

A unique aspect of equal employment opportunity under the Eexecutive Order is the required compilation of availability data on women and minorities for use as a measure of the contractor's equal employment opportunity. By comparing availability data with current employees, the contractor has an indication of how representative its workforce is of the persons qualified for employment in its institution.

The Department of Labor's Revised Order No. 4 (4: CRF 60-2.11(a) (1 and 2) contains explicit guidelines for constructing an availability index for minorities and an availability index for women. These indices are particularly applicable in the case of nonacademic personnel.

For academic personnel the development of availability figures is slightly different, because the recruiting area will vary from institution to institution. It may be a national or even international one. Because the skills required for a particular position are often quite specialized, accurate information on availability may be more difficult to obtain.

OCR recommends the following procedure for determining availability figures for women and minorities for academic positions:

Many disciplinary associations and professional groups have data that show percentages of racial and national origin minorities available in certain

fields, and a 1968 study by the Ford Foundation (Office of Reports) provides percentages of Negroes holding doctorates. To determine the number of women available for senior level positions, the Office recommends that the contractor use data available from the National Register of Scientific and Technical Personnel prepared by the National Science Foundation, and the U.S. Office of Education's annual reports on earned degrees. Another source is the National Research Council of the National Academy of Science. This data has been compiled by sex, but is now being compiled by race, as well. The NSF data is broken down by sex, specialty and subspecialty, highest degree, years of professional experience, and primary work activity. The OE data is broken down by sex, degree earned, school granting degree, and specialty. For women in junior positions, the Office recommends that the contractor consider the OE annual report of carned degrees for the last 5 years and current graduate school enrollments.

To the extent that an institution makes a practice of employing its own graduates, the number and percentage of graduate degrees which it has itself awarded to women and minorities in the past ten years or so should be reflected in the goals which it sets for its future faculty appointments.

For academic employees the basic national data on earned doctoral degrees will provide the basis for a utilization analysis of a contractor's workforce, unless the contractor can otherwise demonstrate that the labor market upon which it draws is significantly different from this base. For example, some institutions appoint a large number of new faculty from a particular group of graduate schools; such institutions may use data obtained from these schools to determine the availability of women and minorities. If the annual output of women and minorities from the primary feeder schools exceeds the nutional average, the contractor will be expected to use the higher figures to determine availability. If the output from the feeder schools is less than the national average, the institution will be expected to justify its use of such recruitment sources, or use the higher figures to determine eligibility.

2. Comparison of Current Workforce with Availability Data

The next step for the contractor is to compare the number of women and minorities in its current workforce with their availability in the market from which it can reasonably recruit. This comparison must be by comparable job categories. Wherever the comparison reveals that a hiring unit of the university (a department or other section) is not employing minorities and women to the extent that they are available and qualified for work, it is then required to set goals to overcome this situation.

Goals should be set so as to overcome deficiencies in the utilization of minorities and women within a reasonable time. In many cases this can be accomplished within 5 years; in others more time or less time will be required.

Goals may be set in numbers or percentages, and should reflect not only the number of new hires but also the projected overall composition of the work force in the given unit.

It is necessary to set goals that will overcome underutilization in the institution's work force within a reasonable period of time, not merely to set goals for new hires based on current availability.

In many institutions the appropriate unit for goals is the school or division, rather than the department. While estimates of availability in academic employment can best be determined on a disciplinary basis, anticipated turnover and vacancies can usually be calculated on a witer basis. While a school, division or college may be the organizational unit which assumes responsibility for setting and achieving goals, departments which have traditionally excluded women or minorities from their ranks are expected to make particular efforts to recruit, hire and promote women and minorities. In other words, the Office for Civil Rights will be concerned not only with whether a school meets its overall goals, but also whether apparent general success has been achieved only by strenuous efforts on the part of a few departments.