

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.

<u>Field</u>	<u>Number</u>	<u>Percent</u>
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 Negroes in Science 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:

<u>Field</u>	<u>Number</u>	<u>Percent</u>
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.
- Negroes in Science reveals that the following Universities awarded the largest number of natural science doctorates to Negroes between 1960-69:

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

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

1/12/73

TABLE 35. (Cont.)

NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
BY INSTITUTION, SEX, AND FIELD OF STUDY, 1970-71

INSTITUTION AND SEX	Agriculture and Natural Resources	Arts and Environmental Design	Area Studies	Bio. Sciences	Business and Management	Communications	Computer and Information Sciences	Education	Engineering	Fine and Applied Arts	Foreign Languages	Health Professions	Home Economics	Law	Letters	Library Science	Mathematics	Physical Sciences	Psychology	Public Affairs and Services	Social Sciences	Theology	Interdisciplinary Studies	GRAND TOTAL
PUBLIC INSTL. (Cont.)																								
N. C. A and T																								
Men	6	-	-	20	39	-	-	101	39	11	-	2	-	-	2	-	1	11	9	3	73	-	-	357
Women	-	-	-	10	79	-	-	61	1	2	5	20	18	-	26	-	1	1	3	23	37	-	-	247
Total	6	-	-	30	118	-	-	162	40	13	5	22	18	-	28	-	2	12	12	26	110	-	-	604
N. C. Central																								
Men	-	-	-	9	50	-	-	34	-	8	3	1	-	-	3	-	6	3	7	-	60	-	-	184
Women	-	-	-	16	21	-	-	120	9	16	8	4	-	-	35	-	8	3	15	-	117	-	-	372
Total	-	-	-	25	71	-	-	154	9	17	19	9	4	-	38	-	14	6	22	-	177	-	-	556
Pembroke																								
Men	-	-	-	9	49	-	-	66	-	4	1	-	-	-	2	-	7	10	8	-	43	-	-	199
Women	-	-	-	3	1	-	-	79	-	5	4	-	4	-	21	-	2	5	5	-	18	-	-	142
Total	-	-	-	12	50	-	-	145	-	9	5	-	4	-	23	-	9	10	13	-	61	-	-	341
Western Carolina																								
Men	-	-	-	14	157	-	24	87	27	10	2	-	-	-	12	1	4	7	18	-	73	-	-	436
Women	-	-	-	7	15	-	1	209	-	8	10	1	16	-	22	2	6	1	16	-	33	-	-	347
Total	-	-	-	21	172	-	25	296	27	18	12	1	16	-	34	3	10	8	34	-	106	-	-	783
Winston-Salem																								
Men	-	-	-	2	2	-	-	49	-	-	-	-	-	-	3	-	-	-	-	-	18	-	-	74
Women	-	-	-	5	-	-	-	130	-	-	-	16	-	-	21	-	-	-	-	-	14	-	-	186
Total	-	-	-	7	2	-	-	179	-	-	-	16	-	-	24	-	-	-	-	-	32	-	-	260
N. C. School of the Arts																								
Men	-	-	-	-	-	-	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20
Women	-	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10
Total	-	-	-	-	-	-	-	-	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30
PUBLIC TOTAL																								
Men	199	96	22	300	1,215	64.5	57	987	876	112.5	51	100	-	8	330.5	7	210	274	297.5	58	1,551	-	-	6,816
Women	11	3	19.5	147.5	189	38	9	2,311	5	171	157.5	296	162.5	2	700.5	41	189.5	44.5	246	57.5	832	-	-	5,633
Total	210	99	41.5	447.5	1,404	102.5	66	3,298	881	283.5	208.5	396	162.5	10	1,031	48	399.5	318.5	543.5	115.5	2,383	-	-	12,449
PRIVATE INSTITUTIONS																								
Atlantic Christian																								
Men	-	-	-	8	75	-	-	61	-	3	1	1	-	-	10	-	8	5	-	-	42	-	-	214
Women	-	-	-	4	4	-	-	135	-	1	3	-	-	-	18	-	6	2	-	-	17	-	-	190
Total	-	-	-	12	79	-	-	196	-	4	4	1	-	-	28	-	14	7	-	-	59	-	-	404
Barber-Scotia																								
Men	-	-	-	4	6	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	21
Women	-	-	-	4	8	-	-	42	-	1	-	3	-	-	4	-	-	-	-	-	29	-	-	91
Total	-	-	-	8	14	-	-	45	-	1	-	3	-	-	4	-	-	-	-	-	37	-	-	112
Belmont Abbey																								
Men	-	-	-	11	62	-	-	-	-	-	-	-	-	-	5	-	-	7	6	-	57	-	-	148
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	-	3	-	-	6
Total	-	-	-	11	62	-	-	-	-	-	-	-	-	-	6	-	-	8	7	-	60	-	-	154

TABLE 35. (Cont.)

 NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
 BY INSTITUTION, SEX, AND FIELD OF STUDY, 1970-71

INSTITUTION AND SEX	Agriculture and Natural Resources	Architecture and Environmental Design Area Studies	Bio. Sciences	Business and Management	Communications	Computer and Information Sciences	Education	Engineering	Fine and Applied Arts	Foreign Languages	Health Professions	Home Economics	Law	Letters	Library Science	Mathematics	Physical Sciences	Psychology	Public Affairs and Services	Social Sciences	Theology	Interdisciplinary Studies	GRAND TOTAL
PRIVATE INSTI. (Cont.)																							
Bennett	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	7	-	-	-	55	-	-	7	13	3	-	15	-	7	1	11	-	37	-	-	156
Women	-	-	-	-	-	-	-	-	-	-	13	3	-	15	-	7	1	11	-	37	-	-	156
Total	-	-	7	-	-	-	55	-	-	7	26	6	-	30	-	14	2	22	-	74	-	-	312
Campbell	-	-	22	129	-	-	48	-	2	1	1	-	-	16	-	12	20	20	-	88	19	-	378
Men	-	-	-	4	-	-	146	-	1	3	2	1	-	20	-	3	3	3	-	17	2	-	205
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	205
Total	-	-	22	133	-	-	194	-	3	4	3	1	-	36	-	15	23	23	-	105	21	-	583
Catawba	1	-	7	46	-	-	19	-	1	1	-	-	-	3	-	10	12	3	-	18	1	-	122
Men	-	-	-	4	-	-	39	-	5	6.5	-	-	-	23.5	-	4	-	6	-	12	1	-	107
Women	-	-	4	6	-	-	39	-	6	7.5	-	-	-	26.5	-	14	12	9	-	30	2	-	229
Total	1	-	11	52	-	-	78	-	7	8.5	-	-	-	29.5	-	24	24	15	-	48	3	-	336
Davidson	-	-	3	-	-	-	-	-	3	18	49	-	-	33	-	16	9	25	-	85	-	-	241
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	3	-	-	-	-	-	3	18	49	-	-	33	-	16	9	25	-	85	-	-	241
Duke	1	-	49	40	-	-	-	81	8	10	-	-	-	70	-	21	82	68	-	213	-	-	643
Men	-	-	-	5	-	-	17	1	12	36	63	-	1	76	-	10	7	73	-	94	-	-	422
Women	-	-	27	45	-	-	17	82	20	46	63	-	1	146	-	31	89	141	-	307	-	-	1,065
Total	1	-	76	85	-	-	34	83	32	56	126	-	2	222	-	41	91	214	-	391	-	-	1,485
Elon	-	-	12	66	-	-	51	-	6	3	1	-	-	10.5	-	9	4	-	-	64	1.5	-	228
Men	-	-	6	7	-	-	49	-	5	3	-	-	-	13	-	2	-	-	-	8	-	-	93
Women	-	-	-	-	-	-	100	-	11	6	1	-	-	23.5	-	11	4	-	-	72	1.5	-	321
Total	-	-	18	73	-	-	149	-	16	9	2	-	-	37	-	13	4	-	-	80	3	-	414
Gardner-Webb	-	-	18	36	-	21	14	-	1	-	-	-	-	19	-	6	1	16	-	33	8	-	173
Men	-	-	1	3	-	2	43	-	5	3	-	-	-	4	-	-	1	2	-	5	1	-	69
Women	-	-	17	33	-	19	57	-	6	3	-	-	-	15	-	6	1	14	-	28	7	-	242
Total	-	-	19	39	-	21	100	-	11	6	-	-	-	23	-	12	2	16	-	38	9	-	242
Greensboro	-	-	3	9.5	-	-	5	-	4	-	-	-	-	1	-	-	-	2	-	2.5	2	-	29
Men	-	-	4	1.5	-	-	38	-	10	7	-	-	-	7	-	3.5	-	3	-	14	7	-	95
Women	-	-	-	-	-	-	43	-	14	7	-	-	-	8	-	3.5	-	5	-	16.5	9	-	124
Total	-	-	7	11	-	-	81	-	24	14	-	-	-	15	-	7	3	8	-	30.5	16	-	219
Cutiford	-	-	10	16	-	-	14	-	3	1	-	-	-	11	-	3	8.5	6	-	64.5	-	-	137
Men	-	-	2	-	-	-	25	-	3	6	-	-	-	14	-	-	1	11	-	25	-	-	85
Women	-	-	-	-	-	-	39	-	6	5	-	-	-	25	-	3	9.5	17	-	89.5	-	-	222
Total	-	-	12	16	-	-	53	-	9	6	-	-	-	39	-	6	18	28	-	114.5	-	-	312
High Point	-	-	1	48	-	-	12	-	-	1	-	-	-	2	-	4	3	2	-	47	4	9	133
Men	-	-	1	3	-	-	62	-	2	5	-	-	-	15	-	1	-	4	-	20	1	2	116
Women	-	-	-	-	-	-	74	-	2	6	-	-	-	17	-	5	3	6	-	67	5	11	249
Total	-	-	2	51	-	-	136	-	4	11	-	-	-	32	-	9	6	10	-	114	9	13	365

TABLE 35. (Cont.)

NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
BY INSTITUTION, SEX, AND FIELD OF STUDY, 1970-71

INSTITUTION AND SEX	Articulture and Natural Resources	Architecture, Architectural Design and Environmental Area Studies	Bio. Sciences	Business and Management	Communications	Computer and Information Sciences	Education	Engineering Fine and Applied Arts	Foreign Languages	Health Professions	Home Economics	Law	Letters	Library Science	Mathematics	Physical Sciences	Psychology	Public Affairs and Services	Social Sciences	Theology	Interdisciplinary Studies	GRAND TOTAL
PRIVATE INSTI. (Cont.)																						
J. C. Smith																						
Men	-	-	5	11	-	-	6	2	2	1	-	-	3	-	3	5	4	-	44	-	-	85
Women	-	-	11	13	-	-	18	5	4	-	-	-	22	-	6.5	3.5	16.5	-	33.5	-	-	133
Total	-	-	16	24	-	-	24	7	6	-	-	-	25	-	9.5	8.5	20.5	-	77.5	-	-	218
Lenoir Rhyne																						
Men	-	-	4	43	-	-	29	-	-	1	-	-	3	-	13	5	-	-	52	2	-	152
Women	-	-	3	5	-	-	77	1	3	20	-	-	24	-	4	-	-	-	34	-	-	171
Total	-	-	7	48	-	-	106	1	3	21	-	-	27	-	17	5	-	-	86	2	-	323
Livingstone																						
Men	-	-	8	14	-	-	3	1	-	-	-	-	-	-	5	1	-	-	30	-	-	62
Women	-	-	7	23	-	-	19	5	3	-	-	-	12	-	7	3	-	-	44	-	-	123
Total	-	-	15	37	-	-	22	6	3	-	-	-	12	-	12	4	-	-	74	-	-	185
Mars Hill																						
Men	-	-	18	29	-	-	32	1	6	-	-	-	15	-	18	4	-	-	34	-	-	157
Women	-	-	5	3	-	-	75	6	3	3	7	-	17	-	4	-	-	-	5	-	-	128
Total	-	-	23	32	-	-	107	1	12	3	7	-	32	-	22	4	-	-	39	-	-	285
Heredith																						
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	3	11	-	-	7	19	10	-	29	-	31	-	22	3	5	-	74	2	-	216
Total	-	-	3	11	-	-	7	19	10	-	29	-	31	-	22	3	5	-	74	2	-	216
Methodist																						
Men	-	-	6	33	-	-	1	-	3	-	-	-	-	-	2	5	-	-	32	2	-	84
Women	-	-	1	5	-	-	46	2	2	-	-	-	4	-	5	-	-	-	34	3	-	102
Total	-	-	7	38	-	-	47	2	5	-	-	-	4	-	7	5	-	-	66	5	-	186
N. C. Wesleyan																						
Men	-	-	2	-	-	-	-	2	1	-	-	-	17	-	6	5	5	-	42	-	-	80
Women	-	-	3	-	-	-	-	1	6	-	-	-	14	-	8	2	4	-	18	-	-	56
Total	-	-	5	-	-	-	-	3	7	-	-	-	31	-	14	7	9	-	60	-	-	136
Pfeiffer																						
Men	-	-	6	49	-	-	3	-	-	-	-	-	9	-	7	3	4	-	25	1	2	109
Women	-	-	7	1	-	-	24	1	2	4	-	-	8	-	1	-	4	-	11	7	-	70
Total	-	-	13	50	-	-	27	1	2	4	-	-	17	-	8	3	8	-	36	8	2	179
Queens																						
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	3	11	-	-	3	23	5	-	-	-	24	-	1	2	13	-	42	-	-	127
Total	-	-	3	11	-	-	3	23	5	-	-	-	24	-	1	2	13	-	42	-	-	127
Sacred Heart																						
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	2	1	-	-	45	3	-	-	-	-	4	-	-	-	7	-	17	-	-	79
Total	-	-	2	1	-	-	45	3	-	-	-	-	4	-	-	-	7	-	17	-	-	79

TABLE 35. (Cont.)

 NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
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PRIVATE INSTL. (Cont.)																								
St. Andrews	-	-	5	21	-	-	2	-	4	1	-	-	-	11	-	5	3	6	-	29	4	-	92	
Men	-	1	5	21	-	-	2	-	4	1	-	-	-	11	-	4	3	8	-	15	5	-	82	
Women	-	2	5	2	-	-	13	-	9	8	-	-	-	22	-	9	3	14	-	44	9	-	174	
Total	-	3	10	23	-	-	15	-	13	9	-	-	-	33	-	13	6	22	-	59	14	-	196	
St. Augustine's	-	-	4	22	-	-	19	-	3	2	-	-	-	4	-	5	2	-	-	30	-	-	87	
Men	-	-	6	8	-	-	52	-	1	2	-	-	-	14	-	2	1	-	-	30	-	-	116	
Women	-	-	10	30	-	-	71	-	4	2	-	-	-	18	-	7	3	-	-	58	-	-	203	
Total	-	-	16	38	-	-	123	-	5	4	-	-	-	32	-	9	4	-	-	88	-	-	319	
Salem	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	-	-	4.5	-	-	-	5.5	-	15.5	10.5	2	1	-	10.5	-	6.5	2	8	-	16	-	-	82	
Women	-	-	4.5	-	-	-	5.5	-	15.5	10.5	2	1	-	10.5	-	6.5	2	8	-	16	-	-	82	
Total	-	-	9	-	-	-	11	-	31	21	4	2	-	21	-	13	4	16	-	32	-	-	164	
Shaw	-	-	3	21	1	-	29	-	2	-	-	-	-	8	-	2	2	4	2	27	-	1	102	
Men	-	-	4	7	-	-	53	-	-	5	3	-	-	10	-	5	1	3	3	36	-	-	130	
Women	-	-	7	18	1	-	82	-	2	-	3	-	-	18	-	7	3	7	5	63	-	1	232	
Total	-	-	11	25	2	-	135	-	2	-	6	-	-	28	-	12	4	10	8	100	-	2	362	
Wake Forest	-	-	44	60	-	-	20	1	3	15	-	-	4	37	-	19	9	42	-	130	10	-	394	
Men	-	-	12	2	-	-	3	1	1	13	1	-	1	34	-	13	3	33	-	39	4	-	156	
Women	-	-	56	62	-	-	23	1	4	28	1	-	5	71	-	32	9	75	-	169	14	-	550	
Total	-	-	68	64	-	-	26	2	5	43	2	-	6	105	-	45	12	108	-	208	18	-	706	
Warren Wilson	-	-	2	-	-	-	8	-	-	-	-	-	-	1	-	-	2	-	-	28	-	1	34	
Men	-	-	3	-	-	-	8	-	-	-	-	-	-	11	-	-	-	-	-	17	-	3	42	
Women	-	-	5	-	-	-	8	-	-	-	-	-	-	12	-	-	2	-	-	45	-	4	76	
Total	-	-	7	-	-	-	16	-	-	-	-	-	-	23	-	-	4	-	-	62	-	7	118	
John Wesley	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	4	
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	5	
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	4	
Piedmont	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32	-	32	
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	-	12	
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	44	-	44	
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	56	-	56	
PRIVATE TOTAL	2	1	255	836.5	1	21	371	83	54	58	53	-	4	288.5	-	174	197.5	213	2	1,223	90.5	13	3,941	
Men	-	5	147.5	122.5	-	2	1,099.5	1	136.5	155	111	44	2	461	-	125.5	32.5	215.5	3	746.5	46	5	3,461	
Women	-	6	402.5	959	1	23	1,470.5	84	190.5	213	164	44	6	749.5	-	299.5	230	428.5	5	1,969.5	136.5	18	7,402	
Total	2	11	657.5	1,782	2	44	2,870	167	327	368	275	88	10	1,038	-	424	427.5	428.5	8	2,192.5	177	23	11,343	
GRAND TOTAL	201	96	23	555	2,051.5	65.5	78	1,358	959	166.5	109	153	-	12	619	7	384	471.5	510.5	60	2,774	90.5	13	10,757
Men	11	3	24.5	295	311.5	38	11	3,410.5	6	307.5	312.5	407	206.5	4	1,161.5	41	315	77	461.5	60.5	1,578.5	46	5	9,094
Women	190	93	20.5	260	1,740	27.5	67	1,347.5	161.5	135.5	77.5	146	153	8	650.5	6	69	394.5	450	53.5	1,227.5	44.5	8	11,663
Total	212	99	47.5	850	2,363	103.5	89	4,768.5	965	474	421.5	560	206.5	16	1,780.5	48	699	548.5	972	120.5	4,352.5	136.5	18	19,851

NOTE: Fractional figures represent "split" or "double" majors.

* Includes 19 degrees conferred at Fort Bragg branch.

TABLE 37.

NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
BY INSTITUTION, SEX, AND FIELD OF STUDY, 1969-70

INSTITUTION AND SEX	Agriculture	Architecture & City Planning	Bio. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Home Economics	Law	Library Science	Mathematical Sciences	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Trade or Industrial Training	Other Fields	Textiles	Radio & T. V.	GRAND TOTAL
PUBLIC INSTITUTIONS																										
N.C. State University																										
Men	82	74	49	-	16	114	633	20	1	3	86	-	-	-	-	48	3	43	8	224.5	1	-	181.5	-	1,587	
Women	6	2	7	-	3	18	3	26	-	5	-	-	-	-	-	11	1	2	7	62	-	-	1	-	154	
Total	88	76	56	-	19	132	636	46	1	8	86	-	-	-	-	59	4	45	15	286.5	1	-	182.5	-	1,741*	
UNC-Asheville																										
Men	-	-	2.5	-	-	-	-	2.5	1	-	-	-	-	-	-	-	-	1	4	3.5	47.5	-	-	-	62	
Women	-	-	6	-	-	-	-	6.5	2	1	-	-	-	-	-	-	-	1	10	22.5	-	-	-	-	49	
Total	-	-	8.5	-	-	-	-	9	3	1	-	-	-	-	-	-	-	2	4	13.5	70	-	-	-	111	
UNC-Chapel Hill																										
Men	-	-	61.5	326	-	44	-	200.5	23	44.5	-	8.5	102	-	7	-	51	18.5	129	80	567	-	-	-	23.5	1,686
Women	-	-	20	19	-	163	-	182.5	42	52	-	1	121	-	-	-	28	6.5	10	58.5	191	-	-	-	2.5	897
Total	-	-	81.5	345	-	207	-	383	65	96.5	-	9.5	223	-	7	-	79	25	139	138.5	758	-	-	-	26	2,583
UNC-Charlotte																										
Men	-	-	12	71	-	-	20	17	3	5	-	2	2	-	-	16	3	10	10	56	-	-	-	-	-	227
Women	-	-	13	5	-	-	-	52	3	7	-	2	19	-	-	5	3	5	9	45	-	-	-	-	-	163
Total	-	-	25	76	-	-	20	69	6	12	-	2	21	-	-	21	3	15	19	101	-	-	-	-	-	390
UNC-Greensboro																										
Men	-	-	3	-	-	8	-	4	8	2	-	-	-	-	-	5	-	3	1	22	-	-	-	-	-	56
Women	-	-	45	14	-	285	-	105	39	22	-	-	22	85	-	44	1	6	19	114	-	-	-	-	-	801
Total	-	-	48	14	-	293	-	109	47	24	-	-	22	85	-	49	1	9	20	136	-	-	-	-	-	857
UNC-Wilmington																										
Men	-	-	13	40	-	9	-	8	-	3	-	-	-	-	-	13	7	4	-	42	-	-	-	-	-	139
Women	-	-	5	-	-	46	-	12	-	6	-	-	-	-	-	3	-	2	-	10	-	-	-	-	-	84
Total	-	-	18	40	-	55	-	20	-	9	-	-	-	-	-	16	7	6	-	52	-	-	-	-	-	223
Appalachian																										
Men	-	-	33	91	-	180	-	4.5	4	5.5	-	6	-	-	1	31.5	6	5.5	16.5	117.5	-	1	-	-	-	503
Women	-	-	12	4	-	407	-	36	2	11	-	-	-	5	11	17	1	1	16.5	61.5	-	-	-	-	-	585
Total	-	-	45	95	-	587	-	40.5	6	16.5	-	6	-	5	12	48.5	7	6.5	33	179	-	1	-	-	-	1,088
East Carolina																										
Men	-	-	21	279	-	180	-	20	24	5	-	65	-	-	4	30	3	28	53	112	-	10	-	-	-	834
Women	-	-	16	40	-	501	-	74	18	24	-	4	55	5	11	36	2	4	39	86	-	2	-	-	-	917
Total	-	-	37	319	-	681	-	94	42	29	-	69	55	5	15	66	5	32	92	198	-	12	-	-	-	1,751
Elizabeth City																										
Men	-	-	2	-	-	48	-	-	-	-	-	-	-	-	-	1	-	-	-	25	-	-	-	-	-	76
Women	-	-	8	-	-	78	-	10	-	-	-	-	-	-	-	6	-	-	-	25	-	-	-	-	-	127
Total	-	-	10	-	-	126	-	10	-	-	-	-	-	-	-	7	-	-	-	50	-	-	-	-	-	203
Fayetteville																										
Men	-	-	2	-	-	19	-	1	-	-	-	-	-	-	-	10	-	-	-	20	-	-	-	-	-	52
Women	-	-	3	-	-	64	-	8	-	-	-	-	-	-	-	8	-	-	-	23	-	-	-	-	-	106
Total	-	-	5	-	-	83	-	9	-	-	-	-	-	-	-	18	-	-	-	43	-	-	-	-	-	158

TABLE 37. (Cont.)

 NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
 BY INSTITUTION, SEX, AND FIELD OF STUDY, 1969-70

78

INSTITUTION AND SEX	Agriculture	Architecture & City Planning	Bio. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Home Economics	Law	Library Science	Mathematical Sciences	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Trade or Industrial Training	Other Fields	Textiles	Radio & T. V.	GRAND TOTAL
PUBLIC INSTL. (Cont.)																										
N.C. A and T																										
Men	13	-	13	69	-	51	27	6	10	1	-	-	1	-	-	-	6	-	3	6	86	8	-	-	-	300
Women	-	-	17	30	-	54	1	18	1	1	-	-	33	22	-	-	3	-	1	2	67	-	-	-	-	249
Total	13	-	30	99	-	105	28	24	10	2	-	-	34	22	-	-	9	-	4	8	153	8	-	-	-	549
N.C. Central																										
Men	-	-	17	41	-	48	-	7	1	-	15	-	1	-	-	5	-	-	10	11	61	-	-	-	-	217
Women	-	-	19	26	-	135	-	30	4	12	8	-	16	16	-	9	-	-	2	18	101	-	-	-	-	396
Total	-	-	36	67	-	183	-	37	5	12	23	-	17	16	-	14	-	-	12	29	162	-	-	-	-	613
Pembroke																										
Men	-	-	13	51	-	36	-	6	5	2	-	-	-	-	-	11	-	-	12	11	45	-	-	-	-	192
Women	-	-	7	-	-	96	-	19	1	1	-	-	-	1	-	4	-	-	2	3	11	-	-	-	-	145
Total	-	-	20	51	-	132	-	25	6	3	-	-	-	1	-	15	-	-	14	14	56	-	-	-	-	337
Western Carolina																										
Men	-	-	18	188	-	43	-	21	7	-	3	-	-	-	-	10	-	-	14	14	81	18	2	-	-	419
Women	-	-	4	10	-	187	-	32	8	11	-	-	2	17	-	6	-	-	1	12	40	-	-	-	-	330
Total	-	-	22	198	-	230	-	53	15	11	3	-	2	17	-	16	-	-	15	26	121	18	2	-	-	749
Winston-Salem																										
Men	-	-	6	-	-	46	-	1	-	-	-	-	-	-	-	-	-	-	-	-	16	-	-	-	-	69
Women	-	-	7	1	-	116	-	22	-	-	-	-	17	-	-	-	-	-	-	-	12	-	-	-	-	175
Total	-	-	13	1	-	162	-	23	-	-	-	-	17	-	-	-	-	-	-	-	28	-	-	-	-	244
N.C. School of Arts																										
Men	-	-	-	-	-	-	-	-	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29
Women	-	-	-	-	-	-	-	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15
Total	-	-	-	-	-	-	-	-	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	44
PUBLIC TOTAL																										
Men	95	74	266	1,156	16	826	680	318.5	116	71	86	99.5	106	-	7	5	237.5	41.5	265.5	214	1,522.5	27	13	181.5	23.5	6,448
Women	6	2	189	149	3	2,150	4	633	134	153	-	13	285	151	-	22	180	12.5	36	194	871	-	2	1	2.5	5,193
Total	101	76	455	1,305	19	2,976	684	951.5	250	224	86	112.5	391	151	7	27	417.5	54	301.5	408	2,393.5	27	15	182.5	26	11,641
PRIVATE INSTITUTIONS																										
Atlantic Christian																										
Men	-	-	6	86	-	37	-	5	3	1	-	-	2	-	-	14	10	7	-	38	-	-	-	-	-	209
Women	-	-	3	4	-	98	-	16	4	-	-	-	1	-	-	7	4	1	-	14	-	-	-	-	-	152
Total	-	-	9	90	-	135	-	21	7	1	-	-	3	-	-	21	14	8	-	52	-	-	-	-	-	361
Barber-Scotia																										
Men	-	-	5	-	-	8	-	1	-	-	-	-	-	-	-	-	-	-	-	-	16	-	-	-	-	30
Women	-	-	2	8	-	27	-	10	-	1	-	-	-	2	-	-	-	-	-	-	9	-	-	-	-	59
Total	-	-	7	8	-	35	-	11	-	1	-	-	-	2	-	-	-	-	-	-	25	-	-	-	-	89
Belmont Abbey																										
Men	-	-	3	67	-	-	-	6	-	-	-	-	-	-	-	-	-	3	5	3	56	-	-	-	-	143
Women	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	6
Total	-	-	4	68	-	-	-	6	-	-	-	-	-	-	-	-	-	3	5	3	60	-	-	-	-	149

TABLE 37. (Cont.)

 NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
 BY INSTITUTION, SEX, AND FIELD OF STUDY, 1969-70

INSTITUTION AND SEX	Agriculture	Architecture & City Planning	Bio. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Home Economics	Law	Library Science	Mathematical Sciences	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Trade or Industrial Training	Other Fields	Textiles	Radio & T. V.	GRAND TOTAL
PRIVATE INSTII. (Cont.)																										
Bennett																										
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	10	-	-	41	19	19	-	9	-	-	9	3	-	-	4	-	3	8	20	-	-	-	-	126
Total	-	-	10	-	-	41	19	19	-	9	-	-	9	3	-	-	4	-	3	8	20	-	-	-	-	126
Campbell																										
Men	-	-	18	103	-	36	-	18	-	1	-	-	1	-	-	-	15	9	26	12	120	-	-	-	-	359
Women	-	-	1	4	-	141	-	20	2	3	-	-	1	9	-	-	7	2	2	4	16	-	-	-	-	210
Total	-	-	19	107	-	177	-	38	2	4	-	-	2	9	-	-	22	11	26	16	136	-	-	-	-	569
Catawba																										
Men	-	-	8	9	-	12	-	2	5	2	-	-	-	-	-	-	4.5	4	8.5	7	27	-	-	-	-	139
Women	-	-	3	59	-	43	-	9	3	3	-	-	1	-	-	-	5	3	-	2	22	-	-	-	-	103
Total	-	-	11	68	-	55	-	11	8	5	-	-	1	-	-	-	9.5	7	8.5	9	49	-	-	-	-	242
Davidson																										
Men	-	-	47	-	-	-	-	28	-	10	-	-	-	-	-	-	11	11	8	26	77	-	-	-	-	218
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	47	-	-	-	-	28	-	10	-	-	-	-	-	-	11	11	8	26	77	-	-	-	-	218
Duke																										
Men	-	-	38	40	-	-	69	51	5	19	2	-	2	-	-	-	35	20	93	58	225	-	-	-	-	657
Women	-	-	25	2	-	22	-	59	22	43	-	-	54	-	-	-	27	13	10	60	95	-	-	-	-	432
Total	-	-	63	42	-	22	69	110	27	62	2	-	56	-	-	-	62	33	103	118	320	-	-	-	-	1,089
Elon																										
Men	-	-	11	80	-	19	-	13	1	2	-	-	-	-	-	-	13	1	8	-	80	-	-	-	-	228
Women	-	-	2	3	-	67	-	13	1	1	-	-	6	-	-	-	5	2	-	-	7	-	-	-	-	107
Total	-	-	13	83	-	86	-	26	2	3	-	-	6	-	-	-	18	3	8	-	87	-	-	-	-	335
Greensboro																										
Men	-	-	2	-	-	4	-	3	7	-	-	-	-	-	-	-	3	1	1	1	11	-	-	-	-	33
Women	-	-	5	-	-	42	-	9	14	4	-	-	1	-	-	-	3	8	-	4	11	-	-	-	-	101
Total	-	-	7	-	-	46	-	12	21	4	-	-	1	-	-	-	6	9	1	5	22	-	-	-	-	134
Guilford																										
Men	-	-	12	21	-	15	-	6	-	3	-	-	-	-	-	-	6	2	9	6	92	-	-	-	-	172
Women	-	-	2	1	-	32	-	20	1	1	-	-	-	-	-	-	3	1	11	11	17	-	-	-	-	90
Total	-	-	14	22	-	47	-	26	1	4	-	-	-	-	-	-	9	3	10	17	109	-	-	-	-	262
High Point																										
Men	-	-	2	25	-	16	-	10	1	1	-	-	-	-	-	-	7	4	7	9	70	-	-	-	-	152
Women	-	-	1	3	-	68	-	12	4	1	-	-	1	-	-	-	4	6	1	6	34	-	-	-	-	141
Total	-	-	3	28	-	84	-	22	5	2	-	-	1	-	-	-	11	10	8	15	104	-	-	-	-	293
J.C. Smith																										
Men	-	-	4	2	-	12	-	4	-	-	-	-	-	-	-	-	3	-	3	4	34	-	1	-	-	67
Women	-	-	1	2	-	33	-	23	-	9	-	-	-	-	-	-	0.5	5	0.5	13	22	-	-	-	-	109
Total	-	-	5	4	-	45	-	27	-	9	-	-	-	-	-	-	3.5	5	3.5	17	56	-	1	-	-	176

TABLE 37. (Cont.)

NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
BY INSTITUTION, SEX, AND FIELD OF STUDY, 1969-70

08

INSTITUTION AND SEX	Agriculture	Architecture & City Planning	Bio. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Home Economics	Law	Library Science	Mathematical Sciences	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Trade or Industrial Training	Other Fields	Textiles	Radio & T. V.	GRAND TOTAL
PRIVATE INSTL. (Cont.)																										
Lenoir Rhyne																										
Men	-	-	6	41	-	12	-	5	3	-	-	-	-	-	-	-	6	-	3	-	60	-	-	-	-	136
Women	-	-	2	3	-	67	-	23	-	3	-	-	14	-	-	-	3	-	1	-	24	-	-	-	-	140
Total	-	-	8	44	-	79	-	28	3	3	-	-	14	-	-	-	9	-	4	-	84	-	-	-	-	276
Livingstone																										
Men	-	-	9	-	-	16	-	4	-	1	-	-	-	-	-	8	-	7	-	27	-	-	-	-	72	
Women	-	-	4	-	-	48	-	10	-	5	-	-	-	-	-	5	-	-	-	22	-	-	-	-	94	
Total	-	-	13	-	-	64	-	14	-	6	-	-	-	-	-	13	-	7	-	49	-	-	-	-	166	
Mars Hill																										
Men	-	-	29	48	-	32	-	3	6	3	-	-	-	-	-	15	14	1	-	12	-	-	-	-	163	
Women	-	-	6	6	-	49	-	16	6	1	-	-	10	2	-	4	1	1	-	9	-	-	-	-	111	
Total	-	-	35	54	-	81	-	19	12	4	-	-	10	2	-	19	15	2	-	21	-	-	-	-	274	
Meredith																										
Men	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	4	8	-	2	-	10	11	7	-	-	-	17	-	29	14	3	2	59	-	-	-	-	166	
Total	-	-	4	8	-	2	-	10	11	7	-	-	-	17	-	29	14	3	2	59	-	-	-	-	166	
Methodist																										
Men	-	-	4	37	-	2	-	5	-	1	-	-	-	-	-	1	3	5	-	27	-	-	-	-	85	
Women	-	-	3	2	-	52	-	12	-	4	-	-	-	-	-	1	3	2	-	23	-	-	-	-	102	
Total	-	-	7	39	-	54	-	17	-	5	-	-	-	-	-	2	6	7	-	50	-	-	-	-	187	
N.C. Wesleyan																										
Men	-	-	5	-	-	-	-	6	2	-	-	-	-	-	-	1	3	4	2	36	-	-	-	-	59	
Women	-	-	1.5	-	-	-	-	21.5	2.5	3	-	-	-	-	-	8	1	2	7.5	17	-	-	-	-	64	
Total	-	-	6.5	-	-	-	-	27.5	4.5	3	-	-	-	-	-	9	4	6	9.5	53	-	-	-	-	123	
Pfeiffer																										
Men	-	-	8	46	-	4	-	4	2	-	-	-	-	-	-	1	11	5	4	33	-	-	-	-	118	
Women	-	-	5	-	-	28	-	15	2	3	-	-	-	-	-	1	8	2	1	13	-	-	-	-	78	
Total	-	-	13	46	-	32	-	19	4	3	-	-	-	-	-	2	19	7	5	46	-	-	-	-	196	
Queens																										
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	11	-	-	10	-	15	17	14	-	-	-	-	-	13	2	-	17	37	-	-	-	-	136	
Total	-	-	11	-	-	10	-	15	17	14	-	-	-	-	-	13	2	-	17	37	-	-	-	-	136	
Sacred Heart																										
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	49	-	3	-	-	-	-	-	-	-	-	-	-	7	13	-	-	-	-	72	
Total	-	-	-	-	-	49	-	3	-	-	-	-	-	-	-	-	-	-	7	13	-	-	-	-	72	
St. Andrews																										
Men	-	-	2	22	-	1	-	8	8	2	-	-	-	-	-	2.5	4	2.5	7	20	-	-	-	-	79	
Women	-	-	1	1	-	19	-	23	16	8	-	-	-	-	-	-	11	-	11	13	-	1	-	-	104	
Total	-	-	3	23	-	20	-	31	24	10	-	-	-	-	-	2.5	15	2.5	18	33	-	1	-	-	183	

TABLE 37. (Cont.)

NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
BY INSTITUTION, SEX, AND FIELD OF STUDY, 1969-70

INSTITUTION AND SEX	Agriculture, Architecture & City Planning	Bio. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Home Economics	Law	Library Science	Mathematical Sciences	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Trade or Industrial Training	Other Fields	Textiles	Radio & T. V.	GRAND TOTAL	
PRIVATE INSTL. (Cont.)																										
St. Augustine's																										
Men	-	-	4	25	-	25	-	1	-	-	-	-	-	-	3	-	-	-	-	11	-	-	-	-	69	
Women	-	-	5	31	-	48	-	11	-	-	-	-	-	-	5	-	-	-	-	31	-	-	-	-	134	
Total	-	-	9	56	-	73	-	12	-	3	-	-	-	-	8	-	-	-	-	42	-	-	-	-	203	
Salem																										
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	-	-	4.5	-	-	7.5	-	10	10	9.5	-	2	5	-	-	4.5	1	2.5	12	31.5	-	-	-	-	100	
Total	-	-	4.5	-	-	7.5	-	10	10	9.5	-	2	5	-	-	4.5	1	2.5	12	31.5	-	-	-	-	100	
Shaw																										
Men	-	-	5	13	-	11	-	7	-	1	-	-	-	-	9	1	1	3	18	-	-	-	-	-	69	
Women	-	-	4	5	-	37	-	6	-	5	-	-	-	-	6	-	2	7	27	-	-	-	-	-	99	
Total	-	-	9	18	-	48	-	13	-	6	-	-	-	-	15	1	3	10	45	-	-	-	-	-	168	
Wake Forest																										
Men	-	-	49	56	-	27	1	22	10	9	-	1	4	-	33	12	14	26	115	-	-	-	-	-	379	
Women	-	-	19	3	-	13	-	35	5	23	-	1	-	-	20	-	3	32	28	-	-	-	-	-	182	
Total	-	-	68	59	-	40	1	57	15	32	-	2	4	-	53	12	17	58	143	-	-	-	-	-	561	
Warren Wilson																										
Men	-	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-	1	-	19	-	-	-	-	-	24	
Women	-	-	3	-	-	8	-	5	-	-	-	-	-	-	-	-	-	-	10	-	1	-	-	-	27	
Total	-	-	5	-	-	8	-	7	-	-	-	-	-	-	-	-	1	-	29	-	1	-	-	-	51	
John Wesley College																										
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	
Piedmont Bible Col.																										
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	-	-	-	-	-	-	-	-	26	
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	-	-	-	-	-	-	-	-	15	
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	41	-	-	-	-	-	-	-	-	41	
PRIVATE TOTAL																										
Men	-	-	279	771	-	289	70	214	53	56	2	-	6	-	4	-	191	142	219	168	1,224	-	1	-	3,689	
Women	-	-	129	96	-	1,051.5	-	425.5	120.5	163.5	-	-	95	44	-	165	100	35	204.5	628.5	-	2	-	-	3,260	
Total	-	-	408	867	-	1,340.5	70	639.5	173.5	219.5	2	-	101	44	4	-	356	242	254	372.5	1,852.5	-	3	-	6,949	
GRAND TOTAL																										
Men	95	74	545	1,927	16	1,115	750	532.5	169	127	88	99.5	112	-	11	5	428.5	183.5	484.5	382	2,746.5	27	14	181.5	23.5	10,137
Women	6	2	318	245	3	3,201.5	4	1,058.5	254.5	316.5	-	13	380	195	-	22	345	112.5	71	398.5	1,499.5	-	4	1	2.5	8,453
Total	101	76	863	2,172	19	4,316.5	754	1,591	423.5	443.5	88	112.5	492	195	11	27	773.5	296	555.5	780.5	4,246	27	18	182.5	26	18,590

NOTE: Fractional figures reflect "split" or "double" majors.

* Includes 12 bachelor's degrees conferred at Fort Bragg branch.

TABLE XXXVII.

 NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
 BY INSTITUTION, SEX, AND FIELD OF STUDY, 1968-69

INSTITUTION AND SEX	Agriculture	Architecture	Bio. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Home Economics	Law	Library Science	Mathematics & Statistics	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Trade or Industrial Training	Other Fields	Textiles	Radio, T. V., & Motion Pictures	GRAND TOTAL	
PUBLIC INSTITUTIONS																											
N.C. State University																											
Men	88	52	57	-	6	104	583	23	-	-	80	-	-	-	-	-	56	9	42	12	177	4	-	227	-	1,520	
Women	1	2	10	-	2	22.5	1	35.5	-	-	-	-	-	-	-	-	9	1	3	-	52	-	-	2	-	141	
Total	89	54	67	-	8	126.5	584	58.5	-	-	80	-	-	-	-	-	65	10	45	12	229*	4	-	229	-	1,661	
UNC-A Asheville																											
Men	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	43
Women	-	-	1	-	-	-	-	3	1.5	-	-	-	-	-	-	-	7	1	9	4	21	-	-	-	-	33	
Total	-	-	1	-	-	-	-	3	2.5	-	-	-	-	-	-	-	7	1	9	4	16	-	-	-	-	76	
UNC-Chapel Hill																											
Men	-	-	53.5	322	-	37	-	216	20.5	39.5	-	11.5	73	-	8	-	64.5	14	141.5	75	598	-	-	-	18	1,692	
Women	-	-	19	15	-	163	-	159	27.5	47	-	-	126	-	1	-	38.5	3.5	11.5	48	182	-	-	-	5	846	
Total	-	-	72.5	337	-	200	-	375	48	86.5	-	11.5	199	-	9	-	103	17.5	153	123	780	-	-	-	23	2,538	
UNC-Charlotte																											
Men	-	-	11	52	-	-	12	14	-	1	-	4	-	-	-	-	14	2	7	9	45	-	-	-	-	171	
Women	-	-	13	-	-	-	1	45	-	6	-	-	13	-	-	-	14	-	7	9	37	-	-	-	-	136	
Total	-	-	24	52	-	-	13	59	-	7	-	4	13	-	-	-	28	2	7	16	82	-	-	-	-	307	
UNC-Greensboro																											
Men	-	-	2	-	-	3	-	6	7	-	-	-	-	-	-	-	2	-	4	1	18	-	-	-	-	43	
Women	-	-	33	22	-	231	-	100	35	36	-	3	5	67	-	-	48	1	8	21	131	-	-	-	-	741	
Total	-	-	35	22	-	234	-	106	42	36	-	3	5	67	-	-	50	1	12	22	149	-	-	-	-	784	
UNC-Wilmington																											
Men	-	-	8	40	-	7	-	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	106
Women	-	-	1	4	-	24	-	7	-	6	-	-	-	-	-	-	11	-	3	-	32	-	-	-	-	55	
Total	-	-	9	44	-	31	-	10	-	8	-	-	-	-	-	-	15	1	5	-	38	-	-	-	-	161	
Appalachian																											
Men	-	-	15	52	-	161	-	2	5	6	-	12	-	-	-	1	24.5	1	10	8	90	-	1.5	-	-	389	
Women	-	-	14	5	-	356	-	30	2	19.5	-	2	-	8	-	15	27	1	5	10.5	54	-	-	-	-	549	
Total	-	-	29	57	-	517	-	32	7	25.5	-	14	-	8	-	16	51.5	2	15	18.5	144	-	1.5	-	-	938	
East Carolina																											
Men	-	-	17	232	-	142	-	15	14	6	-	57	-	-	-	2	36	3	19	51	138	-	7	-	-	739	
Women	-	-	12	23	-	523	-	74	21	25	-	3	51	4	-	11	31	1	5	34	63	-	6	-	-	887	
Total	-	-	29	255	-	665	-	89	35	31	-	60	51	4	-	13	67	4	24	85	201	-	13	-	-	1,626	
Elizabeth City																											
Men	-	-	3	-	-	47	-	3	-	-	-	-	-	-	-	-	5	-	2	-	12	-	-	-	-	72	
Women	-	-	6	-	-	93	-	11	-	-	-	-	-	-	-	-	1	-	1	-	17	-	-	-	-	129	
Total	-	-	9	-	-	140	-	14	-	-	-	-	-	-	-	-	6	-	3	-	29	-	-	-	-	201	
Fayetteville																											
Men	-	-	2	-	-	36	-	1	-	-	-	-	-	-	-	-	3	-	-	-	14	-	-	-	-	56	
Women	-	-	3	-	-	96	-	16	-	-	-	-	-	-	-	-	7	-	-	-	21	-	-	-	-	143	
Total	-	-	5	-	-	132	-	17	-	-	-	-	-	-	-	-	10	-	-	-	35	-	-	-	-	199	

TABLE XXVII. (Cont.)

NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
BY INSTITUTION, SEX, AND FIELD OF STUDY, 1968-69

INSTITUTION AND SEX	Agriculture	Architecture	Bio. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Home Economics	Law	Library Science	Mathematics & Statistics	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Trade or Industrial Training	Other Fields	Textiles	Radio, T. V., & Motion Pictures	GRAND TOTAL
PUBLIC INSTL. (Cont.)																										
N.C. A and T																										
Men	17	-	29	55	-	56	32	3	1	3	-	-	1	-	-	-	-	-	4	2	86	-	-	-	-	289
Women	-	-	12	34	-	68	1	25	1	9	-	-	28	18	-	-	5	-	1	1	61	-	-	-	-	264
Total	17	-	41	89	-	124	33	28	2	12	-	-	29	18	-	-	5	-	5	3	147	-	-	-	-	553
N.C. Central																										
Men	-	-	14	28	-	31	-	4	4	5	-	10	-	-	-	-	6	-	6	1	18	-	-	-	-	127
Women	-	-	11	28	-	102	-	37	3	14	-	1	6	11	-	-	7	-	1	13	51	-	-	-	-	285
Total	-	-	25	56	-	133	-	41	7	19	-	11	6	11	-	-	13	-	7	14	69	-	-	-	-	412
Pembroke																										
Men	-	-	5	49	-	50	-	6	3	2	-	-	-	-	-	-	15	-	5	7	33	-	-	-	-	175
Women	-	-	2	3	-	101	-	9	-	1	-	-	-	1	-	-	5	-	1	5	15	-	-	-	-	143
Total	-	-	7	52	-	151	-	15	3	3	-	-	-	1	-	-	20	-	6	12	48	-	-	-	-	318
Western Carolina																										
Men	-	-	19.5	181.5	-	41	-	9.5	8.5	7.5	-	-	0.5	-	-	-	13	-	17	22.5	61.5	22	-	-	-	404
Women	-	-	12	11	-	174	-	31.5	4.5	6	-	-	2	6	-	-	9	-	1.5	15	34.5	-	-	-	-	307
Total	-	-	31.5	192.5	-	215	-	41	13	13.5	-	-	2.5	6	-	-	22	-	18.5	37.5	96	22	-	-	-	711
Winston-Salem																										
Men	-	-	4	-	-	23	-	1	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	36
Women	-	-	5	2	-	101	-	14	-	-	-	-	15	-	-	-	-	-	-	-	5	-	-	-	-	142
Total	-	-	9	2	-	124	-	15	-	-	-	-	15	-	-	-	-	-	-	-	13	-	-	-	-	178
N.C. School of Arts																										
Men	-	-	-	-	-	-	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15
Women	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12
Total	-	-	-	-	-	-	-	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27
PUBLIC TOTAL																										
Men	105	52	240	1,011.5	6	738	627	306.5	79	72	80	94.5	74.5	-	8	3	257	30	269.5	192.5	1,351.5	26	8.5	227	18	5,877
Women	1	2	154	147	2	2,054.5	3	597	107.5	169.5	-	9	246	115	1	26	209.5	8.5	40	162	745.5	-	6	2	5	4,813
Total	106	54	394	1,158.5	8	2,792.5	630	903.5	186.5	241.5	80	103.5	320.5	115	9	29	466.5	38.5	309.5	354.5	2,097	26	14.5	229	23	10,690
PRIVATE INSTITUTIONS																										
Atlantic Christian																										
Men	-	-	12	74	-	40	-	4	4	1	-	-	-	-	-	-	16	12	3	-	25	-	-	-	-	191
Women	-	-	1	10	-	92	-	19	4	1	-	-	2	-	-	-	5	3	1	-	18	-	-	-	-	156
Total	-	-	13	84	-	132	-	23	8	2	-	-	2	-	-	-	21	15	4	-	43	-	-	-	-	347
Barber-Scotia																										
Men	-	-	4	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	-	-	-	-	18
Women	-	-	4	5	-	27	-	8	-	-	-	-	-	7	-	-	-	-	-	-	15	-	-	-	-	66
Total	-	-	8	5	-	29	-	8	-	-	-	-	-	7	-	-	-	-	-	-	27	-	-	-	-	84

TABLE XXXVII. (Cont.)

 NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
 BY INSTITUTION, SEX, AND FIELD OF STUDY, 1968-69

INSTITUTION AND SEX	Agriculture	Architecture	Bio. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Home Economics	Law	Library Science	Mathematics & Statistics	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Trade or Industrial Training	Other Fields	Textiles	Radio, T. V., & Motion Pictures	GRAND TOTAL
PRIVATE INSTL. (Cont.)																										
Belmont Abbey																										
Men	-	-	3	65	-	-	-	9	-	-	-	-	2	-	-	-	-	3	5	-	50	-	-	-	-	135
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	-	-	12
Total	-	-	3	65	-	-	-	9	-	-	-	-	2	-	-	-	-	3	5	-	60	-	-	-	-	147
Bennett																										
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	12	-	-	27	-	12	-	5	-	-	3	13	-	-	4	-	4	8	32	-	-	-	-	120
Total	-	-	12	-	-	27	-	12	-	5	-	-	3	13	-	-	4	-	4	8	32	-	-	-	-	120
Campbell																										
Men	-	-	14	127	-	31	-	16	2	1	-	-	-	-	-	-	15	13	-	12	74	-	4	-	-	309
Women	-	-	5	5	-	117	-	24	3	5	-	-	4	16	-	-	3	6	-	2	19	-	1	-	-	210
Total	-	-	19	132	-	148	-	40	5	6	-	-	4	16	-	-	18	19	-	14	93	-	5	-	-	519
Catawba																										
Men	-	-	9	56	-	13	-	-	2	-	-	-	-	-	-	-	3	3	-	8	21	-	-	-	-	124
Women	-	-	2	4	-	26	-	13	3	3	-	-	1	4	-	-	2	1	2	6	17	-	-	-	-	84
Total	-	-	11	60	-	39	-	13	5	3	-	-	1	4	-	-	5	4	11	14	38	-	-	-	-	208
Davidson																										
Men	-	-	58	-	-	-	-	32	3	18	-	-	-	-	-	-	10	3	10	26	96	-	-	-	-	256
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	58	-	-	-	-	32	3	18	-	-	-	-	-	-	10	3	10	26	96	-	-	-	-	256
Duke																										
Men	-	-	29	40	-	-	79	37	4	8	2	-	-	-	-	-	33	17	88	52	218	-	-	-	-	607
Women	-	-	20	4	-	12	-	51	20	37	-	-	53	7	-	-	22	14	18	56	76	-	-	-	-	383
Total	-	-	49	44	-	12	79	88	24	45	2	-	53	7	-	-	55	31	106	108	294	-	-	-	-	990
Elon																										
Men	-	-	12	57	-	22	-	11	-	2	-	-	-	-	-	-	12	6	6	-	74	-	-	-	-	202
Women	-	-	2	4	-	51	-	18	-	11	-	-	-	-	-	-	6	2	3	-	11	-	-	-	-	108
Total	-	-	14	61	-	73	-	29	-	13	-	-	-	-	-	-	18	8	9	-	85	-	-	-	-	310
Greensboro																										
Men	-	-	1	11	-	2	-	-	4	1	-	-	-	-	-	-	3	1	1	4	12	-	-	-	-	40
Women	-	-	3	1	-	81	-	11	8	5	-	-	-	-	-	-	6	7	1	7	19	-	-	-	-	149
Total	-	-	4	12	-	83	-	11	12	6	-	-	-	-	-	-	9	8	2	11	31	-	-	-	-	189
Guilford																										
Men	-	-	15	18	-	10	-	12	-	4	-	-	-	-	-	-	7	4	9	9	127	-	-	-	-	215
Women	-	-	4	-	-	35	-	14	-	7	-	-	-	-	-	-	4	1	-	11	24	-	-	-	-	100
Total	-	-	19	18	-	45	-	26	-	11	-	-	-	-	-	-	11	5	9	20	151	-	-	-	-	315

TABLE XXXVII. (Cont.)

 NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
 BY INSTITUTION, SEX, AND FIELD OF STUDY, 1968-69

INSTITUTION AND SEX	Agriculture	Architecture	Bio. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Home Economics Law	Library Science	Mathematics & Statistics	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Trade or Industrial Training	Other Fields	Taxiles	Radio, T. V., & Motion Pictures	GRAND TOTAL
PRIVATE INSTL. (Cont.)																									
High Point																									
Men	-	-	6	40	-	16	-	3	1	2	-	-	-	-	-	10	4	2	5	29	-	-	-	-	
Women	-	-	3	3	-	58	-	13	7	2	-	-	-	-	-	3	4	1	5	30	-	-	-	-	
Total	-	-	9	43	-	74	-	16	8	4	-	-	-	-	-	13	8	3	10	59	-	-	-	-	
J.C. Smith																									
Men	-	-	4	2	-	5	-	3	-	1	-	-	-	-	-	5	-	3	7	38	-	-	-	-	
Women	-	-	2	-	-	22	-	16	-	12	-	-	-	-	-	-	1	1	23	40	-	1	-	-	
Total	-	-	6	2	-	27	-	19	-	13	-	-	-	-	-	5	1	4	30	78	-	1	-	-	
Lenoir Rhyne																									
Men	-	-	8	34	-	25	-	10	-	3	-	-	-	-	-	4	-	6	-	60	-	3	-	-	
Women	-	-	-	2	-	103	-	13	-	1	-	-	12	-	-	11	1	-	-	23	-	-	-	-	
Total	-	-	8	36	-	128	-	23	-	4	-	-	12	-	-	15	1	6	-	83	-	3	-	-	
Livingstone																									
Men	-	-	7	-	-	12	-	3	-	-	-	-	-	-	-	5	-	5	-	28	-	-	-	-	
Women	-	-	7	-	-	44	-	10	-	4	-	-	-	-	-	8	-	3	-	26	-	-	-	-	
Total	-	-	14	-	-	56	-	13	-	4	-	-	-	-	-	13	-	8	-	54	-	-	-	-	
Mare Hill																									
Men	-	-	13	40	-	26	-	13	4	5	-	-	-	-	-	18	10	4	-	20	-	-	-	-	
Women	-	-	4	5	-	77	-	17	9	6	-	-	1	1	-	11	3	-	-	7	-	-	-	-	
Total	-	-	17	45	-	103	-	30	13	11	-	-	1	1	-	29	13	4	-	27	-	-	-	-	
Meredith																									
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	-	-	8	6	-	15	-	9	8	8	-	-	17	-	-	13	22	1	1	65	-	-	-	-	
Total	-	-	8	6	-	15	-	9	8	8	-	-	17	-	-	13	22	1	1	65	-	-	-	-	
Methodist																									
Men	-	-	4	65	-	1	-	8	-	2	-	-	-	-	-	2	7	6	-	16	-	-	-	-	
Women	-	-	2	5	-	39	-	18	-	5	-	-	-	-	-	1	3	1	-	14	-	-	-	-	
Total	-	-	6	70	-	40	-	24	-	7	-	-	-	-	-	3	10	7	-	30	-	-	-	-	
N.C. Wesleyan																									
Men	-	-	5	-	-	-	-	10	1	2	-	-	-	-	-	10	7	4	4	29	-	-	-	-	
Women	-	-	1	-	-	-	-	25	1	7	-	-	-	-	-	8	4	1	13	16	-	-	-	-	
Total	-	-	6	-	-	-	-	35	2	9	-	-	-	-	-	18	11	5	17	45	-	-	-	-	
Pfeiffer																									
Men	-	-	5	24	-	1	-	4	4	-	-	-	-	-	-	6	9	9	1	32	-	-	-	-	
Women	-	-	4	5	-	26	-	12	2	3	-	-	-	-	-	4	10	1	1	13	-	-	-	-	
Total	-	-	9	29	-	27	-	16	6	3	-	-	-	-	-	10	19	10	2	45	-	-	-	-	
Queens																									
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	-	-	8	-	-	3	-	37	22	11	-	-	4	-	-	15	4	2	28	43	-	-	-	-	
Total	-	-	8	-	-	3	-	37	22	11	-	-	4	-	-	15	4	2	28	43	-	-	-	-	

TABLE XXXVII. (Cont.)

NUMBER OF BACHELOR'S DEGREES CONFERRED BY NORTH CAROLINA COLLEGES AND UNIVERSITIES
BY INSTITUTION, SEX, AND FIELD OF STUDY, 1968-69

INSTITUTION AND SEX	Agriculture	Architecture	Bio. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Roma Economics Law	Library Science	Mathematics & Statistics	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Trade or Industrial Training	Other Fields	Textiles	Radio, T. V., & Motion Pictures	GRAND TOTAL	
PRIVATE INSTL. (Cont.)																										
St. Andrews																										
Men	-	-	3	13	-	1	-	13	5	-	-	-	-	-	-	2	7	4	8	48	-	4	-	-	108	
Women	-	-	-	4	-	27	-	18	10.5	-	-	-	-	-	-	1.5	6	-	11	15	-	3	-	-	106	
Total	-	-	3	17	-	28	-	31	15.5	5	-	-	5	-	-	3.5	13	4	19	63	-	7	-	-	214	
St. Augustine's																										
Men	-	-	2	14	-	19	-	2	-	1	-	-	-	-	-	4	-	4	-	16	-	-	-	-	62	
Women	-	-	3	5	-	48	-	11	-	5	-	-	-	-	-	4	-	1	-	26	-	-	-	-	103	
Total	-	-	5	19	-	67	-	13	-	6	-	-	-	-	-	8	-	5	-	42	-	-	-	-	165	
Salem																										
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	-	-	8	-	-	11	-	16.5	19	21.5	-	-	2	6	-	10	2	3	5	20	-	-	-	-	-	
Total	-	-	8	-	-	11	-	16.5	19	21.5	-	-	2	6	-	10	2	3	5	20	-	-	-	-	124	
Shaw																										
Men	-	-	3	10	-	10	-	2	-	-	-	-	-	-	-	5	3	4	5	12	-	-	-	-	54	
Women	-	-	4	3	-	31	-	14	-	1	-	-	-	-	-	3	-	2	6	19	-	-	-	-	83	
Total	-	-	7	13	-	41	-	16	-	1	-	-	-	-	-	8	3	6	11	31	-	-	-	-	137	
Wake Forest																										
Men	-	-	55	48	-	16	-	22	13	13	-	-	-	-	-	21	8	16	35	167	-	-	-	-	414	
Women	-	-	10	2.5	-	5	-	28	10	21	-	-	2	-	-	16	4	1	22	35.5	-	-	-	-	157	
Total	-	-	65	50.5	-	21	-	50	23	34	-	-	2	-	-	37	12	17	57	202.5	-	-	-	-	571	
Warren Wilson																										
Men	-	-	2	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	22	-	1	-	-	27	
Women	-	-	3	-	-	7	-	7	-	-	-	-	-	-	-	-	-	-	-	12	-	3	-	-	32	
Total	-	-	5	-	-	7	-	8	-	-	-	-	-	-	-	-	-	-	-	34	-	4	-	-	59	
John Wesley College																										
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	2	
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	8	
Piedmont Bible College																										
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	-	-	-	-	-	-	-	17	
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	-	-	-	-	-	-	-	33	
PRIVATE TOTAL																										
Men	-	-	274	738	-	252	79	213	47	64	2	-	-	-	-	191	139	199	176	1,226	-	12	-	-	3,612	
Women	-	-	120	73.5	-	984	-	434.5	126.5	186.5	-	-	91	64	-	160.5	117	47	205	645.5	-	8	-	-	3,263	
Total	-	-	394	811.5	-	1,236	79	647.5	173.5	250.5	2	-	91	64	-	351.5	256	246	381	1,871.5	-	20	-	-	6,875	
GRAND TOTAL																										
Men	105	52	514	1,749.5	6	990	706	519.5	126	136	82	94.5	74.5	-	8	3	448	169	468.5	368.5	2,577.5	26	20.5	227	18	9,489
Women	1	2	274	220.5	2	3,038.5	3	1,031.5	234	356	-	9	337	179	1	26	370	125.5	87	367	1,391	-	14	2	5	8,076
Total	106	54	788	1,970	8	4,028.5	709	1,551	360	492	82	103.5	411.5	179	9	29	818	294.5	555.5	735.5	3,968.5	26	34.5	229	23	17,565

NOTE: Fractional figures reflect "split" or "double" majors.

