April 10, 1973

TO: Chancellor Caldwell

FROM: Clauston Jenkins

SUBJECT: Clarification of matters related to Affirmative Action

Dr. Kelly sent you two different items at once. The second item "Affirmative Action Plan for Additional Administrative Units" is the temporary title assigned to the plan developed to cover all the units on campus that were too small to generate a separate plan of their own and yet needed to be included in a plan for the University as a whole.

Dr. Carnesale coordinated the work among these 13 units and developed the plan which should not be confused with a plan for the administration. University Studies was included among this group because Dr. Carnesale did not want to become too closely identified with any School and feared he might if he were included with one for Affirmative Action purposes. The term research assistants and research associates in Table 1 refer to EPA positions, not graduate students. "Other" refers to EPA positions not included in the above titles.

The first item is a draft of a statement that was intended to help you formulate a statement related to University administrators. For purposes of Affirmative Action planning we pulled out Deans, Assistant Deans, Directors, Department Heads, Vice Chancellors, etc., and put them in a separate group totaling 96 individuals. We had two purposes: 1) to establish a workable group of administrators that could be discussed at one time 2) to reduce the average salary for white male faculty. The printout of those included is attached. Part of our problem in developing this list is that the computer lists individuals by rank rather than title. No doubt there are individuals who are mainly considered administrators on campus.

As I noted before the draft was really designed to serve as a starting point for you in developing your own statement of what our goals should be for changing the administration from a bastion of white male supremacy.

One final point. Since we have protested so long and virogously that we have not discriminated in the case of Joesting, Mueller, and Bireline, we should maintain that position in our statement. Maybe we can plead guilty to "institutionalized discrimination."

CJ/mg Attachment

## SURVEY OF INSTITUTION ACTIVITIES IN SUPPORT OF THE IMPLEMENTATION OF THE REVISED NORTH CAROLINA STATE PLAN FOR THE FURTHER ELIMINATION OF RACIAL DUALITY IN THE PUBLIC POST-SECONDARY EDUCATION SYSTEMS

Name of	Person	
Institution	 Reporting	Phone

This semi-annual survey is designed to collect information about institutional activities in support of the implementation of the State Plan identified above. Would you please complete this survey and return to Ms. Cecily Hines in this office as early as possible, but no later than December 16, 1977. Following each question is the page number of the State Plan from which you may obtain additional information about the specific programs and commitments that are of concern in this survey. Please attach and identify additional answer sheets as needed. Do not duplicate copies of previous guestionnaires.

- a. Do all of the publications of your institution clearly state the policy that students will be admitted without respect to race? (attach examples) (p. 125)
  - When pictures are used to illustrate these publications, is this policy illustrated where feasible by pictures of racially integrated groups?
    (attach examples)
    (p. 125)
- Our records indicate that \_\_\_\_\_\_\_ is a full-time Minority Presence Recruiter for your campus. If this information is not correct, please give below the name, race and campus administrative title of your full-time Minority Presence Recruiter(s). (p. 129)

Name	Race	Campus Administrative Title
		THE PARTY OF THE

If you have no such persons(s), please explain what steps are being taken to hire a full-time Minority Presence Recruiter.

a. What conferences, courses, or in-service training programs does your institution sponsor that advise, (at least in part), high school counselors in methods of educating, informing, and advising students, white or black, to select institutions in accordance with their best academic interests? (please list, if possible.)
 (p. 130)

3.

- What efforts are made in your school or department of education to prepare prospective high school counselors to carry out their professional duties without racial bias? (Please list, if possible.) (p. 129)
- 4. Does your institution follow a policy of refusing to make recruiting visits to high schools which invite or exclude recruiters on a racially selective basis? (p. 133)
- Does your institution follow a policy of inviting prospective students without regard to race to its campus to attend appropriate university functions? (Please give examples.) (p. 134)
  - Does your institution bring minority and racially integrated groups to campus functions? (Please give examples.) (p. 134)
- What problems, if any, has your institution encountered with respect to racial discrimination in student access to services and facilities during the last six months? (p. 148-49)
- Does each institutionally sanctioned student organization file a statement of the organizations's nondiscriminatory membership policy? (attach examples) (p. 152)

- 8. a. List those instances, if any, that have occurred during the last six months where racial discrimination in a student organization was alleged at your institution.
  - For each instance listed above, indicate the remedial action taken. if any was found necessary. (p. 152)

9. Our records indicate that \_\_\_\_\_\_has been designated as a Discrimination Detection Officer for your campus. If this information is not correct, please indicate below the name, race and campus administrative title of your Discrimination Detection Officer. (p. 149)

Name	Race	Campus Administrative Title

- 10. Does your institution still grant a waiver of the advance tuition deposit  $(not \ the \ application \ fee)$  to those students who suffer economic hardship? (p. 137)
- If your institution conducts graduate or professional programs, what efforts has your institution made or planned to make to increase black enrollment in those graduate programs? (Please indicate which efforts are new in the past six months, as well as which efforts listed in your January report have been continued, altered, expanded or terminated.) (p. 177)

3

12. a. What are the racial impacts on both students and faculty at your institution deriving from interinstitutional cooperative programs? (p. 233)

## (Please complete the following table)

## INTER-INSTITUTIONAL COOPERATIVE ARRANGEMENTS BETWEEN PREDOMINANTLY BLACK INSTITUTIONS AND PREDOMINANTLY WHITE INSTITUTIONS OF THE UNIVERSITY

		1	PRI (Chec	OGRAM CATE k as Appro Student	GORY priate)		11	VVOLVED	RACE OF	NGE	
PROGRAM TITLE	PROGRAM DESCRIPTION*	COOPERATING INSTITUTION(S)	Faculty	Student	Other	0.2	Faculty	1		Studen	ts
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\*Where appropriate, please indicate: 1) how each program contributes to the desegration process; and 2) the nature of faculty/student exchange.

\*\*If data is not available, give best estimate.

NOTE THAT THIS TABLE REFERS ONLY TO COOPERATIVE ARRANGEMENTS BETWEEN PREDOMINANTLY BLACK INSTITUTIONS AND PREDOMINANTLY WHITE INSTITUTIONS.

## INTER-INSTITUTIONAL COOPERATIVE ARRANGEMENTS BETWEEN CONSTITUENT INSTITUTIONS OF THE UNIVERSITY OF NORTH CAROLINA AND OTHER INSTITUTIONS OF HIGHER EDUCATION IN NORTH CAROLINA (COMMUNITY COLLEGES, TECHNICAL INSTITUTIONS OR PRIVATE INSTITUTIONS)

			(Chec	OGRAM CATE k as Appro Student	priate)		H	VOI VED	RACE OF	NGE	
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\*Where appropriate, please indicate: 1) how each program contributes to the desegration process; and 2) the nature of faculty/student exchange. \*\*If data is not available, give best estimate.

# NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

Office of International Programs Box 5968 Zip 27607

July 11, 1974

MEMORANDUM

TO: N. N. Winstead

FROM: J. A. Rigney

SUBJECT: Meeting of Long Range Planning Committee/UNC, July 10, 1974

This is a report of the meeting of chief academic officers in the General Administration Building, July 10. The meeting was chaired by Ray Dawson with John Sanders and Robert Williams in attendance.

Two specific items of business were addressed relating to the HEW Affirmative Action Plan.

1. We were informed that Mr. Dawson's office will establish a central faculty position pool as outlined in a recent memo to the Chancellors. A standard form will be used by all institutions to announce vacant positions to Central Administration. This is an information pool only and each institution will be expected to pursue employment action as in the past. Information on salary is to be included in the position description. Information from this pool will be sent to applicants upon request and they will be advised to communicate directly with the institution in which they are interested.

We queried Mr. Dawson about Item c on page 169 of their report which provides for a central faculty applicant listing service and he indicated that they will not keep a list of applicants but only a list of vacant positions. We double checked this point and both Dr. Clark and I got the impression that they were wanting to keep that item rather vague but perhaps inoperative.

2. They hope to encourage faculty exchange among the institutions, particularly if they get the requested \$100,000 in the 1975-76 budget request. Funds in this budget will be used to defray the cost of temporary dislocation of faculty members involved in the exchange, but will not be used for salary items. It is anticipated that these exchanges will be for one semester or so but not permanent transfers. They will do all possible to discourage raiding but do not expect that it will be legally possible to prevent it altogether. A committee will be appointed to work out appropriate details and these will be presented to the Provosts of the various institutions.

3. Copies of the HEW Plan as finally accepted are being printed and should be available in early August. The copies will include a summary of the commitments.

4. President Friday's office expects to send out supporting and informational memoranda from time to time to clarify and update policies and actions on the HEW plan. These memos will be sent to the Chancellors of the respective campuses.

5. A faculty development plan is being drafted which would provide financial and leave arrangements to permit the completion of degrees and other activities designed to upgrade the faculty of the black institutions. It is acknowledged that this will tend to give the affected faculty members greater mobility, but they hope that this will be a means of improving overall faculty competence.

6. Dr. Robert Williams distributed information that is being accumulated on the inventory of degrees offered within the University System. Dr. Clark has the N. C. State portion and will check the accuracy and return to Chapel Hill by early next week. The descriptive narrative is given to illustrate the type of information needed but individual institutions were requested to re-write or amend this narrative as needed. We were specifically admonished to keep it within one page.

We pointed out that there are many other aspects of Long Range Planning which needed to be addressed and we requested further meetings at an early date at which problems of allocation of funds and responsibility could be addressed. Another meeting of this group was set for July 24 for this purpose.

JAR/tb

cc: Chancellor Caldwell Dean Talley Br. Clark In formulating the individual institutional goals, we will take into account both the difficulties and the opportunities. On the one hand, we must be sensitive to the intriusic problems of predicting the future, to the limitations imposed by the necessary deferral of final decision about several aspects of this action program, and to the special local characteristics of the constituent institutions. On the other hand, we intend to establish substantial objectives, toward which we will be reaching conscientiously.

The projected goals, presented on an institution-by-institution basis, will be submitted, as a supplement, by no later than March 15, 1974.

### NORTH CAROLINA STATE UNIVERSITY

Raleigh, N. C.

Division of Student Affairs Office of the Dean 101 Holladay Hall

Date TO: ACTION REQUESTED ON ATTACHED: Note and Return Please draft reply for my signature (return attachments) For your information (need not return) Please give me your comments (return attachments) Please handle Please answer; furnish me copy Requires your approval Chancellon Themes Provost Winstead The two page executive summary is worth reading. This problem implications for ROTC, May Maul

# NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

DEPARTMENT OF CHEMISTRY Box 5247 ZIP 27650

Aug 14,1979

Mr. Larry M. Clark 201 Halladay Hall

Dear Mr. Clark,

I appreciate your taking the time to hear me out and offer to assist. This afternoons mail contained a memo from Dr. Carmicael taking care of the most pressing matters and offering encouragement of the settlement of all issues at the departmental level.

I will certainly contact you if the need arrises. On the other hand, now that you have a coppy of my credentials and I have looked up what your regular duties on this campus are, perhaps you will feel free to contact me if I can be of some service to you.

Sincerely yours, Chester E. Gleit Assoc. Prof.

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

NORTH CAROLINA STATE UNIVERSITY January 8, 1980

CHANCELLOR'S OFFICE

Dr. Clark



## The latest word on preadmission

inquiries. Thought you might be interested.

Clauston Jenkins

AMERICAN COUNCIL ON EDUCATION ONE DUPONT CIRCLE WASHINGTON, D. C. 20035

DIVISION OF GOVERNMENTAL RELATIONS (202) \$33-4736

October 23, 1979

The Honorable Patricia Roberts Harris The Secretary of Health, Education and Welfare 200 Independence Avenue, S.W. Washington, D.C. 20201

Dear Secretary Harris:

On October 5, 1979 you sent to presidents of colleges and universities a letter stating your conclusion that the Supreme Court decision in Southeastern Community College v. Davis requires no changes in the Department's regulation implementing Section 504 of the Rehabilitation Act of 1973. Your letter focuses exclusively on questions concerning the proper interpretation and application of Section 84.44(a) of the Section 504 regulation. In so doing your letter leaves unaddressed questions regarding the impact of the Davis decision on other sections of the regulation. For example, your letter includes no reference to the real question whether the Davis decision requires changes in the preadmission inquiry prohibition set forth in Section 84.42 of the regulation. As Assistant General Counsel of the American Council on Education, a membership organization of over 1,600 colleges and universities, it is in this regard that I write respectfully to request clarification of the position stated in your letter.

As you know, the Supreme Court in <u>Davis</u> held that "[n]othing in the language or history of §504 reflects an intention to limit the freedom of an educational institution to require reasonable physical qualifications for admission to a clinical training program." Your letter recognizes that it is "the institution's prerogative to define the role and purpose of its educational program and to determine academic requirements...." A logical corollary of the freedom to establish legitimate physical requirements for entry into specific academic programs is the freedom to evaluate the ability of applicant's to meet such physical standards. It is in this context that there is an obvious conflict between the holding in the <u>Davis</u> case and the Department's 504 regulation. The Honorable Patricia Roberts Harris -2- October 23, 1979

Section 84.42(b)(4) generally prohibits preadmission inquiries as to whether an applicant has a handicap. Only institutions taking remedial or voluntary affirmative action are exempt from the application of this prohibition. To the extent that this ban is and has been interpreted by the Department to preclude general inquiries as to the ability of applicants to meet reasonable physical standards for admission, the holding in the Davis case and the regulation cannot be said to be consistent. In light of the broad conclusions stated in your letter of October 5, I would appreciate it if you could provide some clarification on this point.

Sincerely,

R. Claire Gu Assistant General Counsel



DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE THE OFFICE OF THE SECRETARY WASHINGTON, D.C. 20201 December 3, 1979

THE GENERAL COUNSEL

Ms. R. Claire Guthrie Assistant General Counsel American Council on Education One Dupont Circle Washington, D.C. 20036

Dear Ms. Guthrie:

Secretary Harris has asked me to respond to your recent letter inquiring about the Supreme Court's decision in <u>Southeastern Community College v. Davis</u> and its effect on the HEW regulation implementing Section 504 of the Rehabilitation Act of 1973. You questioned whether Section 84.42(b)(4) of the HEW Section 504 regulation (45 C.F.R. Section 84.42(b)(4)) is consistent with the <u>Davis</u> decision. We believe that the regulation is consistent with <u>Davis</u>.

Section 84.42(b)(4) generally prohibits preadmission inquiries about whether an applicant has a handicap. The Supreme Court in <u>Davis</u> did not hold that such inquiries are permissible. Rather, the Court held that a college or university may require that an applicant for admission to a program of instruction be physically able to perform specified functions necessary for participation in the essential aspects of the program. An educational institution may make preadmission inquiries about essential functional abilities, but not about handicap status; as the Court observed, the "mere possession of a handicap is not a permissible ground for assuming an inability to function in a particular context."

Of course, Section 34.42 does contain an exception to its general prohibition against preadmission inquiries about handicaps. Section 84.42(c) permits a college or university to ask about handicap status if the institution is taking voluntary action to overcome the effects of conditions that have resulted in limited participation in its federally assisted program by the handicapped. Educational institutions also are permitted, under Section 84.42(c), to make preadmission inquiries about handicap status if they.

## Page 2 - Claire Guthrie

630

are taking remedial action to correct the effects of past discrimination. However, if an institution is not undertaking remedial or voluntary action, it may not inquire about whether an applicant for admission is a handicapped person.

I hope this answers your questions about the impact of the <u>Davis</u> case on our Section 504 compliance program. Please do not hesitate to contact us if you desire additional information.

Sincerely,

REAL PROPERTY AND IN CASE

Goan Z. (Bernstein



Southeastern Community College

P.O. BOX 151 WHITEVILLE N. C. 28472 PHONE 919 642-7141

De Jerkins, Sow your comments in Higher Educ

for Kloballi

January 2, 1980

Ms. R. Claire Guthrie Assistant General Counsel American Council on Education One Dupont Circle Washington, DC 20036

Dear Ms. Guthrie:

I received your December 18, 1979 letter, and I appreciate the opportunity to comment with you on the subject at greater length.

