

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 who are not included in the 96 but that total does include all the key 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 Institution _____ Person 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 questionnaires.

1. 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)
- b. When pictures are used to illustrate these publications, is this policy illustrated where feasible by pictures of racially integrated groups? (attach examples) (p. 125)
2. 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

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

3. 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)
- b. 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)
5. a. 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)
- b. Does your institution bring minority and racially integrated groups to campus functions? (Please give examples.)
(p. 134)
6. 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)
7. 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.
- b. 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)

<u>Name</u>	<u>Race</u>	<u>Campus Administrative Title</u>
_____	_____	_____

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)
11. 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)

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

(Please complete the following table)

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

PROGRAM TITLE	PROGRAM DESCRIPTION*	COOPERATING INSTITUTION(S)	PROGRAM CATEGORY (Check as Appropriate)			NUMBER** AND RACE OF PERSONS INVOLVED IN EXCHANGE							
			Faculty Exchange	Student Exchange	Other Programs	Faculty			Students				
						Black	Other	Total	Black	Other	Total		

*Where appropriate, please indicate: 1) how each program contributes to the desegregation 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.

b.

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)

PROGRAM TITLE	PROGRAM DESCRIPTION*	COOPERATING INSTITUTION(S)	PROGRAM CATEGORY (Check as Appropriate)			NUMBER** AND RACE OF PERSONS INVOLVED IN EXCHANGE									
			Faculty Exchange	Student Exchange	Other Programs	Faculty			Students						
						Black	Other	Total	Black	Other	Total				

*Where appropriate, please indicate: 1) how each program contributes to the desegregation 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 *JAR*

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
Dr. 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 intrinsic 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
- For your information (need not return)
- Please handle
- Please answer; furnish me copy
- Please draft reply for my signature (return attachments)
- Please give me your comments (return attachments)
- Requires your approval

Chancellor Thomas

Provost Winstead

The two page executive summary is worth reading. This problem has implications for ROTC.

To → [Signature]

Many Thanks [Signature]

FROM: _____

LNC

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 afternoon's mail contained a memo from Dr. Carmichael 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 arises. On the other hand, now that you have a copy 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
Chester E. Gleit
Assoc. Prof.

NORTH CAROLINA STATE UNIVERSITY
January 8, 1980

CHANCELLOR'S OFFICE



Dr. Clark

Handwritten initials

The latest word on preadmission
inquiries. Thought you might be interested.

Clauston Jenkins

AMERICAN COUNCIL ON EDUCATION
ONE DUPONT CIRCLE
WASHINGTON, D. C. 20036

DIVISION OF GOVERNMENTAL RELATIONS
(202) 833-4736

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:

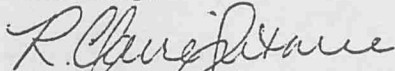
On October 5, 1979 you sent to presidents of colleges and universities a letter stating your conclusion that the Supreme Court decision in Southeastern Community College v. Davis requires no changes in the Department's regulation implementing Section 504 of the Rehabilitation Act of 1973. Your letter 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 Davis 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 Davis case and the Department's 504 regulation.

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 Guthrie
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 Southeastern Community College v. Davis 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 Davis decision. We believe that the regulation is consistent with Davis.

Section 84.42(b)(4) generally prohibits preadmission inquiries about whether an applicant has a handicap. The Supreme Court in Davis 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."

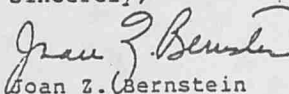
Of course, Section 84.42 does contain an exception to its general prohibition against preadmission inquiries about handicaps. Section 84.42(c) permits a college or university to ask about handicap status if the institution is taking voluntary action to overcome the effects of conditions that have resulted 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

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 Davis case on our Section 504 compliance program. Please do not hesitate to contact us if you desire additional information.

Sincerely,


Joan Z. Bernstein



Southeastern Community College

Office of the President

P.O. BOX 151 WHITEVILLE N.C. 28472 PHONE 919 642-7143

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 incompatible with certain programs. I submit that the listing of all behaviors would be extremely difficult and time consuming, if not impossible. Leaving out one 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

"An Equal Employment
Opportunity/Affirmative
Action Employer"

D. Jenkins,

*Saw your comments
in Higher Educ
Daily
Ron McClair*

TRUSTEES

JOHN FRANK CARTER
Chadbourn, N. C.

BILLY HOOKS
Whiteville, N. C.

S. G. KOONCE
Chadbourn, N. C.

J. HERMAN LEDER
Whiteville, N. C.

C. WALDO MARLOWE
Whiteville, N. C.

JOHN F. MUNROE
Whiteville, N. C.

MRS. CAROLYN ROBERTS
Holden Beach, N. C.

MRS. FLORA SINGLETARY
Whiteville, N. C.

WILLARD SMALL
Fair Bluff, N. C.

MRS. MYRTLE SOLES
Tabor City, N. C.

C. R. RARD
Lake Waccamaw, N. C.

L. P. WARD
Chadbourn, N. C.

ARTHUR WILLIAMSON, JR.
Chadbourn, N. C.

HENRY WYCHE
Hallsboro, N. C.

SGA PRESIDENT

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 may 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.

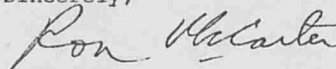
Regarding religious bias rules, I understand EEOC has pronounced an equally absurd rule that job applicants cannot be asked about religious observations which would interfere with work. They can be asked after receiving the job offer! Here it would seem that if you offered a person a job on the right 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,



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) 833-4738

December 18, 1979

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

Dear Mr. McCarter:

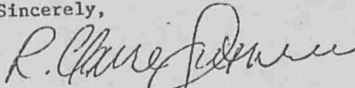
Thank you for sending me a copy of your letter to Mr. Steinbach concerning our efforts to obtain clarification of HEW's position regarding the validity of pre-admission inquiries under section 504.

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 Guthrie
Assistant General Counsel



Office of the Chancellor

North Carolina State University

Box 5067, Raleigh 27650

Dr. Clark


November 21, 1979

Line

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.


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.

me

Clauston Jenkins

me

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

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

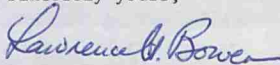
Dear Dr. Clark:

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,



Lawrence H. Bowen
Personnel Committee Chairman

LHB:jaw

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES
ACADEMIC AFFAIRS, EXTENSION & RESEARCH

OFFICE OF THE DEAN
Box 5847, Zip 27607

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
2. 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.

June 20, 1975

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. E. Legates, Dean

JEL:cws

cc: Dr. F. J. Hassler

Attachments

June 1975

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 approximately 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

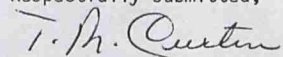
III. Consideration and Review of Candidates

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,



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 *SCM*
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:

- (1) 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 Footnotes, an official publication of ASA.
- (3) The position was advertised in The Southern Sociologist, 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

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

FROM: Robert Aycok *Robert Aycok*

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT AGRICULTURE & LIFE SCIENCES

COMPLETED BY F. J. Hassler

DATE June 18, 1975

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

FULL-TIME	White						Black						Other						Total													
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F				
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	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	1	128	7	111	2	1	1	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	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	11	1	9	3	0	0	0	0	9	3		
SUB-TOTAL	392	9	3	1	2	0	397	10	417	21	12	4	3	1	432	26	407	7	4	2	413	9	401	10	4	2	4	0	409	12		
*PERMANENT PART-TIME																																
Professor																	1	0	0	0	1	0	1	0	0	0	0	0	1	0		
Associate Professor																																
Assistant Professor																																
Instructor	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	1	0	0	0	0	0	1	0		
Lecturer	0	1	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0	1	0	0	0		
Visiting	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0	1	0	0	0		
SUB-TOTAL	1	1	0	1	0	0	1	2	1	1	0	0	0	1	1	3	0	0	0	3	0	2	0	0	0	0	0	2	0			
TOTAL	393	10	3	2	2	0	398	12	418	22	12	4	3	1	433	27	410	7	4	2	416	9	403	10	4	2	4	0	411	12		