* Includes nine bachelor's degrees conferred at Fort Bragg branch.

TABLE 37.

NUMBER OF MASTER'S DEGREES CONFERRED BY NORTH CAROLINA
COLLEGES AND UNIVERSITIES BY INSTITUTION, SEX, AND
FIELD OF STUDY, 1970-71

08

INSTITUTION AND SEX	Agriculture and Natural Resources	Architecture and Environmental Design	Biological Sciences	Business and Management	Communications	Computer and Information Sciences	Education	Engineering	Fine and Applied Arts	Foreign Languages	Health Professions	Home Economics	Letters	Library Science	Mathematics	Physical Sciences	Psychology	Public Affairs and Services	Social Sciences	Theology	GRAND TOTAL
PUBLIC INSTITUTIONS																					
N. C. State University																					
Men	40	7	20	1	-	-	63	138	-	-	-	-	4	-	32	18	6	5	29	-	361
Women	-	-	9	-	-	-	45	3	-	-	-	-	4	-	4	3	4	-	7	-	79
Total	40	7	29	1	-	-	108	141	-	-	-	-	6	-	36	21	10	5	36	-	440
UNC-Chapel Hill																					
Men	-	33	51	62	10	4	58	23	18	22	75	-	30	18	10	8	5	36	69	-	532
Women	-	13	37	1	9	1	137	4	34	28	78	-	48	62	7	3	4	69	48	-	583
Total	-	46	88	63	19	5	195	27	52	50	153	-	78	80	17	11	9	105	117	-	1,115
UNC-Charlotte																					
Men	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	1	-	8
Women	-	-	-	-	-	-	10	-	-	-	-	-	2	-	1	-	-	-	2	-	15
Total	-	-	-	-	-	-	17	-	-	-	-	-	2	-	1	-	-	-	3	-	23
UNC-Greensboro																					
Men	-	-	2	8	-	-	38	-	14	1	1	-	5	2	6	4	4	-	4	-	89
Women	-	-	8	-	-	-	114	-	18	5	7	32	16	19	12	3	6	-	3	-	243
Total	-	-	10	8	-	-	152	-	32	6	8	32	21	21	18	7	10	-	7	-	332
Appalachian																					
Men	-	-	9	43	-	-	141	-	-	8	-	-	10	6	-	-	2	-	34	-	253
Women	-	-	2	6	-	-	86	-	-	19	-	-	13	24	-	-	4	-	9	-	163
Total	-	-	11	49	-	-	227	-	-	27	-	-	23	30	-	-	6	-	43	-	416
East Carolina																					
Men	-	-	4	26	-	-	95	-	5	-	-	-	1	3	3	5	4	-	4	-	150
Women	-	-	3	-	-	-	74	-	5	1	-	3	7	8	2	-	5	-	-	-	108
Total	-	-	7	26	-	-	169	-	10	1	-	3	8	11	5	5	9	-	4	-	258
N. C. A and T																					
Men	-	-	9	-	-	-	49	-	-	1	-	-	1	-	5	2	-	-	7	-	74
Women	-	-	6	-	-	-	30	-	-	1	-	2	7	-	-	1	-	-	4	-	51
Total	-	-	15	-	-	-	79	-	-	2	-	2	8	-	5	3	-	-	11	-	125
N. C. Central																					
Men	-	-	2	2	-	-	25	-	-	-	-	-	-	-	-	-	-	-	7	-	36
Women	-	-	1	-	-	-	45	-	-	1	-	-	5	12	-	-	-	-	7	-	71
Total	-	-	3	2	-	-	70	-	-	1	-	-	5	12	-	-	-	-	14	-	107

TABLE 37. (Cont.)

 NUMBER OF MASTER'S DEGREES CONFERRED BY NORTH CAROLINA
 COLLEGES AND UNIVERSITIES BY INSTITUTION, SEX, AND
 FIELD OF STUDY, 1970-71

INSTITUTION AND SEX	Agriculture and Natural Resources	Architecture and Environmental Design	Biological Sciences	Business and Management	Communications	Computer and Information Sciences	Education	Engineering	Fine and Applied Arts	Foreign Languages	Health Professions	Home Economics	Letters	Library Science	Mathematics	Physical Sciences	Psychology	Public Affairs and Services	Social Sciences	Theology	GRAND TOTAL
PUBLIC INSTI. (Cont.)																					
Western Carolina																					
Men	-	-	-	-	3	-	110	-	-	-	-	-	2	-	1	5	-	-	4	-	125
Women	-	-	2	-	-	-	60	-	-	-	-	-	5	-	-	-	-	-	1	-	68
Total	-	-	2	-	3	-	170	-	-	-	-	-	7	-	-	1	5	-	5	-	193
PUBLIC TOTAL																					
Men	40	40	97	142	13	4	586	161	37	32	76	-	51	29	56	38	26	41	159	-	1,628
Women	-	13	68	7	9	1	601	7	57	55	85	37	107	125	26	10	23	69	81	-	1,381
Total	40	53	165	149	22	5	1,187	168	94	87	161	37	158	154	82	48	49	110	240	-	3,009
PRIVATE INSTITUTIONS																					
Duke																					
Men	9	-	13	-	-	-	6	25	-	4	17	-	20	-	8	23	4	-	50	16	195
Women	-	-	14	-	-	-	29	-	-	4	6	-	36	-	10	6	2	-	32	2	141
Total	9	-	27	-	-	-	35	25	-	8	23	-	56	-	18	29	6	-	82	18	336
Livingstone																					
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4
Wake Forest																					
Men	1	-	11	-	-	-	4	-	-	-	-	-	4	-	3	2	5	-	5	2	37
Women	-	-	3	-	-	-	16	-	-	-	-	-	6	-	-	-	7	-	8	-	40
Total	1	-	14	-	-	-	20	-	-	-	-	-	10	-	3	2	12	-	13	2	77
Southeastern Baptist Theological Seminary																					
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	7
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	7
PRIVATE TOTAL																					
Men	10	-	24	-	-	-	10	25	-	4	17	-	24	-	11	25	9	-	55	29	243
Women	-	-	17	-	-	-	45	-	-	4	6	-	42	-	10	6	9	-	40	2	181
Total	10	-	41	-	-	-	55	25	-	8	23	-	66	-	21	31	18	-	95	31	424
GRAND TOTAL																					
Men	50	40	121	142	13	4	596	186	37	36	93	-	75	29	67	63	35	41	214	29	1,871
Women	-	13	85	7	9	1	646	7	57	59	91	37	149	125	36	16	32	69	121	2	1,562
Total	50	53	206	149	22	5	1,242	193	94	95	184	37	224	154	103	79	67	110	335	31	3,433

TABLE 39.

NUMBER OF MASTER'S DEGREES CONFERRED BY NORTH CAROLINA
COLLEGES AND UNIVERSITIES BY INSTITUTION, SEX, AND
FIELD OF STUDY, 1969-70

INSTITUTION AND SEX	Agriculture	Architecture & City Planning	Edu. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Home Economics	Law	Library Science	Mathematical Sciences	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Other	Textiles	Radio & T. V.	GRAND TOTAL	
PUBLIC INSTITUTIONS																										
N.C. State University	29	3	35	-	-	74	116	1	-	-	6	-	-	-	-	-	24	-	12	7	25	-	12	-	344	
Men	1	-	12	-	-	39	-	4	-	-	-	-	-	-	-	-	7	-	4	2	-	1	-	-	70	
Women	1	-	12	-	-	39	-	4	-	-	-	-	-	-	-	-	7	-	4	2	-	1	-	-	414	
Total	30	3	47	-	-	113	116	5	-	-	6	-	-	-	-	-	31	-	12	11	27	-	13	-	882	
UNC-Chapel Hill	-	31	29	55	7	86	12	40	16	27	-	6	131	-	-	16	14	7	15	10	83	-	-	6	591	
Men	-	4	13	1	1	130	12	58	14	40	-	2	77	-	-	77	12	1	6	4	91	-	-	2	533	
Women	-	4	13	1	1	130	12	58	14	40	-	2	77	-	-	77	12	1	6	4	91	-	-	2	533	
Total	-	35	42	56	8	216	12	98	30	67	-	8	208	-	-	93	26	8	21	14	174	-	-	8	1,124	
UNC-Charlotte	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Men	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Women	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Total	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
UNC-Greensboro	-	-	4	4	-	41	-	8	8	1	-	-	-	-	-	1	4	-	-	7	2	-	-	-	80	
Men	-	-	4	-	-	99	-	18	6	3	-	-	-	-	-	13	4	-	1	5	6	-	-	-	172	
Women	-	-	4	-	-	99	-	18	6	3	-	-	-	-	-	13	4	-	1	5	6	-	-	-	252	
Total	-	-	8	4	-	140	-	26	14	4	-	-	17	-	17	14	4	-	1	12	8	-	-	-	-	424
Appalachian	-	-	11	-	-	150	-	8	-	4	-	-	-	-	-	6	2	-	3	-	30	-	-	-	214	
Men	-	-	6	-	-	107	-	13	-	18	-	-	-	-	-	10	3	-	1	1	7	-	-	-	166	
Women	-	-	6	-	-	107	-	13	-	18	-	-	-	-	-	10	3	-	1	1	7	-	-	-	166	
Total	-	-	17	-	-	257	-	21	-	22	-	-	-	-	-	16	5	-	4	1	37	-	-	-	380	
East Carolina	-	-	3	30	-	87	-	3	2	-	-	2	-	-	-	2	6	-	2	10	7	2	-	-	156	
Men	-	-	2	3	-	61	-	3	2	-	-	2	-	-	-	12	6	-	2	2	5	1	-	-	97	
Women	-	-	2	3	-	61	-	3	2	-	-	2	-	-	-	14	12	-	2	12	12	3	-	-	253	
Total	-	-	5	33	-	148	-	6	4	-	-	4	-	-	-	26	18	-	4	22	17	4	-	-	449	
N.C. A and T	-	-	12	-	-	21	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	34	
Men	-	-	4	-	-	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	
Women	-	-	4	-	-	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	61	
Total	-	-	16	-	-	44	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	88	
N.C. Central	-	-	2	-	-	37	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	45	
Men	-	-	-	-	-	29	-	2	-	-	-	-	-	-	2	12	-	-	-	-	-	-	-	-	46	
Women	-	-	-	-	-	29	-	2	-	-	-	-	-	-	2	12	-	-	-	-	-	-	-	-	91	
Total	-	-	2	-	-	66	-	3	-	-	-	-	-	-	4	24	-	-	-	-	-	-	-	-	136	

TABLE 39. (Cont.)

NUMBER OF MASTER'S DEGREES CONFERRED BY NORTH CAROLINA
COLLEGES AND UNIVERSITIES BY INSTITUTION, SEX, AND
FIELD OF STUDY, 1969-70

INSTITUTION AND SEX	Agriculture	Architecture & City Planning	Bio. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Home Economics	Law	Library Science	Mathematical Sciences	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Other	Textiles	Radio & T. V.	GRAND TOTAL
PUBLIC INSTI. (Cont.)																									
Western Carolina																									
Men	-	-	1	-	-	131	-	3	-	-	-	-	-	-	-	-	2	-	3	6	-	-	-	144	
Women	-	-	1	-	-	71	-	5	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	80	
Total	-	-	2	-	-	202	-	8	-	-	-	-	-	-	-	-	2	-	3	7	-	-	-	224	
PUBLIC TOTAL																									
Men	29	34	97	89	7	627	128	64	26	32	6	8	131	-	-	25	50	7	33	37	158	2	12	6	1,608
Women	1	4	42	4	1	560	-	103	22	61	-	2	77	19	-	124	30	1	8	16	113	1	1	2	1,192
Total	30	38	139	93	8	1,187	128	167	48	93	6	10	208	19	-	149	80	8	41	53	271	3	13	8	2,800
PRIVATE INSTITUTIONS																									
Duke																									
Men	-	-	20	-	-	8	26	16	-	6	2	-	15	-	2	-	11	19	23	3	44	-	-	-	195
Women	-	-	14	-	-	18	-	23	-	15	1	-	10	-	1	-	3	5	4	-	26	-	-	-	120
Total	-	-	34	-	-	26	26	39	-	21	3	-	25	-	3	-	14	24	27	3	70	-	-	-	315
Livingstone																									
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2
Wake Forest																									
Men	-	-	8	-	-	2	-	2	-	-	-	-	-	-	-	-	2	1	4	7	12	-	-	-	38
Women	-	-	2	-	-	5	-	5	-	-	-	-	-	-	-	-	2	1	-	3	5	-	-	-	23
Total	-	-	10	-	-	7	-	7	-	-	-	-	-	-	-	-	4	2	4	10	17	-	-	-	61
Southeastern Baptist Theological Seminary																									
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	-	-	-	-	10
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	-	-	-	-	10
PRIVATE TOTAL																									
Men	-	-	28	-	-	10	26	18	-	6	2	-	15	-	2	-	13	32	27	10	56	-	-	-	245
Women	-	-	16	-	-	23	-	28	-	15	1	-	10	-	1	-	5	6	4	3	31	-	-	-	143
Total	-	-	44	-	-	33	26	46	-	21	3	-	25	-	3	-	18	38	31	13	87	-	-	-	388
GRAND TOTAL																									
Men	29	34	125	89	7	637	154	82	26	38	8	8	146	-	2	25	63	39	60	47	214	2	12	6	1,853
Women	1	4	58	4	1	583	-	131	22	76	1	2	87	19	1	124	35	7	12	19	144	1	1	2	1,335
Total	30	38	183	93	8	1,220	154	213	48	114	9	10	233	19	3	149	98	46	72	66	358	3	13	8	3,188

TABLE XXXIX.

 NUMBER OF MASTER'S AND DOCTOR'S DEGREES CONFERRED BY NORTH CAROLINA
 COLLEGES AND UNIVERSITIES BY INSTITUTION, SEX, AND
 FIELD OF STUDY, 1968-69

INSTITUTION AND SEX	Agriculture	City Planning	Bio. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Home Economics	Law	Library Science	Mathematics & Statistics	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Other Fields	Textiles	Radio, T. V., & Motion Pictures	GRAND TOTAL
MASTER'S PUBLIC INSTITUTIONS																									
N.C. State University																									
Men	38	-	35	-	-	110	134	-	-	-	9	-	-	-	-	-	32	-	11	8	31	-	12	-	420
Women	2	-	8	-	-	37	-	2	-	-	-	-	-	-	-	-	2	-	1	1	9	-	-	-	62
Total	40	-	43	-	-	147	134	2	-	-	9	-	-	-	-	-	34	-	12	9	40	-	12	-	482
UNC-Chapel Hill																									
Men	-	33	29	39	2	65	6	49	19	13	-	1	112	-	-	20	14	2	22	6	89	-	-	8	529
Women	-	5	17	2	-	117	-	65	12	31	-	1	64	-	-	69	11	-	8	1	79	-	-	1	483
Total	-	38	46	41	2	182	6	114	31	44	-	2	176	-	-	89	25	2	30	7	168	-	-	9	1,012
UNC-Greensboro																									
Men	-	-	1	-	-	37	-	6	9	-	-	-	2	-	-	-	1	-	-	2	2	-	-	-	60
Women	-	-	4	-	-	88	-	19	18	1	-	-	16	-	-	17	7	-	-	1	3	-	-	-	174
Total	-	-	5	-	-	125	-	25	27	1	-	-	18	-	-	17	8	-	-	3	5	-	-	-	234
Appalachian																									
Men	-	-	13	23	-	152	-	4	-	6	-	-	-	-	-	4	5	-	-	-	26	-	-	-	233
Women	-	-	4	19	-	89	-	13	-	12	-	-	-	-	-	21	2	-	-	-	11	-	-	-	171
Total	-	-	17	42	-	241	-	17	-	18	-	-	-	-	-	25	7	-	-	-	37	-	-	-	404
East Carolina																									
Men	-	-	5	38	-	98	-	3	2	-	2	-	-	-	-	1	3	-	2	11	2	1	-	-	168
Women	-	-	-	1	-	80	-	3	7	-	-	-	-	-	-	8	-	-	-	2	-	-	-	-	101
Total	-	-	5	39	-	178	-	6	9	-	2	-	-	-	-	9	3	-	2	13	2	1	-	-	269
N.C. A and T																									
Men	-	-	6	-	-	14	-	1	-	1	-	-	-	-	-	-	1	-	4	-	1	-	-	-	28
Women	-	-	2	-	-	23	-	3	-	-	-	-	-	-	-	-	2	-	2	-	2	-	-	-	34
Total	-	-	8	-	-	37	-	4	-	1	-	-	-	-	-	-	3	-	6	-	3	-	-	-	62
N.C. Central																									
Men	-	-	3	3	-	20	-	-	-	2	-	-	-	-	-	-	-	-	-	-	8	-	-	-	36
Women	-	-	-	1	-	31	-	1	-	-	-	-	-	-	-	14	-	-	-	-	1	-	-	-	48
Total	-	-	3	4	-	51	-	1	-	2	-	-	-	-	-	14	-	-	-	-	9	-	-	-	84
Western Carolina																									
Men	-	-	1	-	-	133	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	137
Women	-	-	-	-	-	53	-	2	-	-	-	-	-	-	-	-	1	-	-	-	2	-	-	-	58
Total	-	-	1	-	-	186	-	2	-	-	-	-	-	-	-	-	1	-	-	-	5	-	-	-	195

TABLE XXXIX. (Cont.)

NUMBER OF MASTER'S AND DOCTOR'S DEGREES CONFERRED BY NORTH CAROLINA
COLLEGES AND UNIVERSITIES BY INSTITUTION, SEX, AND
FIELD OF STUDY, 1968-69

INSTITUTION AND SEX	Agriculture	City Planning	Bio. Sciences	Bus. & Commerce	Computer Science	Education	Engineering	English & Journalism	Fine & Applied Arts	Foreign Languages	Forestry	Geography	Health Professions	Home Economics	Law	Library Science	Mathematics & Statistics	Philosophy & Religion	Physical Sciences	Psychology	Social Sciences	Other Fields	Textiles	Radio, T. V., & Motion Pictures	GRAND TOTAL
PUBLIC INSTL. (Cont.)																									
PUBLIC TOTAL																									
Men	38	33	93	103	2	629	140	63	30	22	9	3	112	2	-	25	56	2	39	27	162	3	12	6	1,611
Women	2	5	35	23	-	518	-	108	37	44	-	1	64	16	-	129	25	-	11	5	107	-	-	1	1,131
Total	40	38	128	126	2	1,147	140	171	67	66	9	4	176	18	-	154	81	2	50	32	269	3	12	7	2,742
PRIVATE INSTITUTIONS																									
Duke																									
Men	-	-	16	-	-	2	17	24	-	7	16	-	17	-	2	-	30	22	18	5	80	-	-	-	256
Women	-	-	9	-	-	34	-	30	-	17	1	-	7	-	-	-	5	4	2	-	24	-	-	-	133
Total	-	-	25	-	-	36	17	54	-	24	17	-	24	-	2	-	35	26	20	5	104	-	-	-	389
Guilford																									
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	3
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-
Livingstone																									
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	5
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-
Wake Forest																									
Men	-	-	7	-	-	1	-	2	-	-	-	-	2	-	-	-	4	-	9	5	4	-	-	-	34
Women	-	-	3	-	-	2	-	4	-	-	-	-	-	-	-	-	1	-	9	1	5	-	-	-	16
Total	-	-	10	-	-	3	-	6	-	-	-	-	2	-	-	-	5	-	9	6	9	-	-	-	50
Southeastern Baptist Theological Seminary																									
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	8
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-
PRIVATE TOTAL																									
Men	-	-	23	-	-	3	17	26	-	7	16	-	19	-	2	-	34	38	27	10	84	-	-	-	306
Women	-	-	12	-	-	36	-	34	-	17	1	-	7	-	-	-	6	4	2	1	29	-	-	-	149
Total	-	-	35	-	-	39	17	60	-	24	17	-	26	-	2	-	40	42	29	11	113	-	-	-	455
MASTER'S GRAND TOTAL																									
Men	38	33	116	103	2	632	157	89	30	29	25	3	131	2	2	25	90	40	66	37	246	3	12	6	1,917
Women	2	5	47	23	-	554	-	142	37	61	1	1	71	16	-	129	31	4	13	6	136	-	-	1	1,280
Total	40	38	163	126	2	1,186	157	231	67	90	26	4	202	18	2	154	121	44	79	43	382	3	12	7	3,197

MINORITY EMPLOYMENT IN STATE GOVERNMENT



NORTH CAROLINA HUMAN RELATIONS COMMISSION
P. O. Box 12525, Raleigh, N. C. (919) 829-3354

April, 1972

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Compiled and Prepared by

THE NORTH CAROLINA HUMAN RELATIONS COMMISSION

formerly

The North Carolina Good Neighbor Council

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Hon. Brooks Hays, Chairman

Dr. Theodore Speigner, Vice-chairman

Fred L. Cooper, Executive Director

Total 38

Minority Employees by Agency and by Level of Occupation 34

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Raleigh, North Carolina

April, 1972

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BROOKS HAYS, CHAIRMAN
THEODORE SPEIGNER, VICE CHAIRMAN
FRED L. COOPER, DIRECTOR

North Carolina
Human Relations Commission

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829-3354

ROBERT W. SCOTT, GOVERNOR

The Honorable Robert W. Scott
Governor of North Carolina
State Capitol
Raleigh, North Carolina 27602

Dear Governor Scott:

The North Carolina Human Relations Commission is pleased to forward to you this report and recommendations entitled, "Minority Employment in State Government."

At this time, we would like to express our gratitude and deep appreciation for your cooperation and leadership in working with the desires of the Commission.

It is with pleasure that we inform you that we have received 100 percent cooperation of all State Agencies in compiling this report.

The accompanying report will point out the numerical status of minority employment in State Government and we would appreciate your continued support in helping to solve inequities.

This study is conducted pursuant to G.S. 143-147 mandating this Commission, "to study problems in the area of human relations", and "to encourage the employment of qualified people without regard to race." This is the fourth survey of equal opportunity employment undertaken by this agency since 1964.

In comparing this with previous reports, we find that clear trends emerge as to the progress or lack thereof in State equal opportunity employment.

While this report shows an increase in the percentages of minorities in higher positions of responsibility; it is important to note that it shows only minimal advancement in percentages of minority employment.

Minorities continue to occupy a major portion of those positions generally considered "traditional" for minority employees, and which have always been open to them. In the non-traditional areas of semi-professional, managerial, and clerical work, minorities represent a growing percentage of workers.

The Honorable Robert W. Scott
Governor of North Carolina
Page Two

While there have been encouraging trends, our basic conclusion is that non-discriminatory hiring has fallen short of its promise.

Accordingly, our report to you contains several recommendations for action at various levels of government to the end that there be more progress toward at least parity employment in North Carolina State Government.

Respectfully submitted,

Brooks Hays, Chairman
Dr. Theodore Speigner, Vice-chairman
Mrs. J. Marse Grant, Secretary
Fred Alexander
Dr. Andrew A. Best
Dr. Seaborn Blair
S. B. T. Easterling
Sam Hayworth
Howard Hunter

Marvin Johnson
Dr. Sam McKee
Joe McLeod
Hilton Oxendine
Mrs. Linda Roberts
Dr. S. J. Shaw
Dr. Clarence Shoffner
Joe Stallings
Manly E. Wright

INTRODUCTION

Since its creation in January, 1963, the North Carolina Human Relations Commission (formerly the North Carolina Good Neighbor Council) has been actively concerned with the employment practices of State Government Agencies. This Commission, upon its establishment by Governor Terry Sanford, was mandated, among other duties, to encourage the employment of qualified persons irrespective of race. While there have been many structural and programmatic changes since 1963, the goal of equal opportunity employment has always remained as a priority with this agency.

The Commission has recognized that our principal task immediately at hand is to encourage North Carolina State Government to take the lead in equal employment opportunity in order to provide the proper example for the thousands of other public and private employers in the State. Since the State currently employs more than 61,000 individuals on a regular basis, it represents the largest single source of employment in North Carolina. The promotion of government equal employment practices by this Commission, therefore, is of considerable importance to all citizens of this State.

The North Carolina Human Relations Commission has dealt with discrimination in State hiring for more than eight years. We have attacked the problem along two fronts. As one focus of activity, the Commission staff has sought out, interviewed and referred hundreds of black and Indian North Carolinians to virtually every State agency. As another focus, we have collected considerable information on agency policies and

performance as equal opportunity employers. Where we have discovered deficiencies in agency policies, we have urged that they be corrected.

This report explores the positive and negative aspects of the employment of "minority group citizens" in North Carolina State Government. It is based upon a 1971 survey of State Agency Directors by members of the Commission staff. (See "Questionnaire", Appendix C, p. 54 ff.) Frequent comparisons are made to earlier reports conducted in 1964, 1966, and 1968. The first part of the report is a statistical survey of the numbers and places of minority citizens employed in State Government. Statistics obviously have limitations when they are related to persons. The most significant limitation of statistics is that they tend to be inherently dehumanizing when a number or a table of figures represents a person or a group in a statistical survey. However, when one considers the data presented in this and the three preceding reports covering a seven-year span, a broad picture of minority employment emerges. The number of minority persons employed is important in itself; but other factors such as occupational and salary level, distribution by sex, and degree of segregation are equally relevant and are treated in this study.

It is important to define the term "minority citizen" at this point of the report. By "minority citizen" this report refers to a member of a racial minority group other than "white" or "Caucasian".

North Carolina has two minority groups which are statistically significant to this report. The largest minority group is composed of persons who identify themselves as Negroes, Blacks, or Afro-Americans. (These terms are used interchangeably in this report.) Negroes number 1,137,664 persons, or 22.4% of North Carolina's people according to preliminary 1970 census figures. The second largest and statistically significant minority group in North Carolina are persons who identify themselves as "American Indians" or "Indian". These descendants of the original Americans number 43,487 of the State's population. It is especially significant that North Carolina has the fifth (5th) largest Indian population of the fifty states; and the Lumbee Indians, who are by far the largest of North Carolina's Indian groups, is the second (2nd) largest group of American Indians in the entire nation! The identifiable Indian groups in the State at this time are: Lumbee, Cherokee, Haliwa, Waccamaw Siouan, and Coharie.

Other racial minority groups in the State total 9,498 persons, less than two tenths of one percent (00.19). These persons are Japanese, Chinese, Filipino, "Asian Indians", Koreans, Pakistanis, and natives or descendants of other Asian, African, or Latin American countries who identify themselves as non-white, but do not identify themselves as Negro or American Indian.

State Agency Directors and Department Heads are to be especially commended for the cooperation indicated in a 100% return on the statistical information requested. It should be noted that 67 agency or department heads answered the

interpretative questions under Question 2., page 3, of the "Questionnaire".

This report differs significantly from those preceding it. The Commission feels that the trends in equal opportunity employment for agencies specifically and State Government as a whole are unmistakable. Therefore, the North Carolina Human Relations Commission in submitting this report offers for the first time a series of recommendations, which in its considered judgment can help make equal opportunity and parity in minority employment a reality in North Carolina State Government.

MINORITY EMPLOYMENT IN STATE GOVERNMENT

I. METHODS OF SURVEY

The 1971 survey was conducted by the distribution of a multi-paged questionnaire sent to the directors of the 107 independent State agencies. The questionnaire itself was similar to the ones used in 1964, 1966, and 1968. Again, as previously, the Commission can report a 100% response rate with 106 agencies returning a completed questionnaire and one agency submitting usable information on an EEO-1 form.