As you know, HEW's General Counsel, Joan Bernstein, has said that an educational institution "may make preadmission inquiries about essential functional abilities, but not about handicap status." In my opinion, HEW is trying to find a regulation where none need exist. The line drawn is entirely too thin to enforce. It is reduced to using or not using certain terminology. If a college is going to be sued for such discrimination, then the use of rote regulatory terminology is not going to prevent it. On the other hand, a college's failure to use such rote terminology in the regulations of HEW could well strengthen the plaintiff's case before a court of law.

If we are to follow Bernstein's regulations it appears that we must describe all behaviors needed by applicants in selected programs rather than to list handicaps such as deafness or blindness, which would be incompatable with certain programs. I submit that the listing of <u>all</u> behaviors would be extremely difficult and time consuming, if not impossible. Leaving out <u>one</u> might guarantee the entry of an unqualified student. In the Davis case, we would have had to ask Mrs. Davis, "Are you able to hear and understand direction briefly spoken in a hasty tone whether facing or not facing the speaker?", etc.. All the college needs to know is that it is illegal to discriminate against a qualified handicapped applicant. Such regulations will proliferate on the fringes of this truth to confuse the eligibility of such persons rather than enlighten anyone on anything.

Regarding the inquiry into "essential functional abilities," I propose there is no real difference between that and asking a person what, if any, handicaps he has which will

TRUSTEES

JOHN FRANK CARTER Charbourn, N. C.

BILLY HOOKS

5. G. KOONCE Chadbourn, N. C

J. HERMAN LEDER

C. WALDO MARLOWE

JOHN F. MUNROE

MRS. CAROLYN ROBERTS Holden Beach, N. C.

MRS. FLORA SINGLETARY

WILLARD SMALL

MRS. MYRTLE SOLES TADAY City, N. C

C. R. WARD

L. P. WARD

ARTHUR WILLIAMSON, JR. Chadbourn, N. C.

HENRY WYCHE

SGA PRESIDENT

"An Equal Employment Opportunity/Affirmative Action Employer" Ms. R. Claire Guthrie January 2, 1980 Page 2

interfere with the duties of the position. HEW's interpretation and required terminology is another bureaucratic game in semantics much as their ill-fated "otherwise qualified" language which caused such mass confusion about the 504 regulations in the Davis case.

I understand that Joan Bernstein has further ruled that a college <u>may</u> make preadmissions inquiries when it is taking voluntary affirmative action to "overcome the effect of conditions that have resulted in limited participation ... by the handicapped..." The authority by which such unilateral pronouncements are made overwhelms me! How could such motives possibly be analyzed, proved, or enforced? College administrators are indignant about this kind of detailed regulation which seems to grow from HEW's own biases as they seek to correct that of everyone else.

Regarding religious bias rules, I understand EEOC has pronounced an equally absurd rule that job applicants cannot be asked about religious observations which would interfere with work. They <u>can</u> be asked <u>after</u> receiving the job offer! Here it would seem that if you offered a person a job on the right and took it away from him on the left, you would be guaranteeing a law suit, not merely running a greater risk of one.

The fact is that in the Davis case the court recognized the basic essential need for a college to know the qualifications or lack of same of a potential student and to act on that information. Recent court decisions have also recognized that employers cannot be significantly inconvenienced by religious practices. The employer needs to know this immediately, not after a job offer is made.

Dr. Clausen Jenkins, Executive Assistant to the Chancellor, North Carolina State University, Raleigh, North Carolina has some interesting thoughts and observations regarding EEOC regulations and religious discrimination. I think you might like to have his observations before pursuing this matter further.

Thank you.

Sincerely,

Valarter

W. Ronald McCarter President

WRMcC/js

CC: Dr. Clausen Jenkins

AMERICAN COUNCIL ON EDUCATION ONE DUPONT CIRCLE WASHINGTON, D. C. 20038

DIVISION OF GOVERNMENTAL RELATIONS (202) 833-4736 December 18, 1979

W. Ronald McCarter President Southeastern Community College P.O. Box 151 Whiteville, NC 28472

Dear Mr. McCarter:

Thank you for sending me a copy of your letter to Mr. Steinbach concerning our efforts to obtain clarification of HEW's position regarding the validity of pre-admission inquiries under section 504.

Enclosed for your information is a copy of my letter to Secretary Harris of October 23rd and the Department's response signed by HEW's General Counsel, Joan Bernstein. In her letter of December 3rd Ms. Bernstein states that a college or university "may [under the 504 regulations] make preadmission inquiries about essential functional abilities, but not about handicap status." This means that HEW agrees that, without relying on the so-called "affirmative action exception, "colleges may make narrow inquiries of applicants about their abilities to perform effectively functions related to successful completion of the college's particular education program.

I would be interested to know whether you consider the standard for pre-admission inquiries set forth in Ms. Bernstein's letter workable. From your perspective are there compelling administrative or educational reasons why a college needs more flexibility than is provided in the application of the physical function standard the Department has adopted? Your views on this issue would be very helpful to me in deciding what further action ACE should take in this area.

I look forward to hearing from you in the near future. Again, thanks for your supportive letter.

Sincerely

R. Claire Guthrid Assistant General Counsel

Dr. Clark

Lon

North Carolina State University

Box 5067, Raleigh 27650

Office of the Chancellor

November 21, 1979

TO: Dr. Lina L. Cofresi Foreign Languages

This is to request you to serve as a the Senate representative of the Committee on Institutional History and Commemoration for the year 1979-80, replacing Dr. Gail W. O'Brien. The attached letter of appointment is forwarded for your information.

We will genuinely appreciate your service as a member of this committee.

tal Litesuar

Joab L. Thomas Chancellor

Attachment

cc: Dr. Mary Paschal, Chairman Provost Winstead Committee on Committees NORTH CAROLINA STATE UNIVERSITY January 2, 1980

CHANCELLOR'S OFFICE

## Dr. Clark

For your information.

IN

## Clauston Jenkins



# NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

n

DEPARTMENT OF CHEMISTRY Box 5247 Zip 27650

July 31, 1979

Dr. Lawrence M. Clark Assistant Prov. and Affirm. Act. Off. 201 Holladay Hall NCSU CAMPUS

Dear Dr. Clark:

This letter is to specify our procedure to find temporary laboratory teachers for General Chemistry. These fall into the categories Teaching Technician and Laboratory Coordinator, both 9 month appointments beginning this fall. We intend to place the following ad in the News and Observer and an announcement in the Official Bulletin. Last year these two produced more than enough qualified applicants to interview.

Laboratory Teacher. Temporary Teaching Technician to teach General Chemistry Laboratories. Also Temporary Laboratory Coordinator for General Chemistry. Both 9 month appointments beginning August 23. Bachelor's degree in Chemistry required. Send resume and references to Dr. L. H. Bowen, Dept. of Chemistry, N. C. State University, Raleigh, N. C. 27650. Equal opportunity/affirmative action employer.

Please let me know if further information is needed.

Sincerely yours,

awluce

Lawrence H. Bowen Personnel Committee Chairman

LHB: jaw

# NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OFFICE OF THE DEAN Box 5847, ZIP 27607 SCHOOL OF AGRICULTURE AND LIFE SCIENCES ACADEMIC AFFAIRS, EXTENSION & RESEARCH

June 20, 1975

MEMORANDUM TO: Assistant Provost Lawrence M. Clark

SUBJECT: Affirmative Action Report for SALS

In response to your request dated May 29, 1975, we are enclosing the following material:

- 1. Edited computer read-outs for EPA Faculty and EPA Non-Faculty by reporting units
- Completed tables for EPA Faculty, EPA Non-Faculty, and SPA Personnel
- 3. Narrative statements from four departments

In regard to the EPA Faculty and EPA Non-Faculty listings, we have sought to conform to the 22 reporting Departments and Divisions identified with your memorandum dated May 29, 1975. There are instances where individuals have been redlined or deleted from one Department or Division and added to the appropriate unit. Information is provided for correcting the input computer cards.

Major changes in personnel assignment were involved in the divisions for SALS-Administration, Extension Home Economics and Extension 4-H. No reasonable listing of the SALS-Administration complement was provided. As a consequence, a listing was compiled and is attached to my memorandum dated June 10, 1975, to Dr. Hassler. The Ag Extension listing as forwarded to us has been utilized to identify the personnel complement for Extension Home Economics and Extension 4-H.

We discovered during our compilations that Sociology and Anthropology had previously included both their Liberal Arts and SALS EPA Faculty complement. This has been corrected to include only SALS personnel, and appropriate adjustments were made to our School totals for all years. This change, plus the reconciliation of the personnel composition of SALS-Administration, Extension Home Economics and Extension 4-H, will need to be taken into consideration when individual department or division summaries in your files are reconciled with those attached and compiled, June 1975. In addition, the deletion of EPA Faculty in Liberal Arts has reduced the SALS totals for all years reported. Assistant Provost Lawrence M. Clark -2-

Only a combined table for SPA Personnel including all divisions and departments has been included. Dr. Gehle has confirmed this as being adequate with Dr. Hassler, since it conforms to our previous reporting procedure. The increase in number of SPA for 1975 over 1974 is attributed to the 31 vacancies existing at that time and the addition of 5 personnel from the Division of Research Stations and 18 from the Central Crops Research Station.

All of our EPA appointments have been preceded by approval of AARR by the Office of the Provost. Our advertising has been extensive. Since June 1973 we have increased the number and proportion of women in EPA Non-Faculty. We find the pool of qualified faculty for females and minorities to be most limited. There was increase of three white females for 1975 over 1974. Individual narrative resumes for four departments are attached, and the procedures for our other departments parallel these.

J. El Legates, gean

JEL: CWS

cc: Dr. F. J. Hassler

Attachments

## AFFIRMATIVE ACTION STATEMENT

The Department of Economics and Business sent announcements of vacant positions to approximately 400 departments of economics, agricultural economics and schools of business. In addition the American Economic Association has started publishing a bimonthly listing of jobs entitled, "Job Opportunities for Economists." This latter publication is widely distributed and led to a very large number of applications. We did send announcements of job openings to predominantly black schools listing economists on their faculty. We received approximatley 230 applications for our positions with eight female applicants.

We filled six positions with white males and two positions with white females this year. Our remaining vacancies (5) are in the School of Agriculture and Life Sciences. To this point, we have been unable to obtain applications from females or blacks for any of these positions. In fact, we have been unable to obtain many applications of any kind for these positions.

For the last SPA position filled, we had nine applications from white females only. We do have three black secretaries in the Department.

## Department of Veterinary Science Recruitment for 1975-1976 Narrative Report

The Department of Veterinary Science has filled an open position effective July 1, 1975. The following is an outline narrative of the position and recruitment procedures.

I. Position Number and Rank

05612 Associate Professor

II. Position Description (as advertised)\*

Positions were advertised in the following:

Journal of the American Veterinary Medical Association A.V.M.A. Placement Service Bulletin Journal American College of Veterinary Toxicologists Journal of Veterinary Pathology Health Sciences Placement Service from the Center of Health Manpower Information Systems, University of Minnesota

\*Examples enclosed as Attachment #1

III. Consideration and Review of Candidates

Curriculum vitae and other materials submitted by candidates were examined independently by members of a departmental screening committee. Each ranked candidates on the basis of (1) professional qualifications, (2) experience and competence demonstrated, (3) compatibility and/or support by the candidate's area of interest to existing faculty and departmental objectives, and (4) an estimate of the candidate's potential for outstanding performance and contribution.

The screening committee presented and discussed their reviews collectively with the Department Head and recommendations were made for action. Attachment #2 is a summary list of candidates and actions.

Among the 4 candidates interviewed were 3 white males and 1 black male. The position was offered to a white male who declined because of insufficient salary and academic rank. It was subsequently offered to a second white male who accepted.

Respectfully submitted,

T. th. Curtin

Terrence M. Curtin, DVM, PhD Professor and Head

Attachments #1 and #2

# NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

DEPARTMENT OF SOCIOLOGY AND ANTHROPOLOGY Box 5428 ZIP 27607

June 3, 1975

MEMORANDUM

TO: Dr. F. J. Hassler, SALS Affirmative Action Representative

FROM: Selz C. Mayo, Head MM

SUBJECT: Affirmative Action--Recruiting for 1975-76

For the one position we had available to fill for 1975-76, we went through the following procedures:

- Announcement was sent to every department offering the Ph.D in sociology/rural sociology as listed in the American Sociological Association 1974 Director.
- (2) The position was advertised in <u>Footnotes</u>, an official publication of ASA.
- (3) The position was advertised in <u>The Southern Sociologist</u>, an official publication of the Southern Sociological Society.
- (4) The printout of students who expected to complete the Ph.D. in either the spring or summer of 1975 was reviewed.

The Department Head and the Extension faculty members evaluated the applications. One of the applicants, the Ph.D. from Ohio State, was offered the position and the offer was accepted. (W F). If you have questions, please contact me.

SCM: hm

The UNIVERSITY OF NORTH CONSTRAY, William Freday, President, comprises, Non-S. Gatellio, State University at Redeight, due University of North Coroline at Chaptel Hills. In: University of North Coroline at Greenbare, die University of North Caroline at Chapter (her University of North Caroline ab., et Albereille, and the University of North Caroline at Winniggon.)

# NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

Department of Plant Pathology Box 5397 Zip 27607

June 13, 1975

MEMORANDUM

TO:	Dr. F. J. Hassler
	SALS Affirmative Action Representative
	2010

Robert Aycock, Zoturlugen FROM:

SUBJECT Affirmative Action Annual Unit Report

Each EPA vacancy or new position is routinely advertised by writing Department and furnishing position description to Chairman of all Departments in the United States and most of the departments of botany or plant sciences in major universities where no department of Plant Pathology exists. These include thirteen 1890 institutions. The fact that we solicit applications without respect to sex, race or ethnic origin is stated in each letter or advertisement.

We also list our vacancies or new positions with the Placement Office of the American Phytopathological Society, which serves as the principal clearing house for available professional plant pathologists in the United States. We have also requested from the Placement Office information on applicants listed, but most frequently the available applicants contact us directly.

RA:bb

Nash Carolina State University at Rale shars a constituent institution of The University of North Caroline.

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Department Head	19	1	0	0	0	0	19	1	20	1	0	0	0	0	20	1	20	1	0	0	0	0	20	1	20	1	0	0	0	0	20	1
Professor	167	1	0	0	0	0	167	1	195	4	1	0	1	0	197	4	173	1	0	0	1	0	174	1	179	1	0	0	1	0	180	1
Associate Professor	112	1	1	1	2	0	115	2	125	6	2	1	1	0	128	7	111	2	1	1	1	0	113	3	117	3	1	1	2	0	120	4
Assistant Professor	81	4	2	0	0	0	83	4	69	8	9	3	1	0	79	11	92	2	3	1	0	0	95	3	76	2	3	1	1	0	80	3
Instructor	13	2	0	0	0	0	13	2	8	2	0	0	0	1	8	3	11	1	0	0	0	0	11	1	. 9	3	0	0	0	0	9	3
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### (EPA NON-FACULTY June 18, 1975 SCHOOL/DEPARTMENT AGRICULTURE & LIFE SCIENCES COMPLETED BY F. J. HASSLER DATE June 1974 EPA June 1975 EPA June 1973 EPA Non-Faculty Complement Non-Faculty Complement Non-Faculty Complement Projected 1975-76 Complement White Black Other White Black Other Total White Black Other Total White Black Other Total Total MF м 14 М F м M М F F М MFM F M M F FULL-TIME MF M F F M F F M F 5 3 3 0 0 19 8 5 2 0 0 16 7-16 14 5 2 0 0 17 7 14 5 3 2 0 0 17 7 14 2 3 Officials & Managers 0 45 30 4 6 1 1 50 37 27 40 27 5 7 46 34 7 0 46 37 19 6 7 44 39 24 7 2 33 Professionals Technicians 2 2 0 25 7 16 0 0 0 0 16 1 24 1 0 0 3 2 27 3 0 0 0 0 19 1 21 6 1 19 1 **Research** Associates 0 14 2 0 0 14 3 10 2 1 0 11 11 3 0 0 0 0 1 13 3000 0 13 3 10 4 1 11 4 **Research** Assistants 92 45 95 38 8 9 4 4 107 51 85 33 10 9 0 2 95 44 82 34 12 10 3 97 45 84 34 7 9 1 2 1 SUB-TOTAL \*PERMANENT PART-TIME Officials & Managers 0 0 0 0 0 0 Professionals Technicians 11 0 0 0 0 0 1 0 SUB-TOTAL 8 9 4 107 51 2 93 45 95 38 4 82 34 12 10 3 97 45 85 34 7 85 33 10 9 0 2 95 44 1 TOTAL

\* 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

AFFIRMAT:	IVE A	CTION	PLAN
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## SCHOOL/DEPARTMENT AGRICULTURE & LIFE SCIENCES

COMPLETED BY F. J. Hassler

## DATE June 16, 1975

## June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

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Officials & Managers	16	2	0	0	0	0	16	2	16	2	0	0	0	0	16	2	15	2	0	0	0	0	15	2	15	2	0	0	0	0	15	2
Professionals	9	9	0	0	0	1	9	10	1	9	0	0	0	1	9	1.0	9	8	0	0	0	0	9	8	7	11	0	0	0	0	7	11
Technicians		79	19	7	1	4	192	90	181	80	20	7	1	4	202	91	172	76	18	8	1	4	191	88	201	94	20		3	4	224	105
Sales		0	0	0	0	0	0	0		0 0	0	0	0	0	0	0	0	1.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical	_	227	1	18	0	2	4	247	3	229	1	20	0	2	4	251	3	230	1	17	0	2		249		246	1	15	0	2		263
Craftsman	35	1	5	0	0	0	40	1	35	1	5	0	0	0	40	1	34	1	6	0	0	0	40	1	30	1	5	0	0	0	35	1
Operations (semi-skilled)	6	21	3	1	0	1	9	23	6	22	3	1	0	1	9	24	6	19	3	1	0	1	9	21	7	20	2	2	0	0	9	22
Laborers	18	3	25	3	0	0	43	6	18	3	25	3	0	0	43	6	19	4	22	3	0	0	41	7	10	2	16	2	0	0	26	4
Service Workers	0	0	0	3	0	0	0	3	0	0	0	3	0	0	0	3	0	0	0	3	0	0	0	3	0	0	0	2	0	0	0	2
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TOTAL	261	381	53	32	1	8	315	421	270	391	54	34	1	8	325	433	260	377	50	32	1	7	311	416	276	405	44	29	3	6	323	440

\* SPA individuals working at least ½-time in a permanently established position.