* 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)

SCHOOL/DEPARTMENT AGRICULTURE & LIFE SCIENCES

COMPLETED BY F. J. HASSLER

DATE June 18, 1975

	June 1973 EPA Non-Faculty Complement						Projected 1975-76 Complement						June 1974 EPA Non-Faculty Complement						June 1975 EPA Non-Faculty Complement													
	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total									
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F								
FULL-TIME																																
Officials & Managers	14	5	3	2	0	0	17	7	14	5	3	2	0	0	17	7	14	5	2	2	0	0	16	7	16	5	3	3	0	0	19	8
Professionals	39	24	7	7	0	2	46	33	37	19	6	7	1	1	44	27	40	27	5	7	1	0	46	34	45	30	4	6	1	1	50	37
Technicians																																
Research Associates	19	1	0	0	0	0	19	1	21	6	2	1	2	0	25	7	16	0	0	0	0	1	16	1	24	1	0	0	3	2	27	3
Research Assistants	13	3	0	0	0	0	13	3	10	4	1	0	0	0	11	4	14	2	0	0	0	1	14	3	10	2	1	0	0	1	11	3
SUB-TOTAL	85	33	10	9	0	2	95	44	82	34	12	10	3	1	97	45	84	34	7	9	1	2	92	45	95	38	8	9	4	4	107	51
*PERMANENT PART-TIME																																
Officials & Managers																																
Professionals																	1	0	0	0	0	0	1	0								
Technicians																																
SUB-TOTAL																	1	0	0	0	0	0	1	0								
TOTAL	85	33	10	9	0	2	95	44	82	34	12	10	3	1	97	45	85	34	7	9	1	2	93	45	95	38	8	9	4	4	107	51

* 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

SALS

SCHOOL/DEPARTMENT ADMINISTRATION

COMPLETED BY J. E. Legates

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													
	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total									
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F								
FULL-TIME																																
Officials & Managers	13	5	3	2	-	-	16	7	13	5	3	2	-	-	16	7	13	5	2	2	-	-	15	7	15	5	3	3	-	-	18	8
Professionals	2	0	4	4	-	-	6	4	2	0	4	4	-	-	6	4	3	2	2	4	-	-	5	6	2	3	-	-	-	-	2	3
Technicians																																
SUB-TOTAL	15	5	7	6	-	-	22	11	15	5	7	6	-	-	22	11	16	7	4	6	-	-	20	13	17	8	3	3	-	-	20	11
*PERMANENT PART-TIME																																
Officials & Managers																																
Professionals																																
Technicians																																
SUB-TOTAL																																
TOTAL	15	5	7	6	-	-	22	11	15	5	7	6	-	-	22	11	16	7	4	6	-	-	20	13	17	8	3	3	-	-	20	11

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT ADULT & COMMUNITY COLLEGE EDUCATION EMPLOYED BY Edgar J. Boone DATE June 5, 1975
 June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1						1	
Professor	3						3		4						3		6						6	
Associate Professor	1						1		4	1					4	1	2						3	1
Assistant Professor	5	1					5	1	2	1	1				3	1	4	1					4	1
Instructor																								
SUB-TOTAL	10	1					10	1	11	1	1	1			12	2	10	1					10	1
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting	1						1		1						1		1						1	
SUB-TOTAL	1						1		1						1		1						1	
TOTAL	11	1					11	1	12	1	1	1			13	2	11	1					11	1

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT ADULT & COMMUNITY COLLEGE
EDUCATION

COMPLETED BY Edgar J. Boone

DATE June 5, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement						Projected 1975-76 Complement						June 1974 EPA Non-Faculty Complement						June 1975 EPA Non-Faculty Complement					
	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals		1					1			1					1	2						2		1
Technicians																								
SUB-TOTAL		1					1			1					1	2						2		1
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
SUB-TOTAL																								
TOTAL		1					1			1					1	2						2		1

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT SALS AGRICULTURAL INFORMATION COMPLETED BY W. L. Carpenter DATE June 10, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1						1	
Professor																								
Associate Professor																								
Assistant Professor	3						3		4					4		4		4					4	
Instructor																								
SUB-TOTAL	4						4		5					5		5		5					5	
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
Total	4						4		5					5		5		5					5	

* 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

SCHOOL/DEPARTMENT SALS
AGRICULTURAL 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											
	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals	8	2					8	2	8	2						8	3	8	3		1		8	4
Technicians																								
SUB-TOTAL	8	2					8	2	8	2					8	3	8	3		1		8	4	
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
SUB-TOTAL																								
TOTAL	8	2					8	2	8	2					8	3	8	3		1		8	4	

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT 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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total									
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F								
FULL-TIME																																
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	0	0	44	0	38	0	1	0	0	0	39	0
*PERMANENT PART-TIME																																
Professor																																
Associate Professor																																
Assistant Professor																																
Instructor																																
Visiting																																
SUB-TOTAL																																
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

SCHOOL/DEPARTMENT ANIMAL SCIENCE

COMPLETED BY I. D. Porterfield

DATE June 9, 1975

	June 1973 EPA Non-Faculty Complement								Projected 1975-76 Complement								June 1974 EPA Non-Faculty Complement								June 1975 EPA Non-Faculty Complement							
	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																																
Officials & Managers																																
Professionals	5	0	0	0	0	0	5	0	3	0	0	0	0	0	3	0	5	0	0	0	0	0	0	5	0	5	0	0	0	0	5	0
Technicians																																
SUB-TOTAL	5	0	0	0	0	0	5	0	3	0	0	0	0	0	3	0	5	0	0	0	0	0	0	5	0	5	0	0	0	0	5	0
*PERMANENT PART-TIME																																
Officials & Managers																																
Professionals																																
Technicians																																
SUB-TOTAL																																
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 FACULTY

SCHOOL/DEPARTMENT BIOCHEMISTRY

COMPLETED BY Samuel B. Tove

DATE June 5, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
FULL-TIME																									
Department Head	1						1		1							1		1						1	
Professor	6						6	5	5	6					6	5								5	
Associate Professor	1						1	2	1	2	1				1	2								2	
Assistant Professor	1	1					1	1		1	1				1	1		1						1	
Instructor																									
SUB-TOTAL	9	1					9	1	8	1					9	1	8	1						8	1
*PERMANENT PART-TIME																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting																									
SUB-TOTAL																									
TOTAL	9	1					9	1	8	1					9	1	8	1						8	1

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT BIOCHEMISTRY

COMPLETED BY Samuel B. Tove

DATE June 5, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	White				Black				Other				Total		White				Black				Other				Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																												
Officials & Managers																												
Professionals	1	3							1	1	2	3	1	4										1	3	1	4	
Technicians																												
SUB-TOTAL	1	3							1	1	2	3	1	4										1	3	1	4	
*PERMANENT PART-TIME																												
Officials & Managers																												
Professionals																												
Technicians																												
SUB-TOTAL																												
TOTAL	1	3							1	1	2	3	1	4										1	3	1	4	