Among the queries posed, one asked for a specific breakdown of the positions held by minority persons in the agency, sex of each minority employee, the total number of minority employees in each job position, and the number of such employees in the position who were located in institutions, agencies or offices composed predominantly of minority persons¹.

Soon after the questionnaires were distributed, the State Personnel Department and the Data Processing Division of the Department of Administration assisted the Commission in compiling a breakdown of the total employment (white and minority persons combined) by position within each agency.

The questionnaires, once returned with the details of minority employment by agency and position, were correlated with the total employment lists mentioned above.

Confronted with a mass of statistics, the Commission decided to categorize the different classified positions within the State Government by occupational level, which would allow the correlation of figures on the job levels held by the State's

¹The questionnaire actually used the rough categories of "white" and "non-white."

minority citizens. With the guidance of the Employment Security Commission and the State Personnel Department, the Commission used a nationally recognized publication, the Dictionary of Occupational Titles, as a basis for placing more than 1,500 different positions into twelve different occupational categories. Since a number of State employees have positions which are either non-classified or uncertain classification, two categories not found in the Dictionary were added to the twelve. A list of the fourteen categories and representative positions within them follows below:

(1) Professional occupations -- Accountant, Chemist, Engineer, Librarian, Pharmacist, Social Worker with special training, Nurses, Dietitians, and other specialists requiring professional training.

(2) Semi-Professional occupations -- Draftsmen, Laboratory Technicians, Surveyors, Research Assistants, and Forest Rangers.

(3) Managerial and Supervisory occupations -- Most classified high level supervisors, administrators, and directors.

(4) Clerical and kindred occupations -- Stenographer, Typist, Clerks, Clerk Messenger, Key Punch Operator, and Bookkeeper.

(5) Domestic Service occupations -- Cottage Parents, House-keeping Personnel, Home Service Workers, and others similarly situated.

(6) Personal Service occupations -- Hospital Attendant, Orderly, and Kitchen Worker.

(7) Protective Service occupations -- Prison Guard, Fireman, Wildlife Protector, State Bureau of Investigation Officer, and Parole Officer.

(8) Building Service occupations -- Janitor, Maid, Janitorial Foreman, and Porter.

(9) Agricultural, Fishery, and Forest occupations -- Farm Foreman, Farm Superintendent, Farm Worker, Fish Hatchery Assistant, Forest Nurseryman, and Forester.

(10) Skilled occupations -- Mechanic, Repairman, Baker, Carpenter, Electrician, Ferry Quartermaster, Heavy Equipment Operator, Painter, and Plumber.

(11) Semi-Skilled occupations -- Boiler Room Fireman, Farm Equipment Operator, Ferryman, Truck Driver, Machine Operator, Roofer, Seamstress, and Meat Cutter.

(12) Unskilled occupations -- Laborer, Laundry Worker and Packer-Shipper.

(13) Unclassified -- Included in this category are employees who are exempt from the State Personnel Act. Most of these are college faculty members or agency directors.

(14) Uncertain classification -- For the purposes of this survey, those minority persons who were listed by agencies in positions which were not certified for that agency by the State Personnel Department were classified in this category.

After categorizing the positions by occupational level, the Commission divided the agencies themselves into twelve different groups on the basis of the service which they provide. The latest legislative budget was used as a guide for this procedure. The twelve groups are (a) General Government, (b) Public Safety and Regulation, (c) Correction and Training, (d) Dept. of Social Services, (e) Education, (f) Highways, (g) Non-Highway Transportation

(h) Health and Hospitals, (i) Natural Resources, (j) Agriculture, (k) Employment Security Commission, and (l) Retirement and Pensions. This grouping of agencies enabled the Commission to discover significant concentrations of minority employment. A list of the agencies within each of these groups can be found within the body of this report.

(1) Basic Staffed Organizations - Includes: Equipment Operator, Equipment Operator, Truck Driver, Machine Operator, Hoiler, Repairman and Heat Control Operator, and other similar positions.

(2) Classified Organizations - Includes: Inspector, Inspector, and other similar positions.

(3) Unclassified - Includes in this category the employees who are exempt from the State Personnel Law (Government Employees Code) college faculty members of agency-financed, approved, and unapproved institutions.

(4) Unstaffed Organizations - For the purpose of this survey, those minority persons who were listed as exempt from the State Personnel Law in positions which were not certified for that agency by the State Personnel Department were classified in this category.

(5) Other - Includes the positions by contract or temporary employment which are not covered by the State Personnel Law.

(6) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(7) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(8) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(9) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(10) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(11) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(12) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(13) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(14) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(15) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(16) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(17) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(18) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(19) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

(20) Excluded - Includes the positions which are not covered by the State Personnel Law and which are not covered by the State Personnel Law.

II. RESULTS OF THE SURVEY

A. The General Picture

Information obtained from the records of the State Personnel Department shows that as of February 1, 1971, the State of North Carolina employed a total of 58,022 persons of whom 9,988 (17.2%) were persons from minority groups. The Commission's 1968 survey revealed a total employment in State Government of 49,296 of whom 8,423 (17.1%) were minority persons. The 1966 survey found 6,754 (15.6%) minority employees, while in 1964 the figure was 6,429 (15.7%).

While there has been a numerical increase of 1,565 employees from minority groups over the last three years, this increase has not been sufficient to keep pace with the overall increase (8,726) in State Government employment. The percentage which minority employees represent of all State employees, therefore, has increased 0.1% since 1968.

The trend in State Government hiring is erratic: between 1964 and 1966 minority persons represented only 12.9% of all newly hired individuals yet between 1966 and 1968 that rate more than doubled to 28.7%. Since 1968, however, that rate has fallen sharply to 16.6% of new hires. These widely fluctuating rates account in part for the increases and declines in the overall percentage of minority employees in State Government. Only when the employment rate of minority persons exceeds the percentage they represent of all State employees will the overall percentage of minority employees increase. So far this condition has existed only

between 1966 and 1968. At all other times covered by these surveys, the percentage of minority persons employed by the State of North Carolina has been falling. This Commission believes, therefore that there is a need for strong, immediate, and continuing action on the part of all State officials to prevent further deterioration of the position minority group persons hold in State employment.

As found in the three previous surveys, the distribution of the 9,988 minority employees in the twelve agency areas cited above continued to be highly uneven. Over 77% (80% in 1968 and 1966) of the total minority employment was concentrated in the areas of Education, Health Agencies, and Hospitals, which employed 4,619 and 3,048 minority citizens respectively. The third largest area continued to be Corrections and Training where 811 persons from minority groups found employment. All other agency areas employed less than 500 minority persons each, with four areas -- Public Safety, Social Services, Natural Resources, and Retirement and Pensions -- employing less than 100 each.

In terms of the relative concentration of minority employees among the twelve agency areas, we find almost no difference over our preceding surveys. The small Non-Highway Transportation area had the highest concentration of minority employment with 31.2%. The huge Education, Health, and Hospital agency areas continued to register the next highest concentrations. Some 29.3% of the employees in the Health and Hospitals area were persons from minority groups (compared to 29.2% in 1968), while 23.3% of the employees in Education were minority persons (25.4% in 1968).

Public Safety, Highways, and Natural Resources remained overwhelmingly white with less than 4.0% minority employment apiece. The three agencies comprising the Retirement and Pensions group remained all-white, as they have been since this Commission's first survey in 1964. These latter four agency groups accounted for over 26% of the total employment in State Government; they are 96.5% white.

Minority employment for all agency areas has been tabulated as follows:

Table # 1

	Total	Minority Persons	Minority % of Total	Minorities in Predominantly Min. Facilities
General Gov't.	2,447	302	12.3%	206
Public Safety & Regulation	3,225	83	2.6%	
Correction & Training	4,335	811	18.7%	263
Social Services	931	59	6.3%	
Education	19,800	4,619	23.3%	2,425
Highways	11,604	469	4.0%	
Non-Highways	372	116	31.2%	
Health & Hospi- tals	10,416	3,048	29.3%	1,500
Natural Resources & Recreation	1,300	26	2.0%	6
Agriculture	1,602	297	18.5%	
Employment Sec.	1,884	158	8.4%	
Retirement & Pensions	106		0.0%	
Total	58,022	9,988	17.2%	4,400

A greater appreciation of all these figures may be had by noting the minority percentage of employment in all agency groups excluding Education and Health Agencies and Hospitals. In this case, the minority employment in the ten remaining agency areas was only 2,321 out of 27,806 persons or 8.4% (some improvement over the 6.9% found in 1968 and 4.9% in 1966).

Table # 2 further details our findings by indicating the employment figures by individual State agencies within each broad agency area. The information contained in this Table compares employment patterns within each agency in 1971, 1968, 1966, and 1964. Of immediate interest is the fact that over half the State agencies (64 of 107) have shown no improvement or have declined in their percentage of minority persons employed over the last three years.

These Tables clearly indicate that vast areas of employment in State Government have been - and apparently still are - closed to minority group North Carolinians beyond the token level.

Table # 2: Minority Employees and Minority Percentages of Total Employees

	1971			1968		
	Total	Min. Emp.	Min. %	Total	Min. Emp.	Min. %
1. General Government	2,447	302	12.3%	1,772	222	12.5%
Dept. of Administration	765	222	29.0%	560	195	34.8%
Administrative Office of the Courts		Abolished		19		
Assessments Board	7			4		
Attorney General	95	1	1.1%	42		
Auditor, Dept. of State	83	2	2.4%	52	1	1.9%
Elections, Board of	3			4		
General Court of Justice	1			1		
Governor's Office	24	2	8.3%	21	3	14.3%
Investigation, Bureau of	145	1	0.7%	65		
Lt. Governor's Office	2			1		
Local Affairs Dept.	196	33	16.8%	11		
Personnel Department*	82	10	12.2%	54	4	7.4%
Revenue, Dept. of	930	24	2.6%	837	13	1.6%
State, Department of	21	2	9.5%	23	2	8.7%
Supreme Court	35	3	8.6%	35	3	8.6%
Tax Research, Dept. of	18			13		
Tax Review Board		Abolished		1		
Treasurer, State	41	2	4.9%	29	1	3.4%
2. Public Safety & Regulation	3,325	83	2.6%	2,860	47	1.6%
Adjutant General**	47	2	4.3%	42	3	7.1%
Alcoholic Control, Bd. of	91	10	11.0%	88	10	11.4%
Banking Commission	34	1	2.9%	33	1	3.0%
Barber Examiners, Bd. of	6	2	33.3%	9	2	22.2%
Burial Assn. Commission	6	1	16.7%	7	1	14.3%
Civil Air Patrol	1			1		
Civil Defense Agency	45			39		
Cosmetic Art Board	6	1	16.7%	14	1	7.1%
Governor's Highway Safety Commission	14			6		
Industrial Commission	52	1	1.9%	54	1	1.9%
Insurance Department	105	1	1.0%	96	1	1.0%
Labor, Dept. of	114	1	0.9%	101	1	1.0%
Motor Vehicles, Dept. of	2,637	62	2.4%	2,310	24	1.0%
Utilities Commission	67	1	1.5%	60	2	3.3%

Table # 2

1966			1964			Change in Min.
Total	Min. Emp.	Min. %	Total	Min. Emp.	Min. %	% 1964-1971
1,593	174	10.9%	1,462	108	7.4%	+ 5.0%
452	157	34.7%	344	89	25.9%	+ 8.1%
8						
32			30			+ 1.0%
46	1	2.2%	40	5	12.5%	-10.1%
3			3			
1						
18	1	5.6%	18	1	5.6%	+ 8.2%
57			53			+ 0.7%
1						
10			13			+15.4%
54			48			+12.2%
816	8	1.0%	820	6	0.7%	+ 1.9%
19	2	10.5%	18	2	11.1%	- 3.7%
35	4	11.4%	35	4	11.4%	- 2.8%
14			13			
1			1			
26	1	3.8%	26	1	3.8%	+ 0.6%
2,570	30	1.2%	2,404	24	1.0%	+ 1.5%
40	2	5.0%	40	1	2.5%	+ 1.6%
75	8	10.7%	59	10	16.9%	- 6.3%
28	1	3.6%	30	1	3.3%	- 0.5%
8	1	12.5%	7			+22.2%
6			5			+14.3%
42			46			
15	1	6.7%	14	1	7.1%	- 1.8%
50	1	2.0%	51	1	2.0%	- 0.3%
95	1	1.1%	91	1	1.1%	- 0.3%
98	1	1.0%	102	1	1.0%	- 0.1%
2,053	13	0.6%	1,899	7	0.4%	+ 1.9%
60	1	1.7%	60	1	1.7%	- 0.4%

Table # 2 (continued)

	1971			1968		
	Total	Min. Emp.	Min. %	Total	Min. Emp.	Min. %
3. Correction & Training	4,335	811	18.7%	3,582	526	14.7%
Corrections Department	3,102	408	13.2%	2,590	211	8.1%
Juvenile Correction, Bd. of	803	365	45.5%	635	294	46.3%
Paroles, Board of	128	13	10.2%	100	5	5.0%
Probation Commission	302	25	8.3%	257	16	6.2%
4. Social Services	931	59	6.3%	693	42	6.1%
Blind, Commission for the	265	32	12.1%	210	31	14.8%
Confederate Women's Home	14	8	57.1%	15	7	46.7%
Governor's Handicapped Comm.	2			2		
Veteran's Commission	76			68		
Dept. of Social Services	574	19	3.3%	398	4	1.0%
5. Education	19,800	4,619	23.3%	16,197	4,118	25.4%
A & T University	775	713	92.0%	621	577	92.9%
American Revolution Bicentennial Comm.	4					
Appalachian St. Univ.	1,182	13	1.1%	675		
Archives & History	163	9	5.5%	143	8	5.6%
East Carolina Univ.	1,374	278	20.2%	1,175	262	22.3%
Eastern N. C. Sch. for Deaf	169	32	18.9%	69	17	24.6%
Education, Bd. of***	1,529	125	8.2%	1,177	61	5.2%
Elizabeth City State Univ.	239	200	83.7%	168	151	89.9%
Fayetteville State Univ.	221	196	88.7%	160	132	82.5%
Governor Morehead Sch.	234	129	55.1%	260	173	66.5%
Governor's Study Comm. on Public Schools		Abolished		13		
Higher Ed. Facilities Comm.	11	3	27.3%	8	2	25.0%
Higher Ed. State Board of	25	1	4.0%	16		
Library, State	88	12	13.6%	69	7	10.1%
Museum of Art	38			28		
N. C. Central Univ.	671	556	82.9%	446	409	91.7%
N. C. School of Arts	211	23	10.9%	110	9	8.2%
N. C. State University	3,474	635	18.3%	3,149	423	13.4%
Pembroke State Univ.	233	110	47.2%	203	70	34.5%
School for the Deaf	254	30	11.8%	235	24	10.2%
Science & Technology, Bd. of	30	7	23.3%	23	5	21.7%
U.N.C.-Asheville	158	15	9.5%	117	6	5.1%
U.N.C.-Chapel Hill	5,760	904	15.7%	5,193	1,288	24.8%
U.N.C.-Consolidated Offices	59	5	8.5%	25	4	16.0%
U.N.C.-Charlotte	416	39	9.4%	223	25	11.2%

Table # 2 (continued)

1966			1964			Change in Min. % 1964-1971
Total	Min. Emp.	Min. %	Total	Min. Emp.	Min. %	
3,299	338	10.2%	3,215	296	9.2%	+ 9.5%
2,481	92	3.2%	2,524	75	3.0%	+10.3%
515	232	45.0%	440	209	47.0%	- 3.1%
100	3	3.0%	87	2	2.3%	+ 7.5%
203	11	5.4%	164	10	6.1%	+ 2.1%
545	14	2.6%	499	12	2.4%	+ 3.8%
126	3	2.4%	124	1	0.8%	+11.3%
13	7	53.8%	12	6	50.0%	+ 7.1%
2						
62			59			
342	4	1.2%	304	5	1.6%	+ 1.7%
13,642	3,329	24.4%	12,671	3,234	25.5%	- 3.0%
516	475	92.1%	558	544	97.5%	-12.5%
464			441			+ 0.4%
128	6	4.7%	116	6	5.2%	+ 0.2%
923	217	23.5%	808	182	22.4%	- 4.2%
53	9	17.0%				+19.5%
782	39	5.0%	674	30	4.5%	+ 2.5%
144	132	91.7%	138	131	94.9%	-14.0%
149	131	87.9%	128	122	95.3%	- 9.3%
243	159	65.4%	209	138	66.0%	-12.7%
3						+27.3%
13			8			+ 3.6%
58	2	3.4%	53	3	5.7%	+ 7.1%
29			31			
340	284	83.5%	369	320	86.7%	-14.5%
97	9	9.3%				+ 9.6%
2,904	362	12.5%	2,587	332	12.8%	+ 5.4%
128	1	0.8%	84	1	1.2%	+37.6%
216	23	10.6%	214	29	13.6%	- 2.5%
19	2	10.5%	8			+23.3%
87	4	4.6%	64	5	7.8%	- 0.8%
4,772	1,071	22.4%	4,717	989	21.0%	- 1.1%
26	4	15.4%	40	4	10.0%	- 0.4%
157	18	11.5%	108	17	15.7%	- 7.5%

Table # 2 (continued)

	1971			1968		
	Total	Min. Emp.	Min. %	Total	Min. Emp.	Min. %
U.N.C.—Greensboro	1,143	231	20.2%	958	193	20.1%
U.N.C.—Wilmington	270	57	21.1%	139	12	8.6%
Western Carolina Univ.	841	69	8.2%	588	86	14.6%
Winston-Salem State Univ.	261	234	89.7%	206	174	84.5%
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6. Highways	11,604	469	4.0%	10,589	388	3.7%
Highway Commission, State	11,604	469	4.0%	10,589	388	3.7%
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7. Non-Highway Transportation	372	116	31.2%	150	58	38.7%
N.C. State Ports Authority	372	116	31.2%	150	58	38.7%
<hr/>						
8. Health & Hospitals	10,416	3,048	29.3%	9,033	2,637	29.2%
<hr/>						
Admin. Offices of N.C. Sanatoria	7			5		
Alcoholic Rehab. Center - Black Mountain	84	15	17.9%			
A.R.C. - Butner	85	15	17.6%	39	5	12.8%
A.R.C. - Greenville	79	23	29.1%			
Broughton Hospital	1,228	101	8.2%	1,104	76	6.9%
Caswell Center	969	217	22.4%	824	190	23.1%
Cerebral Palsy Hospital	58	13	22.4%	61	17	27.9%
Cherry Hospital	1,239	737	59.5%	1,139	738	64.9%
Council on Mental Retard.	27			23		
Dorothea Dix Hospital	1,272	228	17.9%	1,181	148	12.5%
Eastern N.C. Sanatorium	331	218	65.9%	290	203	70.0%
Gravelly Sanatorium	101	40	39.6%	75	35	46.7%
Health, Board of	614	33	5.4%	498	30	6.0%
John Umstead Hospital	1,049	308	29.4%	926	209	22.6%
Medical Care Commission	24			19		
Mental Health, Dept. of	151	6	4.0%	110	2	1.8%
Murdoch Center	975	241	24.7%	891	213	23.9%
N. C. Sanatorium	260	161	61.9%	254	153	60.2%
O'Berry Center	689	470	68.2%	593	427	72.0%
Orthopedic Hospital	113	36	31.9%	128	40	31.3%
Western Carolina Center	771	99	12.8%	586	59	10.1%
Western N.C. Sanatorium	260	74	28.5%	261	83	31.8%
Wright School	30	13	43.3%	26	9	34.6%

Table # 2 (continued)

1966			1964			Change in Min. % 1964-1971
Total	Min. Emp.	Min. %	Total	Min. Emp.	Min. %	
742	158	21.3%	753	173	23.0%	- 4.2%
112	10	8.9%	73	6	8.2%	+ 6.0%
371	52	14.0%	328	48	14.6%	- 6.7%
166	161	97.0%	162	154	95.1%	-12.4%
9,379	184	2.0%	9,209	352	3.8%	+ 0.2%
9,379	184	2.0%	9,209	352	3.8%	+ 0.2%
177	42	23.7%	64	2	3.1%	+28.1%
177	42	23.7%	64	2	3.1%	+28.1%
8,140	2,349	28.9%	7,482	2,107	28.2%	+ 0.7%
4			4			+16.9%
31	2	6.5%	37			+16.3%
1,060	50	4.7%	978	15	1.5%	+26.1%
780	140	17.9%	736	99	13.5%	+ 9.4%
51	17	33.3%	54	17	31.5%	- 2.5%
1,072	782	73.0%	972	763	78.5%	-19.7%
12						
1,092	57	5.2%	1,001	49	4.9%	+12.7%
332	225	67.8%	331	225	67.9%	- 3.2%
74	36	48.6%	74	35	47.3%	- 8.8%
440	26	5.9%	441	20	4.5%	+ 0.8%
868	191	22.0%	791	120	15.2%	+13.9%
16			18			
62	1	1.6%	52	1	1.9%	+ 1.5%
742	114	15.4%	647	61	9.4%	+15.2%
253	149	58.9%	249	155	62.2%	- 1.7%
462	376	81.4%	400	375	93.8%	+25.8%
128	53	41.4%	120	52	43.3%	-13.8%
378	38	10.0%	293	31	10.6%	+ 2.0%
257	83	32.3%	261	84	32.2%	- 4.4%
26	9	34.6%	23	5	21.7%	+13.4%

(Table # 2 (continued))

	1971			1968		
	Total	Min. Emp.	Min. %	Total	Min. Emp.	Min. %
9. Natural Resources & Recreation	1,300	26	2.0%	1,165	25	2.1%
Conservation & Development, Dept. of	811	20	2.5%	719	16	2.2%
N.C.Park, Parkway, Forest Commission	1			1		
N.C.Recreation Commission		Abolished		14	1	7.1%
Rural Electrification Authority	11			9		
U.S.S. N.C. Battleship Commission	17	1	5.9%	13	1	7.7%
Water Resources, Dept. of	131	2	1.5%	89	3	3.4%
Wildlife Resources Comm.	329	3	.9%	320	4	1.3%
10. Agriculture	1,602	297	18.5%	1,931	279	14.4%
Agricultural Exten. Serv.	792	240	30.3%	1,209	224	18.5%
Agriculture, Dept. of	796	57	7.2%	711	55	7.7%
Milk Commission	14			11		
11. Employment Sec. Comm.	1,884	158	8.4%	1,240	81	6.5%
Employment Security Comm.	1,884	158	8.4%	1,240	81	6.5%
12. Retirement & Pension	103			84		
Fireman's Pension Fund	3			3		
Law Enforcement Officer's Fund	8			7		
Teachers' & State Employees' Retirement System	92			74		
GRAND TOTAL	58,022	9,988	17.2%	49,296	8,423	17.1%

*The State Personnel Department was formed in 1965 from the old Merit System Council and Department of Personnel. The 1964 figures represent the total employment of both of these agencies.

**Does not include personnel who are attached to the National Guard.

***Includes Department of Public Instruction but excludes secondary school teachers.

****Excludes prisoners who are attached to the Highway Commission.

Table # 2 (continued)

1966			1964			Change in Min. % 1964-1971
Total	Min. Emp.	Min. %	Total	Min. Emp.	Min. %	
1,083	20	1.8%	1,032	25	2.4%	- 0.4%
678	16	2.4%	632	21	3.3%	- 0.9%
1			1			
12			11			
7			8			
13	1	7.7%	15	1	6.7%	- 0.8%
67			71			+ 1.4%
305	3	1.0%	294	3	1.0%	unch.
1,785	226	12.7%	1,472	219	14.9%	- 0.8%
1,135	177	15.6%	848	176	20.8%	- 0.2%
639	49	7.7%	612	43	7.0%	unch.
11			12			
1,102	48	4.4%	1,286	50	3.9%	+ 4.6%
1,102	48	4.4%	1,286	50	3.9%	+ 4.6%
71			70			
3			2			
6			5			
62			63			
43,386	6,754	15.6%	40,866	6,429	15.7%	+ 1.3%

The State Personnel Department was formed in 1957 from the old State Personnel and Department of Personnel. The 1964 figures represent the total employment of both of these agencies.

**Does not include personnel who are attached to the National Guard.

***Includes Department of Public Instruction and excludes secondary school teachers.

****Includes personnel who are attached to the Highway Commission.

B. Black Employees in Predominantly Black Institutions

In an analysis of the foregoing Tables, it was found that the factors behind the high concentrations of minority employees in Education, Health agencies, and Hospitals can be more easily understood when one looks at the agencies within these areas.

North Carolina has five universities (A & T University, Elizabeth City State University, Fayetteville State University, North Carolina Central University, and Winston-Salem State University) and two major hospitals (Cherry Hospital and O'Berry Center) which are predominantly black institutions. With respect to the two hospitals, an effort is being undertaken to desegregate them to a greater extent. The success of this effort as it relates to employment at the facilities will be treated later in this report. These institutions still employ far more blacks than whites; therefore, they will still be considered in the "predominantly black" category for the purposes of this report.

These seven agencies alone have 2,946 black employees or 28.3% of the total minority employment in State Government. This figure is up from the 1968 figure of 2,608, although the percentage of all blacks employed by these facilities has fallen by 2.7%.

This survey also found that an additional 1,494 minority persons, or 14.3% of the total minority employment, are located in hospitals, sanatoria, special schools or other offices which

have branch institutions or other sub-divisions which are predominantly Negro in character. Agencies in these categories would include, for example, predominantly black training schools under the authority of the Juvenile Corrections Board, mostly non-white facilities under the authority of the N. C. Sanatorium System, the Governor Morehead School in Raleigh, and personnel at Jones Lake State Park. In addition, this figure also includes those non-whites listed by agency directors as being assigned to all-black or nearly all-black offices within technically desegregated facilities. This figure of 1,494 represents a sharp increase over the 528 non-whites (6.2% of the total minority employment) found in 1968.

TABLE # 3

 NEGRO EMPLOYMENT IN PREDOMINANTLY NEGRO INSTITUTIONS

	1971		1968		1966		1964	
	# of Negroes	% of all Negroes	# of Negroes	% of all Negroes	# of Negroes	% of all Negroes	# of Negroes	% of all Negroes
Seven Major Negro Institutions	2,946	28.3%	2,608	31.0%	2,714	40.2%	2,894	45.0%
Branches, Offices	1,494	14.3%	528	6.2%	533	7.9%	723	11.2%
TOTALS	4,440	42.6%	3,136	37.2%	3,247	48.1%	3,617	56.2%

This Commission views these figures with alarm. We feel that while agency directors have been more candid in this survey in admitting the existence of de facto segregated units, these figures are still low. In 1968, for example, neither one major institution nor one major department listed "non-whites in positions located in predominantly non-white offices" (see Question 1(e) of Questionnaire in Appendix). Yet in 1971 these agencies did list an important percentage of their minority employees in such offices. We believe that many of these non-whites reported as working in desegregated units and offices in other major agencies may not in fact be so situated. This Commission believes that immediate attention must be given to this matter. There must be a firm commitment on the part of the State to see that these smaller predominantly non-white units are quickly phased out.

... of North Carolina, ...
 ... the knowledge of this ...
 ... has never employed ...
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 ... number of minority ...
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 ... and recommends a ...
 ... policies ...
 ... This Commission ...
 ... State Government ...
 ... minority employees ...
 ... all State employees ...

C. Exclusion of Minority Employees

Striking differences in employment patterns again emerge when one examines the agencies outside of schools, hospitals, sanatoria, and correctional institutions. Among these 58 agencies, 21 reported that they had no minority employees. During the last three years seven previously all-white agencies (including the largest, Appalachian State University) have hired minority persons. One new, all-white agency has come into existence.

Most of the all-white agencies are small with eight of them hiring five employees or less. Altogether the 21 all-white agencies employ 413 persons or about 0.7% of the total State employment.

The middle sized all-white agencies are a cause for concern. Agencies such as the Veterans Commission, which serves all disabled veterans of North Carolina, remains completely white. The North Carolina Civil Defense Agency to the knowledge of this Commission has never employed a minority citizen. The Teachers' and State Employees' Retirement System offices which deal with a significant number of minority persons in their activities have also remained all-white. The Commission finds these situations highly anomalous and recommends a thoroughgoing study of these agencies' hiring policies.

This Commission also notes that 21 additional agencies in State Government are virtually all-white. They have fewer than 5.0% minority employees out of a total employment of 19,602 (32.0% of all State employees). Some rather large agencies such as the

Attorney General's Office, State Bureau of Investigation, Banking Commission, Industrial Commission, Labor Department, Insurance Department, and the Utilities Commission have only one minority employee each. We further note that these levels have remained unchanged for eight years now. Clearly in these highly significant agencies of Government there is room for vast improvement. These figures in themselves raise serious questions about the quality of commitment to equal opportunity employment in many agencies.

Among the minority persons employed in the 30 non-health or education agencies which are not all-white, most are employed in the larger agencies where they compose but a small percentage of the total employment. The best example can perhaps be drawn from the employment figures for the nine agencies with more than 800 employees as shown in the following Table.

Table #4

MINORITY EMPLOYMENT IN THE STATE'S LARGEST AGENCIES
(EXCLUSIVE OF COLLEGES, UNIVERSITIES, AND HOSPITALS)

	<u>Total</u> <u>Employment</u>	<u>Total Min.</u> <u>Employees</u>	<u>Min. %</u> <u>of Total</u>
Highway Commission	11,604	469	4.0%
Corrections Department	3,102	408	13.2%
Motor Vehicles	2,637	62	2.4%
Employment Security	1,884	158	8.4%
Education Board	1,529	125	8.2%
Revenue Department	930	24	2.6%
Agricultural Extension	792	240	30.3%
Conservation and Development	811	20	2.5%
Agriculture Department	796	57	7.2%

Out of a total employment of 24,085 (21,382 in 1968) in these nine agencies, there are only 1,563 persons from minority groups representing 6.5% (1,073 minority persons for 5.0% in 1968). Thus there has been a gradual improvement which reflects new directives or efforts recently initiated in the Education, Corrections, and Revenue Departments.