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Professionals		2	0	4	4	-	-	6	4	2	0	4	4	-	-	6	4	3	2	2	4	-	-	5	6	2	3	-	-	-	-	2.	3
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### AFFIRMATIVE ACTION PLAN EPA FACULTY

June 5, 1975

SCHOOL/DEPARTMENT ADULT & COMMUNITY COLLEGE EDUCATION BY DATE Edgar J. Boone

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

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Officials & Managers																																
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AFFIRMATIVE ACTION PLAN

## AFFIRMATIVE ACTION PLAN

EPA FACULTY

SALS DATE June 10, 1975 COMPLETED BY W. L. Carpenter AGRICULTURAL INFORMATION SCHOOL/DEFARTMENT Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement June 1973 Faculty Complement White Black Other White Black Other Muite Black | Other Total Mite | Black | Other MF MEHF MEME MF MF MFMFMF MEME MF MF MF FULL-TIME 1 1 1 1 Department Head 1 1 Professor Associate Professor 4 4 4 4 4 3 4 Assistant Professor 3 Instructor man - search and - search -----THE TRACE OF THE TAXABLE to a meridian and the second and the second second 1 100 100 100 1000 1000 ----------5 5 5 5 5 5 4 -----SUS-TOTAL SPERCIANENT PART-TIME 1 -----Professor Associate Professor Assistant Professor Instructor 220 122 2 2 20 mar -Sec. 2.5. 175 Visiting TATE OF STREET, STREET, STREET, and the second STAT OF 1000 -----that are 5 5 5 5 Total.

SCHOOL/DEPARTMENT AGRIC	ULTU	LTURAL INFORMATION									COMPLETED BY W. L. Carpenter										DATE						June 10, 1975							
	June 1973 EPA Non-Faculty Complement								Projected 1975-76 Complement							June 1974 EPA Non-Faculty Complement								June 1975 EPA Non-Faculty Complement										
FULL-TIME		ite F		ack F		er F	Tot	tal F	Wh M	ite F		F	Oth M	er F	Tot	al F	Wh M	ite F	Bla M	ck F	Oth	er F	Tot	F	M	ite F	Bla M	F	Oth	er F	M	F		
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Officials & Managers		-	-	-			-	-	-	-	-	-	_	_		-	-	-		-	-	-	-		-	-	-	-	-	_		-		
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AFFIRMATIVE ACTION PLAN

### EPA FACULTY

SCHOOL/DEPARTMENT AN

ANIMAL SCIENCE

COMPLETED BY I. D. Porterfield

DATE June 9, 1975

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

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Department Head	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0
Professor	19	0	0	0	0	0	19	0	21	0	0	0	0	0	21	0	21	0	0	0	0	0	21	0	19	0	0	0	0	0	19	0
Associate Professor	17	0	0	0	0	0	17	0	14	0	1	0	0	0	15	0	14	0	0	0	0	0	14	0	15	0	0	0	0	0	15	0
Assistant Professor	4	0	1	0	0	0	5	0	5	1	2	0	0	0	7	1	7	0	1	0	0	0	8	0	3	0	1	0	0	0	4	0
Instructor	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	42	0	1	0	0	0	43	0	41	1	3	0	0	0	44.	1	43	0	1	0	e.	0	44	0	38	0	1	0	0	0	39	0
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# EPA NON-FACULTY

June 9, 1975 DATE COMPLETED BY I. D. Porterfield ANIMAL SCIENCE SCHOOL/DEPARTMENT June 1975 EPA June 1974 EPA Non-Faculty Complement June 1973 EPA Non-Faculty Complement Projected 1975-76 Complement Non-Faculty Complement White Black Other White Black Other White Black Other Total White Black Other Total M M M F м 7 F FMFM 77 M М MF M F M F M MF MF MF M F FULL-TIME Officials & Managers 5 0 0 0 0 0 5 0 5 0 0 0 0 0 5 0 0 0 0 0 3 0 0 0 5 0 3 0 0 0 0 5 Professionals Technicians 0 5 0 0 0 0 0 5 0 15 0 5 0 0 0 0 0 0 3 0 0 0 3 0 0 5 0 0 0 0 0 SUB-TOTAL \*PERMANENT PART-TIME Officials & Managers Professionals Technicians SUB-TOTAL

EPA FACULTY

COMPLETED BY Samuel B. Tove

DATE \_\_\_\_\_ June 5, 1975

SCHOOL/DEPARTMENT BIOCHEMISTRY June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

Total White Black Other White Black Other White Black Other Total White Black Other Total MEME M ME MF MF MF MF MFMF M MF M MF MFMF FULL-TIME 1 Department Head 6 с. 5 6 5 6 Professor 2 1 2 2 2 Associate Professor 1 ă, Assistant Professor 1 Instructor 9 1 8 9 1 8 1 8 1 9 1 9 1 SUB-TOTAL \*PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor Visiting SUB-TOTAL 8 0

#### AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

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Officials & Managers		-	-	-	-	-	+-	-	-	-	-	+	+	-	-	-	+	-	-	-	-	-	1	-	+	1	1	T	1		1	1
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\* 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.

Note: For the June 1973 and June 1974 columns, one of the employees we have listed under "white female" should really go under the "other female" category since she is a naturalized citizen born in China.

### AFFIRMATIVE ACTION PLAN EPA FACULTY

COMPLETED BY F. H. Hassler

DATE June 9, 1975

SCHOOL/DEPARTMENT BIOL. & AGR'L ENGINEERING COM

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

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Department Head	1			-		1	1	_		-		1		1					1	-	1	-				1
Professor	4					4	8	_		1	_	9	-	4			1		5		6	_		1		7
Associate Professor	12			1		13	12	_	_			12		12					12		12					12
Assistant_Professor	8				-	8	4	-	_	-	-	4	-	7	_				7		7		-			7
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### AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

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# EPA FACULTY

SALS BOTANY SCHOOL/PEPARTMENT

G. R. Noggle

DATE 3 June 1975

COMPLETED BY June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

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#### AFFIRMATIVE ACTION PLAN EPA NON-FACULTY SCHOOL/DEPARTMENT SALS-BOTANY COMPLETED BY G. R. Noggle DATE 3 June 1975 June 1973 EPA June 1974 EPA June 1975 EPA Non-Faculty Complement Projected 1975-76 Complement Non-Faculty Complement Non-Faculty Complement White Black Other White Black Other 'fotal Total White Black Other White Black Other Total M P MFMFMF M F M F M F M F M F MF MFMFMF MF DHL-TIME M M Gificials & Managers 2 2 1 1 Professionals\_ Techaicians -----LUG-TOTAL 2 2 1 SAULMENT PART-TIME Officials & Managers Foof taionals T. chafelans enter la <u>5 %- 202AL</u> . ..... 2 2 TATAL 1

#### AFFIRMATIVE ACTION PLAN EPA FACULTY COMPLETED BY Philip A. Miller SCHOOL/DEPARTMENT CROP SCIENCE DATE June 4, 1975 June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement Black | Other White Black Other White Black Other Tota1 White Total White Black Other Total M MF MF M F MFMF MF FULL-TIME MEME MF М F MF MF M M F MF 1 1 1 1 1 1 1 1 Department Head 22 23 23 b3 25 Professor 6 6 6 6 6 6 9 9 Associate Professor 6 8 8 7 7 7 6 7 Assistant Professor 1 3 4 1 3 3 3 1 1 3 Instructor 40 40 41 1 43 41 41 40 1 1 SUB-TOTAL \*PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor Visiting SUB-TOTAL 1 43 40 40 40 47 1 1 41 TOTAL

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#### AFFIRMATIVE ACTION PLAN EPA FACULTY SALS DATE 6/4/75 SCHOOL/DEPARTMENT ECONOMICS & BUSINESS COMPLETED BY W. D. Toussaint Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement June 1973 Faculty Complement White | Black | Other | White| Black Other Total White Black Other White| Black | Other Total MFMF H F MF ME MF M F MF M F ME MFMF MEME м F MF TULL-TIME 1 1 1 Department Head 18 18 18 18 19 19 17 17 Professor 15 15 15 15 15 14 15 14 Ass. ciate Professor 2 6 2 7 6 6 7 1 1 6 1 1 Assistant Professor 2 2 2 2 1 1 1 Instructor And the state of the state of the state of the ----------200 and the second s 38 42 38 43 42 SUE-TOTAL 39 39 43 1 1 1 SPERMLNENT PART-TINE. Frotessor . Associate Professor Assistant Professor Instructor NAMES AND A DESCRIPTION OF A DESCRIPTION Visitin and a second second wear a statut SUB- IOTAL THE THE PARTY STATE The state was the to the -----38 42 42 38 43 1 39 1 39 43 1 1 101AL COMPLEMENTATION OF

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### EPA FACULTY

SCHOOL/DEPARTMENT ENTO

ENTOMOLOGY

COMPLETED BY K. L. Knight

DATE \_\_\_\_\_\_ 12, 1975

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

FULL-TIME	Wh M	ite F	Black	k Oti F M	her F	Tota M	$\frac{1}{F}$	Whid M	F	Bla M		Oth M	er   F	M	al F	Wh M	ite F	Black M F		her F	Tot M	F	Wh M	ite F	Blac M	I: O F M	ther F	Tota M
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ssociate Professor	7			1		8		5				1		6		6			1		7		6			1		7
ssistant Professor	3					3		4	1			_		5		4					4	4	6					6
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FULL-TIME			Blac M		Other M F	M	tal F	Wh M	ite F	B1 M	ack F	Oti M	ner F	Tot	F		ite F	B1 M		Oth M		Tot	tal F	.Wh M	ite F	Bla M	ck F	Oth M	er F	Tot	al F
Officials & Managers				1																											
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Research Assistants	5					5		3						3		.6						6		2						2	
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SUB-TOTAL	19					19	-	15						15	1	18	-			-		_18	-	18						18	
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### AFFIRMATIVE ACTION PLAN EPA FACULTY

#### DATE \_\_\_\_\_\_ 13, 1975 SCHOOL/DEPARTMENT **EXTENSION 4-H** COMPLETED BY Chester D. Black June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement White Black Other Total M F White Black Other Total White Black Other Total White Black Other Total M F M MFMFM MF MF MF 1 M F MF F F M F MF M F M F M F FULL-TIME 1 1 1 1 Department Head

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SUB-TOTAL	2			2		3	1	1			_	4	1	2						2		2				2	
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#### EPA NON-FACULTY SCHOOL/DEPARTMENT EXTENSION 4-H COMPLETED BY DATE Chester D. Black June 13, 1975 June 1975 EPA June 1974 EPA June 1973 EPA Non-Faculty Complement Non-Faculty Complement Non-Faculty Complement Projected 1975-76 Complement White Black Other White Black Other White Black Other Tota1 White Black Other Total Total Total FULL-TIME MEME M F F М F F M F Μ F Μ F M F M T M M M M M M M F F Officials & Managers 2 2 2 Professionals (4-H Specialists)6 2 1 1 4 2 1 1 5 3 5 2 1 11 6 2 7 9 4 7 2 Technicians SUB-TOTAL 6 2 1 2 5 3 5 6 3 7 2 2 2 9 4 7 1 \*PERMANENT PART-TIME Officials & Managers Professionals Technicians SUB-TOTAL 2 2 9 4 TOTAL 5

AFFIRMATIVE ACTION PLAN

# AFFIRMATIVE ACTION PLAN EPA FACULTY

# SCHOOL/DEPARTMENT EXTENSION HOME ECONOMICS

# COMPLETED BY Eloise Cofer

June 1975 DATE

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

	Wh. M	ite F	B1 M	ack F	Oth	ier F	Tot	al F	Wh	ite F	B1. M	ack F	Oth	ner F	To	tal F	Wh	ite	Bla	F	Oth M	F	To M	tal	Wh M	ite F	B1a M	ck F	Oth M	F	Tot	tal F
FULL-TIME	M	F.	M	r	M	r	M	r.	m	1.	M	1	17	F	m	F	FI	T,	FI	F	FI	F	FI	Í,	-	T,	11			-	n	1
Department Head		1				-	-	1	-	1	-	-				-							-	1		1	-				-	-
Professor	_	-			-		-		-	-		_														-					-	
Associate Professor	1			1		-	1	1	-	1	6.50	1				2	1		-		1	_	1	1	1			1			1	1
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# AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

SCHOOL/DEPARTMENT	EXTENSIO	NH	IOM	EI	ECC	ONO	MIC	s		COMP	LETE	D B	Y E	101	se C	ofer					_			D	ATE	J	une	197	5				
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FULL-TIME		Whi M			r F	Oth M	ner F	M	tal F	Wh M	ite F	B1a M	ack F	Oti M	her F	To M	tal F*	WI M	F		F	Otl M	ier F	To M	tal F*	Wh: M	F	B1 M	ack F	Oti M	ner F	M	tal F **
Officials & Manager	s					5																			-								
Professionals		1	15		2			1	17*	1	16	1	4	1.		2	20	1	15	_	2			1	17*	1	16	-	3	-		1	19
Technicians	S	_						-		-	-	-	-	-	-			-	-	-	-				-	-	-	-	+	-			
	_	-	-		-		-	-	-	-				-					+	-	-			-	-		-	-		-	-		-
SUB-TOTAL		1	15		2			1	17*	1	16	1	4			2	20		1 15		Ż			1	17*	1	16	-	3			1	19
*PERMANENT PART-TIM	Œ												-						-									-	-	-			-
Officials & Manager	s										-		-	-				-	-		-			-		-	-	-	-	-		-	
Professionals										-	-	1		-			-				-		-	-	-		-		-	-		-	
Technicians		_				2	-	-			-		-	-	-			-	-		-			-	-	-	-	-	-	-		-	
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SUB-TOTAL		_					_	-				-	-	-				L	-	-	-	-		-	-		-	-					
TOTAL							41																										

\* 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.