* 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

SCHOOL/DEPARTMENT BIOL. & AGR'L ENGINEERING

COMPLETED BY F. H. Hassler

DATE June 9, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	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
Assistant Professor	8						8		4				4	7				7		7				7
Instructor																								
SUB-TOTAL	25				1		26		25		1		26	24		1		25		26		1	27	
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	25				1		26		25		1		26	24		1		25		26		1	27	

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SALS
SCHOOL/DEPARTMENT BOTANYCOMPLETED BY G. R. NoggleDATE 3 June 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1							1		1						1
Professor	3						3		4							3		3						3
Associate Professor	3						3		5							3		5						5
Assistant Professor	4		1				5		2	1	2				4	1	3		2					5
Instructor		1					1		1		1		1			1	1		1					1
SUB-TOTAL	11	1	1				12	1	12	2	2				14	2	11	1	2					14
PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	11	1	1				12	1	12	2	2				14	2	11	1	2					14

* 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

SCHOOL/DEPARTMENT SALS-BOTANY

COMPLETED BY G. R. Noggle

DATE 3 June 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	June 1973 EPA				Projected 1975-76 Complement				June 1974 EPA				June 1975 EPA											
	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
EMPLOYEE	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals										1						1		2						2
Technicians																								
EMP-TOTAL										1					1		2							2
EMPLOYMENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
EMP-TOTAL																								
TOTAL										1					1		2							2

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT CROP SCIENCE

COMPLETED BY Philip A. Miller

DATE June 4, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1							1
Professor	23						23		25					25		23								22
Associate Professor	6						6		6					6		6								9
Assistant Professor	7						7		6					6		8								7
Instructor	3						3		3		1			1	4		1		3					1
SUB-TOTAL	40						40		41		1			1	43		1		41					40
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	40						40		41		1			1	43		1		41					40

* 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.

SALS

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTYSCHOOL/DEPARTMENT CROP SCIENCECOMPLETED BY Philip A. MillerDATE June 4, 1975June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty ComplementJune 1975 EPA
Non-Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total						
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F					
FULL-TIME																													
Officials & Managers																													
Professionals Ext. Specialists	2		2				4		3		1			4		2		1			3		2		1		3		
Technicians																													
Research Assistants																		2		1			1	3		1			
SUB-TOTAL	2		2				4		3		1			4		2		1			3		4		2		1	6	1
PERMANENT PART-TIME																													
Officials & Managers																													
Professionals																													
Technicians																													
SUB-TOTAL																													
TOTAL	2		2				4		3		1			4		2		1			3		4		2		1	6	1

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SALS

SCHOOL/DEPARTMENT ECONOMICS & BUSINESS

COMPLETED BY W. D. Toussaint

DATE 6/4/75

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1							1
Professor	17						17		19						18		18							18
Associate Professor	14						14		15						15		15							15
Assistant Professor	6	1					6	1	7	1					7	1	6							2
Instructor	1						1		1						1		2							2
SUB-TOTAL	39	1					39	1	43	1					43	1	42							38
PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	39	1					39	1	43	1					43	1	42							38

* 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

SCHOOL/DEPARTMENT SALS-ECONOMICS & BUSINESS

COMPLETED BY W. D. Toussaint

DATE 6/4/75

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	June 1973 EPA				Projected 1975-76 Complement				June 1974 EPA				June 1975 EPA			
	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																
Officials & Managers	1			1	1			1	1			1	1			1
Professionals																
Technicians																
EMP-TOTAL	1			1	1			1	1			1	1			1
PERMANENT PART-TIME																
Officials & Managers																
Professionals																
Technicians																
EMP-TOTAL																
TOTAL	1			1	1			1	1			1	1			1

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT ENTOMOLOGY

COMPLETED BY K. L. Knight

DATE June 12, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1					1			1						1			1					1	
Professor	15					15			16						16			16					16	
Associate Professor	7				1	8			5			1		6	6			1				1	7	
Assistant Professor	3					3			4	1				5	4			4				6		6
Instructor																								
SUB-TOTAL	26				1	27			26	1		1		28	27			1				1	30	
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
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

SCHOOL/DEPARTMENT ENTOMOLOGY

COMPLETED BY Kenneth L. Knight

DATE 6/12/75

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Research Assoc.	10						10		8	1					8	1	8						11	
Research Assistants	5						5		3						3		6						2	
Extension Specialists	4						4		4						4		4						5	
SUB-TOTAL	19						19		15						15	1	18						18	
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
SUB-TOTAL																								
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 FACULTY

SCHOOL/DEPARTMENT EXTENSION 4-H

COMPLETED BY Chester D. Black

DATE June 13, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1						1	
Professor																								
Associate Professor							1		1															
Assistant Professor	1						1	1	1	1					1		1						1	
Instructor																								
SUB-TOTAL	2						2	3	1	1					4	1	2					2	2	
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	2						2	3	1	1					4	1	2					2	2	

* 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

SCHOOL/DEPARTMENT EXTENSION 4-H

COMPLETED BY Chester D. Black

DATE June 13, 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	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals (4-H Specialists)	6	2	1	1			7	3	4	2	1	1			5	3	5	2	1	1			6	3
Technicians																								
SUB-TOTAL	6	2	1	1			7	3	4	2	1	1			5	3	5	2	1	1			6	3
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
SUB-TOTAL																								
TOTAL	6	2	1	1			7	3	4	2	1	1			5	3	5	2	1	1			6	3

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT EXTENSION HOME ECONOMICS

COMPLETED BY Eloise Cofer

DATE June 1975

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

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Department Head		1					1		1		1						1		1							1
Professor																										
Associate Professor	1			1			1	1		1				1			1	1	1						1	1
Assistant Professor				1			1	1	1																	
Instructor																										
SUB TOTAL	1	1	2				1	3	1	3	1			1			1	2	1	1					1	2
*PERMANENT PART-TIME																										
Professor																										
Associate Professor																										
Assistant Professor																										
Instructor																										
Visiting																										
SUB-TOTAL																										
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

SCHOOL/DEPARTMENT EXTENSION HOME ECONOMICS

COMPLETED BY Eloise Cofer

DATE June 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement
fill out

	June 1973 EPA Non-Faculty Complement						Projected 1975-76 Complement						June 1974 EPA Non-Faculty Complement						June 1975 EPA Non-Faculty Complement <i>fill out</i>													
	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
FULL-TIME	M	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	M	F	M	F	M	F
Officials & Managers																																
Professionals	1	15		2			1	17*	1	16	1	4			2	20	1	15		2			1	17*	1	16		3			1	19
Technicians																																
SUB-TOTAL	1	15		2			1	17*	1	16	1	4			2	20	1	15		2			1	17*	1	16		3			1	19
*PERMANENT PART-TIME																																
Officials & Managers																																
Professionals																																
Technicians																																
SUB-TOTAL																																
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.