D. Location of Minority Employees

A frequent point of tension has been the charge that the State agencies in Raleigh have remained, by and large, disproportionately white in character. Accordingly, the Commission in all four of its employment surveys, has attempted to determine the number of white and minority employees located in Raleigh. A thorough check of the 1971 questionnaires revealed that a total of 12,847 State employees were located in 47 agencies in the Capital. Of these 1,677 (13.1%) were minority persons. The trend since 1964 in the Raleigh offices are summarized in Table #5.

TABLE #5

EMPLOYMENT TRENDS IN RALEIGH OFFICES								
	1971		1968		1966		1964	
	#	%	#	%	#	%	#	%
Whites	11,170	86.9%	9,815	87.9%	9,440	90.9%	6,700	93.6%
Minority Persons	1,677	13.1%	1,579	12.1%	947	9.1%	467	6.4%
Totals	12,847	100.0%	11,394	100.0%	10,387	100.0%	7,167	100.0%

The eight year trend with respect to Raleigh offices is somewhat encouraging. There has been substantial improvement

in the number and percentage of minority employees located in Raleigh. Two facts, however, should be noted. Most of the gains in minority employment in Raleigh were made in 1968; and the improvements seen here are unevenly distributed among Raleigh-based agencies. All of the major all-white agencies or those cited with just one minority employee are Raleigh-based. The actions of a relatively few agencies have resulted in this overall improvement. These agencies, such as Corrections and Education are to be commended. Their example should be a pattern to follow.

E. Temporary or Part-Time Minority Employees

Again in this survey as in 1968 the Commission attempted to ascertain the number of temporary or part-time white and minority employees working in State Government. It was found that the State of North Carolina employs on a part-time or temporary basis 4,393 individuals. Of this total 651 are members of minority groups representing 14.8% of the total. This result compares unfavorably with the 1968 findings where 1,591 minority employees comprised 22.9% of 6,946 part-time employees.

The Commission finds this downward turn discouraging, since the pool of temporary workers available to an agency can be an effective source of well-trained permanent or full-time employees.

F. Sex of Minority Employees

Duplicating our earlier surveys, the Commission again sought to determine the sex of the minority employees. As in the past, the Commission found that the State hires more minority

males than females. A total of 5,690 minority males and 4,734 minority females found employment with the State. During the past two years the rate of minority female employment has been nearly twice the rate for minority males (for every 3 males hired, 5 females have been employed). More specific reference to the sex of minority employees will be made in the following sections of this report.

G. Occupational Level of Minority Employees

As in all previous surveys, the 1971 report again points up a differential in comparison with whites in the occupational level at which minority members were being employed. This differentiation is readily visible in Table #6.

TABLE #6

STATE EMPLOYMENT BY OCCUPATIONAL LEVEL

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	Min. % of Total
Professional Occup.	7,341	464	243	221	153	6.3%
Semi-Professional	7,275	1,018	293	725	179	14.0%
Managerial	1,440	73	50	23	42	5.1%
Clerical	11,373	1,095	258	837	445	9.6%
Domestic Ser. Occup.	2,501	1,732	945	787	1,076	69.3%
Personal Ser. Occup.	5,027	2,156	1,025	1,131	998	42.9%
Protective Service	4,043	415	379	36	53	10.3%
Bldg. Ser. Worker	932	809	471	338	214	86.8%
Agriculture Worker	748	122	121	1	24	16.3%
Skilled Occup.	4,512	331	301	30	126	7.3%
Semi-skilled	5,080	359	345	14	77	7.1%
Unskilled Occup.	1,972	769	672	97	299	39.0%
Non-classified	9,077	1,037	546	491	711	11.4%
Uncertain		44	41	3	3	
	61,321	10,424	5,690	4,734	4,400	17.0%

(A more detailed account by agency area and individual agency may be found in the Appendix.)

Minority employees were found at all occupational levels; however, their distribution at these levels was highly uneven. For example, in building service occupations, 809 or 86.8% out of a total of 932 employees are minority group persons. Some 91.1% were similarly situated in 1968. Minority employees represented 42.9% of all personal service employees, down from the 46.2% in 1968. Minority persons constitute 39.0% of all unskilled workers, which is down from the 49.9% figure three years ago. The number in domestic service positions is up sharply from the 42.2% figure found in 1968 to 69.3% in 1971.

Thus minority persons continue to occupy a major portion of those positions generally considered "traditional" for minority employees, which have always been open to them.

In the non-traditional areas of professional, semi-professional, managerial, and clerical work, members of minority groups represent a growing percentage of workers -- except at the professional level where the percentage has fallen from 8.6% of all professionals in 1968 to 6.3% in 1971. The percentage of semi-professionals who are minority members has risen sharply from 6.5% in 1968 to 14.0% today. This is one of the most promising findings in this report. The minority percentage of all managerial personnel has risen to 5.1% from 3.3% in 1968. The percentage of minority group clerical workers has risen from 7.2% in 1968 to 9.6% in 1971. These are encouraging trends.

Although these trends are encouraging, their long term benefits may be slow in coming. For example, there are 1,367

whites employed as managerial personnel; this represents 2.7% of all white workers. In 1971 only 0.7% of all minority persons were employed in these positions. In 1966 our survey showed 0.5% of all minority employees at the managerial level. If one assumed that the rate of improvement were 0.2% every 5 years, there would not be a comparable percentage of 2.7% of minority persons employed as managerial level employees until the year 2021. For clerical workers, 20.2% of all whites are so employed; for minority persons the percentage is now 10.5%; in 1966 the percentage was 5.2%. Parity would be reached by about 1985. All of this is to say that there has been improvement at most high levels of employment though in many cases it is slow.

The exception is the professional level, where minority employment is not keeping up. This phenomenon is explained in part by the manner in which the desegregation of predominantly minority institutions has taken place. When desegregation in employment has occurred it has most frequently been done at the professional levels. Minority group professionals have been displaced, but large concentrations of minority workers remain at the traditional levels now working under white professionals. We do not feel that the long-term results of this process will be satisfactory. Therefore, this Commission believes that all aspects of the desegregation process at the State's predominantly minority facilities should be the objective of an extensive study with appropriate recommendations to preserve and increase the numbers of minority professionals. Furthermore, the Commission recommends that efforts should be made to increase the number of minority persons at professional levels at all State institutions and agencies.

At "traditional" levels of minority employment the figures in Table #6 represent something of an improvement. In 1968, 63% of all minority persons were employed in the "traditional" categories of domestic, personal, building service, unskilled, and semi-skilled occupations. In 1971 that percentage had dropped to 55.9%. Still, many are employed in traditional positions. The three positions which employ the most minority males and females in State Government are all "traditional" positions: Attendant (985 employees), Janitor (822 employees), and Maid (514 employees). Altogether these three positions include 2,321 persons or about 22.3% of the total minority employment (2,316 minority people or 27.5% of the total employment in 1968).

H. Salaries of Minority Employees

As in the 1968 data, the Commission attempted to correlate its findings with the information supplied by the State Personnel Department and determine the salary situation of State employees who are members of minority groups.

All positions in State Government, with the exception of uncertain or unclassified jobs, are graded and have a certain minimum base yearly wage. Normally an employee is subject to receive automatic and then merit pay raises up to a salary maximum for that grade.

The Commission took the base salary grade for each position and arbitrarily assumed that each classified employee was making this base pay for his grade and was not benefiting from any raise.

Considering the base pay for all minority males in State Government, an average salary grade of 53.4 was obtained (50.4 in 1968; 48.9 in 1966). This salary grade represents an annual salary of approximately \$4,611.50. For minority females, the average salary grade was 52.9 (52.1 in 1968), representing an annual salary of approximately \$4,517.60. Thus for the first time, minority males in State Government made on the average more than their female counterpart. In all past surveys minority females had a higher average salary. The relative advantage of minority males over females at the middle and upper levels accounts for their slightly higher average pay as indicated by the following table.

Table # 7

SALARY GRADES OF MINORITY MALES AND FEMALES

Salary Grade	Males	Females	Total	Salary Grade	Males	Females	Total
47	95	24	119	71	14	1	15
48	596	560	1,156	72	13	7	20
49	815	403	1,218	73	3	2	5
50	165	144	309	74	12	2	14
51	160	212	372	75	7		7
52	286	14	300	76			
53	625	740	1,365	77	1	1	2
54	142	429	571	78	1		1
55	341	267	608	79	2		2
56	97	77	174	80	3		3
57	70	105	175	81			
58	318	52	370	82			
59	8		8	83	1		1
60	92	23	115	84			
61	65	23	88	85			
62	63	59	122	86	6		6
63	26	65	91	87			
64	66	42	108	88	3	1	4
65	17	16	33	89			
66	54	29	83	90			
67	20	8	28	91			
68	26	13	39	92			
69	8	1	9	93			
70	33	6	39	94			
Unclassified, exempt, or uncertain as to salary grade					1,436	1,408	2,844
							10,464

III. AGENCY RESPONSES TO INTERPRETATIVE QUESTIONS

The Questionnaire sent to State agencies included two questions designed to help the Human Relations Commission understand the trends related to the employment of Non-whites in the past years. Specifically agency heads were asked:

- (1) to compare the present status of Non-white employment with the results of our 1968 survey and explain any changes which have occurred.
- (2) What have been the chief difficulties your agency has encountered in the employment of Non-whites in non-traditional jobs?
- (3) to indicate the number of part-time or temporary employees, number of employees located in Raleigh, and positions now open or becoming available soon.

Of the 99 agencies which returned the Questionnaire, 87 of them answered some of the interpretative questions. Sixty-seven agencies answered at least briefly our request to explain how changes in their minority employment status have occurred and what are the chief difficulties they encounter in employing Non-whites in non-traditional jobs. Listed below is a summary of the salient factors related to minority employment as given by Agency Heads in response to the Questionnaire.

Factors Affecting an Improved Minority Percentage

22 agencies reported no difficulty in hiring Non-whites for non-traditional jobs.

13 agencies reported increased effort in recruiting minority employees.

8 agencies reported that there are now more and better qualified Non-white applicants.

5 agencies reported no, or less, resistance among other employees.

Chief Difficulties Encountered in Employing Non-whites
In Non-Traditional Jobs

35 agencies reported shortage or lack of applicants with the necessary qualifications, educational qualifications, or specialized training.

11 agencies reported little turnover, infrequent vacancies, or no vacancies in their employment situation.

10 agencies reported that they cannot compete with industry or the private sector because government salary levels are not competitive in the employment of qualified minority persons.

8 agencies reported a shortage of minority applicants or applications (3 reported they had had no minority applicants).

8 agencies reported their employment selection is based on referrals from the State Personnel Department or Employment Security Commission.

4 agencies reported that the "Merit System", or the State Competitive Service Register, creates a difficulty.

3 agencies reported resignations of Non-whites have affected their status.

2 agencies reported small Negro population in their geographic area adversely affect employment.

2 agencies reported "change in administration" as the primary factor in their employment picture.

IV. SUMMARY

The following points represent the highlights of the findings of the 1971 survey of State Government employment practices.

(1) Of the 58,022 employees in State Government in February, 1971, 9,988 or 17.2% were minority citizens. This figure represents an increase of 0.1% from the 17.1% figure determined in 1968.

(2) There are now higher percentages of minority persons in semi-professional, managerial, and clerical positions than ever before. Some 21% of all minority employees are in such positions. In 1966 only 8.7% of all minority employees were in such positions.

(3) The percentage of minority employees in professional level positions has been falling. Minorities now make up 6.3% of all professionals; in 1968 they comprised 8.6% of all professionals. The percentage of all minority persons employed as professionals has dropped from 6.1% to 4.5% since 1966.

(4) The rate at which minority persons have been employed in State Government is erratic. Between 1964 and 1966 they represented only 13% of all new hires; between 1966 and 1968, they represented more than 28% of all newly hired persons. Since 1968, that figure has dropped dramatically to 16.6%.

(5) Over 77% of all minority employees are concentrated in the areas of Education, Health agencies and Hospitals.

(6) The percentage of minority employees remained unchanged or actually declined since 1968 in 64 out of 107 agencies surveyed.

(7) The number of Negroes in predominantly Negro facilities, branches or offices has actually increased since 1968.

(8) Twenty-one of the 58 non-Education or Health connected agencies had no minority employees. Most were small, however. Only 0.7% of all State employees worked in all-white agencies.

(9) The nine largest non-Education and Health connected agencies employed 24,085 persons of whom only 6.5% were minority persons.

(10) Minority persons now constitute 13.1% of all Raleigh-based employees. They comprise 1,677 of the 12,847 employees in the Capital.

(11) The State employs 4,393 temporary or part-time employees. Some 651 (14.8%) are minority persons. This percentage of minority persons in part-time positions is down significantly since 1968 when it was 22.9%.

(12) The percentage of minority employees in "traditional" jobs remains at about 55.9%.

(13) The three positions of attendant, janitor and maid include 2,321 minority persons, or 22.3% of all minority employees.

(14) In State Government minority men for the first time average a higher salary than do minority women.

V. CONCLUSION

There are findings in this report which are cause for encouragement and discouragement with the progress being made by the State of North Carolina in implementing an equal hiring policy. Some 2,000 new minority employees have found employment with the State in the last three years, but the rate of minority employment has not been sufficient to keep pace with the overall expansion in State employment; therefore, the percentage of total minority employees has fallen.

Improvement in minority employment has been erratic from agency to agency. Most agencies have remained at the same level in terms of their minority employment. In those instances where agencies have added new minority employees, we are encouraged to note that most have been at semi-professional, managerial, or clerical levels.

Perhaps one of the most disquieting findings is the number of minority employees found in predominantly Black offices or branches. Both in terms of absolute numbers and percent so employed, there are now more minorities in such offices than three years ago.

In many predominantly Black facilities, Black professionals seem to be displaced as the desegregation process continues. In other nontraditional levels, as indicated above, the position of minorities is improving. This improvement is particularly noticeable among minority males whose average salary showed encouraging improvement.

The implementation of the State's policy on equal opportunity employment seems to be one of drift rather than one of clear purpose.

Some agencies are clearly interested in becoming equal opportunity employers and have set in motion creative, productive hiring policies. Regardless of the expressed policy, many other agencies seem to remain numerically passive. We believe that this situation best explains the mixed findings of this report.

We do not feel that greater elaboration on the findings in the main body of this report is necessary. After eight years, the trends are undeniable. In reality, the State of North Carolina is far from being an equal employer. There is a great need for the State to move forthwith to close the gap between policy and practice.

This report is critical, but the Commission believes that is constructively so. With constructive rethinking of current policies, we believe that the trends will produce results for which we can be proud. The North Carolina Human Relations Commission urges that this report be used as the necessary catalyst for this rethinking and renewed efforts.

VI. RECOMMENDATIONS

1. The North Carolina Human Relations Commission recommends that the Governor issue a comprehensive fair employment code to be used throughout State Government as far as statutory limitations permit, so that there will be no doubt as to the State's commitment to equal employment.
2. The North Carolina Human Relations Commission recommends that along with the comprehensive fair employment code a plan for the inclusion of minority citizens in State Government, which will move significantly toward the parity employment of minority citizens at all levels, be formulated and implemented. Such a plan should include intensified efforts at minority recruitment, orientation, on-the-job-training, and up-grading. The plan should include the necessary commitment of personnel, resources and a system of accountability to insure positive results.
3. The North Carolina Human Relations Commission recommends that the State Personnel Department modify its employment data so that reports such as these might be issued with more regularity in order to assess progress in equal opportunity employment. We further recommend that categories for reporting conform to the U. S. Equal Employment Opportunity Commission's categories for identifying ethnic origins.
4. The North Carolina Human Relations Commission recommends an immediate study of the position of minority persons in predominantly minority offices. This study should examine the degree to which segregation is still a problem in State facilities and how desegregation at these facilities is being handled.

5. The North Carolina Human Relations Commission recommends a comprehensive study of those remaining all-white and nearly all-white agencies in State Government to determine the nature of their difficulties in securing competent minority employees.

6. The North Carolina Human Relations Commission recommends that all agencies devote maximum effort to attracting minority employees at the professional, semi-professional, and managerial levels.

TOTAL STATE EMPLOYMENT BY OCCUPATIONAL GROUP AND SEX

U.S. Bureau of Economic Analysis

Occupational Group	Total		Male		Female	
	Number	% of Total	Number	% of Total	Number	% of Total
Professional	1,000	1.0	700	1.0	300	1.0
Semi-Professional	1,000	1.0	700	1.0	300	1.0
Managerial	1,000	1.0	700	1.0	300	1.0
Technical	1,000	1.0	700	1.0	300	1.0
Domestic Ser. Group	1,000	1.0	700	1.0	300	1.0
Foreign Ser. Group	1,000	1.0	700	1.0	300	1.0
Protective Services	1,000	1.0	700	1.0	300	1.0
High Ser. Worker	1,000	1.0	700	1.0	300	1.0
Agriculture Worker	1,000	1.0	700	1.0	300	1.0
Unskilled	1,000	1.0	700	1.0	300	1.0
Non-classified	1,000	1.0	700	1.0	300	1.0
Unemployed	1,000	1.0	700	1.0	300	1.0

APPENDIX

1948	308	70	378	5,218	07	20
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U.S. Bureau of Economic Analysis

Occupational Group	Total		Male		Female	
	Number	% of Total	Number	% of Total	Number	% of Total
Professional	1,000	1.0	700	1.0	300	1.0
Semi-Professional	1,000	1.0	700	1.0	300	1.0
Managerial	1,000	1.0	700	1.0	300	1.0
Technical	1,000	1.0	700	1.0	300	1.0
Domestic Ser. Group	1,000	1.0	700	1.0	300	1.0
Foreign Ser. Group	1,000	1.0	700	1.0	300	1.0
Protective Services	1,000	1.0	700	1.0	300	1.0
High Ser. Worker	1,000	1.0	700	1.0	300	1.0
Agriculture Worker	1,000	1.0	700	1.0	300	1.0
Unskilled	1,000	1.0	700	1.0	300	1.0
Non-classified	1,000	1.0	700	1.0	300	1.0
Unemployed	1,000	1.0	700	1.0	300	1.0

1948	40	9	49	3,308	32	8
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TOTAL STATE EMPLOYMENT BY OCCUPATIONAL CATEGORY AND FUNCTION

1. General Government

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	796	41	34	7	2	5.3%
Semi-Professional	58	2		2		3.4%
Managerial	109					
Clerical	1,069	49	23	26	11	4.6%
Domestic Ser. Occup.	191	175	132	43	168	91.6%
Personal Ser. Occup.	2	2	1	1	2	100.0%
Protective Service	137	7	7			5.1%
Bldg. Ser. Worker	15	10	10		2	66.7%
Agriculture Worker						
Skilled Occup.	64	5	5			7.8%
Semi-skilled	31	9	9		9	29.0%
Unskilled Occup.	20	12	12		12	60.0%
Non-classified	46					
Uncertain						
	2,511	312	233	79	206	12.4%

2. Public Safety and Regulation

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	277	7	7			2.5%
Semi-Professional	431	11	2	9		2.6%
Managerial	72					
Clerical	1,259	44	14	30		3.5%
Domestic Ser. Occup.	4	4	4			100.0%
Personal Ser. Occup.						
Protective Service	1,040	6	6			0.6%
Bldg. Ser. Worker	18	7	7			43.7%
Agriculture Worker						
Skilled Occup.	150	1	1			0.7%
Semi-skilled	1	1	1			100.0%
Unskilled Occup.						
Non-classified	58	2	1	1		3.4%
Uncertain						
	3,308	83	43	40		2.5%

TOTAL STATE EMPLOYMENT BY OCCUPATIONAL CATEGORY AND FUNCTION

3. Correction and Training

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	153	18	13	5	2	11.8%
Semi-Professional	233	41	30	11	10	17.6%
Managerial	153	20	17	3	7	13.1%
Clerical	368	55	14	41	24	14.9%
Domestic Ser. Occup.	292	157	100	57	102	53.8%
Personal Ser. Occup.	168	45	20	25	24	26.8%
Protective Service Bldg. Ser. Worker	2,392	308	287	21	3	12.9%
Agriculture Worker	53	11	10	1	10	20.8%
Skilled Occup.	244	26	23	3	21	10.7%
Semi-skilled	18	7	7			38.9%
Unskilled Occup.	31					
Non-classified	230	84	47	37	60	36.5%
Uncertain		39	36	3		
	4,335	811	641	170	263	18.7%

4. Social Services

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	405	18	8	10		4.4%
Semi-Professional	77	8	2	6		10.4%
Managerial	24					
Clerical	394	11	4	7		2.8%
Domestic Ser. Occup.						
Personal Ser. Occup.	12	10	2	8		83.3%
Protective Service	2	2	2			100.0%
Bldg. Ser. Worker	5	4	3	1		80.0%
Agriculture Worker						
Skilled Occup.	4	2	2			50.0%
Semi-skilled	1	1	1			100.0%
Unskilled Occup.	3	3	3			100.0%
Non-classified	12					
Uncertain						
	939	59	27	32		6.2%

TOTAL STATE EMPLOYMENT BY OCCUPATIONAL CATEGORY AND FUNCTION

5. Education

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	1,928	171	101	70	77	8.9%
Semi-Professional	2,211	470	123	347	64	21.3%
Managerial	442	31	24	7	22	7.0%
Clerical	5,363	774	163	611	384	14.4%
Domestic Ser. Occup.	1,224	949	479	470	558	77.5%
Personal Ser. Occup.	677	428	179	249	106	63.2%
Protective Service	219	87	73	14	48	40.7%
Bldg. Ser. Worker	752	660	365	295	145	87.8%
Agriculture Worker	95	67	67		9	70.5%
Skilled Occup.	849	151	135	16	82	17.8%
Semi-skilled	238	100	94	6	35	42.0%
Unskilled Occup.	749	361	306	55	243	48.2%
Non-classified	7,872	833	436	397	649	10.6%
Uncertain		5	5		3	
	22,619	5,087	2,550	2,537	2,425	22.5%

6. Highways

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	996	9	9			0.9%
Semi-Professional	2,123	12	12			0.6%
Managerial	65					
Clerical	726	3	2	1		0.4%
Domestic Ser. Occup.	2	2	1	1		100.0%
Personal Ser. Occup.	2					
Protective Service	11					
Bldg. Ser. Worker	1					
Agriculture Worker						
Skilled Occup.	2,355	18	18			0.8%
Semi-skilled	4,540	174	174			3.8%
Unskilled Occup.	799	251	251			31.4%
Non-classified	38					
Uncertain						
	11,658	469	467	2		4.0%

TOTAL STATE EMPLOYMENT BY OCCUPATIONAL CATEGORY AND FUNCTION

7. Non-Highway Transportation

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.						
Semi-Professional						
Managerial	26	1		1		3.8%
Clerical	42	1	1			2.4%
Domestic Ser. Occup.	2	1	1			50.0%
Personal Ser. Occup.						
Protective Service	33					
Bldg. Ser. Worker						
Agriculture Worker						
Skilled Occup.	219	83	83			37.9%
Semi-skilled						
Unskilled Occup.	50	30	30			60.0%
Non-classified						
Uncertain						
	372	116	115	1		31.2%

8. Health and Hospitals

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	1,306	116	35	81	72	8.9%
Semi-Professional	1,464	405	108	297	102	27.7%
Managerial	396	18	6	12	10	4.5%
Clerical	1,018	49	17	32	26	4.8%
Domestic Ser. Occup.	785	444	228	216	248	56.6%
Personal Ser. Occup.	4,153	1,658	810	848	866	39.9%
Protective Service	46	4	4	1	2	10.9%
Bldg. Ser. Worker	126	115	76	39	67	91.3%
Agriculture Worker	116	22	22		5	19.0%
Skilled Occup.	466	44	33	11	23	9.4%
Semi-skilled	240	63	55	8	33	26.2%
Unskilled Occup.	283	107	65	42	44	37.8%
Non-classified	196	15	11	4	2	7.7%
Uncertain						
	10,595	3,061	1,470	1,591	1,500	28.9%

TOTAL STATE EMPLOYMENT BY OCCUPATIONAL CATEGORY AND FUNCTION

9. Natural Resources and Recreation

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	155	2	2			1.3%
Semi-Professional	128	4	4		3	3.1%
Managerial	50	3	3		3	
Clerical	191	8	8			6.0%
Domestic Ser. Occup.	1					
Personal Ser. Occup.						
Protective Service	163					
Bldg. Ser. Worker	3					
Agriculture Worker	406	4	4			1.0%
Skilled Occup.	146					
Semi-skilled	17	2	2			11.8%
Unskilled Occup.	38	3	3			7.9%
Non-classified	32					
Uncertain						
	1,330	26	26		6	2.0%

10. Agriculture

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	193	6	6			3.1%
Semi-Professional	433	41	7	34		9.5%
Managerial	23					
Clerical	350	53	5	48		15.1%
Domestic Ser. Occup.						
Personal Ser. Occup.	18	13	13			72.2%
Protective Service						
Bldg. Ser. Worker	3	3	2	1		100.0%
Agriculture Worker	78	18	18			23.1%
Skilled Occup.	18	1	1			5.6%
Semi-skilled	4	2	2			50.0%
Unskilled Occup.	6	2	2			33.3%
Non-classified	594	103	51	52		17.3%
Uncertain						
	1,720	242	107	135		14.1%

TOTAL STATE EMPLOYMENT BY OCCUPATIONAL CATEGORY AND FUNCTION

11. Employment Security Commission

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup.	1,128	76	28	48		6.7%
Semi-Professional	119	24	5	19		20.2%
Managerial	83					
Clerical	509	48	7	41		9.4%
Domestic Ser. Occup.						
Personal Ser. Occup.						
Protective Service						
Bldg. Ser. Worker	13	10	8	2		76.9%
Agriculture Worker						
Skilled Occup.	1					
Semi-skilled						
Unskilled Occup.						
Non-classified	5					
Uncertain						
	1,858	158	48	110		8.5%

12. Retirement and Pensions

	Total Emp.	Total Min. Emp.	Males	Females	Min. in Predom. Min. Facil.	% Min. of Total
Professional Occup	8					
Semi-Professional	4					
Managerial	1					
Clerical	89					
Domestic Ser. Occup.						
Personal Ser. Occup.						
Protective Service						
Bldg. Ser. Worker						
Agriculture Worker						
Skilled Occup.						
Semi-skilled						
Unskilled Occup.						
Non-classified	4					
Uncertain						
	106					

MINORITY EMPLOYEES BY AGENCY AND BY LEVEL OF OCCUPATION

Below are listed the number of minority employees in each agency of the State Government. To the side of each agency is the number of total and minority employees in fourteen different occupational categories. For convenience, these categories are listed here:

- | | |
|--------------------------------|-------------------------------------|
| (1) Professional | (8) Bldg. Service Workers & Porters |
| (2) Semi-Professional | (9) Agriculture, Fishery, Forest |
| (3) Managerial & Office Occup. | (10) Skilled |
| (4) Clerical & Kind. | (11) Semi-skilled |
| (5) Domestic Service | (12) Unskilled |
| (6) Personal Service | (13) Non-classified |
| (7) Protective Service | (14) Uncertain |

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
<u>COMMISSIONS, BOARDS AND DEPARTMENTS</u>															
Adj. Gen *															
Total	3	4	7	20	1		4			9				1	49
Minority	0	0	0	1	1		0			0				0	2
Administration															
Total	202	26	30	169	191	2	46	5		60	31	20			782
Minority	8	0	0	11	175	2	6	2		5	9	12			230
Agriculture															
Total	185	345	21	131		18		3	78	18	4	6			809
Minority	6	6	0	6		13		3	18	1	2	2			57
Alcoholic Control Bd.															
Total		74	2	16											94
Minority		9	0	1											10
Amer. Revol. Bicent. Comm.															
Total				1											4
Minority	2			0											0
Archives & History															
Total	51	19	6	53	6		4	3		8		18			168
Minority	0	0	0	4	0		2	2		0		1			9
Assesments Bd.															
Total	3			3											7
Minority	0			0											0

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Attorney General															
Total	50	8	1	43											102
Minority	1	0	0	0											1
Auditor															
Total	64		3	15									2		84
Minority	1		0	0									0		1
Banking Commission															
Total	24		1	9									2		36
Minority	0		0	1									0		1
Barber Exam Bd.															
Total		4		2									3		9
Minority		1		0									1		2
Blind Commission															
Total	145	27	5	66		7	2	3		4	1	3	1		264
Minority	8	4	0	2		7	2	3		2	1	3	0		32
Burial Assoc. Comm.															
Total	3			3									1		7
Minority	0			1									0		1
Civil Air Patrol															
Total				1											1
Minority				0											0
Civil Defense															
Total	18	5	1	21									1		46
Minority	0	0	0	0									0		0
Cons. & Devel.															
Total	75	87	37	114				2	312	129	17	35	21		829
Minority	1	4	3	4				0	4	0	2	2	0		20
Corrections															
Total	87	215	122	200	1	108	2059		18	167	17	30	44		3,068
Minority	12	31	13	24	0	9	270		0	3	7	0	0	39	408
Cosmetic Art Bd.															
Total				6									13		19
Minority				0									1		1
Education Bd.**															
Total	790	58	193	743	2		1			7			16		1,810
Minority	78	8	7	30	1		0			0			2		126
Elections Bd.															
Total			3										1		4
Minority			0										0		0