\* A & T 1890 not included \*\* 1890 specialists added

### AFFIRMATIVE ACTION PLAN EDA PACILITY

												E	PA F	ACUI	LTY																
SCHOOL/DEPARTMENT FOOD S	CIEN	ICE							COMP	LETI	ED B	Y _	D	r. T	. N.	Blu	mer		_	-			DA	TE		Ju	ine 5	<u>, 1</u>	975		
	Ju	ne 1	973	Fac	ulty	Con	mplen	nent	' Pr	ojed	ted	197	5-76	5 Cor	mpler	nent	Ju	ne 1	974	Facu	ilty	Com	plen	nent	Jur	ne 1	975	Faci	alty	Compl	ement
		ite		ack	Oth	er F	Tot	al		ite F		ack F	Oth M		To	tal F	Wh M	ite F	Bla M	ck F	Othe	F	Tot	F	Whi	lte F	Bla		Othe M	r T	Total 1 F
FULL-TIME	M	F	M	F	M	F	M	F	M	T.	M	r	M	r	M		PI	F	-F1	-	1	-		-	-	Ê	1 I	Ń			1-
Department Head	1				-		1		1			-			1		-1			-	-	-	1		1	-	-				
Professor	10			2.			10		12	-		-			12		10		_				10	-	10	-					10
Associate Professor	7						7		6	1					6	1	7	1		-		_	7	1	8	1				-	8 1
Assistant Professor	5	1					5	1	4	-		-	-		4		4				_		4		4	-	-				4
Instructor					_	-	-		1	-	-		-	-	1	-	1	-					1	-	1	-	-	-			1
Visit. Asst. Professor		-	_	_	1	_	1	-	_	-	-	_	1	_	1			-			1		1	-		-	-		1.		1
SUB-TOTAL	23	1			1		24	1	24	1	-	-	1	-	25	1	23	1			1	-	24	1	24	1			1	1 2	25 1
*PERMANENT PART-TIME	_				_	-		-	1		-		-		1		-						-			-					
Professor (Etchells)		_	-	-	L	-	-		1	-	-	1	-	-	1		1	-			_		1	-	1	-					1
Associate Professor	1	_		-				-		-	-							-		-			-	-		-					
Assistant Professor		-			-		-			-		-	-		-			-			-			-		-					
Instructor			-		-	-				+	-	-	-	-					-	-				-		-		+			
Visiting	1		-	-	-		-			-	-			-	-	-		-	-	-				-		+		-			-
SUB-TOTAL		-	-	-	-		-		1		-	-	-		1		1			-			1	-	1	-	+	-	-		
TOTAL	23	1			1		24	1	25	1			1		26	1	24	1			1	-	25	1	25	1	1	1	1	20	5 1

TOTAL \* 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.

#### SCHOOL/DEPARTMENT FOOD SCIENCE DATE COMPLETED BY Dr. T. N. Blumer. June 5, 1975 June 1973 EPA June 1974 EPA June 1975 EPA Non-Faculty Complement Projected 1975-76 Complement Non-Faculty Complement Non-Faculty Complement White Black Other White Black Other White Black Other White | Black ! Other Total Total Total Total FULL-TIME M F MF Μ F M 17 M F M F M F M F M F M F М F M Μ F M F M F M Officials & Managers Aq. Ext. Specialists 2 2 2 2 2 2 2 2 Professionals Technicians 2 2 2 2 3 1 2 2 2 2 2 2 2 1 1 1 Research Assistants 2 **Research Associates** 1 1 1 1 1 2 5 2 3 2 2 3 2 4 5 3 3 3 2 3 4 4 4 SUB-TOTAL \*PERMANENT PART-TIME Officials & Managers Professionals Technicians -----SUB-TOTAL 2 2 3 3 2 3 4 5 3 3 2 4 4 2 4 5 3 TOTAL

\* 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 NON-FACULTY

EPA FACULTY John & Scandalion COMPLETED BY

DATE June 10, 1975

SCHOOL/DEPARTMENT

GENETICS

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

			Bla		Other		Tot	al		ite		ack F	Oth	er   F	Tot	ral F	Wh	ite F	Blac		Other M 1		lota 1	F	Whi		Bla M		Oth M	er F	M	F
FULL-TIME	M	F	M	F	MI	-	M	F	M	F	M	r	M	1	M	r	- 11	F	T	-	T		T	÷				-	-T	-	1	-
Department Head	1				-	-	1		1						1		1			-+		1	+			-	_		-		-	
Professor	10				-		10		13			3		5.1	13		10	-		-+		1	0		10		100		-		10	-
Associate Professor	2					_	2										2			-		2	-		_1	-	_				1	
Assistant Professor	1					_	1		3	-	-				3		3*	-		-		3	*	-	2*				-		2*	-
Instructor	1					-	1							_			-			-+		-		_		-	-	-	_			
Associate Geneticist		1						1		1	-				_	1	-	1		-	_			1		1			_			1
SUB-TOTAL	15	1				-	15	1	17	1	-	-	20		17	1	16	1		_		1	6	1	16	1					-16	1
*PERMANENT PART-TIME						_			-	-			_		-		-	-					-	735		-				_		
Professor						_	1					-					-			-		-+-	-		_	-		-				
Associate Professor		-						-		-	-	-										-+	-			-						
Assistant Professor		-				_	_		-	-			-					-				-+		-			-					
Instructor						-				-	-	-		-				-		-		-	-			-	-	-	-			
Visiting		-					-			-	-		-		-			-		-			-					-				
SUB-TOTAL		-		-			-			-	-	-						-		-			-			-		-				-
TOTAL	15	1					15	1	17	1					17	1	16	1				1	6	1	16	1	1_		-		16	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.

\* Includes 1 Visiting

SCHOOL/DEPARTMENT	GENETIC	s			i.	_			COM	PLET		EP	NO	N-FA	ACULT	e pla		lios	,	_			I	DATE		Jur	ne 1(	), 1	975			i,
			1973 acult		omp1	emer	nt		P	roje	cted	197	/	6 Cc	omple	ement			1974 acu1			leme	nt			ne 1 n-Fa				lemer	it	
FULL-TIME	Wh M	ite F	Blac		Oth M	er F	To M	tal F	Wł M	ite F	B1 M	ack F	Ot	her F	To	tal F			B1 M			her F	To	tal F	. Wh	ite F	Bla M	ck	Oth	ner F	Tot	al
Officials & Managers		1														T	1	T		Ĺ	1	Ē	1	T		Í	ri		PI	F	M	<u> </u>
Professionals																																
Technicians																																
Research Associate	1						1		1						1			1							2						2	
Research Assistant												1													1						1	
SUB-TOTAL	1					-	1		1						1										3						3	
*PERMANENT PART-TIME																																
Officials & Managers																																
Professionals	•			-																												
Technicians																											-			1		
and the second second				-	_						1	-																		T		
			10-10-100	_				-		_																						
SUB-TOTAL																			1												-	
TOTAL	1						1		1						1								0	0	3	1	1	-			3	

### EPA FACULTY

COMPLETED BY JAMES W. STROBEL, HEAD

DATE June 9, 1975

SCHOOL/DEPARTMENT HOR TICULTURAL SCIENCE

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

	White	Black	Other	Total	Whi		Black		her	Tot	tal		ite	Black		ther F	Tot	al F	·Whit M	e F	Black M F	Oth M	er	Total M H
FULL-TIME	MF	MF	MF	MF	M	F	M	FM	F	M	F	M	F	MI	M	F	EI I	F	- 1	-		T	÷	T
Department Head	1			1	1	-			-	1	_	-			+	+	-	_						_1
Professor	14			14	13	-			1	13	-	13			-		13	_	13	-				13
Associate Professor	12			12	16	_		_		16		11			-		11		14	-+				14
Assistant Professor	6			6	5	- 1		-	-	5		8	-		+		8		5	-+		-		5
Instructor	3			3	2			+	-	2	-	1	-		+		1		1	-				1
SUB-TOTAL	36			36	37					37		33					33		34	_				34
*PERMANENT PART-TIME									-	-	-	-	-		+	+-	+	-		-		-	-	
Professor			+			_						+	-		-+-					-		-	-	
Associate Professor									+	+		-	+				+-	-				+-	-	
Assistant Professor						_						-	-		+			-				+	-	
Instructor		_				-							-		+	+						+		
Visiting							-			-					-									
SUB-TOTAL									-				-		-		-	-		-		-	-	
TOTAL	36			36	37					37		34			1	_	34	1	34	-	-	1		34

														CION CULTY	PLAN																
SCHOOL/DEPARTMENT HOR T	TICU.	LTU	RAI	S	CIENC	Е		COME	LETE	D BY		Jam	es l	W. S	trob	e1,	lle	ad	-			DA	TE	Ju	ine	9,	197	75		*	
			973 cult		omplem	ent		Pr	rojec	ted	197	5-76	i Cor	nplen	nent			974 cult		omple	emen	t				975 l culty		omp10	emen	t	
	1.0	ite	Bla	al.	Other	TT	tal	W	ite	Bla	ick	Oth	er	Tot	al	Wh	ite	Bla	ck	Oth	er	Tot	al	Whi	te	Bla	ck	Othe M	er	Tot	al
FULL-TIME	M		M	F	M F	M	F			M				M	F		F		F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers						-											-			_	-		-		-			-			
Professionals	-	-	1			1		-	-	1	-			1		-	-	1		-		1			-	1	-	-	-	1	
Technicians		+	$\left  \right $	-		+	-	+	-	-	-	-				-															
1000																-															
SUB-TOTAL	-		1			1		-		1	-			1		-		1	_			1	-		-	1				1	
*PERMANENT PART-TIME		-				-	-	-	-	-	-	1-				-	-			- 25	-	-	-		-		-				-
Officials & Managers	-	-		-		-	-	-	-	-		-		-		-	-		-		-			-	-		_	-			
Professionals	_	-		_		+	-	-	-	-	-	-	-		1	-	-		-	-			-		-		-	-		-	-
Technicians	+	+		-		+	+	-	+	-	-	-		-			-		_									-			
	+																-			-					_						
SUB-TOTAL											_	-	-			-		_						-	-					-	-
TOTAL			1,1			1			1	1		1		1				1		1		1		-	-	1				1	

#### EPA FACULTY MICROBIOLOGY SCHOOL/DEPARTMENT COMPLETED BY James B. Evans DATE June 3, 1975 June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement White Black Other White| Black | Other Total Total White Black Other Total White Black Other MEMEME FULL-TIME MEMEME MF MF M F MF MF MF MF MF М F M 1 1 1 1 1 1 1 Department Head 1 Professor 3 3 3 3 3 3 3 3 1 1 Associate Professor 1 1 1 1 1 1 1 1 1 1 Assistant Professor Instructor -----5 5 1 5 1 5 0 5 0 5 1 5 1 SUB-TOTAL 5 \*PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor Visiting 0 0 0 0 0 0 0 0 0 0 0 0 SUB-TOTAL 5 0 5 5 1 5 1 1 5 5 5 1 TOTAL

\* 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	NON	I-FAC	CULTY								DA	TE		Jun	ne 3,	19	75			
SCHOOL/DEPARTMENTM	Ju	ine 1	1973 E aculty	EPA	omp 1.	emen	t									Evans	Ju		974 cult			emer			Jui	ne 1	975 cult	EPA		emen	t	
	Wh	ite	Blac	k		er	Tot	al	M	iite F	B1a M	ack F	Oti M	ier F	Tot	al F	Wh M	ite F	Bla M	ick F	Oth M	er F	Tot	al F		ite F	Bla M	ck F	Oth	er F	Tot	al F
FULL-TIME	M	F	M	F	M	F	P1	<u>r</u>	m	T	11	ŕ	1	Ĺ.								-										
Officials & Managers		+	++	+	-	-		-	-	-	1	1	1					1						1	2	1					2	1
Professionals		+-		-+				-	-	+	+		-					-	-													
Technicians		-	+-+	-					-	+-	-	-	+	-			-	-		-						1						
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SUB-TOTAL				_	-		0	0	-		-	-	-	-	0	0	0	1					0	1	2	1	-	-			2	1
*PERMANENT PART-TIME		-							-	-	-	-	-	-	-	-		+-		-			-	-	-	+-	-	-	-	-		
Officials & Managers							-	-	-	-	-	-	-	-	-			-	-	-		-	-		-	-	-	-				1.1
Professionals							-	-	-	4	-			-			-	-		-	-	-	-	-	-	+	-	-				-
Technicians				_		-	-	-	-	-	-	-	+-	-	-		-	-		-	-	-	-	-	-	+	-	-				
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SUB-TOTAL				_			0	0	-	-	-		-		0	0	0	0			-	-	0	0	0			+	-			1
TOTAL							0	0							0	0	0	1					0	1	2	1	1	1	-		2	1

SCHOOL/DEPARTMENT PLAN	T PAI	THO	LOGY					COME	LET		E	PA F	ACU	LTY	PLA							D	ATE	6-12	-75						
	Ju	ne 1	973 F	acul	ty Co	mpler								-			ine 1	1974	Fac	ulty	Cor		1				Fac	ulty	Comp	lem	nent
FULL-TIME	Wh M	ite F	Blac	k C F M	ther F	Tot	ral F	Wh M	ite F		ack F	Oth M	ner F	To M	tal F	Wh M	ite F	Bla M	r F	Oth M	er F	To	tal F	·Wh M	ite F	Bla M.		Othe M	F F	Tot	ral F
Department Head	1					1		1						1		1						1		1						1	
Professor	14	1				14	1	15	1	1				15	1	13	1					13	1	14	1				14	4	1
Associate Professor	7					7		8						8		9						9		7						7	
Assistant Professor	5					5		2			1			2	1	3			1			3	1	4			1			4	1
Instructor		-		+		-		-	-	-			-				-						-			-				_	-
SUB-TOTAL	27	1				27	1	26	1		1			26	2	26	1		1			26	2	26	1		1		2	6	2
*PERMANENT PART-TIME		-																													
Professor																															
Associate Professor																															
Assistant Professor																															
Instructor				1			1																								
Visiting									-	-	-			-	-		-				-										
SUB-TOTAL				1			1																								
TOTAL	27	1		1		27	2	26	1		1			26	2	26	1		1			26	2	26	1		1		2	6	2

NCS	U.													CULT	PLAN (																
		TH	DLOGY					COMP	LETE	ED BY	( _		Ro	bert	Ayc	ock			_			Di	ATE	6	-12	-75					
			973 EP culty		leme	nt		Pr	ojec	cted	197	5-76	5 Cor	np1er	nent			974 cult			emen	nt				975 cult			lemen	t	
FULL-TIME		i.te F	Black M F	1 Ot M	ther F	Tot	tal F			B1a M			ier F	To		Wh M	ite F	Bla M	r F	Oth M	er F		<u>tul</u> F	Mi M	ite F	Bla M	ck F	Oth M	er F	Tet	n1 F
Officials & Managers																								-				-	_		
Professionals		-		-		-		-	-	-		-								_									-		
Technicians								-	-		-	-				-					<u> </u>							-			
Research Associates	_			-	-	-		-	-	-	-	-				2			-			2		4	-		-		-	4	
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Officials & Managors						-		-	-		-	-		-				<u> </u>									-				
Professionals				-		-	-		-				-			-	-					- 1	-		-		-	-			
Technicians		-		-		-	-	-	-	-	-	-				-	-			-						-			-	-	
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## EPA FACULTY

SCHOOL/DEPARTMENT POULTRY SCIENCE

COMPLETED BY ROBERT E. COOK

DATE June 3, 1975

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

			Black			Total M F		hi		Bla		Oth			tal		ite	Blac		Other		tal			Blac		Other	Tota
FULL-TIME	M	F	MF	M	F	MF	M	-	F	M	F	M	F	M	F	M	F	M	F	MF	M	F	M	F	M	F	MF	M
Department Head	1					1	1	_	_					1		1					1		1					1
Professor	6				2	6	7	1						7		6					6		8					8
Associate Professor	4					4	4	-				-		4		4	1				4		3				1	3
Assistant Professor	4					4	5		1					5	1	6					6		5					5
Instructor	1	-				1	1	+	-	-				1		1			+		1	-	2			+	_	2
SUB-TOTAL	16					16	18		1			-		18	1	18					18		19					19
*PERMANENT PART-TIME																												
Professor								_			_								_								_	
Associate Professor								-	_		_							-	_	_	-	-		_		1	_	
Assistant Professor					_			_	-		-				_				-		-	-				-		
Instructor								_		_	_		_		_			_	-		-	-				-		
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### AFFIRMATIVE ACTION PLAN EPA FACULTY