* A & T 1890 not included

** 1890 specialists added

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT FOOD SCIENCE

COMPLETED BY Dr. T. N. Blumer

DATE June 5, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1						1	
Professor	10						10		12					12		10							10	
Associate Professor	7						7	1	6	1				6	1	7	1					8	1	
Assistant Professor	5	1					5	1	4					4	4								4	
Instructor								1						1	1								1	
Visit. Asst. Professor					1		1				1			1							1		1	
SUB-TOTAL	23	1		1			24	1	24	1		1		25	1	23	1		1			24	1	
*PERMANENT PART-TIME																								
Professor (Etchells)								1						1									1	
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL								1						1		1							1	
TOTAL	23	1		1			24	1	25	1		1		26	1	24	1		1			25	1	

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT FOOD SCIENCE

COMPLETED BY Dr. J. N. Blumer

DATE June 5, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	June 1973 EPA				Projected 1975-76 Complement				June 1974 EPA				June 1975 EPA													
	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
FULL-TIME																										
Officials & Managers																										
Ag. Ext. Specialists																										
Professionals	2						2		2								2		2					2		
Technicians																										
Research Assistants	2	2					2	2	2	2							2	2	1	2				1	2	
Research Associates							1		1	1							1	1						2	2	
SUB-TOTAL	4	2					1	4		5	3						5	3	3	2				2	3	4
*PERMANENT PART-TIME																										
Officials & Managers																										
Professionals																										
Technicians																										
SUB-TOTAL																										
TOTAL	4	2					1	4		5	3						5	3	3	2				2	3	4

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT GENETICS

COMPLETED BY John E. Scudation

DATE June 10, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
FULL-TIME																									
Department Head	1						1		1						1		1						1		
Professor	10						10		13						10		10						10		
Associate Professor	2						2							2		1							1		
Assistant Professor	1						1		3					3*		2*							2*		
Instructor	1						1																		
Associate Geneticist		1					1		1					1		1							1		
SUB-TOTAL	15	1					15	1	17	1				17	1	16	1					16	1	16	1
*PERMANENT PART-TIME																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting																									
SUB-TOTAL																									
TOTAL	15	1					15	1	17	1				17	1	16	1					16	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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT GENETICS

COMPLETED BY John D. Scandalios

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Research Associate		1					1		1									2					2	
Research Assistant																		1					1	
SUB-TOTAL		1					1		1									3					3	
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
SUB-TOTAL																								
TOTAL		1					1		1								0	0	3					3

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT HORTICULTURAL SCIENCE

COMPLETED BY JAMES W. STROBEL, HEAD

DATE June 9, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1								1							1
Professor	14						14		13							13								13
Associate Professor	12						12		16							11								14
Assistant Professor	6						6		5							8								5
Instructor	3						3		2							1								1
SUB-TOTAL	36						36		37							33								34
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	36						36		37							34								34

* 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

SCHOOL/DEPARTMENT HORTICULTURAL SCIENCE

COMPLETED BY James W. Strobel, Head

DATE June 9, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F
FULL-TIME																
Officials & Managers																
Professionals		1		1		1		1		1		1		1		1
Technicians																
SUB-TOTAL		1		1		1		1		1		1		1		1
*PERMANENT PART-TIME																
Officials & Managers																
Professionals																
Technicians																
SUB-TOTAL																
TOTAL		1		1		1		1		1		1		1		1

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT MICROBIOLOGY

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		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1						1	
Professor	3						3		3						3		3						3	
Associate Professor							1		1															
Assistant Professor	1						1		1	1					1		1	1					1	1
Instructor																								
SUB-TOTAL	5						5	1	5	1	5	0			5	0	5	1					5	1
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL	0						0	0	0	0					0	0	0	0					0	0
TOTAL	5						5	1	5	1					5	0	5	1					5	1

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT MICROBIOLOGY

COMPLETED BY James B. Evans

DATE June 3, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F
FULL-TIME																
Officials & Managers																
Professionals									1				1	2	1	2 1
Technicians																
SUB-TOTAL				0 0				0 0	0 1				0 1	2 1		2 1
*PERMANENT PART-TIME																
Officials & Managers																
Professionals																
Technicians																
SUB-TOTAL				0 0				0 0	0 0				0 0	0 0		0 0
TOTAL				0 0				0 0	0 1				0 1	2 1		2 1

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT PLANT PATHOLOGY

COMPLETED BY Robert Aycock

DATE 6-12-75

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
FULL-TIME																									
Department Head	1						1		1						1		1						1		
Professor	14	1					14	1	15	1					15	1	13	1					14	1	
Associate Professor	7						7		8						8		9						7		
Assistant Professor	5						5		2		1			2	1	3		1				3	1	4	1
Instructor																									
SUB-TOTAL	27	1					27	1	26	1	1			26	2	26	1	1				26	2	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	2	

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT 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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1							1
Professor	6						6		7					7		6		8						8
Associate Professor	4						4		4					4		4		3						3
Assistant Professor	4						4	1	5	1				5	1	6		5						5
Instructor	1						1		1					1		1		2						2
SUB-TOTAL	16						16	1	18	1				18	1	18		19						19
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	16						16	1	18	1				18	1	18		19						19

* 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

SCHOOL/DEPARTMENT POULTRY SCIENCE

COMPLETED BY ROBERT E. COOK

DATE June 3, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Ext. Specialist	1						1		1							1		1					1	
SUB-TOTAL	1						1		1							1		1					1	
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
SUB-TOTAL																								
TOTAL	1						1		1							1		1					1	

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT SOCIOLOGY & ANTHROPOLOGY

COMPLETED BY Selz C. Mayo

DATE 6-3-75

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head								1										1					1	
Professor								2										1					1	
Associate Professor								7	1									5	1				6	
Assistant Professor									1									3					3	
Associate Instructor																			1				1	
SUB-TOTAL								10	1	1								10	1	1			11	1
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL								10	1	1								10	1	1			11	1

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT SOIL SCIENCE

COMPLETED BY C. B. McCants

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	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total									
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F								
Officials & Managers																																
Professionals																																
Extension Soils Specialist TECHNICIANS																		1	0	0	0	0	0	1	0							
Research Associates	4	0	0	0	0	0	4	0	5	1	1	0	1	0	7	1	4	0	0	0	0	0	4	0	5	1	0	0	1	0	6	1
Research Assistants	6	0	0	0	0	0	6	0	4	1	1	0	0	0	5	1	5	0	0	0	0	0	5	0	1	0	0	0	0	0	1	0
SUB-TOTAL	10	0	0	0	0	0	10	0	9	2	2	0	1	0	12	2	9	0	0	0	0	0	9	0	7	1	0	0	1	0	8	1
*PERMANENT PART-TIME	NONE								NONE								NONE								NONE							
Officials & Managers																																
Professionals																																
Technicians																																
SUB-TOTAL																																
TOTAL	10	0	0	0	0	0	10	0	9	2	2	0	1	0	12	2	9	0	0	0	0	0	9	0	7	1	0	0	1	0	8	1

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT VETERINARY SCIENCE

COMPLETED BY T. M. Curtin

DATE June 3, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
FULL-TIME																									
Department Head								1	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	1	-
Professor								3	-	-	-	-	-	3	-	1	-	-	-	-	-	1	-	3*	-
Associate Professor								2	1	1	-	-	-	3	1	2	-	-	-	-	-	2	-	2	-
Assistant Professor								2	1	-	-	-	-	2	1	1	-	-	-	-	-	1	-	-	-
Instructor								-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SUB-TOTAL								8	2	1	0	0	0	9	2	5	0	0	0	0	0	5	0	6	0
*PERMANENT PART-TIME																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting																									
SUB-TOTAL								0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL								8	2	1	0	0	0	9	2	5	0	0	0	0	0	5	0	6	0

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

*1 visiting professor

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT ZOOLOGY

COMPLETED BY David E. Davis

DATE June 9, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<u>FULL-TIME</u>																								
<u>Department Head</u>	1						1		1					1		1							1	
<u>Professor</u>	10						10		12					12		11						11		11
<u>Associate Professor</u>	2	1					2	1	1					1		1					1		1	1
<u>Assistant Professor</u>	5						5		8	1				9	7					7	8			8
<u>Instructor</u>	1						1		1					1	2					2	2	1		2
<u>SUB-TOTAL</u>	19	1					19	1	22	1	1			23	1	21	1			21	1	22	2	22
<u>*PERMANENT PART-TIME</u>																								
<u>Professor</u>																								
<u>Associate Professor</u>																								
<u>Assistant Professor</u>																								
<u>Instructor</u>		1					1																	
<u>Visiting</u>																								
<u>SUB-TOTAL</u>		1					1																	
<u>TOTAL</u>	19	2					19	2	22	1	1			23	1	21	1			21	1	22	2	22

* 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

SCHOOL/DEPARTMENT ZOOLOGY

COMPLETED BY David E. Davis

DATE June 9, 1975

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement												
	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	
FULL-TIME																									
Officials & Managers																									
Professionals	4						4	3				1		4	3					1		4	6	1	7
Technicians																									
SUB-TOTAL	4						4	3				1		4	3					1		4	6	1	7
*PERMANENT PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
SUB-TOTAL																									
TOTAL	4						4	3				1		4	3					1		4	6	1	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.