EMPLOYMENT BY AGENCY AND BY LEVEL OF EDUCATION

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Employment Sec.															
Total	1,128	119	83	509				13		1		5			1,858
Minority	76	24	0	48				10		0		0			158
Firemen's Pension															
Total	1			2											3
Minority	0			0											0
Gen.Ct.of Justice															
Total				1											1
Minority				0											0
Gov's Comm.for Handi- capped															
Total			1	1											2
Minority			0	0											0
Gov's Comm.for Hwy. Safety															
Total	8			4								3			15
Minority	0			0								0			0
Governor's Office															
Total	2			16									11		29
Minority	0			4									0		4
Health Board															
Total	183	135	46	224		9		5	3	6			8		619
Minority	6	9	0	6		5		4	3	0			0		33
Higher Ed. Bd.															
Total	5		2	12									9		28
Minority	0		0	1									0		1
Higher Ed.Facilities Comm.															
Total	3	2	2	3									1		11
Minority	2	0	0	0									1		3
Highway Commission ***															
Total	996	2,123	65	726	2	2	11	1		2355	4,540	799	38		11,658
Minority	9	12	0	3	2	0	0	0		18	174	251	0		469
Industrial Comm.															
Total	4	3	2	43									8		60
Minority	0	0	0	1									0		1
Insurance															
Total	66	13	8	33									1		121
Minority	0	0	0	1									0		1
Investigation Bur.															
Total	9	1	3	40			91			1			4		149
Minority	0	0	0	0			1			0			0		1

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Juvenile Corr.Bd.															
Total ****	65	18	30	67	291	60	6		35	77	1	1	180		831
Minority	6	10	7	29	157	36	3		11	23	0	0	83		365
Labor															
Total	6	61	7	41									2		117
Minority	0	1	0	0									0		1
Law Enf. Off. Bene- fit & Retire. Fund															
Total	2			6											8
Minority	0			0											0
Library															
Total	33	12	1	44				2					2		94
Minority	4	5	1	0				2					0		12
Lt. Gov's Office															
Total				1											1
Minority				0											0
Local Affairs															
Total	127	12	9	58						2			7		215
Minority	22	1	0	10						0			0		33
Medical Care Comm.															
Total	15	1		7									2		25
Minority	0	0		0									0		0
Mental Health															
Total	52	13	28	59								3	22		177
Minority	3	0	0	3								0	0		6
Mental Retardation															
Total Coun.	3	3	15	6									1		28
Minority	0	0	0	0									0		0
Milk Commission															
Total	8		2	3									1		14
Minority	0		0	0									0		0
Motor Vehicles															
Total	127	255	39	1,029	3		1,036	16		141	1		12		2,659
Minority	7	0	0	37	3		6	7		1	1		0		62
Museum of Art															
Total	9	3	1	11			14			2			2		42
Minority	0	0	0	0			0			0			0		0
Parks, Parkways & Forest Comm.															
Total				1											1
Minority				0											0

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Paroles Bd.															
Total				32			96						4		132
Minority				1			12						0		13
Personnel Dept.													1		82
Total	38	7	4	32									0		10
Minority	6	1		3											
Ports Authority															
Total			26	42	2		33			219		50			372
Minority			1	1	1		0			83		30			116
Probation Comm.															
Total	1		1	69			231						2		304
Minority	0		0	1			23						1		25
Revenue															
Total	247	3	51	621				6		1			1		930
Minority	3	0	0	16				5		0			0		24
Rural Elec. Auth.															
Total	3	3	1	3	1			1					1		13
Minority	0	0	0	0	0			0					0		0
Science & Tech. Bd.															
Total	11			11	4					1			3		30
Minority	0			3	3					1			0		7
Social Services															
Total	259	13	16	284									10		582
Minority	10	0	0	9									0		19
State Dept.															
Total	2		2	17									6		27
Minority	0		0	2									0		2
Supreme Court															
Total	13			11				4					7		35
Minority	0			0				3					0		3
Tax Research															
Total	5	1	1	11									1		19
Minority	0	0	0	0									0		0
Teachers & State															
Emp. Retirement															
Total	5	4	1	81									4		95
Minority	0	0	0	0									0		0
Treasurer															
Total	7		2	31											45
Minority	0		0	2									5		2

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
USS NC Battle- ship Comm.															
Total		1	2	6						6		2			17
Minority		0	0	0						0		1			1
Utilities Comm.															
Total	18	12	5	31									9		75
Minority	0	0	0	1									0		1
Veteran's Comm.															
Total		32	1	43									1		77
Minority		0	0	0									0		0
Water Resources															
Total	68	34	1	28									8		139
Minority	1	0	0	1									0		2
Wildlife Res. Comm.															
Total	9	3	9	39			163		94	11		1	2		331
Minority	0	0	0	3			0		0	0		0	0		3
<u>UNIVERSITIES, COLLEGES AND SCHOOLS</u>															
Agriculture Exten- sion Service															
Total		88		216									593		897
Minority		35		47									103		185
Agricultural & Tech- nical University															
Total	23	19	6	124	85	1	13	61	9	26	9	26	336		738
Minority	23	19	6	121	85	1	13	61	9	25	9	26	229		627
Appalachian State University															
Total	32	18	15	188	33	108	10	80		59	18	44	413		1,018
Minority	0	0	0	0	2	2	0	0		0	0	0	0		4
East Carolina University															
Total	76	34	20	274	157	1	16	7		37	9	57	743		1,431
Minority	2	3	1	23	153	0	1	7		2	9	54	0	5	260
Eastern N.C. School for the Deaf															
Total	3	6	2	5	56	21	2			5	2	2	60		164
Minority	0	0	0	1	12	17	0			0	0	2	0		32
Elizabeth City State Univ.															
Total	10	10	3	44	14	4	6	18		6		9	101		225
Minority	5	7	2	32	14	1	6	16		3		9	87		182

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Fayetteville State Univ.															
Total	6	10	1	31	16		8	6		11	1	10	115		215
Minority	6	10	1	27	16		7	5		11	1	10	91		185
Gov. Morehead School															
Total	10	13	3	10	48	41	1	1		13	10	17	76		243
Minority	2	2	0	1	34	39	0	0		3	6	10	32		129
N.C. Central University															
Total	23	16	7	120	44	44	11	30		19	6	10	383		713
Minority	23	13	7	112	43	39	11	30		19	5	10	193		505
N.C. School of Arts															
Total	10	5	2	19	14		6	10		4	2		94		166
Minority	1	0	0	1	2		0	10		0	2		0		16
N.C. State Univ.															
Total	125	456	48	916	253	47	23	17	85	191	10	145	1744		4,060
Minority	4	148	0	57	245	36	2	17	58	26	4	133	10		740
Pembroke State University															
Total	10	5	4	51	17	14	4			13		6	126		250
Minority	8	3	3	35	14	0	4			10		6	14		97
School for Deaf															
Total	10	12	3	13	63	34	2	4		12	7	9	101		270
Minority	1	0	0	0	4	19	0	4		0	2	0	0		30
UNC-Asheville															
Total	6	3	1	31	19		5	3				5	75		151
Minority	0	0	0	2	8		0	0		0		0	0		10
UNC-Consolidated Offices															
Total	20	3		13				3					13		52
Minority	0	0		1				3					0	1	5
UNC-Chapel Hill*****															
Total	557	1414	84	2138	95	242	41	448	1	346	137	296	1845		7,644
Minority	0	232	0	265	(819)	*****)	0	23	50	69	52		1,510
UNC-Charlotte															
Total	21	12	6	101	6	9	9	26		13		6	265		474
Minority	3	1	0	2	3	0	2	25		0		3	0		39

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
UNC-Greensboro															
Total	23	55	9	182	164	10	14	9		28	12	41	642		1,189
Minority	0	6	1	8	142	9	0	9		16	7	13	12		223
UNC-Wilmington															
Total	7	1	2	39	21		6	5		4		5	121		211
Minority	0	0	0	1	18		0	5		0		5	1		30
Western Car. Univ.															
Total	42	17	12	142	87	102	10	2		36	9	31	451		941
Minority	1	5	0	3	37	23	0	0		1	0	0	4		74
Winston-Salem State College															
Total	10	8	3	44	20		6	17		12	6	12	140		278
Minority	8	8	2	44	18		5	16		11	5	10	105		232
<u>HOSPITALS & SANATORIA</u>															
Admn. Office N. C. Sanatorium System															
Total	1			3									3		7
Minority	0			0									0		0
Alcoholic Rehab.Cen. Black Mountain															
Total	17	3	2	11	5	45				3		1	2		89
Minority	1	0	0	0	5	9				0		0	0		15
Alcoholic Rehab.Cen. Butner															
Total	10	4	2	11	1	55		2		1		1	5		92
Minority	1	0	0	0	0	11		2		0		1	0		15
Alcoholic Rehab.Cen. Greenville															
Total	13	4	2	15	1	43		2		2		1	5		88
Minority	1	0	0	1	0	18		2		0		1	0		23
Broughton Hosp.															
Total	126	21	43	93	51	692	5	2	25	67	29	65	13		1,232
Minority	7	0	3	1	11	71	0	0	0	0	0	7	1		101
Caswell Center															
Total	88	363	17	42	4	293	5	10	22	56	27	42	6		975
Minority	1	61	0	0	0	99	3	10	2	6	2	33	0		217

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Cerebral Palsy Hosp.															
Total	14	25	2	5	1	6		1		2	1	3	9		69
Minority	0	12	0	0	1	5		1		0	0	1	0		20
Cherry Hosp.															
Total	135	37	38	95	31	727	3	11	18	65	31	45	17		1,253
Minority	18	15	4	9	12	602	1	11	5	8	14	37	1		737
Conf. Women's Home															
Total	1	5	1			5		2							14
Minority	0	4	0			3		1							8
Dorothea Dix Hosp.															
Total	134	33	44	114	56	694	5	1	19	83	36	43	32		1,294
Minority	5	4	1	5	46	146	0	1	3	0	9	0	8		228
Eastern N.C. San.															
Total	26	110	11	20	21	72	2	49		10	9	2	5		337
Minority	3	72	2	1	7	70	0	49		4	8	2	0		218
Gravelly San.															
Total	24	30	6	11	2	15		7		4		1	4		104
Minority	1	21	1	0	2	9		5		0		1	0		40
John Umstead Hosp.															
Total	90	21	57	88	53	543	14	1	29	58	43	39	21		1,057
Minority	4	2	1	3	42	223	0	0	9	6	9	9	0		308
Murdoch Center															
Total	98	390	20	64	5	304	4	25		30	26	9	6		981
Minority	5	100	0	2	2	94	0	25		1	6	6	0		241
N.C. Sanatorium															
Total	39	77	13	18	39	49	1			15	5	4	6		266
Minority	7	53	1	3	37	44	0			7	5	4	0		161
O'Berry Center															
Total	77	51	14	31	256	217	2	5		20	14	3	1		691
Minority	42	30	5	12	192	167	1	3		6	10	2	1		471
Orthopedic Hospital															
Total	13	44	2	21	2	27		1		8		4			122
Minority	1	11	0	0	1	21		0		1		1			36
Western Car.Center															
Total	108	31	21	58	220	285	3	1		24	14	11	10		786
Minority	6	0	0	1	59	29	0	0		4	0	0	0		99

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	TOTAL
Western N.C. San.															
Total	27	67	12	19	36	75	2	1		11	5	5	6		266
Minority	4	15	0	0	26	28	0	0		0	0	1	0		74
Wright Sch.N.C. Rehab. Center															
Total	13	1	1	3	1	2		2		1		1	12		37
Minority	0	0	0	2	1	2		2		1		1	4		13

* Does not include personnel who are attached to the National Guard.

** Includes Department of Public Instruction and Department of Community Colleges. Exclusive of secondary school teachers.

*** Does not include prisoners who are attached to the Highway Commission.

**** Includes Juvenile Evaluation and Treatment Center, Eastern Carolina Training School, New School, Samarcan Manor, Morrison Training School, Stonewall Jackson Training School, Leonard Training School, and Dobbs Farm.

***** Includes the University, Division of Health Affairs, Memorial Hospital, and the Psychiatric Center.

***** All service categories combined.



BROOKS HAYS, CHAIRMAN
FRED L. COOPER, DIRECTOR

State of North Carolina Good Neighbor Council

P. O. Box 12525
RALEIGH, NORTH CAROLINA
(919) 829-3354

ROBERT W. SCOTT, GOVERNOR

January 27, 1971

MEMORANDUM

TO: All Heads of State Departments, Agencies, and Institutions

In keeping with the continued interest and concern by key officials in State Government over expanding equal opportunity in state hiring, Governor Robert W. Scott urges all department heads to cooperate with the North Carolina Good Neighbor Council in its fourth biennial survey of employment. These surveys are conducted pursuant to the General Assembly's mandate to the Council (N. C. General Statutes 143.419).

The Council is interested in reporting the amount of progress made over the last two years throughout State Government. Attached to this memo is a brief questionnaire concerning the employment picture of your agency. We are pleased to note that in past surveys, the Council has received 100 percent cooperation from all agencies in this important undertaking.

Your prompt attention in this matter will be appreciated. Please return the completed questionnaire to the address indicated above, if at all possible, by February 26, 1971. If you have any questions or comments concerning the nature of this survey, please feel free to contact me.

Your cooperation is gratefully appreciated.

Very truly yours,

A handwritten signature in cursive script that reads "Fred L. Cooper".

Fred L. Cooper
Director

FLC:fm

Attachment

QUESTIONNAIRE ON EMPLOYMENT PRACTICES OF
STATE GOVERNMENT

Prepared by the N. C. Good Neighbor Council

Name of Agency: _____

Location of Central Office: _____

In line with Governor Scott's continued concern about equal opportunity in State Government agencies, the North Carolina Good Neighbor Council is conducting its fourth biennial survey of employment. We are pleased that in the past, agencies have cooperated 100 percent with this survey; in addition, many agencies throughout the State have reported encouraging trends in employment opportunity. We hope that the results of this survey will indicate comparable progress during the past years.

On the following pages are several questions concerning employment practices in your agency. Please answer the questions briefly but as specifically as possible. Indicate your answers which are approximate.

Please return the questionnaire not later than February 26, 1971, to the North Carolina Good Neighbor Council, P. O. Box 12525, Raleigh, N. C. 27605. If you have any questions, please feel free to write or call Fred L. Cooper at the above address. (Telephone: 829-3354)

Thank you for your assistance.

1. In the space below or on a separate sheet, please indicate: (A) the positions (job classifications) held by all Non-Whites employed full-time by your agency as of January 1, 1971; (B) the number of Non-White males in each position; (C) the number of Non-White females in each position; (D) the total number of Non-Whites in each position (i.e., number of males added to number of females); (E) the number of Non-Whites in each position located in predominantly Non-White units of offices. A sample is provided for one position.

(A) Positions held by Non-Whites in agency	(B) Number of Non-White males in position	(C) Number of Non-White females in position	(D) Total Number of Non-Whites in Position (B&C)	(E) Total number of Non-Whites in position located in predominantly <u>Non-White offices</u>
Sample:				
Librarian II Clerk I	3	3 1	6 1	0 0
Total:				

-3-

2. The Good Neighbor Council is particularly interested in understanding the trends in total employment of Non-Whites by state agencies in the past years. Listed below are the results for your agency of a survey made by the Council in the summer of 1968:

	Total Employment in agency	Full-Time Non-Whites Employment in agency
	<u> </u>	<u> </u>
a. Professional occupations	<u> </u>	<u> </u>
b. Semi-professional occupations	<u> </u>	<u> </u>
c. Managerial, office occupations	<u> </u>	<u> </u>
d. Clerical and kindred occupations	<u> </u>	<u> </u>
e. Domestic service occupation	<u> </u>	<u> </u>
f. Personal service occupation	<u> </u>	<u> </u>
g. Protective service occupation	<u> </u>	<u> </u>
h. Building service worker, porter	<u> </u>	<u> </u>
i. Protective service occupations	<u> </u>	<u> </u>
j. Skilled occupations	<u> </u>	<u> </u>
k. Semiskilled occupations	<u> </u>	<u> </u>
l. Unskilled occupations	<u> </u>	<u> </u>
Nonclassified	<u> </u>	<u> </u>
Uncertain classification	<u> </u>	<u> </u>
TOTAL	<u> </u>	<u> </u>

Comparing the 1968 results with the present status of Non-Whites employment in your agency, how would you explain any changes which have occurred?

For instance, if the percentage of Non-Whites has increased, especially in the non-traditional job, has your agency found a better means of locating qualified Non-Whites? Followed a more aggressive hiring policy? Discovered less resistance among other employees of the agency? Other?

If the percentage of Non-Whites has decreased, or failed to change, has your agency found increasing difficulty in locating qualified Non-Whites? More difficulty in competing with private industry? Other?

3. What have been the chief difficulties which your agency has encountered in the employment of Non-Whites in non-traditional jobs?

4. Please indicate the number of PART-TIME employees in your agency:

Whites _____ Non-Whites _____ Total _____

5. Please indicate the number of employees of your agency who are located in units or offices in Raleigh:

Whites _____ Non-Whites _____ Total _____

6. Any indication of positions now open or becoming available soon would be appreciated:

Please sign below so that we may know whom to contact should we need clarification of the information above. Thank you once again for your generous assistance.

Name: _____

Title: _____

Date: _____

Phone: _____

N. C. HUMAN RELATIONS COMMISSION
P. O. Box 12525
Raleigh, N. C. 27605
Office: Suite 145, Methodist Building
1307 Glenwood Avenue

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1971 WORK FORCE ESTIMATES

North Carolina

Total

	<u>Total</u>	<u>Male</u>	<u>% of Total</u>	<u>Female</u>	<u>% of Total</u>
Civilian Work Force	2,313,700	1,355,340	58.6	958,360	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

	<u>Total</u>	<u>Male</u>	<u>% of Total White</u>	<u>Female</u>	<u>% of Total White</u>
Civilian Work Force	1,855,940	1,107,460	59.7	748,480	40.3
Employment	1,798,790	1,082,700	60.2	716,090	39.8
Unemployment	57,150	24,760	43.3	32,390	56.7
Unemployment Rate	3.1	2.2	--	4.3	--

Minority

	<u>Total</u>	<u>Male</u>	<u>% of Total Minority</u>	<u>Female</u>	<u>% of Total Minority</u>
Civilian Work Force	457,760	247,880	54.2	209,880	45.8
Employment	424,440	235,660	55.5	188,780	44.5
Unemployment	33,320	12,220	36.6	21,100	63.4
Unemployment Rate	7.3	5.0	--	10.1	--

1971 WORK FORCE ESTIMATES 1/
(Total, Female, and Nonwhite)

	Civilian Work Force				Employment				Unemployment				Unemployment Rate			
	Total	Female	Negro		Total	Female	Negro		Total	Female	Negro		Total	Female	Negro	
			q.	%			q.	%			q.	%			q.	%
STATEWIDE	2,313,700	958,360	417	11,200	191	2,223,200	904,840	409,070	18.4	90,500	53,520	32,130	25.5	3.9	5.6	7.3
Alamance	50,480	22,270	4	6,140	16.7	48,110	20,880	7,550	15.7	2,370	1,390	590	24.9	4.7	6.2	7.2
Alexander	7,710	3,240	600	7.7	7,430	3,040	570	7.7	280	200	74	30	10.7	3.6	6.2	5.0
Alleghany	3,610	1,450	INA	INA	3,530	1,420	INA	INA	80	30	37	INA	INA	2.2	2.1	INA
Anson	9,080	3,650	3,510	38.7	8,510	3,510	3,170	37.3	570	350	414	340	59.6	6.3	9.1	9.7
Ashe	7,220	2,700	INA	INA	6,830	2,530	INA	INA	390	170	42	INA	INA	5.4	6.3	INA
Avery	4,470	1,680	INA	INA	4,150	1,580	INA	INA	320	100	31.3	INA	INA	7.2	6.0	INA
Beaufort	16,430	6,420	4,420	26.9	15,810	6,040	4,050	25.6	620	380	47.3	370	59.7	3.8	5.5	8.4
Bertie	7,360	2,710	3,230	42.9	6,820	2,430	2,860	41.9	540	280	49.9	370	68.5	7.3	10.3	11.5
Bladen	8,780	3,400	2,790	31.2	8,110	2,990	2,420	29.3	670	410	41.1	370	55.3	7.6	12.1	13.3
Brunswick	8,890	2,970	2,050	3.1	8,320	2,720	1,860	22.4	570	250	43.9	190	33.3	6.4	8.4	9.3
Buncombe	64,130	25,950	5,450	8.5	61,830	24,790	5,150	8.4	2,300	1,200	57.2	260	41.3	3.3	4.6	4.8
Burke	31,630	14,330	2,000	6.3	30,410	13,470	1,820	6.2	1,220	860	70.5	180	4.8	3.5	6.0	9.0
Cabarrus	42,720	18,970	5,790	13.6	41,660	18,370	5,510	13.3	1,060	600	56.6	250	33.6	2.5	3.2	4.3
Caldwell	24,960	10,070	1,400	5.6	23,810	9,380	1,290	5.4	1,170	690	59.4	110	9.4	4.7	6.5	7.9
Camden	1,080	390	320	24.6	980	320	280	27.4	100	70	70.4	40	40.4	9.3	17.9	12.5
Carters	10,150	3,930	1,130	11.1	9,590	3,560	990	10.3	600	270	41.7	140	13.3	5.2	9.4	12.4
Caswell	5,990	2,420	2,660	44.4	5,580	2,140	2,350	42.3	470	280	48.3	270	65.9	6.8	11.6	10.2
Catawba	59,690	25,930	4,840	8.1	57,880	24,510	4,460	7.7	2,010	1,390	49.3	370	16.5	3.4	5.4	7.9
Chatham	12,360	5,170	3,740	20.3	11,750	4,790	3,420	29.1	610	380	42.3	320	52.5	4.9	7.4	8.6
Cherokee	7,080	2,750	INA	INA	6,590	2,540	INA	INA	490	210	42.9	INA	INA	6.9	7.6	INA
Chowan	5,120	1,870	1,890	34.9	4,890	1,740	1,730	35.4	230	130	56.5	160	49.6	4.5	7.0	8.5
Clay	1,450	600	INA	INA	1,300	540	INA	INA	190	60	34.4	INA	INA	12.8	10.0	INA
Cleveland	35,410	14,740	6,090	17.2	34,360	14,050	5,810	16.9	1,050	690	55.7	280	26.7	3.0	4.7	4.5
Columbus	20,520	8,130	5,200	25.2	19,280	7,350	4,610	23.9	1,240	760	62.9	590	47.2	6.0	9.6	11.3
Craven	22,350	9,570	5,450	24.8	21,220	8,890	4,900	23.1	1,130	600	42.2	550	40.7	5.1	7.1	10.1
Cumberland	61,240	28,470	14,580	23.2	58,030	26,420	13,580	23.4	3,140	2,050	41.1	1,000	31.4	5.2	7.2	6.9
Currituck	1,560	540	380	24.4	1,400	430	320	22.9	160	110	44.2	60	28.5	10.3	20.4	15.6
Dare	3,190	1,180	200	8.8	3,030	1,090	220	7.3	160	90	47.5	60	27.5	5.0	7.6	21.4
Davidson	39,410	16,320	3,600	9.7	37,410	15,010	3,410	9.2	1,970	1,310	45	160	8.1	5.0	8.0	4.4
Davie	6,260	2,410	620	9.9	6,010	2,270	600	9.0	290	140	46.0	20	2.0	4.0	5.8	3.2
Duplin	16,110	6,210	4,670	29.0	15,440	5,840	4,260	27.6	670	370	53.1	410	22.2	4.3	6.0	8.8
Durham	73,100	33,290	21,280	29.0	70,600	32,050	20,120	28.5	2,500	1,240	41.1	1,160	44.4	3.1	3.7	5.5
Edgecombe	23,250	9,560	9,320	10.1	21,950	8,870	8,410	38.3	1,300	690	59.1	910	70.0	5.6	7.2	9.8
Forsyth	112,670	47,210	21,720	19.3	108,670	44,660	20,200	18.6	4,000	2,550	42.3	1,520	37.2	3.6	5.4	7.0
Franklin	9,670	3,560	3,490	24.1	9,020	3,550	3,050	33.9	650	410	37.5	110	17.7	6.7	10.1	12.6
Gaston	70,200	30,660	7,840	11.2	68,400	29,070	7,590	11.1	1,800	990	65.0	510	13.9	2.6	3.3	3.2
Gates	2,100	710	990	7.1	1,980	620	910	4.0	120	90	25.0	80	44.2	5.7	12.7	8.1
Graham	1,840	660	INA	INA	1,370	440	INA	INA	470	220	44.9	INA	INA	25.5	33.3	INA

Civilian Work Force

Employment

Unemployment

Unemployment Rate

	Negro			Negro			Negro			Negro					
	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male			
Granville	13,710	5,660	41.3	5,600	40.8		600	390	65.0	440	73.3	4.4	6.9	7.9	
Greene	5,110	1,980	38.7	2,080	40.7		470	280	59.6	320	68.0	8.0	14.1	15.4	
Guilford	175,160	75,820	43.3	85,500	20.2		1,610	2,670	57.4	1,400	36.1	2.7	3.5	3.9	
Halifax	22,790	8,610	37.8	8,460	37.1		600	50.4	770	46.4	5.2	7.0	5.3		
Harnett	17,670	6,820	38.6	3,550	20.1		430	45.7	370	37.4	5.3	6.3	10.4		
Haywood	14,510	4,790	33.0	255	1.8		250	53.2	5	1.1	3.2	5.2	2.0		
Henderson	16,970	6,520	38.4	710	4.2		690	4.2	560	300	53.6	20	3.3	4.6	2.8
Hertford	9,350	3,490	37.3	4,530	48.4		4,120	44.4	480	330	42.8	5.1	9.5	9.1	
Hoke	6,470	2,750	42.5	2,380	36.8		2,180	33.8	550	310	52.4	200	8.5	11.1	8.4
Huda	1,720	650	37.7	670	39.0		510	33.2	510	140	31.7	130	11.0	21.5	19.4
Iredell	34,050	14,350	42.1	5,180	15.2		4,970	15.1	1,130	690	61.1	210	3.3	4.8	4.1
Jackson	7,350	2,910	39.7	210	2.9		190	2.7	370	200	54.1	210	5.0	6.8	9.3
Johnston	24,550	9,550	38.9	4,500	18.3		8,880	37.7	3,980	16.9	1,040	710	4.2	7.4	11.6
Jones	2,950	1,100	37.3	1,140	38.6		900	30.6	910	44.0	520	56.0	4.2	7.4	11.6
Lee	15,510	6,310	40.7	3,040	19.6		510	3.4	250	140	54.0	8.5	12.7	17.5	
Lenoir	27,590	11,370	41.2	8,870	32.1		2,810	19.2	740	400	54.1	200	4.8	6.3	6.6
Lincoln	13,190	5,500	41.7	1,160	8.8		1,090	8.7	670	370	60.7	70	4.6	6.6	6.0
Macon	5,460	2,140	39.2	INA	—		5,010	39.9	INA	140	31.1	INA	8.2	6.5	INA
Madison	4,410	1,460	33.1	INA	—		1,160	30.1	INA	300	53.6	INA	12.7	20.5	INA
Martin	12,470	4,810	38.6	4,930	39.5		4,410	37.6	4,450	37.9	730	430	5.9	8.9	9.7
McDowell	12,000	4,880	40.7	650	5.4		4,650	40.2	610	5.5	430	230	3.6	4.7	1.5
Mecklenburg	209,260	86,700	41.4	14,590	21.3		42,640	20.9	5,170	3,050	59.0	1,950	3.5	3.5	4.4
Mitchell	5,040	1,900	37.7	INA	—		1,780	37.6	INA	300	120	40.0	6.0	6.3	INA
Montgomery	10,350	4,250	41.1	2,040	19.7		1,950	21.0	260	120	46.4	90	2.5	2.8	4.4
Moore	15,830	6,700	42.3	3,530	22.3		3,170	21.3	730	400	55.8	360	4.6	6.0	10.2
Nash	31,200	12,090	38.7	8,740	27.0		8,030	26.7	1,110	630	56.8	710	3.6	5.2	8.1
New Hanover	38,700	15,630	40.4	7,690	19.9		7,200	19.4	1,580	970	61.4	490	4.1	6.2	6.4
Northampton	7,950	2,840	35.7	3,850	48.4		2,500	33.2	3,520	47.4	530	330	6.7	12.0	8.6
Onslow	20,870	9,690	46.4	3,460	16.6		8,830	44.8	3,230	16.4	1,170	860	5.6	8.9	6.6
Orange	24,000	10,220	42.6	4,330	18.0		9,830	42.5	4,120	17.8	870	390	3.6	3.8	4.8
Parlaco	2,450	900	36.7	760	31.0		810	33.2	680	30.4	210	90	8.6	10.0	10.5
Raquoctank	10,650	4,220	39.6	3,750	35.2		3,490	37.7	580	320	55.2	260	5.4	7.3	6.9
Renofer	5,560	2,250	40.5	2,260	40.5		1,950	37.2	1,890	33.0	610	340	10.9	14.8	16.4
Reroumans	2,710	1,030	37.9	880	32.5		920	33.9	820	32.2	150	60	5.5	10.7	6.8
Person	12,330	4,800	39.0	3,260	2.7		2,950	23.7	810	510	72.3	60	6.8	11.2	9.5
Pitt	33,550	14,180	42.1	10,410	31.2		4,260	12.7	2,950	8.5	310	240	6.2	9.3	12.2
Folk	4,100	1,750	42.7	550	12.9		1,630	40.6	510	13.0	150	20	4.4	6.7	3.8
Rancolpl.	33,000	14,090	42.7	1,260	3.0		1,780	5.4	1,300	710	54.6	200	3.9	5.0	10.1
Richmond	16,710	7,270	43.5	3,510	23.4		6,700	42.5	3,500	22.2	910	570	5.6	7.8	10.5
Robeson	38,670	15,950	41.3	8,570	22.2		7,690	21.4	2,710	1,560	57.7	860	7.1	9.9	10.1