# SCHOOL/DEPARTMENT SOCIOLOGY & ANTHROPOLOGY

### EFA FAGULTI

LOGY COMPLETED BY Selz C. Mayo

LED BI \_\_\_\_\_\_ Sela C. Hayo

DATE 6-3-75

June 1973 Faculty Complement

Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

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#### AFFIRMATIVE ACTION PLAN EPA FACULTY SOIL SCIENCE COMPLETED BY C. B. McCants SCHOOL/DEPARTMENT DATE June 10, 1975 June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement' June 1975 Faculty Complement White | Black | Other | White Black Other Total White| Black | Other Total White Black Other Total Total MF MF MFMFMF MEME M M MF MF M F M М F M F H F FULL-TIME 17 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 1-00 00 010 Department Head 0 14 0 0 0 0 0 14 0 11 0 0 0 0 0 11 0 Professor 0 0 0 10 0 0 10 0 12 0 0 0 0 0 12 0 Associate Professor 0 1 0 10 Assistant Professor 9 0 0 0 0 0 9 0 6 0 1 0 0 0 7 0 00 0 3 0 1 0 0 0 10 0 1 0 Instructor 0 32 0 33 0 1 0 0 0 34 0 0 0 0 32 0 0 0 0 32 0 30 0 0 1 0 31 0 SIM-TOTAL 32 0 \*PERMANENT PART-TIME NONE NONE NONE NONE Professor Associate Professor Assistant Professor Instructor Visiting - 1-..... 1100 ...... --------..... SUB-TOTAL TRACK NAME OF TAXABLE PARTY 32 0 0 0 0 0 32 0 33 0 1 0 0 34 0 32 0 0 0 32 0 32 0 30 0 0 0 31 0 TOTAL

#### AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

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Associate Professor								1.2	2	1	1	-	-	-	3	1	2	-	-	-	-	-	2	-	2	-	-	-	-	-	2	-	
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\* 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. \*1 visiting professor

AFFIRMATIVE ACTION PLAN

PDA PACUTTY

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SCHOOL/DEPARTMENT <u>VETE</u>	VETERIN	RINAR Y SCIENCE								COMPLETED BY T. M. Curtin									DATE								E June 3, 1975									
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# AFFIRMATIVE ACTION PLAN EPA FACULTY David E. Davis

June 9, 1975 DATE

SCHOOL/DEPARTMENT

ZOOLOGY

COMPLETED BY

Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement June 1973 Faculty Complement

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Professor	10				_	10	11	12		_				12		11		_	-	-		11		11	-		+		11	-
Associate Professor	2	1			_	2	1	-	1		-	+		-	1		1						1		1	-	+		+	1
Assistant Professor	5				_	5	-	8	-	1		-		9		7	-	-	-	-+		7		8	-		+		8	-
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AFFIRMATIVE ACTION REPORT FOR THE SCHOOL OF DESIGN, 1974-75 Submitted June 20, 1975

At the end of the 1974-75 academic year, the School of Design has made some progress in meeting our affirmative action goals. There has been a significant increase of three women faculty members. This meets the 1975-76 goal. But one Black faculty member was lost and was not replaced. Therefore, the School has lost ground in this most important area. We remain two Black faculty members short of the 1975-76 goal.

In this report for 1973-74, Roger Clark recommended that the School identify and recruit Blacks vigorously. The Affirmative Action officer is concerned about our inability to fulfill our commitment in the School of Design at this time to secure Black faculty members. There is a solution: the top administrators in the School could commit the School to fill several positions with only Blacks as done this year with our SPA recruiting.

One bright spot in Black recruitment has been the students' effort, with the assistance of the Dean, to contact and attract potential Black students. Although this will not begin to "pay off" until 1976, the student effort has been commendable. The School should commit itself to following this up with whatever is necessary to attract a significant number of Black students. Specific programs include another intensive high school recruiting campaign and a summer program for potential students.

Respectfully submitted,

Randalph Dester

RH:ss

### EPA FACULTY

DATE \_\_\_\_\_June 20, 1975

SCHOOL/DEPARTMENT Design COMPLETED BY R. Hester

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

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Associate Professor	11					11		2					9		9						9		5				3	8	
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#### AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

COMPLETED BY D Hostor

SCHOOL /DEPARTMENT

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DATE June 20, 1975

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\* SPA individuals working at least ½-time in a permanently established position.

# NORTH CAROLINA STATE UNIVERSITY

AT RALEIGH

SCHOOL OF EDUCATION

OFFICE OF THE DEAN ZIP 27607

June 23, 1975

MEMORANDUM

TO:

Assistant Provost Lawrence Clark

FROM:

William Maxwell, Jr. Willell Associate Dean

SUBJECT: Affirmative Action Plan Report (1975)

1. Attached is the Affirmative Action Plan Report for the School of Education which includes EPA Faculty, EPA Non-Faculty and SPA data as follows:

- a) Consolidated School of Education
- b) Adult and Community College
- c) Agricultural Education
- d) Center for Occupational Education
- e) Curriculum and Instruction (formerly Division of Education)
  - f) Industrial Arts Education
  - g) Industrial and Technical Educttion
  - h) Mathematics and Science Education
- i) Psychology
- j) Introduction to Vocations
- k) Office of the Dean (which includes Office of Publications, Curriculum Materials Center, and Computer Facility).

2. A brief explanation of the Affirmative Action Plan of the School of Education is offered.

### A. EPA Faculty

Two blacks, Dr. Lawrence Clark and Dr. William Maxwell, serving as professors of Education in Mathematics Education and as Associate Professor of Education, respectively, are not counted in these data by virtue of their other positions, Assistant Provost and Associate Dean, respectively. One black female was hired as instructor in August, 1974. This instructor resigned at the end of the Fall, 1974, Semester, in order to devote full-time to completing her doctoral work at Duke University. Therefore the figure of one black out of a Page 2 Assistant Provost Lawrence Clark June 23, 1975

total faculty of sixty-six is misleading. Three out of sixty-eight, or four percent, would be more accurate for the School, but for accounting purposes.

It should also be noted that intensive recruiting efforts were exerted to find qualified Blacks for the anticipated 1974-75 vacancies. Two Blackswere offered a position in the Guidance and Personnel Services Department, but both declined the offer. Persistent effort, however, finally paid off in that one black has accepted the offer to join that department for the Fall, 1975, semester.

## B. EPA Non-Faculty.

Most of these ten positions are filled by persons holding a doctoral degree. Again, the absence of Blacks reflect the market and not our recruiting efforts. The School will continue its policy of sustained effort to identify qualified Blacks whenever a vacancy is anticipated in any of these positions.

C. SPA

Eight of the thirty-four SPA positions are filled by Blacks. This represents twenty-four percent of the positions. Beyond these raw figures, this achievement, exceeding the long-range goal of twenty-percent, has been accomplihed with minimal difficulty. All of the SPA personnel work in an atmosphere of cordial respect and with less employee tension than normal in a racially homogenous operation. The School of Education is proud of this achievement.

3. The above listing of reporting units reflects the previous departmental organization of the School. Future reports will reflect the present (June, 1975) organizational pattern.

WM, Jr/s

cc: Dean Dolce Department Heads

Qr. Boone

AFFIRMATIVE ACTION PLAN EPA FACULTY COMPLETED BY EDGAR J, BOONE

DATE \_\_\_\_\_ JUNE 10, 1975

June 1973 Faculty Complement

ADULT & COMMUNITY COLLEGE EDUCATION

SCHOOL/DEPARTMENT

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Projected 1975-76 Complement Ju

June 1974 Faculty Complement June 1975 Faculty Complement

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AFFIRMATIVE ACTION PLAN EPA FACULTY COMPLETED BY William Maxwell, Assoc. Dean

DATE \_\_\_\_\_ June 20, 1975

School of Education Agricultural Education

SCHOOL/DEPARTMENT

June 1973 Faculty Complement Projected 1975-76 Complement <sup>4</sup> June 1974 Faculty Complement June 1975 Faculty Complement

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## AFFIRMATIVE ACTION PLAN EPA FACULTY

Center for Occupational Education COM

Education

SCHOOL/DEPARTMENT

COMPLETED BY \_W. Maxwell, Assoc. Dean

DATE 19 June 1975

June 1973 Faculty Complement Projected 1975-76 Complement <sup>4</sup>June 1974 Faculty Complement June 1975 Faculty Complement

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Dr. Barranove

School of Education SCHOOL/DEPARTMENT Dept. of Curriculum & Instruction

EPA FACULTY Asoc Deay DATE 19 June 1975 Allan COMPLETED BY

June 1973 Faculty Complement

Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

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#### EPA FACULTY

School of Education SCHOOL/DEPARTMENT

Guidance & Personnel Services

COMPLETED BY William Maxwell, Jr., Associate Dean

20 June 1975 DATE

June 1973 Faculty Complement Projected 1975-76 Complement 4 June 1974 Faculty Complement June 1975 Faculty Complement

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## AFFIRMATIVE ACTION PLAN EPA FACULTY

SCHOOL/DEPARTMENT

SCHOOL OF EDUCATION INDUSTRIAL ARTS EDUCATION June 1973 Faculty Complement

DATE 19 JUNE 1975

ulty Complement Projected 1975-76 Complement <sup>4</sup> June 1974 Faculty Complement June 1975 Faculty Complement

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SCHOOL/DEPARTMENT

School of Education Introduction to Vocations

#### AFFIRMATIVE ACTION PLAN EPA FACULTY COMPLETED BY W. Maxwell, Assoc. Dean

DATE June 19, 1975

June 1973 Faculty Complement Projected 1975-76 Complement <sup>4</sup> June 1974 Faculty Complement June 1975 Faculty Complement

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Dr. Speece

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## AFFIRMATIVE ACTION PLAN EPA FACULTY

SCHOOL/DEPARTMENT EDUCATION\_(MATH. & SCIENCE ED.)

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FULL-TI Departm Profess Associa Assista Instruc -SUB-TOT \*PERMAN Profess

Associate Professor Assistant Professor Instructor Visiting

SUB-TOTAL

COMPLETED BY ASSOCIATE DEAN W. MAXWELL

Total

19 JUNE 1975 DATE

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White Black Other

June 1973 Faculty Complement White Black Other Total

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June 1974 Faculty Complement June 1975 Faculty Complement Projected 1975-76 Complement White Black Other

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TOTAL \* 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.

6

7

6

Dr. H. Miller

#### AFFIRMATIVE ACTION PLAN EPA FACULTY

SCHOOL/DEPARTMENT Education - Psychology

COMPLETED BY W. Maxwell, Assoc. Dean

DATE June 19, 1975

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

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\*Hayden; \*\*Brennan

#### AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

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*PERMANENT PART-TIME																							C. B. L.	-				-		-1-2-4	
Officials & Managers	3														•																
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Technicians		-		+		-			-		1								-	-	_										
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TOTAL	7	2		1	1	7	2	5	1					5	1	6	1					6	1	5	1					5	1

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Dorboone AFFIRMATIVE ACTION PLAN SPA SCHOOL/DEPARTMENT Adult & Community College Education E. J. Boone COMPLETED BY June 10, 1975 DATE June 1973 Complement Projected 1973-74 Complement June 1974 Complement June 1975 Complement White Black Other Total White Black Other Total White Black Other M F M F M F Total White Black Other FULL-TIME MEME Total Μ F MF MFM F MF M F MF MF MF MF M Officials & Managers F Professionals Technicians Sales Clerical 7 7 1 6 7 1 Craftsman 7 Operations (semi-skilled) Laborers Service Workers 7 SUB-TOTAL 7 6 1 7 6 1 7 7 1 8 \*PART-TIME Officials & Managers Professionals Technicians Sales Clerical 1 1 1 1 1 Craftsman Operations (semi-skilled) Laborers Service Workers SUB-TOTAL 1 1 TOTAL 8 8 -7 1 8 7 10 11

\* SPA individuals working at least ½-time in a permanently established position.

	chool of gricult				on				COM	PLET			1	SPA		PLAN ell,		oc. I	)ean				DA	TE	Ju	ne 20	D, 197	5			
	Ju	ine 1	1973	Com	plen	nent			P	cojed	ted	197	3-74	4 Co	mple	ment	Ji	me 1	974	Con	mplen	nent			Ju	ne 1	975 Ca	mpleme	nt		
FULL-TIME	Wh M		B1a M		Oth M	er F	To	tal F	M	ite	B1 M	ack F	Oth	ner F	Tot	tal F	WH	ite F	B1a M	ack	Oth	ier F	Tot	al F		lte F		Othe		Tota	
Officials & Managers				111		1000				T	1	1		1-		1	1	1-	11	1	M	F	M	1	Pl	F	MF	M	F	M	F
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Craftsman										1-	-	-				-	-	-		-				1		1		1-1-			1
Operations (semi-skilled	)									1-	1	-						-										+	-		
Laborers			11							-	-	-					-			-				-					-+		
Service Workers								-								-	-				-										-
SUB-TOTAL		1						1		1						1		1						1		1			=		1
*PART-TIME			11						1	1						-											-				
Officials & Managers									1	1	-											-								-+	
Professionals				-					-	1																			-		
Technicians									1	1												115						++-	-+-		
Sales								fur the		-																		+-+	-+-	-+	
Clerical						4										time			1	-								+			
Craftsman			-							-													1			-		1-1-	-	-+	
Operations (semi-skilled)																									-				-	-	
Laborers																								-		-		1-1-	+		
Service Workers			_																			1						+++			
SUB-TOTAL	1.1								-											-		-				-			-	-	
TOTAL		1						1		1						1		1				-	-	1		1				-	1

\* SPA individuals working at least ½-time in a permanently established position.

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SCHOOL/DEPARTMENT

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Center for Occupational Education Co June 1973 Complement

School of Education

COMPLETED BY W. Maxwell, Assoc. Dean

DATE 19 June 1975

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

	Wh	ite	Bla	ck	Oth	er	To	tal	Wh	ite	Bla	ick	Ott	ler	Tot	-91	Wh	ite	Bla	ck	Oth	ar	To	tal	I THE	ite	I p1	-1-1	041	- 1	-	-
FULL-TIME	M	F	M	F	M	F	M	F	M	F	M	F		F	M	F			M	F.		F	M	F		F	Bla	F	Othe M	F	Tot M	al
Officials & Managers									1								1			-		-	1.	T	M	1	In I	F	ri I	-	m	F
Professionals							-				-	-			-			-		1000	-			-	-	-				-	-	-
Technicians		1				121		1000	1	1	-		-			1		1					-	1		1		100				1
Sales																	-	-								-					-	1
Clerical		6		1		1				5		2				7		6		1	-			17		3	-	1		-+		4
Craftsman										1		1 100		1	-	-				-				1-		15		-		-		4
Operations (semi-skilled)																		1						-						-+		
Laborers							1	1000		-	0									-	-			-	-							
Service Workers		100															-			-	-	1		-		-	-			-	-	-
SUB-TOTAL		7		1		1		9		6		2				8		7		1				8	-	4		1		-	-	5
*PART-TIME		-			-									-		-				-				-				-				-
Officials & Managers					-			-		-	-	1	-	-						-		1000								-+		_
Professionals								1 1 14					-	-		1000												-		-+-	-+	
Technicians																					-											1
Sales										-										-				-		1_				-+		1
Clerical		1.03									-			1.6						-						1				-+-	-	
Craftsman												1000					-			-								-				+-
Operations (semi-skilled)														-			-	-						-				-		-+-		
Laborers										-				-		1000	-			-								-		-+-	-+	-
Service Workers									100					1			100			-		111						-		-+		-
SUB-TOTAL																				-												
TOTAL	1	7		1		1		0		6		2				8		7	-	-				8		2						2

\* SPA individuals working at least ½-time in a permanently established position.