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,

Randolph Hester
Randolph Hester

RH

RH:ss

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Design

COMPLETED BY R. Hester

DATE June 20, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Program Director	3						3		3						3		2						2	
Professor	3						4		4	3					3		5						5	*excludes dean
Associate Professor	11						11	9	9	9					9	5				3			8	
Assistant Professor	9						9	7	3	1					8	3	7						8	
Instructor/Lecturer	1	1					1	1	1						1	1							3	
Visitors	1	1	1				2	1	1	2	1				2	2	3	2	1				4	2
SUB-TOTAL	28	2	1				29	2	25	5	2				27	5	26	2	1				27	5
*PERMANENT PART-TIME																								
Professor	2						2	1							1		1						1	
Associate Professor															1		1						1	
Assistant Professor															1		1							
Instructor Lecturer																								
Visitors	2						2	1							1	3							2	3
SUB-TOTAL	4						4	2							2	6							4	3
TOTAL	32	2	1				33	2	27	5	2				29	5	32	2	1				33	8

* 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

SCHOOL/DEPARTMENT Design

COMPLETED BY R. Hester

DATE June 20, 1975

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement											
	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians										1	0					1	0	1	0				1	0
SUB-TOTAL										1	0					1	0	1	0				1	0
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
SUB-TOTAL																								
TOTAL										1	0					1	0	1	0				1	0

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Design

COMPLETED BY R. Heater

DATE June 20, 1975

JUNE 1973 Complement
October

Projected 1973-76 Complement
1975-76

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians																								
Sales	2						2		2						2									
Clerical		7						7		7														
Craftsman											6		1			7				5		1		
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL	2	7					2	7	2	7					2	7	2	6	1				2	7
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	2	7					2	7	2	7					2	7	2	6	1				2	7

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

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF EDUCATION

OFFICE OF THE DEAN
Zip 27607

June 23, 1975

M E M O R A N D U M

TO: Assistant Provost Lawrence Clark

FROM: William Maxwell, Jr. *W. Maxwell*
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 Education
- 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 Blacks were 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 accomplished 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

Dr. Boone

**AFFIRMATIVE ACTION PLAN
EPA FACULTY**

SCHOOL/DEPARTMENT ADULT & COMMUNITY COLLEGE EDUCATION COMPLETED BY EDGAR J. BOONE DATE JUNE 10, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	1						1	1							1	1								1	
Professor	3						3	4							4	3								6	
Associate Professor	1						1	4	1						4	1	2							3	1
Assistant Professor	5	1					5	1	2		1	1			3	1	4	1						3	
Instructor																									
SUB-TOTAL	10	1					10	1	11	1	1	1			12	2	10	1						13	1
*PERMANENT PART-TIME																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting	1						1	1							1	1								1	
SUB-TOTAL	1						1	1							1	1								1	
TOTAL	11	1					11	1	12	1	1	1			13	2	11	1						14	1

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT School of Education
Agricultural Education

COMPLETED BY William Maxwell, Assoc. Dean

DATE June 20, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head							1		1															
Professor																								
Associate Professor	1						1		2					2		1						1		3
Assistant Professor	1						1								1							1		
Instructor																								
SUB-TOTAL	2						2		3					3		2						2		3
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	2						2		3					3		2						2		3

* 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.

Dr. Coster for COE

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Education
Center for Occupational Education

COMPLETED BY W. Maxwell, Assoc. Dean

DATE 19 June 1975

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

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

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT School of Education
Industrial & Technical Education

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

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

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT SCHOOL OF EDUCATION COMPLETED BY W. MAXWELL DATE 19 JUNE 1975

INDUSTRIAL ARTS EDUCATION

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	0																							
Professor	1				1				1							1		0						
Associate Professor	1				1		2		2						1		2							2
Assistant Professor	1				1		2		2		2				2		1							1
Instructor	1				1																			
SUB-TOTAL	4				4		4		4		4				4		3							3
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																		1						1
SUB-TOTAL																		1						1
TOTAL	4				4		4		4		4				4		4							4

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT School of Education
Introduction to Vocations

COMPLETED BY W. Maxwell, Assoc. Dean

DATE June 19, 1975

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

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

Dr. Speece

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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

COMPLETED BY ASSOCIATE DEAN W. MAXWELL

DATE 19 JUNE 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1							1
Professor	1						1		2						1		1							1
Associate Professor	2						2		1						2		2							2
Assistant Professor	2						2		1						2		2							2
Instructor																								
SUB-TOTAL	6						6		6						6		6							6
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor					1		1			1				1		1				1				1
Instructor																								
Visiting																								
SUB-TOTAL	6				1		7		6					1		7		6						7
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.

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1						1		1						1	
Professor	4						4		4						4		5						5	
Associate Professor	6						6	1	6	1					6		5	1					5	1
Assistant Professor	3	1					3	1	3	1					3	2	3	2					3	2
Instructor											1													
SUB-TOTAL	14	1					14	1	14	2		1			14	3	14	2					14	3
*PERMANENT PART-TIME																								
Professor																								1
Associate Professor																								
Assistant Professor																								
Instructor																								1
Visiting	2	2					2	2	1	1	1	1			2	2	2	2						
SUB-TOTAL	2	2					2	2	1	1	1	1			2	2	2	2						2
TOTAL	16	3					16	3	16	4	2	2			18	5	16	4					16	3

* 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.

*Hayden; **Brennan

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT ADULT AND COMMUNITY COLLEGE EDUCATION COMPLETED BY EDGAR J. BOONE 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

	White				Black				Other				Total		White				Black				Other				Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
FULL-TIME																													
Officials & Managers																													
Professionals		1													1	1													1
Technicians																													
SUB-TOTAL		1													1	1													1
*PERMANENT PART-TIME																													
Officials & Managers																													
Professionals																													
Technicians																													
SUB-TOTAL																													
TOTAL		1													1	1													1

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

**AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY**

SCHOOL/DEPARTMENT School of Education
Agricultural Education

COMPLETED BY William Maxwell, Assoc. Dean

DATE June 20, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F
FULL-TIME																
Officials & Managers																
Professionals																
Technicians																
SUB-TOTAL																
*PERMANENT PART-TIME																
Officials & Managers																
Professionals																
Technicians																
SUB-TOTAL																
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**

SCHOOL/DEPARTMENT Education
Center for Occupational Education

COMPLETED BY W. Maxwell, Assoc. Dean

DATE 19 June 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement																					
	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F										
FULL-TIME																																		
Officials & Managers																																		
Professionals	7	2					7	2	5	1					5	1	6	1					6	1	5	1							5	1
Technicians																																		
SUB-TOTAL	7	2					7	2	5	1					5	1	6	1					6	1	5	1					5	1		
*PERMANENT PART-TIME																																		
Officials & Managers																																		
Professionals																																		
Technicians																																		
SUB-TOTAL																																		
TOTAL	7	2					7	2	5	1					5	1	6	1					6	1	5	1					5	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.