	Civilian Work Force			Employment			Unemployment			Unemployment Rate								
	Total	Female	Nonwhite	Total	Female	Nonwhite	Total	Female	Nonwhite	Total	Female	Nonwhite						
Rockingham	34,290	14,600	41.6	6,180	18.0	32,650	13,800	42.0	5,680	17.7	1,440	800	55.6	500	44.7	4.2	5.5	8.1
Rowan	36,070	15,550	43.1	5,000	13.9	35,110	15,100	43.0	4,780	13.6	960	450	46.9	220	22.9	2.7	2.9	4.4
Rutherford	19,380	7,930	41.9	1,730	8.9	18,630	7,450	40.0	1,610	8.8	750	480	64.0	90	12.2	3.9	6.1	5.2
Sampson	16,340	6,510	39.9	4,970	30.4	15,350	5,850	38.1	4,410	28.7	990	660	66.7	560	56.6	6.1	10.1	11.3
Scotland	14,740	6,420	43.6	4,140	28.3	14,140	6,050	42.8	3,920	27.7	600	370	61.7	220	36.7	4.1	5.8	5.3
Stanly	20,480	9,020	44.0	1,930	9.4	18,680	8,510	45.6	1,710	9.2	800	480	60.0	220	27.5	3.9	5.3	11.4
Stokes	7,570	2,930	38.7	620	8.2	6,930	2,500	36.1	560	8.1	610	430	70.3	60	9.8	8.5	11.7	9.7
Surry	29,190	11,780	40.4	1,270	4.4	28,130	11,170	39.7	1,210	4.3	1,060	610	57.5	60	5.7	3.6	5.2	4.7
Swain	4,220	1,550	36.7	INA	—	3,960	1,380	34.8	INA	—	260	170	65.4	INA	—	6.2	11.0	INA
Transylvania	7,900	2,530	32.0	440	5.6	7,550	2,350	31.1	420	5.6	350	180	51.4	20	5.7	4.4	7.1	4.5
Tyrrell	1,200	450	37.5	460	37.5	1,110	390	35.1	380	34.3	100	60	60.0	80	80.0	8.3	13.3	17.4
Union	19,790	8,240	41.6	3,250	16.4	18,850	7,580	40.2	2,880	15.3	940	660	70.2	370	39.4	4.7	8.0	11.4
Vance	17,930	7,410	41.3	6,480	36.1	17,260	6,940	40.2	5,990	34.7	670	470	70.1	450	67.1	3.7	6.3	7.6
Wake	116,170	49,150	41.6	22,660	19.2	115,320	47,510	41.2	21,560	18.7	2,850	1,610	57.2	1,100	38.6	2.4	3.3	4.9
Warren	4,560	1,840	40.3	2,420	53.1	4,720	1,710	36.2	2,230	47.3	240	130	54.2	190	79.2	1.8	7.1	7.9
Washington	3,460	1,210	35.0	1,210	35.0	3,200	1,020	31.9	1,030	32.2	260	190	73.1	180	69.2	7.5	15.7	14.9
Watauga	9,500	3,800	40.0	INA	—	9,520	3,660	38.4	INA	—	380	140	36.8	INA	—	3.8	3.7	INA
Wayne	34,720	15,290	44.0	10,940	31.5	33,290	14,320	43.0	10,020	29.9	1,430	970	67.8	920	64.3	4.1	6.3	8.4
Wilkes	19,300	7,550	39.1	930	4.8	18,530	7,130	38.5	850	4.6	770	420	54.5	140	18.1	4.0	5.6	4.3
Wilson	29,100	11,460	39.4	8,930	30.9	27,480	10,420	37.9	7,720	28.1	1,620	1,060	65.4	1,210	74.3	5.6	9.2	13.5
Yadkin	6,660	2,690	40.4	280	4.2	6,050	2,270	37.5	260	4.3	610	420	68.9	20	3.3	9.2	15.6	7.1
Yancey	3,630	1,280	35.3	INA	—	3,350	1,120	33.4	INA	—	280	160	57.1	INA	—	7.7	12.5	INA

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 Counties

County	Minority Civilian Work Force		Minority Employment		Minority Unemployment		Minority Unemployment Rate
		% of Total		% of Total		% of Total	
Alamance	8,360	16.6	7,790	16.1	610	25.7	7.3
Catawba	5,010	9.4	4,630	8.0	380	18.9	7.6
Cumlerland	16,200	26.5	14,980	25.2	1,220	32.4	7.5
Davidson	3,720	9.4	3,560	9.5	160	1.1	4.3
Forsyth	22,410	19.9	20,060	19.2	1,550	37.4	6.9
Gaston	7,980	11.4	7,730	11.3	250	12.9	3.1
Guilford	36,760	21.6	34,300	20.2	1,460	31.4	4.0
Mecklenburg	16,320	22.1	14,220	21.7	2,030	39.3	11.1
New Hanover	7,980	20.6	7,160	20.1	820	32.9	6.5
Onslow	3,900	18.7	3,510	17.8	390	33.3	10.0
Randolph	2,130	6.5	1,930	6.1	200	15.4	9.1
Robeson	15,840	15.2	18,010	16.2	1,800	65.7	9.1
Rowan	5,140	14.3	4,220	14.0	220	22.9	4.3
Wake	23,500	19.7	22,370	19.4	1,130	38.6	4.8
Wayne	10,970	31.6	10,120	30.4	850	64.4	7.7

A QUICK REFERENCE TO FEDERAL LAWS AND REGULATIONS
CONCERNING SEX DISCRIMINATION IN EDUCATIONAL INSTITUTIONS

OCTOBER 1972

	EXECUTIVE ORDER 11246 as amended by 11375	TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 as amended by the Equal Em- ployment Opportunity Act of 1972	EQUAL PAY ACT OF 1963 as amended by the Education Amendments of 1972 (Higher Education Act)	TITLE IX OF THE ED- UCATION AMENDMENTS OF 1972 (Higher Education Act)
EFFECTIVE DATE	October 13, 1968	March 24, 1972 (July 1965 for non-professional workers.) (Institutions with 15-24 employees are not covered until March 24, 1973.)	July 1, 1972 (June 1964 for non-professional workers.)	July 1, 1972 (Admissions provisions effective July 1, 1973.)
WHICH INSTITUTIONS ARE COVERED?	All institutions with federal contracts of over \$10,000	All institutions with 15 or more employees	All institutions	All institutions receiving federal monies by way of a grant, loan, or contract (other than a contract of insurance or guaranty).
WHAT IS PROHIBITED	Discrimination in employment (including hiring, upgrading salaries, fringe benefits, training, and other conditions of employment) on the basis of race, color, religion, national origin or sex. Covers all employees.	Discrimination in employment (including hiring, upgrading salaries, fringe benefits, training and other conditions of employment) on the basis of race, color, religion, national origin or sex. Covers all employees.	Discrimination in salaries (including almost all fringe benefits) on the basis of sex. Covers all employees	Discrimination against students or others on the basis of sex.
WHO ENFORCES THE PROVISIONS?	Office of Federal Contract Compliance (OFCC) of the Department of Labor has policy responsibility and oversees federal agency enforcement programs. OFCC has designated HEW as the Compliance Agency responsible for enforcing the Executive Order for all contracts with educational institutions. HEW's Office for Civil Rights (Division of Higher Education) conducts the reviews and investigations.	Equal Employment Opportunity Commission (EEOC)	Wage and Hour Division of the Employment Standards Administration of the Department.	Federal departments and agencies which are empowered to extend financial aid to educational programs and activities. HEW's Office for Civil Rights (Division of Higher Education) is expected to have primary enforcement powers to conduct the reviews and investigations.

CAN INVESTIGATIONS BE MADE WITHOUT COMPLAINTS?	Yes. Government can conduct periodic reviews without a reported violation, as well as in response to complaints. Pre-award reviews are mandatory for contracts over \$1,000,000.	No. Government can conduct investigations only if charges have been filed.	Yes. Government can conduct periodic reviews without a reported violation, as well as in response to complaints.	Yes. Government can conduct periodic reviews without a reported violation, as well as in response to complaints.
CAN THE ENTIRE INSTITUTION BE REVIEWED?	Yes. HEW may investigate part or all of an institution.	Yes. EEOC may investigate part or all of an establishment.	Yes. Usually Wage-Hour reviews the entire establishment.	Yes. HEW may investigate those parts of an institution which receive federal assistance (as well as other parts of the institution related to the program, whether or not they receive direct federal assistance). If the institution receives <u>general institutional aid</u> , the entire institution may be reviewed.
ENFORCEMENT POWER & SANCTIONS	Government may delay new contracts, revoke current contracts, and debar institutions from eligibility for future contracts.	If attempts at conciliation fail, EEOC or the U.S. Attorney General may file suit. Aggrieved individuals may also initiate suits. Court may enjoin respondent from engaging in unlawful behavior, order appropriate affirmative action, order reinstatement of employees, and award back pay.	If voluntary compliance fails, Secretary of Labor may file suit. Aggrieved individuals may initiate suits when Department of Labor has not done so. Court may enjoin respondent from engaging in unlawful behavior, and order salary raises, back pay and assess interest.	Government may delay new awards, revoke current awards, and debar institution from eligibility for future awards. Department of Justice may also bring suit at HEW's request.
FOR FURTHER INFORMATION CONTACT:	Division of Higher Education Office for Civil Rights Dept. of HEW Washington, D.C. 20201 or Office of Federal Contract Compliance Employment Standards Administration Dept. of Labor Washington, D.C. 20210 or Regional HEW or DOL Office	Equal Employment Opportunity Commission 1800 G Street, N.W. Washington, D.C. 20506 or Regional EEOC Office	Wage & Hour Division Employment Standards Administration Dept. of Labor Washington, D.C. 20210 or Field, Area, or Regional Wage and Hour Office	Division of Higher Education Office for Civil Rights Department of HEW Washington, D.C. 20201 or Regional HEW Office



DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20201

October 1, 1972

MEMORANDUM TO COLLEGE AND UNIVERSITY PRESIDENTS

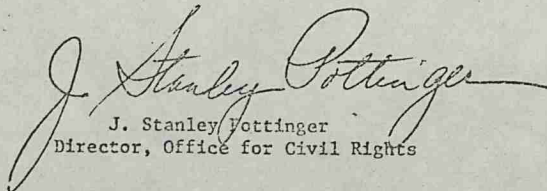
As the new academic year begins, I wish to bring to your attention the requirement that all universities and colleges with Federal contracts comply with Executive Order 11246, "Nondiscrimination Under Federal Contracts." We expect that all affected colleges and universities will henceforth be in compliance with the Order and its implementing regulations as stated in the following guidelines.

While these guidelines address themselves to compliance with the Executive Order, for your information we have also attached as appendices other civil rights laws affecting institutions of higher education and over which this Office has enforcement responsibility.

We hope that you will become familiar with these guidelines and laws and direct your staff and faculty to make every effort to abide by them.

The Department of Health, Education, and Welfare stands ready to assist in every way possible so that all institutions of higher education will be able to meet the requirements of the Executive Order and other Federal requirements regarding nondiscriminatory treatment.

Additional copies of these guidelines are available from the Regional Office for Civil Rights in your area or from the Public Information Office, Office for Civil Rights, Department of Health, Education, and Welfare, Washington, D.C. 20201.


J. Stanley Pottinger
Director, Office for Civil Rights

Attachments

I. LEGAL PROVISIONS

The Office for Civil Rights (OCR) in the Department of Health, Education, and Welfare (HEW) is responsible for the enforcement in institutions of higher education of Executive Order 11246, as amended by Executive Order 11375 (Tab A), which imposes equal employment opportunity requirements upon Federal contractors, and upon construction contractors on projects receiving Federal assistance from HEW.

Executive Order 11246, as amended

In signing a Government contract or subcontract in excess of \$10,000 the contractor agrees that it "will not discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin," and that it "will take affirmative action to ensure that applicants are employed and that employees are treated during employment" without regard to these factors. In the event of the contractor's noncompliance with the nondiscrimination clauses of the contract, or with the rules and regulations of the Secretary of Labor, the contract may be cancelled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts.

Part II of the Executive Order sets forth other contractor obligations, enforcement procedures, and administrative responsibilities. Part III of the Executive Order describes the equal opportunity obligations of applicants for Federal assistance involving construction.

The equal employment opportunity obligations of Federal contractors apply to all employment by a contractor, and not solely to employment associated with the receipt or use of Federal funds. The specific obligations of nondiscrimination and affirmative action associated with the Executive Order apply and are enforceable by the Office for Civil Rights only in the case of contracts, not grants.*

Regulations of the Department of Labor

The requirements of the Executive Order are implemented by the regulations of the Department of Labor (41 Code of Federal Regulations Chapter 60). Part 60-1, "Obligations of Contractors and Subcontractors" (Tab B) sets forth matters of general applicability, including the scope of coverage of the Executive Order, the obligations of employers subject to that coverage, administrative requirements applicable to Federal agencies, steps in investigation and enforcement of compliance with the Order, and guidance for filing complaints of discrimination. Sanctions and OCR investigative procedures are discussed at Tab I.

*Where a grantee of funds for construction participates in construction under the grant, its employment is subject to the requirements of the equal opportunity clause during the term of participation. When such grantee or applicant for Federal funds is an agency or instrumentality of a state or local government, only such agency or instrumentality is subject to the clause.

Revised Order No. 4 and Non-public Institutions

Revised Order No. 4 (Part 60-2) (Tab C), which implements and supplements Section 60-1.40 of Part 60-1, requires each private institution contractor with 50 or more employees and a contract in excess of \$50,000 to develop and maintain a written affirmative action program within 120 days of receipt of such a contract. Section 60-1.40 and Revised Order No. 4 set forth the required contents of such a program, including directions for analyses of the contractor's work force and employment practices, steps to be taken to improve recruitment, hiring, and promotion of minority persons and women, and other specific procedures to assure equal employment opportunity.

Revised Order No. 4 and Public Institutions

While all contractors, both public and private, are required to implement an affirmative action program, at present the basic requirement of Revised Order No. 4 that a contractor maintain a written affirmative action plan is not applicable to public institutions (those under state or local control) (see 41 CFR 60-1.5(a)(4)). Public institutions are nevertheless required to take action to ensure nondiscrimination and to comply with the Executive Order and regulations other than Order No. 4. In our judgment, a public institution can best carry out these obligations by conducting the kinds of analyses required of non-public institutions, and organizing in written form its plans to overcome problems of past discrimination.

In addition, the regulations which set forth the procedures for conducting compliance reviews of all contractors, including public institutions, require written commitments as to "the precise actions to be taken and dates for completion" to overcome any deficiencies which a compliance review identifies (41 CFR 60-1.20). These "precise actions" and "dates for completion," which must be provided in writing by a public institution following an HEW compliance review, will ordinarily be similar in content to the written affirmative action commitments required as a matter of regulation of non-public institutions (41 CFR 60-2.11).

On October 4, 1972, the Department of Labor will announce in the Federal Register its intention to amend the regulations to remove the present exemption of public educational institutions from the requirement of maintaining a written affirmative action plan. When effective, all educational institutions, both public and private, will have the same affirmative action obligations under the Executive Order.

Nondiscrimination and Affirmative Action in the Executive Order

Executive Order 11246 embodies two concepts: nondiscrimination and affirmative action.

Nondiscrimination requires the elimination of all existing discriminatory conditions, whether purposeful or inadvertent. A university

contractor must carefully and systematically examine all of its employment policies to be sure that they do not, if implemented as stated, operate to the detriment of any persons on grounds of race, color, religion, sex or national origin. The contractor must also ensure that the practices of those responsible in matters of employment, including all supervisors, are nondiscriminatory.

Affirmative action requires the contractor to do more than ensure employment neutrality with regard to race, color, religion, sex, and national origin. As the phrase implies, affirmative action requires the employer to make additional efforts to recruit, employ and promote qualified members of groups formerly excluded, even if that exclusion cannot be traced to particular discriminatory actions on the part of the employer. The premise of the affirmative action concept of the Executive Order is that unless positive action is undertaken to overcome the effects of systemic institutional forms of exclusion and discrimination, a benign neutrality in employment practices will tend to perpetuate the status quo ante indefinitely.

Who is Protected by the Executive Order

The nondiscrimination requirements of the Executive Order apply to all persons, whether or not the individual is a member of a conventionally defined "minority group." In other words, no person may be denied employment or related benefits on grounds of his or her race, color, religion, sex, or national origin.

The affirmative action requirements of determining underutilization, setting goals and timetables and taking related action as detailed in Revised Order No. 4 were designed to further employment opportunity for women and minorities. Minorities are defined by the Department of Labor as Negroes, Spanish-surnamed, American Indians, and Orientals.

Goals and Timetables

As a part of the affirmative action obligation, Revised Order No. 4 requires a contractor to determine whether women and minorities are "underutilized" in its employee work force and, if that is the case, to develop as a part of its affirmative action program specific goals and timetables designed to overcome that underutilization. (See Tab J) Underutilization is defined in the regulations as "having fewer women or minorities in a particular job than would reasonably be expected by their availability."

Goals are projected levels of achievement resulting from an analysis by the contractor of its deficiencies, and of what it can reasonably do to remedy them, given the availability of qualified minorities and women and the expected turnover in its work force. Establishing goals should be coupled with the adoption of genuine and effective techniques and procedures to locate qualified members of groups which have previously been denied opportunities for employment or advancement and to eliminate obstacles within the structure and operation of the institution (e.g. discriminatory hiring or promotion standards) which

have prevented members of certain groups from securing employment or advancement.

The achievement of goals is not the sole measurement of a contractor's compliance, but represents a primary threshold for determining a contractor's level of performance and whether an issue of compliance exists. If the contractor falls short of its goals at the end of the period it has set, that failure in itself does not require a conclusion of noncompliance. It does, however, require a determination by the contractor as to why the failure occurred. If the goals were not met because the number of employment openings was inaccurately estimated, or because of changed employment market conditions or the unavailability of women and minorities with the specific qualifications needed, but the record discloses that the contractor followed its affirmative action program, it has complied with the letter and spirit of the Executive Order. If, on the other hand, it appears that the cause for failure was an inattention to the nondiscrimination and affirmative action policies and procedures set by the contractor, then the contractor may be found out of compliance. It should be emphasized that while goals are required, quotas are neither required nor permitted by the Executive Order. When used correctly, goals are an indicator of probable compliance and achievement, not a rigid or exclusive measure of performance.

Nothing in the Executive Order requires that a university contractor eliminate or dilute standards which are necessary to the successful performance of the institution's educational and research functions. The affirmative action concept does not require that a university employ or promote any persons who are unqualified. The concept does require, however, that any standards or criteria which have had the effect of excluding women and minorities be eliminated, unless the contractor can demonstrate that such criteria are conditions of successful performance in the particular position involved.

II. PERSONNEL POLICIES AND PRACTICES

An employer must establish in reasonable detail and make available upon request the standards and procedures which govern all employment practices in the operation of each organizational unit, including any tests in use and the criteria by which qualifications for appointment, retention, or promotion are judged. It should be determined whether such standards and criteria are valid predictors of job performance, including whether they are relevant to the duties of the particular position in question. This requirement should not ignore or obviate the range of permissible discretion which has characterized employment judgments, particularly in the academic area. Where such discretion appears to have operated to deny equality of opportunity, however, it must be subjected to rigorous examination and its discriminatory effects eliminated. There are real and proper limits on the extent to which criteria for academic employment can be explicitly articulated; however, the absence of any articulation of such criteria provides opportunities for arbitrary and discriminatory employment decisions.

Recruitment

Recruitment is the process by which an institution or department within an institution develops an applicant pool from which hiring decisions are made. Recruitment may be an active process, in which the institution seeks to communicate its employment needs to candidates through advertisement, word-of-mouth notification to graduate schools or other training programs, disciplinary conventions or job registers. Recruitment may also be the passive function of including in the applicant pool those persons who on their own initiative or by unsolicited recommendation apply to the institution for a position.

In both academic and nonacademic areas, universities must recruit women and minority persons as actively as they have recruited white males. Some universities, for example, have tended to recruit heavily at institutions graduating exclusively or predominantly non-minority males, and have failed to advertise in media which would reach the minority and female communities, or have relied upon personal contacts and friendships which have had the effect of excluding from consideration women and minority group persons.

In the academic area, the informality of word-of-mouth recruiting and its reliance on factors outside the knowledge or control of the university makes this method particularly susceptible to abuse. In addition, since women and minorities are often not in word-of-mouth channels of recruitment, their candidacies may not be advanced with the same frequency or strength of endorsement as they merit, and as their white male colleagues receive.

The university contractor must examine the recruitment activities and policies of each unit responsible for recruiting. Where such an examination reveals a significantly lower representation of women or minorities in the university's applicant pool than would reasonably be expected from their availability in the work force, the contractor must modify or supplement its recruiting policies by vigorous and systematic efforts to locate and encourage the candidacy of qualified women and minorities. Where policies have the effect of excluding qualified women or minorities, and where their effects cannot be mitigated by the implementation of additional policies, such policies must be eliminated.

An expanded search network should include not only the traditional avenues through which promising candidates have been located (e.g., in the case of academic appointments, direct letters to graduate departments, or in the case of nonacademic appointments, advertising in community newspapers). In addition, to the extent that it is necessary to overcome underutilization, the university should search in areas and channels previously unexplored.

Certain organizations such as those mentioned in Revised Order No. 4 may be prepared to refer women and minority applicants. For faculty and administrative appointments, disciplinary and professional associations, including committees and caucus groups, should be contacted and their facilities for employee location and referral used.

Particularly in the case of academic personnel, potentially fruitful channels of recruitment include the following:

- a. advertisements in appropriate professional journals and job registries;
- b. unsolicited applications or inquiries;
- c. women teaching at predominantly women's colleges, minorities teaching at predominantly minority colleges;
- d. minorities or women professionally engaged in nonacademic positions, such as industry, government, law firms, hospitals;
- e. professional women and minorities working at independent research institutions and libraries;
- f. professional minorities and women who have received significant grants or professional recognition;
- g. women and minorities already at the institution and elsewhere working in research or other capacities not on the academic ladder;
- h. minority and women doctoral recipients, from the contractor's own institution and from other institutions, who are not presently using their professional training;
- i. women and minorities presently candidates for graduate degrees at the institution and elsewhere who show promise of outstanding achievement (some institutions have developed programs of support for completion of doctoral programs with a related possibility of future appointment);
- j. minorities and women listed in relevant professional files, registries and data banks, including those which have made a particularly conscientious effort to locate women and minority persons.

It should be noted that a contractor is required to make explicit its commitment to equal employment opportunity in all recruiting announcements or advertisements. It may do this by indicating that it is an "equal opportunity employer." It is a violation of the Executive Order, however, for a prospective employer to state that only members of a particular minority group or sex will be considered.

Where search committees are used to locate candidates for appointment, they can best carry out the above measures when they are composed of persons willing and able to explore new avenues of recruitment. Effective search committees should, if possible, include among their members women and minority persons.

Policies which exclude recruitment at predominantly minority colleges and universities restrict the pool of qualified minority faculty from which prospective appointees may be chosen. Even if the intent of such policies may be to prevent the so-called "raiding" of minority

faculty by predominantly white institutions, such policies violate the nondiscrimination provision of the Executive Order since their effect is to deny opportunity for employment on grounds relating to race. Such policies have operated to the serious disadvantage of students and teachers at minority institutions by denying them notice of research and teaching opportunities, assistantships, endowed professorships and many other programs which might enhance their potential for advancement, whether they choose to stay at a predominantly minority institution or move to a non-minority institution.

Minorities and women are frequently recruited only for positions thought to be for minorities and women, such as equal employment programs, ethnic studies, or women's studies. While these positions may have a particular suitability for minority persons and women, institutions must not restrict consideration of women and minorities to such areas, but should actively recruit them for any position for which they may be qualified.

Hiring

Once a nondiscriminatory applicant pool has been established through recruitment, the process of selection from that pool must also carefully follow procedures designed to ensure nondiscrimination. In all cases, standards and criteria for employment should be made reasonably explicit, and should be accessible to all employees and applicants. Such standards may not overtly draw a distinction based on race, sex, color, religion, or national origin, nor may they be applied inconsistently to deny equality of opportunity on these bases.

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. A study by one disciplinary association showed that women tend to be offered a first appointment at the rank of Instructor rather than the rank of Assistant Professor three times more often than men with identical qualifications. Where there is no valid basis for such differential treatment, such a practice is in violation of the Executive Order.

Recruiting and hiring decisions which are governed by unverified assumptions about a particular individual's willingness or ability to relocate because of his or her race or sex are in violation of the Executive Order. For example, university personnel responsible for employment decisions should not assume that a woman will be unwilling to accept an offer because of her marital status, or that a minority person will be unwilling to live in a predominantly white community.

Institutional policies regarding the employment of an institution's own graduates must not be applied in any manner which would deny opportunities to women and minorities. A university must give equal consideration to its graduate students regardless of their race or sex for future faculty positions, if the institution employs its own graduates.

In the area of academic appointments, a nondiscriminatory selection process does not mean that an institution should indulge in "reverse discrimination" or "preferential treatment" which leads to the selection of unqualified persons over qualified ones. Indeed, to take such action on grounds of race, ethnicity, sex or religion constitutes discrimination in violation of the Executive Order.

It should also be pointed out that nothing in the Executive Order requires or permits a contractor to fire, demote or displace persons on grounds of race, color, sex, religion, or national origin in order to fulfill the affirmative action concept of the Executive Order. Again, to do so would violate the Executive Order. Affirmative action goals are to be sought through recruitment and hiring for vacancies created by normal growth and attrition in existing positions.

Unfortunately, a number of university officials have chosen to explain dismissals, transfers, alterations of job descriptions, changes in promotion potential or fringe benefits, and refusals to hire not on the basis of merit or some objective sought by the university administration aside from the Executive Order, but on grounds that such actions and other "preferential treatment regardless of merit" are now required by Federal law. Such statements constitute either a misunderstanding of the law or a willful distortion of it. In either case, where they actually reflect decisions not to employ or promote on grounds of race, color, sex, religion or national origin, they constitute a violation of the Executive Order and other Federal laws.

Anti-nepotism Policies

Policies or practices which prohibit or limit the simultaneous employment of two members of the same family and which have an adverse impact upon one sex or the other are in violation of the Executive Order. For example, because men have traditionally been favored in employment over women, anti-nepotism regulations in most cases operate to deny employment opportunity to a wife rather than to a husband.

If an institution's regulations against the simultaneous employment of husband and wife are discriminatory on their face (e.g., applicable to "faculty wives"), or if they have in practice served in most instances to deny a wife rather than a husband employment or promotion opportunity, salary increases, or other employment benefits, they should be altered or abolished in order to mitigate their discriminatory impact.

Stated or implied presumptions against the consideration of more than one member of the same family for employment by the same institution or within the same academic department also tends to limit the opportunities available to women more than to men.

If an individual has been denied opportunity for employment, advancement or benefits on the basis of an anti-nepotism rule or practice, that action is discriminatory and is prohibited under the Executive Order. Institutional regulations which set reasonable

restrictions on an individual's capacity to function as judge or advocate in specific situations involving a member of his or her immediate family are permissible where they do not have the effect of denying equal employment opportunity to one sex over the other.*

Placement, Job Classification, and Assignment

A contractor must examine carefully its job category assignments and treatment of individuals within a single job classification. Experience shows that individuals of one sex or race frequently tend to be "clustered" in certain job classifications, or in certain departments or divisions within an institution. Most often those classifications or departments in which women or minorities are found tend to be lower paid, and have less opportunity for advancement than those to which non-minority males are assigned.

Where there are no valid or substantial differences in duties or qualifications between different job classifications, and where persons in the classifications are segregated by race, color, religion, sex, or national origin, those separate classifications must be eliminated or merged. For example, where male administrative aides and female administrative assistants are performing the same duties and bear the same responsibilities, but are accorded different salaries and advancement opportunities, and where the separate classifications upon examination yield no valid distinctions, the separate classifications must be eliminated or merged.

In academic employment, minorities and women have sometimes been classified as "research associates," "lecturers" or similar categories of employment which do not carry with them the benefits and protections of regular academic appointment, and from which promotion is rare, while men with the same qualifications are appointed to regular faculty positions. Such sex- or minority-segregated classification is discriminatory and must be eliminated. In addition, appropriate remedies must be afforded those persons previously assigned to such classifications.

Training

To eliminate discrimination and assure equal opportunity in promotion, an employer should initiate necessary remedial, job training and work study programs aimed at upgrading specific skills. This is generally applicable in the case of nonacademic employees, but may also be relevant in the case of academic employees as, for example, in providing opportunities to participate in research projects, or to

*For an indication of what should constitute "reasonable restriction," see the policy statement of the American Association of University Professors on "Faculty Appointment and Family Relationship," which suggests that "faculty members should neither initiate or participate in institutional decisions involving a direct benefit (initial appointment, retention, promotion, salary, leave of absence, etc.) to members of their immediate families."

gain new professional skills through leave policies or special programs offered by the institution.