SCHOOL/DEPARTMENT Curric		d In		1.11	- nt			COMP	LETE	D BY	r M	. Ma	PA xwel	1, A	PLAN ssoc	. De	an me l	.974	Com	plen	nent	DA	TE	19 Ju	1.0		Comp	lemer	t		
FULL-TIME	Whi	ite F	Black M F	Othe M	r F	Tot	:a1 F	Wh		B1a M		Oth M	er F	Tot	al F	Wh	ite F		ick F.	Oth M	ier F	Tot	al F	Whi M		Blac M		Other M F		Tota	1 F
Officials & Managers																										T				-	
Professionals										-							1		-				-				-			-	
Technicians																									1					-	
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Operations (semi-skilled)												-							-						-		-				
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Laborers					_	-		-											-						-		_		_	_	
Service Workers															-														_	_	
SUB-TOTAL				1				_																							
TOTAL			1				1				1				1			1					1				1				1

\* SPA individuals working at least ½-time in a permanently established position.

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SPA

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School of Education SCHOOL/DEPARTMENT Guidance and Personnel Services

COMPLETED BY William Maxwell, Jr., Associate Dean

19 June 1975 DATE

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

	Wh	ite	Blac	k	Othe	er	Tot	al	Wh	ite	Bla	ick	Oth	ner	Tot	a1	Wh	Ite	Black	0 1	ther	To	tal	Wh:		Blac	k	Other	To	tal
FULL-TIME	M	F	M	F 1	М	F	M	F	M	F	М	F	М	F	M	F	M	F	M 1	2. N	I F	M	F	М	F	M	F	M F	M	F
Officials & Managers		11																					1							
Professionals																														
Technicians						(								1.29																
Sales									1000																					
Clerical		1						1		1						1		1					1		1					1
Craftsman					1					-										_										
Operations (semi-skilled)																								-						
Laborers						1														1	_		1	-						
Service Workers		1.1		_	_	-	-			-			-	-									1	-	-			_	-	-
SUB-TOTAL		1						1		1						1		1					1		1					1
*PART-TIME																														
Officials & Managers																														
Professionals												- 1 -																		
Technicians																														
Sales																														
Clerical										1.72	0									_					-					
Craftsman		1									1.					1.1.1				_	_								-	
Operations (semi-skilled)											-						1.0.1					1.17		1						
Laborers								1.1.1			1		100																	
Service Workers																						-								
SUB-TOTAL																														
TOTAL		1						1		1						1		1		T			1		1					1

\* SPA individuals working at least ½-time in a permanently established position.

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School school/department	ial &	Tec	hnic	<u>a</u> ]	Educ.		n			LETI	ED B	г	s 1M	SPA laxwe	11.	PLAN Asson	c. D		1974	Com	plem	ent	DA	• TE					1975 pleme			
		ite		ick			Tot		Wh	ite	B14	ack	Oth	ier	To	tal	Wh	ite	Bla	ack	Oth	er	Tot	al	Whi	Lte	Bla	ck	Othe	er	Tot	- 1
FULL-TIME	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				M			F	M	F		F	M	F	M		M	F
Officials & Managers																							1						1			-
Professionals						1972				1	T						-	-	-	-		-										-
Technicians										1	1							-					-									
Sales											T						-															
Clerical		3						3		2		1				3		2		1		-		3		2		1				3
Craftsman																											1.00			-		-
Operations (semi-skilled)																														-		-
Laborers					1				100							100												-				-
Service Workers																													-	-		
SUB-TOTAL		3						3		2		1				3		2		1				3		2		1				3
*PART-TIME			1													13.555						-										
Officials & Managers					1001						-											-+										
Professionals						50.5			1.44				-		-				-									-		-		
Technicians										1					•					-		-						-				
Sales											-																			-		
Clerical																				-									-			
Craftsman									la de la							0.00														-		
Operations (semi-skilled)																						-					-	-		-		
Laborers											-									-												
Service Workers														-						-												_
SUB-TOTAL	-															246.10	Junda								z ar pie			-		-		
TOTAL		3						3		2		1				3		2		1				3		2		1				3

\* SPA individuals working at least ½-time in a permanently established position.

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SCHOOL/DEPARTMENT SCHOOL (INDUSTRI	DF EI	DUCA	TIO	NUCA	<u>T10</u>	N			Сомі	LETI				SPA		PLAN		с	Deal	¥.			D.	ATE	_10	5 JI	UNE	197	75			
	Ju	ne 1	973	Com	lem	ent			Pr	ojec	ted	197	73-7	4 Co	mple	ment	Ju	me 1	974	Con	plen	nent			Ju	ne 1	975	Com	plem	ient		
FULL-TIME	Wh	ite F	Bla M		Oth	er F	Tot	tal F	Wh		Bla	ack F		her F		tal F		ite					To	tal F			Bla					tal
Officials & Managers					-	1005	-			T	1	1	In	1	PI	1	[ M	1 r	M	1 .	M	F	M	F	M	F	M	F	M	F	M	F
Professionals		1.2.3		-			-	-	-	-	+	-					-		-	-	-	-				-			201			-
Technicians		0.70		-				-	-	-	-		-				-			-						-		-	-			
Sales										-		-	-	1	-	1	-	-		-			-	-								-
Clerical								1		1	1	11	-			1	-		-	1	-			11					-			1
Craftsman															-									1-		-				-		
Operations (semi-skilled)								612			1.11	1	1	1					-		-					-						
Laborers											1	-	1		-					-	1	1.11		-								
Service Workers																1	1-	-				-		-					-			
SUB-TOTAL		1						1				1	-			1	1	-		-	-			1	-	-		-	-			
*PART-TIME		100		-					1			1-	-			-			-					11-		-				-		1
Officials & Managers				-	-	100		1.27-2		-	-	-		-						-	-	1000				-						
Professionals							11.4		-	-	-	-	-					-						-								
Technicians										-	-	-	1	-			-															
Sales				-		-					-		-											-							- Partie	
Clerical				-	_			100	-	-	-	-	1-																			
Craftsman										100			1	-			-		-								-		-+			
Operations (semi-skilled)									1					-	-		-	-		-	-											
Laborers									-	-			1-	-	-		-		-	-	-											
Service Workers		1.29								-	-	-		-	-				-				-							-		
SUB-TOTAL													-	-	-		-		-		-		-		-			-				
TOTAL	1	1						1				1	-		-	1				1	-		-	1	-			-				

\* SPA individuals working at least ½-time in a permanently established position.

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SPA

SCHOOL/DEPARTMENT

#### School of Education Introduction to Vocations

#### COMPLETED BY William Maxwell, Assoc. Dean

DATE June 20, 1975

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

A AN A A A A A A A A A A A A A A A A A	Wh	ite	Bla	ick	Other	T	otal	Wh	ite	Blac	k	Oth	er	Tot	al	Wh	ite	Bla	ck	Othe	r	Tot	a1 1	Whi	te	Bla	ck	Other	-1-	Total	-
FULL-TIME	M	F	M	F	M F	M	otal F	M	F	Μ.,	F	Μ.	F	M	F			Μ.,			F	M	F		F			MI		MF	
Officials & Managers				2																		1			1			4	-		
Professionals																1			-		-		-	100		-	-		-		-
Technicians							1	1.112			-																		-		
Sales	31.0															1.10													-		-
Clerical																							-								
Craftsman																													1		
Operations (semi-skilled)											1														1						-
Laborers																													-		-
Service' Workers						_																									
SUB-TOTAL																													T		
*PART-TIME									1				- dates		and some to																100
Officials & Managers																1									-				-		-
Professionals																1					-		-								-
Technicians																			-				-		-		-				-
Sales								1																					-		-
Clerical		1					1		1			-			1		1		-		-		1		1				-	1	-
Craftsman																							-				-				-
Operations (semi-skilled)																								-					1		
Laborers																			-				-								-
Service Workers																							-					-	+		-
SUB-TOTAL															A CRISTING																
TOTAL		1					1		1						1		1			-			1		1						1

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

SCHOOL/DEPARTMENT EDUCATION (MATH & SCIENCE ED.)

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D.) COMPLETED BY ASSOCIATE DEAN W. MAXWELL

DATE \_\_\_\_\_\_ 19 JUNE 1975

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

		ite	Blac	k C	ther	To	tal	Wh	ite	Bla	ick	Oth	ier	Tot	:a1	1 Wh	ite	Blac	k	Oth	07	To	ra1	Lub :	Lte	Bla	1-1	Othe		Tot	
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Officials & Managers													-						1	T	-		1		1	1	-	1	-		F
Professionals										-									-	-+									-+		
Technicians												-							-								-				
Sales									1	1	100								-	-											
Clerical		1					11		11		01.01				-1-		-		+	-+							-				-
Craftsman									1.0						-				-	-	-						-				
Operations (semi-skilled)																			-								-				
Laborers					1					1-									-								-+		+		
Service Workers																				-		-					-				-
SUB-TOTAL		1					1		1						1		1		-				1		1				-		1
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Officials & Managers					-					-									-										-+		
Professionals									-	-					• • • • • • • • • • • • • • • • • • • •				-+								-				
Technicians				-			-	1											-								-		-+		
Sales								1											-												
Clerical					-					-									-												ļ
Craftsman							1						2					-				-					-				-
Operations (semi-skilled)				T			1										-		-								-				
Laborers										-									-								-+				_
Service Workers							1.																								
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TOTAL		1				-	11		1	-				-	1	-	1		-		-	1			1						1

\* SPA individuals working at least ½-time in a permanently established position.

SPA

SCHOOL/DEPARTMENT \_ Education - Psychology\_

COMPLETED BY W. Maxwell, Assoc. Dean

DATE \_\_\_\_\_\_ 19, 1975

June 1973 Complement

ement Projecte

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

and the second s	Wh	ite	Bla	ck	Othe	r	Tot	tal	Wh	ite	Bla	ck	Oth	er	Tot	- 1	1Jh	ite	Bla	ck	Oth	or	Tot		L UTh	ite	Bla	-1-	Other	-1-	Tota	1
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Officials & Managers																									1	1	T				-	
Professionals														-										-				-				
Technicians							1000	1				-														-						
Sales	1															1								-		-		-				
Clerical	_	1						1		2				2						2				2		-		2		-		2
Craftsman																																
Operations (semi-skilled)																									1.00							
Laborers																1									10	1					-	
Service Workers	_																									-						
SUB-TOTAL		1						1		2				2						2				2		-		2		-1-	-	2
*PART-TIME		1														aroun.	Jan L.			-		-			-							
Officials & Managers				.												194			-			-						-				
Professionals																						1										
Technicians											-																					
Sales																				-		-		-							-	
Clerical									-																							
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Operations (semi-skilled)																												-			-	
Laborers									-																1000			-				
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SUB-TOTAL																						-								-		
TOTAL		1						1		2				2	- weeken					2		a particular	200311	2	of Lebole		1.00.00	2				2

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

EPA FACULTY

SCHOOL/DEPARTMENT 21 al A Ergenierg

COMPLETED BY R. J. Carson, Ch.

DATE Quere 1975

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

FULL-TIME	Wh	ite F	Bla	Othe	F	Tot	al F	Wh M	ite F	B1. M	ack F	Oth M	F	Tot	tal F	Wh M	ite	Blac		Other M F	To	tal F	Wh	ite F	B1a M	ick F	Och M	er F	Tot	n1 F
Department Head	9					9		9						9		7					0		10	T					10	
Professor	53			3		5%.		55				3		.58		5%				5	59		58				3		151	
Associate Professor	41	1		35		43	1	41	1	1		3		45	1	40	/1			3	42	1	38	1			3		41	1
Assistant Professor	21			1		27		21	2	1				22	2,	:5	1				125	1	2				1		21	
Instructor	11					11		18		1				9		9					1.9		17	1	1				5	
0 -1 · ·						4		1 2						2		,2)					2		12						2	
SUB-TOTAL	144	1		6		50	1	136	3	3		6		45	3	141	1			6	14	11	13	1	1		7.		143	1
*PERMANENT PART-TIME	1																		_											
Professor	1					1		1						1		1					V		1	1					1	1
Associate Professor	12					2		3						3		1					1		1.5						5	
Assistant Professor	11					1						07				4					14		4						4	
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Visiting Arr /	1 30					2.		1						1		1					1		1'						1	-
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Technicians		-		-		-	-	-	-	-	-		-	-	1	-	-			-	-		-			_	+		-	-	
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Officials & Managers		-												1.													_	-			
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Craftsman	10	1				10		10			11			17		10			-			10	-	10	1	1	-			10	
Operations (semi-skilled)	11	1				1	1	1	1					1	1	1	1					1	1		1	1		1		1	1
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Service Workers																															
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TOTAL	30	61		3		39	hit	39	12		4			39	621	3.9	56		5		1	39	62	37	60	-	4	1		3.8	64

\* SPA individuals working at least ½-time in a permanently established position.

SCHOOL/DEPARTMENT		1 2	Ξ						COMP	LETE	DB			ACUI		100	A-1-	0h					D	ATE		ç	2		, ,	97	5	
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Department Head																					_			1	1	-					1	
Professor							1	17																	1						1	
Associate Professor	2						2		2						2		3						5		3		1				3	
Assistant Professor	2						.2.		2						2		2						2		1						1	
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Professor									_												-			-		_						
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SCHOOL/DEPARTMENT	-, ]	7.0	E	1	11		/		COME	LET	ED B	Y _			P	<u>H</u>	11	20	÷5.	9	L .		D	ATE		Ç	2	- c	/	9-	75	-
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Officials & Managers																								T				Ì		-		-
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			Black		ther	Tot	al	Wh:	ite F	Bla M	F	Othe M	F	Tot	tal F	Wh M	ite F	Bla M		Othe	er F	Tot	al F	Whi M		Blac		Oth M		Tota	
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Department Head	1	-			_	1		1				-+		-	-	-				-+		-						-+		-	
Professor	5				-	5		5						5		5		-	_	_		5		5			_	-		5	-
Associate Professor	3					3		3		25			1	3		4			_			4		3				_		3	-
Assistant Professor	2			-		2				/			_	/		1			-	_	-	1		-				-		_	-
Instructor		-		-			-	-			-	_	-			-			-	-				-	-	1	-			1	
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COMPLETED BY \_\_\_\_\_ Arcon D. DATE \_\_\_\_\_ DATE \_\_\_\_\_ SCHOOL/DEPARTMENT Cant Engine June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement White Black Other White | Black | Other Total White Black Other White Black Total Other Total MEMFMF MF MEMEME FULL-TIME MF MFMF MF MFMFMF MF ME Department Head 1 12 13 1 14 Professor 8 6 7 6 8 7 5 6 Associate Professor 3 7 3 5 Assistant Professor 4 Instructor Risa: 1. Ascistant 2 21 21 33 21 16 2 23 SUB-TOTAL 2 26 \*PERMANENT PART-TIME Professor 1 3 3 Associate Professor 2, Assistant Professor 2 Instructor (Asso: Arel) Visiting 1 5 5 . 2 SUB-TOTAL ~ 28 Z 31 26 -1 TOTAL 20

EPA FACULTY

SCHOOL/DEPARTMENT Electrical Engineering

COMPLETED BY G. II. Paran &. DATE June 1925

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

	Whi		Blac		Other	T	otal		Ite	B1:		Ot!		To	tal		ite	Black		Other	To	tal F		ite	Bla		Othe		Total
FULL-TIME	M	F	M	F	MF	Ī	F	M	F	M	F	M	F	M	F	M	F	M	F	MF	M	F	M	F	M	F	M	F	MF
Department Head	1					-	/	1	_					1		1			-		11		1	-		_		-	1
Professor	9				_	1	7	9						G		9			_		19	1	10					1	10
Associate Professor	8						8	9						9		2			_	_	8		8					_	8
Assistant Professor	7	_		_		_	7	5	1			-	-	5	1	7			-	-	7		5	-		-		-	5
Instructor	-			-	+	+		-						-					+		+-	-	-	-				-	+
SUB-TOTAL		ttau		-		0,1	5	24	1					24	1	25					1.5	F	24					-	24
*PERMANENT PART-TIME																			_		-							1	
Professor				_																	-		L			_			1
Associate Professor																			_				1			_	_	_	1
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Instructor				_																-						-	_	1	
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SCHOOL/DEPARTMENT _ English			2 rice		1. harris	COMPI	LETE	d by	EPA			ner	nj.	2				DA	TE	5	u	+ 1	19	75	
				culty Con												ulty	Con								mplemen
FULL-TIME	Wh: M	ite F	Black M F	Other M F	Total M F		ite F		c Ot 7 M	her F	Tot M	Eal F		te	Black M F		ier F	Tot	ral F	Whi M	te F	Black M 1	C C	ther	Total M F
epartment Head	1				1	1					1		1	1				1		1			-		1
rofessor	2			1	3	2			1		3		2	1		1		3		2			1		3
ssociate Professor	4				4	5			1	1.	6		5	i		1		6		5			1		6
ssistant Professor	2.			1	3	2					2		2	1				2		3			-	1	3
nstructor	17				2	1				-	1		1					1	_		-		_	_	
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SUB-TOTAL	1.2			2	14	11	-		20	_	13		11			2		13		11			1:	2	13
PERMANENT PART-TIME																			-		-				
Professor		L									-							-			-				
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UB-TOTAL	1	-			1							-			_				1	2	-			-	2
TOTAL	13			2	100	11			2		13		11			2		13		13				2	15