E. J. Boone

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Adult & Community College Education

COMPLETED BY E. J. Boone

DATE June 10, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total				
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
FULL-TIME																											
Officials & Managers																											
Professionals																											
Technicians																											
Sales																											
Clerical		7					7		7		1			7		6		1			7		7		1		8
Craftsman																											
Operations (semi-skilled)																											
Laborers																											
Service Workers																											
SUB-TOTAL		7					7		6		1			7		6		1			7		7		1		8
*PART-TIME																											
Officials & Managers																											
Professionals																											
Technicians																											
Sales																											
Clerical		1					1		1					1		1					1		3				3
Craftsman																											
Operations (semi-skilled)																											
Laborers																											
Service Workers																											
SUB-TOTAL		1					1		1					1		1					1						
TOTAL		8					8		7		1			8		7		1			8		10		1		11

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT School of Education
Agricultural Education

COMPLETED BY William Maxwell, Assoc. Dean

DATE June 20, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		1					1		1		1				1		1							1
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		1					1		1		1				1		1							1
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL		1					1		1		1				1		1							1

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

AFFIRMATIVE ACTION PLAN
SPA

SCHOOL/DEPARTMENT School of Education
Center for Occupational Education

COMPLETED BY W. Maxwell, Assoc. Dean

DATE 19 June 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
FULL-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
Sales		1							1							1								1	
Clerical		6		1		1			5		2				7		6		1					4	
Craftsman																									
Operations (semi-skilled)																									
Laborers																									
Service Workers																									
SUB-TOTAL		7		1		1		9		6		2		8		7		1		8		4		1	5
*PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
Sales																						1		1	
Clerical																						1		1	
Craftsman																									
Operations (semi-skilled)																									
Laborers																									
Service Workers																									
SUB-TOTAL																							2		2
TOTAL		7		1		1		9		6		2		8		7		1		8		6		1	7

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT School of Education
Curriculum and Instruction

COMPLETED BY W. Maxwell, Assoc. Dean

DATE 19 June 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical				1			1				1			1			1				1			1
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL				1			1				1			1			1				1			1
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL				1			1				1			1			1				1			1

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT School of Education
Guidance and Personnel Services

COMPLETED BY William Maxwell, Jr., Associate Dean

DATE 19 June 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White				Black				Other				Total		White				Black				Other				Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																												
Officials & Managers																												
Professionals																												
Technicians																												
Sales																												
Clerical		1							1						1					1								1
Craftsman																												
Operations (semi-skilled)																												
Laborers																												
Service Workers																												
SUB-TOTAL		1							1						1					1								1
*PART-TIME																												
Officials & Managers																												
Professionals																												
Technicians																												
Sales																												
Clerical																												
Craftsman																												
Operations (semi-skilled)																												
Laborers																												
Service Workers																												
SUB-TOTAL																												
TOTAL		1							1						1					1								1

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT School of Education
Industrial & Technical Education

COMPLETED BY W. Maxwell, Assoc. Dean

DATE June 19, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		3					3		2	1			3		2	1		3		2	1		3	
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		3					3		2	1			3		2	1		3		2	1		3	
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL		3					3		2	1			3		2	1		3		2	1		3	

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT SCHOOL OF EDUCATION
INDUSTRIAL ARTS EDUCATION
 June 1973 Complement

COMPLETED BY W. MAXWELL, ASSOC. DEAN

DATE 19 JUNE 1975

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		1						1			1													
Craftsman																								1
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		1						1			1													1
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL		1						1			1													1

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT School of Education
Introduction to VocationsCOMPLETED BY William Maxwell, Assoc. DeanDATE June 20, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical			1				1		1				1		1			1		1				1
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL			1				1		1				1		1			1		1				1

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT EDUCATION (MATH & SCIENCE ED.)

COMPLETED BY ASSOCIATE DEAN W. MAXWELL

DATE 19 JUNE 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		1						1		1							1		1					1
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		1						1		1							1		1					1
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL		1						1		1							1		1					1

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Education - Psychology

COMPLETED BY W. Maxwell, Assoc. Dean

DATE June 19, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		1					1		2				2			2				2			2	
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		1					1		2				2			2				2			2	
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL		1					1		2				2			2				2			2	

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT

School of Engineering

COMPLETED BY

R. J. Carson Jr.

DATE

June 1975

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

June 1975 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	9						9	9							9	9							9	10
Professor	53				3		56	55			3				58	56			3				58	61
Associate Professor	47	1			2		48	41	1	1	3				45	40	1		3				38	41
Assistant Professor	21				1		22	21	2	1					22	25					1		20	21
Instructor	11						11	8		1					9	9							7	8
0-1-1	4						4	2							2	2							2	2
SUB-TOTAL	144	1			6		150	136	3	3	6				145	141	1		6				135	145
*PERMANENT PART-TIME																								
Professor	1						1	1							1	1							1	1
Associate Professor	2						2	3							3	4							5	5
Assistant Professor	1						1								4								4	4
Instructor	1						1								1	1							1	1
Visiting	1						1	1							1	1							1	1
SUB-TOTAL	8						8	5							5	8							7	8
TOTAL	152	1			6		158	141	3	3	6				150	149	1		6				142	153

* 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

SCHOOL/DEPARTMENT School of Engineering

COMPLETED BY R. D. Carson Jr

DATE June 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F
FULL-TIME																
Officials & Managers	5			5	5			5	5			5	5			5
Professionals	37	1		37	44	1	1	45	37	1		37	33	1		33
Technicians																
SUB-TOTAL	42	1		42	49	1	1	50	42	1		42	38	1		38
*PERMANENT PART-TIME																
Officials & Managers																
Professionals	2	1		2	2	1		2	2	1		2	5	3		5
Technicians																
SUB-TOTAL	2	1		2	2	1		2	2	1		2	5	3		5
TOTAL	44	2		44	51	2	1	52	44	2		44	43	4		43

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT

School of Engineering
October
 June 1973 Complement

COMPLETED BY

W. G. Parsons, Jr.

DATE

June 1975

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers	2						2		3						3		2						6	1
Professionals																							2	1
Technicians	2						24		24						5		57					1	18	1
Sales																								
Clerical		2		5			5		4		1		5		5		47		5				5	23
Craftsman	1						10		10						1		10						10	
Operations (semi-skilled)	1	1					1	1	1	1					1	1	1						1	1
Laborers																								
Service Workers	1						1		1						1		1						1	
SUB-TOTAL	2	3					28		27		4				2		37		5			1	20	23
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		2					2		2								2						2	10
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		2					2		2								2						2	10
TOTAL	2	5					30		29		4				2		39		5			1	22	33

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT

Chemical Engineering

COMPLETED BY

R. H. Parsons, Jr.

DATE

June 1975

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1						1	
Professor	5						5		5						5		5						5	
Associate Professor	3						3		3						4		3						3	
Assistant Professor	2						2			1					1									
Instructor																				1				1
SUB-TOTAL	11						11		9	1					10		11		9	1			10	
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	11						11		9	1					10		11		9	1			10	

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Central Engineering

COMPLETED BY W. H. Mason, Jr.