In institutions where in-service training programs are one of the ladders to administrative positions, minorities and women must be admitted into these programs on an equal basis with non-minority men. Furthermore, opportunities for training may not be limited to positions which are occupied by non-minorities and males.

The employment of students by an institution is subject to the same considerations of nondiscrimination and affirmative action as is all other employment in an institution.

Promotion

A contractor's policies and practices on promotion should be made reasonably explicit, and administered to ensure that women and minorities are not at a disadvantage. A contractor is also obligated to make special efforts to ensure that women and minorities in its work force are given equal opportunity for promotion. Specifically, 41 CFR 60-2.24 states that this result may be achieved through remedial, work study and job training programs; through career counseling programs; through the posting and announcement of promotion opportunities; and by the validation of all criteria for promotion.

Termination

Where action to terminate has a disproportionate effect upon women or minorities and the employer is unable to demonstrate reasons for the decision to terminate unrelated to race, religion, color, national origin or sex, such actions are discriminatory. Seniority is an acceptable standard for termination, with one exception: where an incumbent has been found to have been the victim of discrimination and as a result has less actual seniority than he or she would have had but for such discrimination, either seniority cannot be used as the primary basis for termination, or the incumbent must be presumed to have the seniority which he or she would have had in the absence of discrimination.

Conditions of Work

A university employer must ensure nondiscrimination in all terms and conditions of employment, including work assignments, educational and training opportunities, research opportunities, use of facilities, and opportunities to serve on committees or decision-making bodies.

Intentional policy or practice which subjects persons of a particular sex or minority status to heavier teaching loads, less desirable class assignments, and fewer opportunities to serve on key decision-making bodies or to apply for research grants or leaves of absence for professional purposes, is in violation of the Executive Order.

Similarly, institutional facilities such as dining halls or faculty clubs have sometimes restricted their services to men only. Where such services are a part of the ordinary benefits of employment for certain classifications of employees, no members of such classifications can be denied them on the basis of race, color, national origin, sex, or religion.

Rights and Benefits-Salary

The Executive Order requires that universities adhere carefully to the concept of equal pay for equal work.

In many situations persons who hold the same or equivalent positions, with the same or equivalent qualifications, are not paid similar salaries, and disparities are identifiable along lines of race, color, national origin, sex, or religion.

An institution should set forth with reasonable particularity criteria for determining salary for each job classification and within each job classification. These criteria should be made available to all present and potential employees.

The question is often raised as to whether a person who applies for a position within a given job classification may be given a higher or lower rate of pay at entry based upon his or her pay in another position, or upon market factors defined outside the context of the institution's determination of rates of pay. Where reference to external market factors results in a disparate effect upon women or minority group persons, a reference to those rates of pay is prohibited. For example, if a minority or female applicant applies for a position as an Assistant Professor, and the salary range of those entering that position is from \$10,000 to \$12,000, the fact that the applicant's former position paid only \$8,000 cannot be used to deny him or her the minimum pay for the new position, when non-minority men in a comparable situation are given an entry salary at or above the minimum stipulated area. In this example, the applicant's level of pay must be determined on the basis of capability and record of performance, not former salary.

Back Pay

Back pay awards are authorized and widely used as a remedy under Title VII of the Civil Rights Act of 1964, the Equal Pay Act, and the National Labor Relations Act. Universities, like other employers, are subject to the provisions of these statutes.

This means that evidence of discrimination that would require back pay as a remedy will be referred to the appropriate Federal enforcement agency if the Office for Civil Rights is not able to negotiate a voluntary settlement with a university. At the direction of the Department of Labor, the Office for Civil Rights will continue to pursue back pay settlements only in cases involving employees who, while protected by the Executive Order, were not protected by the three statutes mentioned above at the time violation occurred.

Contractors continue to have the prospective obligation to include in an affirmative action program whatever payments are necessary to remove existing differentials in pay (based on race or sex) identified in the analyses required under the Executive Order.

Leave Policies

A university contractor must not discriminate against employees in its leave policies, including paid and unpaid leave for educational or professional purposes, sick leave, annual leave, temporary disability, and leave for purposes of personal necessity.

Employment Policies Relating to Pregnancy and Childbirth

41 CFR 60-20 (Sex Discrimination Guidelines) (Tab D) provides that "women shall not be penalized in their conditions of employment because they require time away from work on account of childbearing." Pregnancy and childbearing must be considered as a justification of a leave of absence for a female employee regardless of marital status, for a reasonable length of time, and for reinstatement following childbirth without loss of seniority or accrued benefits.

A. Eligibility: If an employer has a policy on eligibility for leave, a female employee may not be required to serve longer than the minimum length of service required for other types of leave in order to qualify for maternity leave. If the employer has no leave policy, childbearing must nevertheless be considered as a justification for a leave of absence for a female employee for a reasonable length of time.

B. Mandatory period of leave: Any policy requiring a mandatory leave of absence violates the Executive Order unless it is based on individual medical or job characteristics. In such cases the employer must clearly demonstrate an overriding need based on medical safety or "business necessity," i.e., that the successful performance of the position or job in question requires the leave. For example, service in a radiation laboratory may constitute a demonstrable hazard to the expectant mother or her child. A mandatory period of leave should not, however, be stipulated by the university; the length of leave, whether mandatory or voluntary, should be based on a bona fide medical need related to pregnancy or childbirth.

C. Eligibility for and conditions of return: Following the end of leave warranted by childbirth, a female employee must be offered reinstatement to her original position or one of like status and pay without loss of seniority or accrued benefits.

D. Other conditions of leave: Department of Labor guidelines provide that the conditions related to pregnancy leave, i.e., salary, accrual of seniority and other benefits, reinstatement rights, etc., must be in accordance with the employer's general leave policy.

On April 5, 1972, the Equal Employment Opportunity Commission, under Title VII of the Civil Rights Act of 1964, issued revised guidelines on sex discrimination, 37 Fed. Reg. 6835, which differ substantially from the

present Department of Labor guidelines under the Executive Order. The Labor Department has not adopted the rules of the EEOC as its own, although universities are subject to them. However, serious consideration is now being given to revising the Labor Department guidelines to equate disabilities caused by pregnancy and childbirth with all other temporary disabilities for which an employer might provide leave time, insurance pay, and other benefits.

E. Child care leave: If employees are generally granted leave for personal reasons, such as for a year or more, leave for purposes relating to child care should be considered grounds for such leave, and should be available to men and women on an equal basis. A faculty member should not be required to have such leave time counted toward the completion of a term as a probationary faculty member, unless personal leave for other reasons is so considered. Nor should such leave time be subtracted from a stated term of appointment, or serve as a basis for nonrenewal of contract.

Fringe Benefits

Fringe benefits are defined to include medical, hospital, accident, life insurance and retirement benefits; profit-sharing and bonus plans; leave, and other terms and conditions of employment.

The university should carefully examine its fringe benefit programs for possible discriminatory effects. For example, it is unlawful for an employer to establish a retirement or pension plan which establishes different optional or mandatory retirement ages for men and for women.

Where an employer conditions benefits available to employees and their spouses and families on whether the employee is the "head of the household" or "principal wage-earner" in the family unit, such benefits cannot be made available only to male employees and their families. The employer also must not presume that a married man is the "head of the household" or "principal wage earner"; this is a matter which must be determined by the employee and his or her family.

It is also unlawful for an employer to make benefits available to the wives and families of male employees where the same benefits are not available to the husbands and families of female employees.

With regard to retirement benefits and insurance, pensions, and other welfare programs, Department of Labor Sex Discrimination Guidelines provide that benefits must be equal for both sexes, or that the employer's contribution must be equal for both sexes. This means that a different rate of retirement benefits for men and women does not violate the Executive Order if the employer's contributions for both sexes are equal. It is not a violation of the Executive Order if the employer,

in seeking to equalize benefits for men and women employees, contributes more for one sex than the other.*

Child Care

41 CFR 60-2.24 states that an employer should, as part of his affirmative action program, encourage child care programs appropriately designed to improve the employment opportunities of minorities and women. An increasing number of institutions have established child care programs for their male and female employees and students, and we commend such efforts to all institutions. As part of an affirmative action program, such programs may improve the employment opportunities of all employees, not only women and minorities, and contribute significantly to an institution's affirmative action profile.

Grievance Procedures

As of March 1972 and pursuant to the provisions of the Equal Employment Opportunity Act of 1972, the Equal Employment Opportunity Commission has jurisdiction over individual complaints of discrimination by academic as well as non-academic employees of educational institutions.

Pursuant to formal agreement between OCR and EEOC, and to avoid duplication of effort, individual complaints of discrimination will be investigated and remedied by EEOC. Class complaints, groups of individual complaints or other information which indicates possible institutional patterns of discrimination (as opposed to isolated cases) will remain subject to investigation by OCR. In such cases, retrospective relief for individuals within such classes or groups will remain within the jurisdiction of EEOC.

Where an employer has established sound standards of due process for the hearing of employee grievances, and has undertaken a prompt and good faith effort to identify and provide relief for grievances, a duplicative assumption of jurisdiction by the Federal Government has not always proven necessary. We therefore urge the development of sound grievance procedures for all employees, academic and nonacademic alike, in order to ensure the fair treatment of individual cases where discrimination is alleged, and to maintain the integrity of the employer's internal employment system.

Institutional grievance procedures which provide for prompt and equitable hearing of employee grievances relating to employment discrimination should be written and available to all present and prospective employees.

*Benefits which are different for men and women have been declared in violation of Title VII of the Civil Rights Act of 1964 in recent guidelines published by the Equal Employment Opportunity Commission. These guidelines also state that it is no defense against a charge of sex discrimination that the cost of such benefit is greater for one sex than for the other.

III. DEVELOPMENT OF AFFIRMATIVE ACTION PROGRAMS

Effective affirmative action programs shall contain, but not necessarily be limited to, the following ingredients:

1. Development or reaffirmation of the contractor's equal employment opportunity policy: Each institution should have a clear written statement over the signature of the chief administrative officer which sets forth the institution's legal obligation and policy for the guidance of all supervisory personnel, both academic and nonacademic, for all employees and for the community served by the institution. The policy statement should reflect the institution's affirmative commitment to equal employment opportunity, as well as its commitment to eliminate discrimination in employment on the basis of race, color, sex, religion and national origin.

2. Dissemination of the policy: Internal communication of the institution's policy in writing to all supervisory personnel is essential to their understanding, cooperation and compliance. All persons responsible for personnel decisions must know what the law requires, what the institution's policy is, and how to interpret the policy and implement the program within the area of their responsibility. Formal and informal external dissemination of the policy is necessary to inform and secure the cooperation of organizations within the community, including civil rights groups, professional associations, women's groups, and various sources of referral within the recruitment area of the institution.

The employer should communicate to all present and prospective employees the existence of the affirmative action program, and make available such elements of the program as will enable them to know of and avail themselves of its benefits.

3. Responsibility for implementation: An administrative procedure must be set up to organize and monitor the affirmative action program. 41 CFR 60-2.22 provides that an executive of the contractor should be appointed as director of EEO programs, and that he or she should be given "the necessary top management support and staffing to execute the assignment." (See the remainder of section 2.22 for details of the responsibilities of the Equal Employment Opportunity Officer.) This should be a person knowledgeable of and sensitive to the problems of women and minority groups. Depending upon the size of the institution, this may be his or her sole responsibility, and necessary authority and staff should be accorded the position to ensure the proper implementation of the program.

In several institutions the EEO officer has been assisted by one or more task forces composed in substantial part of women and minority persons. This has usually facilitated the task of the EEO officer and enhanced the prospects of success for the affirmative action program in the institution.

4. Identification of problem areas by organizational units and job classifications: In this section the contractor should address itself to the issues discussed in sections I and II above. The questions involved in data gathering and analysis are treated in appendix J.

Once an inventory is completed, the data should be coded and controlled in strict confidence so that access is limited to those persons involved in administering and reviewing the Equal Employment Opportunity Program. Some state and local laws may prohibit the collection and retention of data relating to the race, sex, color, religion, or national origin of employees and applicants for employment. Under the principle of Federal supremacy, requirements for such inventories and recordkeeping under the Executive Order supersede any conflicting state or local law, and the existence of such laws is not an acceptable excuse for failure to collect or supply such information as required under the Executive Order.

5. Internal audit and reporting systems: An institution must include in its administrative operation a system of audit and reporting to assist in the implementation and monitoring of the affirmative action program, and in periodic evaluations of its effectiveness. In some cases a reporting system has taken the form of a monitoring of all personnel actions, so that department heads and other supervisors must make periodic reports on affirmative action efforts to a central office. In most cases all new appointments must be accompanied by documentation of an energetic and systematic search for women and minorities.

Reporting and monitoring systems will differ from institution to institution according to the nature of the goals and programs established, but all should be sufficiently organized to provide a ready indication of whether or not the program is succeeding, and particularly whether or not good faith efforts have been made to ensure fair treatment of women and minority group persons before and during employment. Reporting systems should include a method of evaluating applicant flow; referral and hiring rate; and an application retention system to allow the development of an inventory of available skills.

At least once annually the institution must prepare a formal report to OCR on the results of its affirmative action compliance program. The evaluation necessary to prepare such a report will serve as a basis for updating the program, taking into consideration changes in the institution's work force (e.g., expansion, contraction, turnover), changes in the availability of minorities and women through improved educational opportunities, and changes in the comparative availability of women as opposed to men as a result of changing interest levels in different types of work.

6. Publication of affirmative action programs: In accordance with 41 CFR 60-2.21(11), which states that the contractor should "communicate to his employees the existence of the contractor's affirmative action program and make available such elements of his program as will enable such employees to know of and avail themselves of its

benefits," the Office for Civil Rights urges institutions to make public their affirmative action plans. University contractors should also be aware that affirmative action plans accepted by the Office for Civil Rights are subject to disclosure to the public under the Freedom of Information Act, 5 U.S.C. 552. Subject to certain exemptions, disclosure ordinarily will include broad utilization analyses, proposed remedial steps, goals and timetables, policies on recruitment, hiring, promotion, termination, grievance procedures and other affirmative measures to be taken. Other types of documents which must be released by the Government upon a request for disclosure include the contractor's validation studies of tests and other pre-employment selection methods.

Exempt from disclosure are those portions of the plan which contain confidential information about employees, the disclosure of which may constitute an invasion of privacy, information in the nature of trade secrets, and confidential commercial or financial information within the meaning of 5 U.S.C. 552(b) (4). Compliance agencies also are not authorized to disclose the Standard Form 100 (EEO-1) or similar reporting forms or information about individuals.

7. Developing a plan: The Office for Civil Rights recognizes that in an institution of higher education, and particularly in the academic staff, responsibility for matters concerning personnel decisions is diffused among many persons at a number of different levels. The success of a university's affirmative action program may be dependent in large part upon the willingness and ability of the faculty to assist in its development and implementation. Therefore, the Office for Civil Rights urges that university administrators involve members of their faculty, as well as other supervisory personnel in their work force, in the process of developing an information base, determining potential employee availability, the establishment of goals and timetables, monitoring and evaluating the effectiveness of the plan, and in all other appropriate elements of a plan. A number of institutions have successfully established faculty or joint faculty-staff commissions or task forces to assist in the preparation and administration of its affirmative action obligations. We therefore recommend to university contractors that particular attention be given the need to bring into the deliberative and decision-making process those within the academic community who have a responsibility in personnel matters.

The Office for Civil Rights stands ready to the fullest extent possible to assist university contractors in meeting their equal employment opportunity obligations.

NORTH CAROLINA STATE UNIVERSITY | AT RALEIGH

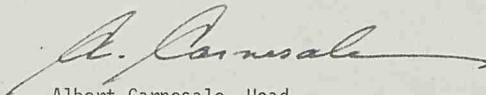
DIVISION OF UNIVERSITY STUDIES
Box 5971 ZIP 27607

June 7, 1974

TO: Mr. William H. Simpson
Affirmative Action Officer

Enclosed are two copies of the report
"Progress Toward Affirmative Action Goals
for the Special Units," dated June 1974.

Please contact me if any further in-
formation would be helpful



Albert Carnesale, Head
University Studies

Enclosures

PROGRESS TOWARD AFFIRMATIVE ACTION GOALS

FOR THE
SPECIAL UNITS

June 1974

For purposes of affirmative action planning, the "special units" within N. C. State University have been divided into four groups: (1) University Administration, (2) Special Units for Auxiliary and Academic Administration, (3) Division of University Studies, and (4) Department of Athletics. Because each of the special units is relatively small, specific affirmative action goals were expressed in an integrated form covering all of the units.

The three-year goal for University Administration (viz., "to fill at least one position with a woman and at least one position with a representative of a minority race") has been met. During the past year, a white female was promoted to the position of "Dean, Student Activities" and a black male was hired for the position of "Assistant Dean, School of Education." While these accomplishments represent considerable progress, it is recognized that continuing efforts are required to ensure that minorities and females are given equal opportunity in the filling of administrative posts.

There have been no changes in EPA personnel in either the Special Units for Academic and Auxiliary Administration or the Division of University Studies during the past year.

The Department of Athletics has hired a black male to fill the position

of "Assistant Basketball Coach." This represents substantial progress toward the Department's three year goal of filling at least two EPA positions with black males.

Progress toward the achievement of the integrated goals for the special units is expressed in the tables on the following pages. Included is information related to EPA faculty, EPA non-faculty, and SPA personnel.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Special Units

Completed By A. Carnesale

Date June 7, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Mgrs.	50	0	0	0			50	0	46	2	2	0			48	2	48	1	1	0			49	1
Professionals	25	0	0	0			25	0	24	0	1	0			25	0	24	0	1	0			25	0
Technicians																								
SUB-TOTAL	75	0	0	0			75	0	70	2	3	0			73	2	72	1	2	0			74	1
*PERMANENT PART-TIME																								
Officials & Mgrs.																								
Professionals																								
Technicians																								
SUB-TOTAL																								
TOTAL	75	0	0	0			75	0	70	2	3	0			73	2	72	1	2	0			74	1

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Special Units

Completed By A. Carnesale

Date June 7, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White	Black	Other	Total		White	Black	Other	Total			
	M	F	M	F	M	F	M	F				M	F				M	F	M	F
Department Head																				
Professor	2	0					2	0	2	0			2	0	2	0			2	0
Associate Professor																				
Assistant Professor																				
Instructor	2	0					2	0	2	0			2	0	2	0			2	0
SUB-TOTAL	4	0					4	0	4	0			4	0	4	0			4	0
*PERMANENT PART-TIME																				
Professor																				
Associate Professor																				
Assistant Professor	1	0					1	0	1	0			1	0	0	0			0	0
Instructor																				
Visiting	0	0					0	0	0	0			0	0	1	0			1	0
SUB-TOTAL	1	0					1	0	1	0			1	0	1	0			1	0
TOTAL	5	0					5	0	5	0			5	0	5	0			5	0

* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN
SPA

School/Department Special Units

Completed By A. Carnesale

Date June 7, 1974

October
~~XXX~~ 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	5	0	0	0			5	0	5	0	0	0			5	0	5	0	0	0			5	0
Professionals	0	10	0	0			0	10	0	10	0	0			0	10	0	10	0	0			0	10
Technicians	18	8	3	0			21	8	18	8	3	0			21	8	18	8	3	0			21	8
Sales																								
Clerical	4	39	2	3			6	42	4	38	2	4			6	42	4	39	2	3			6	42
Craftsman	3	0	0	0			3	0	3	0	0	0			3	0	3	0	0	0			3	0
Operations (semi-skilled)	0	3	0	0			0	3	0	3	0	0			0	3	0	3	0	0			0	3
Laborers																								
Service Workers	0	0	0	3			0	3	0	0	0	3			0	3	0	0	0	3			0	3
SUB-TOTAL	30	60	5	6			35	66	30	59	5	7			35	66	30	60	5	6			35	66
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	30	60	5	6			35	66	30	59	5	7			35	66	30	60	5	6			35	66

*SPA individuals working at least 1/2-time in a permanently established position.

AFFIRMATIVE ACTION QUESTIONNAIRE

UNIT ALUMNI AFFAIRS

1. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA faculty personnel in your unit?

does not apply. Yes ~~No~~

2. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA non-faculty personnel in your unit?

Yes ~~No~~

3. If the answer to Question 2 above is "Yes," please complete the following tables with data on the June 30, 1973 and June 30, 1974 complements of EPA non-faculty personnel in your unit.

	June 30, 1973				June 30, 1974			
	White		Black		White		Black	
	M	F	M	F	M	F	M	F
Officers & Managers	---	---	---	---	---	---	---	---
Professionals	---	---	---	---	---	---	---	---

Bryan B. Young May 23, 1974
 Signature Date

AFFIRMATIVE ACTION QUESTIONNAIRE

UNIT Department of Athletics

1. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA faculty personnel in your unit?

Not applicable
Yes No

2. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA non-faculty personnel in your unit?

X
Yes No

3. If the answer to Question 2 above is "Yes," please complete the following tables with data on the June 30, 1973 and June 30, 1974 complements of EPA non-faculty personnel in your unit.

	June 30, 1973				June 30, 1974			
	White		Black		White		Black	
	M	F	M	F	M	F	M	F
Officers & Managers	—	—	—	—	—	—	—	—
Professionals	24	0	0	0	23	0	1	0

William R. Carey
Signature

June 3, 1974
Date

AFFIRMATIVE ACTION QUESTIONNAIRE

Computing Center
 Administrative Computing Services
 UNIT University Systems Analysis and Control Center

1. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA faculty personnel in your unit?

Yes X
 No

2. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA non-faculty personnel in your unit?

Yes X
 No

3. If the answer to Question 2 above is "Yes," please complete the following tables with data on the June 30, 1973 and June 30, 1974 complements of EPA non-faculty personnel in your unit.

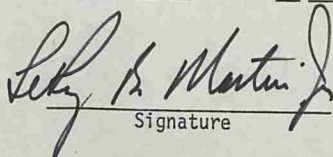
June 30, 1973				June 30, 1974			
White		Black		White		Black	
M	F	M	F	M	F	M	F

Officers & Managers

_____ _____ _____ _____

Professionals

_____ _____ _____ _____



 Signature

5/24/74

 Date

AFFIRMATIVE ACTION QUESTIONNAIRE

UNIT Office of Foundations and Development

1. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA faculty personnel in your unit?

 X
Yes No

2. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA non-faculty personnel in your unit?

 X
Yes No

3. If the answer to Question 2 above is "Yes," please complete the following tables with data on the June 30, 1973 and June 30, 1974 complements of EPA non-faculty personnel in your unit.

June 30, 1973				June 30, 1974			
White		Black		White		Black	
M	F	M	F	M	F	M	F

Officers & Managers

Professionals

Rudolph Jate 5/21/74
Signature Date

AFFIRMATIVE ACTION QUESTIONNAIRE

UNIT GRADUATE SCHOOL

1. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA faculty personnel in your unit?

Yes No

2. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA non-faculty personnel in your unit?

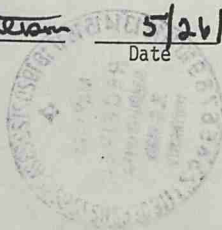
Yes No

3. If the answer to Question 2 above is "Yes," please complete the following tables with data on the June 30, 1973 and June 30, 1974 complements of EPA non-faculty personnel in your unit.

	June 30, 1973				June 30, 1974			
	White		Black		White		Black	
	M	F	M	F	M	F	M	F
Officers & Managers	---	---	---	---	---	---	---	---
Professionals	---	---	---	---	---	---	---	---

Walter P. Peterson
Signature

5/26/74
Date



AFFIRMATIVE ACTION QUESTIONNAIRE

UNIT Administrative Dean for Research

1. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA faculty personnel in your unit?

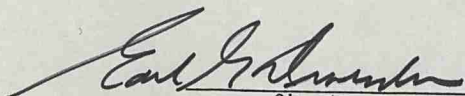
 X
 Yes No

2. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA non-faculty personnel in your unit?

 X
 Yes No

3. If the answer to Question 2 above is "Yes," please complete the following tables with data on the June 30, 1973 and June 30, 1974 complements of EPA non-faculty personnel in your unit.

	June 30, 1973				June 30, 1974			
	White		Black		White		Black	
	M	F	M	F	M	F	M	F
Officers & Managers	---	---	---	---	---	---	---	---
Professionals	---	---	---	---	---	---	---	---



 Signature

5/27/74

 Date

AFFIRMATIVE ACTION QUESTIONNAIRE

UNIT Radiation Protection Office

1. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA faculty personnel in your unit?

Not applicable.

Yes No

2. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA non-faculty personnel in your unit?

Yes X
No

3. If the answer to Question 2 above is "Yes," please complete the following tables with data on the June 30, 1973 and June 30, 1974 complements of EPA non-faculty personnel in your unit.

	June 30, 1973				June 30, 1974			
	White		Black		White		Black	
	M	F	M	F	M	F	M	F
Officers & Managers	---	---	---	---	---	---	---	---
Professionals	---	---	---	---	---	---	---	---

L. T. Caruthers
Signature
L. T. Caruthers

5/23/74
Date

AFFIRMATIVE ACTION QUESTIONNAIRE

UNIT WRRI

1. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA faculty personnel in your unit?

Yes No

2. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA non-faculty personnel in your unit?

Yes No

3. If the answer to Question 2 above is "Yes," please complete the following tables with data on the June 30, 1973 and June 30, 1974 complements of EPA non-faculty personnel in your unit.

June 30, 1973				June 30, 1974			
White		Black		White		Black	
M	F	M	F	M	F	M	F

Officers & Managers _____

Professionals _____

D. J. Howells 5/21/74
 Signature Date

AFFIRMATIVE ACTION QUESTIONNAIRE

UNIT International Programs

1. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA faculty personnel in your unit?

Yes ~~X~~ No

2. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA non-faculty personnel in your unit?

Yes ~~X~~ No

3. If the answer to Question 2 above is "Yes," please complete the following tables with data on the June 30, 1973 and June 30, 1974 complements of EPA non-faculty personnel in your unit.

	June 30, 1973				June 30, 1974			
	White		Black		White		Black	
	M	F	M	F	M	F	M	F
Officers & Managers	---	---	---	---	---	---	---	---
Professionals	---	---	---	---	---	---	---	---

J. A. Riquelme
Signature

5/21/74
Date

AFFIRMATIVE ACTION QUESTIONNAIRE

UNIT Information Services

1. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA faculty personnel in your unit?

 Yes X No

2. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA non-faculty personnel in your unit?

 Yes X No

3. If the answer to Question 2 above is "Yes," please complete the following tables with data on the June 30, 1973 and June 30, 1974 complements of EPA non-faculty personnel in your unit.

June 30, 1973				June 30, 1974			
White		Black		White		Black	
M	F	M	F	M	F	M	F

Officers & Managers

--- --- --- ---

Professionals

--- --- --- ---

Henry A. Bunge 5/21/74
 Signature Date

AFFIRMATIVE ACTION QUESTIONNAIRE

UNIT Chancellor's Office

1. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA faculty personnel in your unit?

 X
Yes No

2. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA non-faculty personnel in your unit?

 X
Yes No

3. If the answer to Question 2 above is "Yes," please complete the following tables with data on the June 30, 1973 and June 30, 1974 complements of EPA non-faculty personnel in your unit.

	June 30, 1973		June 30, 1974	
	White	Black	White	Black
	M	F	M	F
Officers & Managers	---	---	---	---
Professionals	---	---	---	---

William H. Simpson
Signature

5/22/74
Date

AFFIRMATIVE ACTION QUESTIONNAIRE

UNIT Provost

1. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA faculty personnel in your unit?

Yes No

2. Do you anticipate any changes from June 30, 1973 to June 30, 1974 in the total number or distribution by race and sex of EPA non-faculty personnel in your unit?

Yes No

3. If the answer to Question 2 above is "Yes," please complete the following tables with data on the June 30, 1973 and June 30, 1974 complements of EPA non-faculty personnel in your unit.

	June 30, 1973		June 30, 1974	
	White	Black	White	Black
	M	F	M	F
Officers & Managers	---	---	---	---
Professionals	---	---	---	---

William H. Simpson
Signature

5/22/74
Date

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OFFICE OF BUSINESS AFFAIRS

DIVISION OF PERSONNEL SERVICES
Box 5067 ZIP 27607

May 21, 1974

MEMORANDUM

TO: Dr. Albert Carnesale

FROM: William R. Calloway *WRC*
Director of Staff Personnel

SUBJECT: Computer Printout of SPA Personnel

I regret to inform you that the computer printout of SPA personnel (by race and sex) promised you by May 27 will not be available. Data from which this report is normally run has been changed to accommodate end of fiscal year activity involving legislative salary increases. Using this data would generate an inaccurate employment profile for your unit.

WRC/vb

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OFFICE OF FOUNDATIONS AND DEVELOPMENT
Box 5067 Zip 27607
TELEPHONE: 919-737-2846

May 21, 1974

Dr. Albert Carnesale
Head, University Studies
145 Harrelson Hall
NCSU Campus


Dear Al:

Thank you for your memorandum of May 20 and for sending the form relating to Affirmative Action information.

I have filled in and am pleased to enclose the completed questionnaire.

You may or may not, for administrative purposes, wish to include both Alumni Affairs and Information Services under the Office of Foundations and Development since these two units report to this office. This point is raised for your information and reaction only. You may wish to continue separate reportings as previously done.

Sincerely,


Rudolph Pate
Director

RP:b

Enclosure