TALTER INTERNAL

EPA FACULTY

COMPLETED BY A. J. Calogn, B. DATE June 1975

SCHOOL/DEPARTMENT Ex 2.7-

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

FULL-TIME	Wh M	ite F	Bla	ack F	Oth M	er F	Tot	al F	Wh M	ite F	B1a M	ick F	Oth M	ier F	To	tal F	Wh M	ite F	Bla M	ick F	Oth	ner F	Tot	tal F	Wh t M	ite F	Bla M	ck F	Oth M	er F	Tot	ral F
Department Head			T														1						1		1						1	
Professor	3						3		3						3		2						2.		2						2	
Associate Professor		1						1		1						1		1						1		1						1
Assistant Professor														- 4						_												
Instructor		L																				_			-			1		_		
	-			-											1 -		-									1						
SUB-TOTAL	2	1					3	1	3	1					3	1	3	1					3	1	3	1					3	1
*PERMANENT PART-TIME	_							B																								
Professor								_																								
Associate Professor																		_								-			_			
Assistant Professor	1						1		1						1	_	1						1						_			
Instructor						_			_			_		_	_		_		_		_		-			-			_	_		
Visiting	-											-								_	-		-			-			-	_		
SUB-TOTAL	1	-					1	-	1	_			_		1		4		_	_			1		-	-		-	-	-		
TOTAL	4	1					4	1	4	1					H	1	4	1					4	1	3	1					3	1

SCHOOL/DEPARTMENT 5	p.)	ن ف	-					COMP	LETE					CULTY	Cn.			(4. 				D/	ATE		0	- , ,	)	1	973	<u>.</u>	L
			973 EP culty		lemen	nt		Pr	ojec	ted	197	5-76	Cor	mplen	nent			1974 acult			emer	nt		Ju	ne 1	975	EPA		lemen		
			Black			Tot	al			Bla				Tot	al			Bla				Tot	tal F				ack			Tot	al
FULL-TIME Officials & Managers-	M /	F	MF	M	F	M /	F	M /	F	M	F	M	F	M /	F	M	F	M	F	M	F	M	F	M /	F	M	F	<u>N</u>	F	M j	F
Professionals																															
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Officials & Managers																															
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SUB-TOTAL	1	1				1	1	1	1					1	1	1	1					1		5	3					5	3
TOTAL	11	2				11	2	10	2	1				11	2	T						10	2,	14	4		T			14	4

EPA FACULTY

FULL-TIME

Professor

Department Head

Associate Professor

Assistant Professor

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COMPLETED BY R. 4 Caren, Dr. DATE Queed 1975 SCHOOL/DEPARTMENT In drive trial Ergenering June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement White | Black | Other Total Tota1 White Black Other Waite Black Other White| Black | Other Total MEME М M MEMEME MF MF M F MF M F M TP. MEME M F 1 1 5 4 3 3 5 3 4 3 4 1 6 -7 4 1 6 1 4 2 4 2 3 2 4

Instructor				-1			- /	-	21	++-	++	-6-	1		
SUB-TOTAL	15		16	14	/	1	13	1	15		1	15	14		15
*PERMANENT PART-TIME					_			-		+	+				
Professor															
Associate Professor															
Assistant Professor											+-+-		- /		
Instructor															
Visiting				_		-	-	-							
SUB-TOTAL							-						4	_	4
TOTAL	15	1	16	14	/	1	1.5	1%			11	16	18	/	17

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												-76 C	Comple	ment			974 cult		mplem			Jur	ne 1	975 1	EPA	omplen		
FULL-TIME			Blac	F	Other M F	Tot	ral F		ite F	Blac	k F	Other M F	To M	tal F	Wh	ite	Bla M		Other M F	To	tal F	Whi	lte F			Other M F		otal F
Officials & Managers	3		-			3		3					3	1	3	T		-	T	3	Ť	3	F	ei	-		3	T
Professionals	11	1				11		21					1.2.3		11					10		16			1		15	T
Technicians				_																							1	-
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SUB-TOTAL	20					12		.23					1.3		22			-				19			-		17	
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Officials & Managers					-																							
Professionals	1			1		1		1					1		1					1		1					1	
Technicians																												
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EPA FACULTY COMPLETED BY P. L' Courd

DATE Que 1975

SCHOOL/DEPARTMENT	mat	int is	131.11	Section.	7
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June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

FULL-TIME	White M I		Total M F	White M F	rck F	To M	tal F	Whi M	te F	Black		her F	Tot M	ra1 F	Whi M	te F	Blac M		Other M F	M TC	F
Department Head	1		1	1		1		1					1		1					1	
Professor	.5		5	5		5		5					5		6					6	
Associate Professor	2		2	2		2		2	i				2		1					1	
Assistant Professor	1		1	1		1		1	1	_			1		1					1	
Instructor		 				-				+		-				-		-	-	-	-
SUB-TOTAL	2		2	9	 	 2		9					9		9				1	9	1
*PERMANENT PART-TIME																					
Professor	1		1					1					1								
Associate Professor	1		1	1		1		1					1							-	
Assistant Professor	1		1	1		1		1			-		1					_			
Instructor	1		1					1					1								
Visiting Letters	1		1																		
SUB-TOTAL	5		5	2		5		4					4						1		
TOTAL	14		14	11		11		13					13		4					17	

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SCHOOL/DEPARTMENT Time Y Transer

COMPLETED BY CAN A LOSS Ch

DATE \_\_\_\_\_ 1975

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

FULL-TIME	White M H				I WI	nite F	ck C F N	ther	Tot M	Eal F	Whit M		Black M F	Oth M	er F	Total M F	Wh	ite F	Blac		Other M F	Tota M
Department Head			1	1		T	1	T		1	1	T		1 T	<u>r</u>		1 <u></u>	T.	M	F	m r	1
Professor	1.3		1	12		,		,	13		12	T		1		1-	12	-		-	1	13
Associate Professor	5			5	1				4		24	1		1			5					5
Assistant Professor	4								1		11	1				11	3				1	4
Instructor					:		 		2	_	1	-				2-	1			-		1
SUB-TOTAL			1	25				/	24		. ?."			1		24	22	-		-	2	24
*PERMANENT PART-TIME																						
Professor		_																				
Associate Professor				_			 			_												
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SUB-TOTAL												-																	
TOTAL	7	-				7		13		1				14		7						1	77					7	

\* 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.

I to creare nontright were approved of federal legalations.

EPA FACULTY

SCHOOL/DEPARTMENT	1.1	.)	7.	1. 1					COMP	LETE	D BY	t	de.	2	?	1.10	12	2	1				D/	ATE	1	2.	·	1	172	2		
				4			ć										Ju	C				Com	<b>p</b> len	nent	Jur	ne 1	975	Fac	ulty	Con	plem	ient
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Department Head	1						1		1						1		1					Î	1		1			Í		-	1	
Professor	4						14		5						5		11.	1					11		4						4	
Associate Professor	4						4		3						3		4	1					4		4						4	
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Professor		L																							16							
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Professionals																															
Technicians																															
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Officials & Managers	3		1				2		3		1		1		3		3		1	-	T	-	4.	1	6	11			1	-	6	1
Professionals			-		-	-	-			-	-	-			-							1			2	1	-		-		2	1
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Craftsman	10						10		10					1	17		10						1.0		10						10	
Operations (semi-skilled)	1	1					1	1	1	1					1	1	1	1					1	1		1			1		1	1
Laborers																						1.0				1						
Service Workers	1						1		1						1		1						1		1	-					1	
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Sales																							-			-						
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TOTAL	30	61		3			39	64	39	12		4			39	64	39	56	•	5		1	39	62	37	60		4	1		38	64

#### EPA FACULTY

DATE June 10, 1975

CHOOL/DEPARTMENT	Forest Resources	- Wood & Paper	Sclènce	COMPLETED	BY	1: S. Goldstein
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June 1973 Faculty Complement

mplement Projected 1975-76 Complement

6 Complement June 1974 Faculty Complement June 1975 Faculty Complement

White Black Other M F M F M F Total M F White Black Other Total White Black Other Total White Black Other Total FULL-TIME M FMFMF MF F FM FMF M M M F M M F M F Department Head 1 Professor 5 5 5 5 5 5 5 5 Associate Professor 7 7 8 8 7 7 8 8 Assistant Professor 4 4 4 4 4 4 1 Instructor 2 2 1 1 2 2 3 3 19 119 19 19 19 19 18 18 Los the second second second SUB-TOTAL \*PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor Visiting SUB-TOTAL TOTAL 19 19 19 19 19 19 18 18

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### EPA FACULTY

SCHOOL/DEPARTMENT	FORES	TRY				_			COMP	LET	ED B	Y _	с.	B. 1	DAVE	Ľ				_			D	ATE	_		6 J	une	197	15		
	Ju	ne 1	973	Fac	ulty	Con	mple:	ment	Pr	ojed	cted	197	5-70	6 Co	mple	ment	Ju	ne 1	974	Fac	ulty	Con	ple	ment	Jur	ie 1	975	Fac	ult	y Co:	nplen	nent
FULL-TIME		ite F	B1a M	ack F	Oth M	ier F	To	tal F	Wh M	ite F	B1 M	ack F	Oth	her F	To	tal F		ite F	Bla		Oth		Tor	tal F	Whi	te F	B1a M	ick F		her F	Tot	cal F
Department Head	1						1		1						1		1						1		1						1	
Professor	8						8		8					1.	8		9						9		9						9	
Associate Professor	5						5		6						6		5						5		6						6	
Assistant Professor	5						5		6						6		5						5		3						3	
Instructor	4	-				-	4	-	3	-		-	-		3		3		_				3	-	4		-	-	-	-	4	
SUB-TOTAL	23						23		24			-			24		23						23		23			-			23	
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Associate Professor		-					_	-	_			-			-											_	-		-	-		
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Instructor					_	-	-			1_		-	-	-					_				-				-	-				
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SUB-TOTAL				32.5				-	-		-		-	-				-					-		-		-	-	-		-	
TOTAL	23						23		24						24		23						23		23						23 .	

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June 9, 1975

SCHOOL/DEPARTMENT Recreation Res. Admin.

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COMPLETED BY Thomas I. Hines

DATE

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

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Department Head	1			_	_	_	1		1						1		1			_	-		1	_	1	0		1		1	0
Professor	1						1		2						2		1		_	-		_	1		2	0		-		2	0
Associate Professor	4					_	4		2						2		4	1		_	_	_	4		2	0				2	0
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Associate Professor				h		_			-	_					-		-		-	_					_	-		+	+-		
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SUB-TOTAL				_		_			-		-		-	****						_			-			-				-	-
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SCHOOL/DEPARTMENTS	chool of	For	est	Res	ource	es			COM	PLET	ED B				CULT Saylo								D	ATE		June	12	-10	75			
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Officials & Managers				Da				1					T			T		T	-H	F	m	F	FI	F	M	F	M	F	M	F	M	F
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Officials & Managers	11																															
Professionals	1						1		2	-	_				2		2						2	1	3						3	
Technicians	-	-		_						_		-				17																
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SUB-TOTAL	1		-				1		2						2		2						2		3			-			3	
*PERMANENT PART-TIME																																
Officials & Managers				_																				1							- 77	
Professionals ;	-		-	_	-	_			×.		1						1						1					_				
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TOTAL	4					4		4						4		4				-		4		5			-			5	

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### SPA

School	of	Forest	REsources	

COMPLETED BY L. C. Saylor

DATE \_\_\_\_\_\_ June 13, 1975\_

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

FULL-TIME	Wh	ite F	B1a M	ack F	Oth	F	To	tal F	Wh	ite F	Bla M		Oth M	F	Tot	tal F	Wh	ite F	B1a M	ick F-	Oth	F	M	tal	Wh: M	ite F			Other M F	To	tal F
	m	r	m	r	M	F	M	F	M	r	M	F	M	F	M	F	M	F	M	1 .	M	1	M	F	m	F	M	F	M F	M	T
Officials & Managers			-							-	-		-		140			-	-					-		-	-			-	-
Professionals	-	-		1.00			-		-		-	_	-				1.1	-					1			1	-		-	-	-
Technicians	3	7	2	2	-		5	9	3.	7	2	2	-		5	9	3	7	2	2		_	5	9	6	5	2	2		8	17
Sales	-	-				-	-										-	-				-				-				-	-
Clerical	-	17	-	1				18		16	-	2	_			18		17		1		_		18		18				-	18
Craftsman	1	-	1	1.1	1.1	Sec. 1	1	-	1	1	_				1	1	1		-		-		1		1	-				11	-
Operations (semi-skilled)	1	1			1	1.1.1	in l	1		1						1		1					1.3	1		1	1				1
Laborers																															
Service Workers																										1					
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Officials & Managers																									1.00		-				
Professionals		1010	100		1000						100																				
Technicians	-				100.0				0.00																						
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Craftsman					10.00																										
Operations (semi-skilled)																															
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TOTAL	4	25	2	3			6	28	4	24	2	4			6	28	4	25	2	3			6	28	7	24	2	2		9	26

\* SPA individuals working at least ½-time in a permanently established position.

SCHOOL/DEPARTMENT

1

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY 1. S. Goldstein

DATE June 10, 1975

June 1973 Complement

Projected 1975-76 Complement June 1974 Complement

June 1975 Complement

		ite	Blac				tal				ack	Oth	ner	Tot	al	Wh	ite	Black	1	Other	To	tal	Wh	ite	Bla	ck	Other	T	otal
FULL-TIME	M	F	M	FM	F	M	F	M	F	M	F	M	F	M	F	M	F	M I			M	F		F		F	ME		F
Officials & Managers												1000							T			1		1			T	1	T
Professionals												-							+				-		-	-		-	+
Technicians	2	2				2	2	2	2			1	1	2	2	2	2		+		2	2	3	2	-	-		3	2
Sales																1			-		1	-	1	-	1			+-	+-
Clerical		4					4		3		1	-			4		4		+		1	4		4	-	-	-		4
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Operations (semi-skilled)							1110					-							+		-	-		-	-				+-
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SUB-TOTAL	3	6				3	6	3	5		1			3	6	3	6		T	-	3	6	4	6				4	6
*PART-TIME															-				+		-	-			-				
Officials & Managers				1			-		-			1				-			+		1	-		-	1	-		-	+
Professionals							1		1			1					-		+		1				-				+
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Craftsman																1			1		1	1	1	-					
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Service Workers																			+		-		-	-				+	+-
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Professionals							-		-	-	-	-	1	-	-	-	-	-	-	-	-			-		-		-				
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Sales											1	-	1	-	1		1	1	1	1-	-		-			-	-	-			-	-
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\* SPA individuals working at least 1-time in a permanently established position.

SCHOOL/DEPARTMENT Recreation	on R	es.	Admin						COME	LETI			TIVE SI Thom	PA		PLAN			1				Dź	ATE	2	June	9, 1	1975	5	j	
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Laborers	-	-																									-	-+			
Service Workers	-															1.00								1		-	-	-		-	1
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\* SPA individuals working at least ½-time in a permanently established position.

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# NORTH CAROLINA STATE UNIVERSITY

APRALEMENT

OFFICE OF THE DEAN Box 5036 ZIP 27607 SCHOOL OF LIBERAL ARTS

June 24, 1975

MEMORANDUM

TO: Larry Clark Associate Provost

FROM: Robert O. Tilman

We are making headway slowly on our Affirmative Action Program, though I suspect this School is nevertheless doing better than most on campus. Seven of our eight departments recruited new EPA personnel during the 1974-75 academic year. These seven departments received approximately 3500 applications for 20 available positions. Of these 3500 applicants about 750 were females. We were able to identify less than ten blacks, though it is probable that there were more since we do not request or receive information on racial origins. We interviewed some 135 candidates for the 20 positions. Of these 35 were female and six were black. We ultimately hired five females and three blacks for fall 1975. I think the following table demonstrates our determination, commitment, and progress.