DATE June 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Department Head	1						1						1				1						1			
Professor	11			1			12			1			13			1	14	11			1		12			
Associate Professor	7			1			8	6	1	1			8	5		1	6	6			1		7			
Assistant Professor	4						4	5					5	5			5	3					3			
Instructor	1						1																			
<i>Research Assistant</i>	1						1																			
SUB-TOTAL	25			2			31	33	1	2			36	24		2	26	21			2		23			
*PERMANENT PART-TIME																										
Professor																			1				1			
Associate Professor																		3					3			
Assistant Professor	1						1	2					2	2			2									
Instructor																		1					1			
Visiting																		1	(Assoc. Prof)				1			
SUB-TOTAL	1						1	2					2	2			2	5	1				5	1		
TOTAL	26			2			32	35	1	2			38	26		2	28	26	1		2		28	1		

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT

Electrical Engineering

COMPLETED BY

R. H. Carson, Jr.

DATE

June 1975

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

June 1975 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1							1		1					1	
Professor	9						9		9							9		10					10	
Associate Professor	8						8		8							8		8					8	
Assistant Professor	7						7		5	1						7		5					5	
Instructor																								
SUB-TOTAL	25						25		24	1						25		24					24	
*PERMANENT PART-TIME																								
Professor																		1						1
Associate Professor																		1						1
Assistant Professor																		2						2
Instructor																								
Visiting																								
SUB-TOTAL																		3						3
TOTAL	25						25		24	1						25		31					31	

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Engineering Science & Mechanics COMPLETED BY C. H. Hanson, Jr.

DATE June 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1				1		1		1						1	
Professor	2			1		3	2			1		3	2			1	3			1		3	2	
Associate Professor	4					4	5			1		6	5			1	6			1		6	5	
Assistant Professor	2			1		3	2			2		2	2			2	2			3		3	2	
Instructor	2					2	1			1		1	1			1	1						1	
<i>Teaching Assistants</i>	1					1																		
SUB-TOTAL	13			2		14	11			2		13	11			2	13			2		13	11	
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																							1	
<i>Teaching Assistants</i>																								
Instructor	1					1																	1	
Visiting																								
SUB-TOTAL	1					1																	2	
TOTAL	13			2		15	11			2		13	11			2	13			2		13	11	

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT

EA 20

COMPLETED BY

W. J. Carson, Jr.

DATE

June 2, 1975

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

June 1975 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head																								1
Professor	3						3		3							2		2						2
Associate Professor		1					1		1						1		1							1
Assistant Professor																								
Instructor																								
SUB-TOTAL	2	1					3	1	3	1					3	1	3	1					3	1
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor	1						1		1						1		1							
Instructor																								
Visiting																								
SUB-TOTAL	1						1		1						1		1							
TOTAL	4	1					4	1	4	1					4	1	4	1					3	1

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT SP 12

COMPLETED BY R.H. Cr...

DATE June 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
<i>Assistant Director</i>																								
Officials & Managers	1						1		1					1			1						1	
Professionals																								
Technicians																								
<i>Personnel Associate</i>		2					2		2					4			3						3	
<i>Personnel Assistant</i>	7	1					7	1	6	1	1			7	1	4	1						5	1
SUB-TOTAL	10	1					10	1	7	1	1			10	1	2	1						9	1
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
<i>Personnel Associate</i>	1						1	1		1				1		1		2	1				2	1
<i>Personnel Assistant</i>		1					1	1		1	1			1	1		1	3	2				3	2
SUB-TOTAL	1	1					1	1	1	1	1			1	1		5	3					5	3
TOTAL	11	2					11	2	10	2	1			11	2	3	1						14	4

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT

Industrial Engineering

COMPLETED BY

R. H. Carson, Jr.

DATE

June 1975

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1							1		1						1
Professor	3						3		4							3		5						5
Associate Professor	6				1		7		6			1			7		3			1				4
Assistant Professor	4						4		2	1					3		4							4
Instructor	1						1		1						2		1							1
SUB-TOTAL	15				1		16		14	1			1		15		14			1				15
*PERMANENT PART-TIME																								
Professor																		1						1
Associate Professor																		1						1
Assistant Professor																								
Instructor																								
Visiting																		2						2
SUB-TOTAL																		4						4
TOTAL	15				1		16		14	1			1		15		18			1				17

* 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

SCHOOL/DEPARTMENT

Antioch State University

COMPLETED BY

W. H. Mason

DATE

June 1975

FULL-TIME	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement																					
	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total											
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F										
Officials & Managers	3						3	3						3	3								3	3										3
Professionals	11						11	20						20	11								11	16										16
Technicians																																		
SUB-TOTAL	20						20	23						23	22								22	19										19
*PERMANENT PART-TIME																																		
Officials & Managers																																		
Professionals	1						1	1						1	1								1	1										1
Technicians																																		
SUB-TOTAL	1						1	1						1	1								1	1										1
TOTAL	21						21	24						24	23								23	20										20

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT

Materials Engineering

COMPLETED BY

P. L. Cannon

DATE

June 1975

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

June 1975 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1	1							1	1							1	1
Professor	5						5	5							5	6							6	6
Associate Professor	2						2	2							2	1							1	1
Assistant Professor	1						1	1							1	1							1	1
Instructor																								
SUB-TOTAL	9						9	9							9	9							9	9
*PERMANENT PART-TIME																								
Professor	1						1								1								1	
Associate Professor	1						1	1							1								1	
Assistant Professor	1						1	1							1								1	
Instructor	1						1								1								1	
Visiting Lecturer	1						1																	
SUB-TOTAL	5						5	2							4								4	
TOTAL	14						14	11							13								13	9

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Mechanical & Resources

COMPLETED BY W. S. Carter Jr.

DATE June 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1							1		1						1
Professor	12				1		13		12			1		1		12				1				13
Associate Professor	5						5		4					4		5								5
Assistant Professor	4						4		4					4		3				1				4
Instructor	5						5		2					2		1								1
SUB-TOTAL	31				1		32		22			1		23		22				2				24
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																2								
SUB-TOTAL																2								2
TOTAL	31				1		32		22			1		23		24				2				26

* 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

SCHOOL/DEPARTMENT Missile Research Laboratory COMPLETED BY W.D. Conrad

DATE June 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	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<i>Missile Research Laboratory</i>																								
Officials & Managers	1						1		1						1			1						1
Professionals	1						1		1	1					2			1	1					1
Technicians	3						3		3						3			2						2
<i>Academy System</i>	2						2		2						1			1						1
<i>Academy System</i>							2		2	1					1			2						2
SUB-TOTAL	7						7		13	1				14			7	7						7
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
SUB-TOTAL																								
TOTAL	7						7		13	1				14			7	7						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.

if cases involving need approval of federal legislation.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT New York University COMPLETED BY W. P. Brown Jr. DATE June 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1						1		1						1	
Professor	4						4		5						5		4						4	
Associate Professor	4						4		3						3		4						4	
Assistant Professor																								
Instructor																								
SUB-TOTAL	9						9		7						9		9						9	
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	9						9		7						9		9						9	

* 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

SCHOOL/DEPARTMENT Nuclear Engineering

COMPLETED BY W. H. Brown

DATE June 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	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M	Black M	Other M	Total M	White M	Black M	Other M	Total M	White M	Black M	Other M	Total M	White M	Black M	Other M	Total M
Officials & Managers																
Professionals	4			4	3			3	3			3	2			2
Technicians																
SUB-TOTAL	4			4	3			3	3			3	2			2
*PERMANENT PART-TIME																
Officials & Managers																
Professionals																
Technicians																
SUB-TOTAL																
TOTAL	4			4	3			3	3			3	2			2