Percentages of Females and Blacks, 1974-75

	Applicant Pool	Interviewed	Hired
Female	21.7	26.2	25.0
Black	0.3 (?)	4.9	15.0

In both cases we have succeeded in interviewing and hiring a larger percentage than was represented in the original applicant pool. I should add that we have also done this without any lowering of standards, and, indeed, it has occurred at a time when our standards have probably been rising.

Among our SPA staff the School now employs a total of 10 blacks and 5 males. While it is unlikely that we shall ever have a significant number of male SPA employees, our percentage of blacks (24%) fairly well represents the percentage of blacks in the surrounding community. I should also point Memorandum to Larry Clark Page 2 June 24, 1975

out that beginning July 1 we shall have two black departmental head secretaries out of a total of nine.

Our affirmative action plans have been frustrated by a failure to receive expected new positions and by a reduced turnover among our current employees. However, we are doing our best and will continue to do so.

ROT/kh

cc: Dr. Edith D. Sylla Department Heads

EPA FACULTY

DATE June 25, 1975

School	of	Liberal	Arts	
and the second		1217-1-1-1		

COMPLETED BY Robert O. Tilman

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

SCHOOL/DEPARTMENT

 Tatal	-	Libital	Black	Other	Total	White	Black	Other	Total	White	Black	Other

FULL-TIME	Wh	ite F	B1 M	ack F	Oth M	er F	Tot	al F	Wh M	ite F	Bla M	F	Oth M	F	To	tal F	Wh	ite F	Bla M	F	Oth M	F	M	tal F	Wh: M	ite F	Bla M	F	Otl M	her F	To M	tal F
Department Head	7				1		8		7				1		8		7				1		8		7				1		8	
Professor	26	1					26	1	35	1	_				35	1	27	1					27	1	25	1					25	1
Associate Professor	48	2	1				49	2	58	7	3			13	61	7	51	3	2	-	1		53	3	56	5	2		1		59	5
Assistant Professor	62	16	1				63	16	67	25	5	3			72	27	65	16		-			65	16	44	17	2	1			46	18
Instructor	45	15	2	1			47	16	18	17	1		-		<u>19</u>	17	38	15	2	2		-	40	17	41	18	3	1		1	44	20
SUB-TOTAL	186	3 34	4	1	1		193	35	185	49	9	3	1		195	52	188	35	4	2	1		193	37	173	41	7	2	2	1	182	44
*PERMANENT PART-TIME																				-							-					
Professor	1					*	1		1						1	_	1						1		1	_					1	-
Associate Professor	2	_					2		1						1		2	-		-			2	-	1	-		-		-	1	1
Assistant Professor	2	_	_				2		2	1					2		1			-			1	_		-	-	-	_			
Instructor	10		1				11		4	6					4	6	11	5	2		_	-	13	5	5	5	1	-		-	6	5
Visiting			1		-	-	1		-	-	-				-	-		1		-			-	1		-		-				1-0
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TOTAL	203	34	6	1	1		210	35	193	55	9	3	1		204	58	203	41	6	2	1		210	43	180	46	8	2	2	1	190	49

EPA		

SCHOOL/DEPARTMENT Liberal Arts/Economics & Business

COMPLETED BY W. D. Toussaint

DATE June 23, 1975

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

FULL-TIME	Wh M	ite F	Black M F	Other M F	To	tal F	Wh M	ite F	ack F	Ot M	her F	To M	tal F	WH M	nite F		r F	Oth M	ner F	Tot	tal F	Whi M	lte F	B1a M	ick F	Oth M	ner F	To: M	tal F
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Professor	3				3	1	6					6		3						3		4						4	
Associate Professor	77				7		11					11		8						8		9						9	
Assistant Professor	8				8	-	6	11				6	1	9		-				9		6			-			6	
Instructor	12	1			12	1	7	3				7	3	10	3					10	3	6	3					6	3
		-			_			-				-			-							4	1					4	1
SUB-TOTAL	31	1			31	1	31	4		-		31	4	31	3					31	3	29	4					29	4
*PERMANENT PART-TIME																													
Professor	1				1		1					1		1						1		1						1	
Associate Professor																						212							
Assistant Professor	1				1	-																							
Instructor																						1	1					1	1
Visiting		-	-																										
SUB-TOTAL	2	C			2	0	1	0				1	0	1	0					1	0	2	1					2	1
TOTAL	33	1			33	1	32	4				32	4	32	3					32	3	31	5					31	5

#### EPA FACULTY

DATE June 20, 1975

SCHOOL/DEPARTMENT Liberal Arts/English

COMPLETED BY Dr. Larry S. Champion

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

White Black Other Total White Black | Other Tota1 White Black Other Tota1 White Black Other Total FULL-TIME MEMEM F MFMFMF MF MF M F MF MF MF MF M F MF MF Department Head 1 1 Professor 8 8 11 11 10 10 8 8 13 12 3 Associate Professor 13 1 13 3 12 12 2 1 14 15 2 Assistant Professor 13 6 13 15 7 6 1 1 16 8 15 7 15 7 h4 7 14 8 7 5 1 6 2 4 2 Z Instructor 7 4 5 5 5 7 6 7 1 7 8 Distance of the second second second 2 42 11 1 42 12 41 14 2 SUB-TOTAL 1 43 15 43 12 43 14 43 16 2 2 45 18 \*PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor 1 1 2 3 Visiting 1 1 2 3 2 2 SUB-TOTAL 1 2 12 41 42 11 1 44 14 2 43 15 TOTAL 1 44 12 2 46 14 43 16 2 2 45 118

### EPA FACULTY SCHOOL/DEPARTMENT Liberal Arts/ Foreign Languages & Lit. COMPLETED BY Alan A. Gonzalez

DATE \_June 23, 1975

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement White Black Other White| Black | Other Total M F Total White Black Other Total M F White Black Other Total . FULL-TIME MEME MF MF М F м F M F MF M M M F MF F M F MF Department Head Professor Associate Professor Assistant Professor 1.2 6 2 Instructor ----12 9 13 10 15 6 14 SUB-TOTAL \*PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor Visiting SUB-TOTAL 9 12 15 7 TOTAL 15 9

### EPA FACULTY

DATE \_\_\_\_\_ June 23, 1975

SCHOOL/DEPARTMENT Liberal Arts/History

COMPLETED BY \_\_\_\_\_ Bernard Wishy

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

FULL-TIME	M	ite	B1 M	ack F	Oth	er F	To	tal F	M	ite		ack F	Oth M	F	To	tal F	M	ite	B1a M	F	Oth	F	To	tal F	Wh M	ite F	Bla	ck F	Othe	F	Tota
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Department Head	1-					-	<u> -</u>		+			-		-	1	-	1	-		-	-			-	1	-	-		-	-1	+
Professor	5	1					5	1	6	1					6	1	5	1	-	-			5	1	4	1			_	4	
Associate Professor	5	1			-		5	1	4	1				-	4	1	5	1					5	1	6	. 1				e	5
Assistant Professor	5	1		-			5	1	9	2					9	2	5	1					5	1	6	1				6	
Instructor	4	1	-	-			4	1	3	2	-				3	2	4	1		-			4	1	4	0			_	4	
SUB-TOTAL	20	4		-			20	4	23	6				-	23	6	20	4					20	4	21	3				21	
*PERMANENT PART-TIME																															
Professor																						a.									
Associate Professor	1				_		1										1						1		1					1	
Assistant Professor	1						1		1						1		1						1								
Instructor	8	5					8	5	4	5				1	4	5	8	5					8	5	2	4	1			3	
Visiting																			_												1
SUB-TOTAL	10	5			_		10	5	5	5	_		_		5	5	10	5				-	10	5	3	4	1			4	
TOTAL	30	9					30	9	28	11					28	11	30	9					30	9	24	7	1			25	

PDA.	72.4	CULTY
ELU	2.13	CULLI

SCHOOL/DEPARTMENT Liberal Arts/Philosophy & Religion

# COMPLETED BY Dr. Curtis Fitzgerald, Asst. Head

DATE June 20, 1975

	June
ULL-TIME	White

1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

FULL-TIME	Whit	E Bl	ack	Other M F	Tot	al	Wh: M	ite		ack	Oth	er	To	tal F	Wh		Bla	ck	Oth	er	Tot	:a1	Whi	te	Bla	ick	Oth	rl	Tota	a1
rond rind		FR	r-+	n r	<u>m</u>	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1	_		_	1		1			_			1		1						1		1							
Professor	1				1		1						1		1						1		1							
Associate Professor	4	_		_	4		5						5		4						4		6					6	5	
Assistant Professor	4				4		5	1	1				6	1	3						3		1					-		
Instructor	4				4		-	_							5						5		4					4	1	
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*PERMANENT PART-TIME																									335					
Professor																												1		
Associate Professor																														
Assistant Professor				_			1						1																1	
Instructor	1				1										1						1		1						1	
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### EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Physical Education

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COMPLETED BY Dr. Fred Drews

DATE June 23, 1975

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Department Head	1					1	-	1	-		-	-	-	1	-	1	-	-	1	-		1	-	1		-				1	1
Professor							-	-	1																						
Associate Professor	5	-				5	-	5	-					5		5		1				5		5						5	
Assistant Professor	7	1				7	1	9	1.		-			9	1	17	1	1				7	1	7	1					7	1
Instructor	7	3	2			9	3	5	4	2	-	-	-	7	4	7	3	2	-			9	3	9	4	2	-			11	4
SUB-TOTAL	20	4	2	-		22	4	20	5	2	-	-		22	5	20	4	2				22		22	5	2	-	_		24	5
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Professor											-						1														
Associate Professor							-																								
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Instructor																															
Visiting	-			_	-		-																								
SUB-TOTAL																															
TOTAL	20	٨	2			22	4	20	5	2				22	5	20	4	2				22	4	22	5	2				24	5

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SCHOOL/DEPARTMENT Liberal Arts/Politics

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# COMPLETED BY Dr. William Block

DATE \_June 20, 1975

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ity Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

Other White | Black | Other Total FULL-TIME White Black Other Total M F White Black Other MFMFMF Total F M F Tota1 MF M F M F MF MFMF MF M Department Head Professor 2 2 4 4 2 2 2 2 Associate Professor 4 4 7 17 4 4 6 6 Assistant Professor 6 6 4 3 1 3 6 1 6 1 6 2 2 Instructor 2 2 3 0 3 0 -----15 SUB-TOTAL 15 1 16 3 1 17 3 16 1 16 1 16 2 16 2 \*PERMANENT PART-TIME. Professor Associate Professor Assistant Professor Instructor Visiting SUB-TOTAL TOTAL 15 15 16 2 2

EPA	72.4	OTT	TOTAT
DLU	LU	UU.	TIT

SCHOOL/DEPARTMENT Liberal Arts/Sociology & Anthropology COMPLETED BY Selz Mayo DATE June 23, 1975 June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement White Black Other M F M F M F Total M F White Black | Other Total White Black Other Tota1 White Black Other Tota1 FULL-TIME M F MF M F MF MEMEM F M ME MF MF M Department Head Professor Associate Professor Assistant Professor 14 6 .4 Instructor ----------SUB-TOTAL 30 7 -----\*PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor Visiting SUB-TOTAL TOTAL 

SCHOOL/DEPARTMENT Dean's	OFFI	-0	Scho	-1	of ti	how	-1 -						SP		N PLA															
SCHOOL/DEPARTMENT <u>Dean's</u>					plem		al A	rts						1	ement		ine 1	.974	Com	plem	ent	DA	TE			25, 1 975 C		ement		
FULL-TIME	Wh	ite F	Bla	ick F	Oth M	er F	Tot	al	Whi		Bla M	ck F	Other M H		otal F		ite	Bla		Oth		Tota		Whi		Blac			To	tal
Officials & Managers			1	<u> </u>		-		-	-n	F	1	F	m i	M	1 1	M	F	M	F-	M	F	M	F	M	F	M	FM	F	M	F
Professionals			-			-	-					-				-		-	-		-		_			_		1.		
Technicians		-	-		-	-	-				-					-	-				-		_			_	-			
Sales											-	-							-						-				-	
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raftsman					1.4.1												1-3-	-	+	-		-	4	-	3		+-			4
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SUB-TOTAL		3		1				4		3	-					-	-		-				=	-			=		-	-
PART-TIME	-			-				4		3	-	1		-	4	-	3	-	1	-	_	_	4		3	1	1.	1		4
Officials & Managers		-	-								-+					-	-	_												
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Craftsman'								1			-	-					-	-	-		-		4		3					3
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SPA

# SCHOOL/DEPARTMENT Economics and Business/Liberal Arts

COMPLETED BY Marie Cullins

DATE June 4, 1975

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

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SPA

# SCHOOL/DEPARTMENT Liberal Arts/English

# COMPLETED BY Larry Champion

DATE

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

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SPA

# SCHOOL/DEPARTMENT Liberal Arts/Foreign Languages.

COMPLETED BY Alan A. Gonzalez

DATE June 14, 1975

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

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

<u>h</u> ...

SPA

DATE

SCHOOL/DEPARTMENT Liberal Arts/History

COMPLETED BY Bernard Wishy

4

	June 1973 Complement									cted	1 197	73-7	4 Co	mple	ment	Ju	ine 1	974	Com	plem	ent			Ju	ne 1	975	Com	lement		
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\* SPA individuals working at least 1-time in a permanently established position.

June 1973 Complement

SPA

# SCHOOL/DEPARTMENT Liberal Arts/ Philosophy & Religion

# COMPLETED BY Curtis Fitzgerald, Asst. Head

DATE June 10, 1975

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

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SPA

COMPLETED BY \_\_\_\_\_William\_Block

DATE \_\_\_\_\_\_ June 12, 1975

June 1973 Complement	June	1973	Comp	Lement
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SCHOOL/DEPARTMENT Liberal Arts/ Politics

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

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SPA

# SCHOOL/DEPARTMENT Liberal Arts/Physical Education

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# COMPLETED BY Fred Drews

DATE June 6, 1975

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

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SCHOOL/DEPARTMENT Liberal A								ΙΥ	COMP	LET	ED B	Y _	Sel	z Ma	iyo			1		_			D	ATE	J	une	10, 1	975			
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\* SPA individuals working at least ½-time in a permanently established position.

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### SPA

DATE June 20, 1975

# SCHOOL/DEPARTMENT \_Liberal Arts

al Arts

# COMPLETED BY

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

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Technicians										1	1			1		11.	1	-		1				-	1	1	1	-		-		
Sales			1				1											1	1	1				1	1	1	1	1				
Clerical		23	1.0	5				28		23		5			-	28	1	23	1	5		1		28	-	24	1	6			-	30
Craftsman	14			1																							1					
Operations (semi-skilled)	1	1 m	1	1	1		2		1		11		1		2		1		1				2		1	1	1				1	
Laborers			1								1				-				1	-					1	1	-	-				
Service Workers																											4	1			4	1
SUB-TOTAL	2	24	11	5			3	29	2	24	1	5			3	29	2	24	1	5			3	29	1	24	4	7			5	31
*PART-TIME			The second	-	1.1.7					1	1		-			-	1	1	-	-				-		T	1	-			-	
Officials & Managers			10							1			1			1	1	1		1					1	1	1		-			
Professionals										1			1			1	-	1				-			-	1	1					
Technicians		1	T										1				1	1	1							-	1	-				
Sales			1							1	1	1	1		-	0.000	-	1		-				-		1		-				
Clerical		2					-	2		4				1		4	-	4	-	-				4		19	1	11		-		10
Craftsman				1										1.0			1								1	1	1					
Operations (semi-skilled)	1																1							1								
Laborers			1														1		-				-	-		1						
Service Workers	1						1.1																									
SUB-TOTAL		2														4		4						4		T						
TOTAL	2	26	1	5			3	31	2	28	1	5			3	33	2	28	1	5			3	33	1	33	4	8			5	41