* 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

SCHOOL/DEPARTMENT

School of Engineering
October
June 1973 Complement

COMPLETED BY

W. G. Carson, Jr.

DATE

June 1975

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	3						3		3								3		6	1			6	1
Professionals																			2	1			2	1
Technicians	2						2		2								1	1	1	1			1	1
Sales																								
Clerical		2		2			2		2		4						5		5	2	4			5
Craftsman	10						10		10								10		10					10
Operations (semi-skilled)	1	1					1	1	1	1							1	1	1		1			1
Laborers																								
Service Workers	1						1		1								1		1					1
SUB-TOTAL	5	3		3			3		2	2	4					2	3	2	5	1	2	1	2	5
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		4					4		4								4		4					4
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		4					4		4								4		4					4
TOTAL	3	6		3			3	6	3	6	4					3	6	3	5	1	2	1	2	5

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

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

DATE June 10, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1							1		1						1
Professor	5						5		5							5		5						5
Associate Professor	7						7		8							7		8						8
Assistant Professor	4						4		4							4		1						1
Instructor	2						2		1							2		3						3
	19						19		19							19		18						18
SUB-TOTAL																								
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL																								
	19						19		19							19		18						18

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT FORESTRY

COMPLETED BY C. B. DAVEY

DATE 6 June 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1						1		1						1	
Professor	8						8		8						9		9						9	
Associate Professor	5						5		6						5		6						6	
Assistant Professor	5						5		6						5		3						3	
Instructor	4						4		3						3		4						4	
SUB-TOTAL	23						23		24						24		23						23	
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	23						23		24						24		23						23	

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Recreation Res. Admin.

COMPLETED BY Thomas I. Hines

DATE June 9, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1						1		1	0					1	0
Professor	1						1		2						2		1						1	0
Associate Professor	4						4		2						2		4						4	0
Assistant Professor	0						0		3	1					3	1	1						1	0
Instructor	2						2		0						0		1						1	0
SUB-TOTAL	8						8	1	8	1	8				8	1	8	1					8	1
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	8						8	1	8	1	8				8	1	8	1					8	1

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT School of Forest Resources

COMPLETED BY L. C. Saylor

DATE June 13, 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	White		Black		Other		Total		White	Black	Other	Total		White	Black	Other	Total		
	M	F	M	F	M	F	M	F				M	F				M	F	M
Officials & Managers																			
Professionals	5						5	6					6	6				6	8
Technicians																			8
SUB-TOTAL	5						5	6					6	6				6	8
*PERMANENT PART-TIME																			
Officials & Managers																			
Professionals													1					1	
Technicians																			
SUB-TOTAL													1					1	
TOTAL	5						5	6					6	7				7	8

* 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

SCHOOL/DEPARTMENT Forest Resources - Wood and Paper Science COMPLETED BY J. S. Goldstein

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											
	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
FULL-TIME																								
Officials & Managers																								
Professionals	1						1	2							2		2						3	3
Technicians																								
SUB-TOTAL	1						1	2							2		2						3	3
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals															1		1							
Technicians																								
SUB-TOTAL															1		1							
TOTAL	1						1	2							3		3						3	3

* 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

SCHOOL/DEPARTMENT FORESTRY

COMPLETED BY C. B. DAVEY

DATE 6 June 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
FULL-TIME																										
Officials & Managers																										
Professionals	4						4	4		4						4	5								5	
Technicians																										
SUB-TOTAL	4						4	4		4						4	5								5	
*PERMANENT PART-TIME																										
Officials & Managers																										
Professionals																										
Technicians																										
SUB-TOTAL																										
TOTAL	4						4	4		4						4	5								5	

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT School of Forest ResourcesCOMPLETED BY L. C. SaylorDATE June 13, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
FULL-TIME																										
Officials & Managers																										
Professionals																										
Technicians	3	7	2	2			5	9	3	7	2	2			5	9	3	7	2	2					8	7
Sales																										
Clerical		17		1			18		16		2			18		17		1							18	
Craftsman	1						1		1						1		1								1	
Operations (semi-skilled)		1						1		1						1										1
Laborers																										
Service Workers																										
SUB-TOTAL	4	25	2	3			6	28	4	24	2	4			6	28	4	25	2	3					9	26
*PART-TIME																										
Officials & Managers																										
Professionals																										
Technicians																										
Sales																										
Clerical																										
Craftsman																										
Operations (semi-skilled)																										
Laborers																										
Service Workers																										
SUB-TOTAL																										
TOTAL	4	25	2	3			6	28	4	24	2	4			6	28	4	25	2	3					9	26

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY I. S. GoldsteinDATE June 10, 1975

June 1973 Complement

Projected 1975-76 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians	2	2					2	2							2	2	3	2					3	2
Sales																								
Clerical		4					4		3		1				4		4						4	
Craftsman	1						1								1		1						1	
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL	3	6					3	6	3	5	1				3	6	3	6					4	6
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	3	6					3	6	3	5	1				3	6	3	6					4	7

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT FORESTRYCOMPLETED BY C. B. DaveyDATE 6 June 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians	1	5	2	2			3	7	1	5	2	2			3	7	1	5	2	2			5	5
Sales																								
Clerical		7		1			8		7		1			8		7		1					8	
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			5	13
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			5	13

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Recreation Res. Admin.

COMPLETED BY Thomas I. Hines

DATE June 9, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical	0	2					0	2	0	2					0	2	0	2					0	2
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL	0	2					0	2	0	2					0	2	0	2					0	2
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	0	2					0	2	0	2					0	2	0	2					0	2

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

NORTH CAROLINA STATE UNIVERSITY

APPRAISAL


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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT School of Liberal Arts

COMPLETED BY Robert O. Tilman

DATE June 25, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	7				1		8		7				1		8		7				1		8	
Professor	26	1					26	1	35	1					35	1	27	1					25	1
Associate Professor	48	2	1				49	2	58	7	3				61	7	51	3	2				56	5
Assistant Professor	62	16	1				63	16	67	25	5	3			72	27	65	8					65	18
Instructor	45	15	2	1			47	16	18	17	1				19	17	38	15	2	2			40	20
SUB-TOTAL	188	34	4	1	1		193	35	185	49	9	3	1		195	52	188	35	4	2	1		193	44
*PERMANENT PART-TIME																								
Professor	1						1		1						1		1						1	
Associate Professor	2						2		1						1		2						1	
Assistant Professor	2						2		2						2		1						1	
Instructor	10		1				11		4	6					4	6	11	5	2				13	5
Visiting			1				1										1						1	
SUB-TOTAL	15	2					17		8	6					8	6	15	6	2				17	5
TOTAL	203	34	6	1	1		210	35	193	55	9	3	1		204	58	203	41	6	2	1		210	49

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT 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	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1	1							1	1								
Professor	3						3	6							3	4								4
Associate Professor	7						7	11							8	9								9
Assistant Professor	8						8	6	1					6	1	9								6
Instructor	12	1					12	7	3					7	3	10	3							6
																								4
																								1
SUB-TOTAL	31	1					31	1	4					31	4	31	3							29
*PERMANENT PART-TIME																								
Professor	1						1	1							1	1								1
Associate Professor																								
Assistant Professor	1						1																	
Instructor																								1
Visiting																								1
SUB-TOTAL	2	0					2	0	1	0				1	0	1	0							2
TOTAL	33	1					33	1	4					32	4	32	3							31

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/English

COMPLETED BY Dr. Larry S. Champion

DATE June 20, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1	1							1	1							1	
Professor	8						8	11							11	10							10	8
Associate Professor	13						13	12	3	1					13	3	12						12	14
Assistant Professor	13	6					13	6	15	7	1	1			16	8	15	7					15	7
Instructor	7	5	1				7	6	2	4					2	4	5	5					5	7
SUB-TOTAL	42	11	1				42	12	41	14	2	1			43	15	43	12					43	14
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor			1				1										1	2					3	
Visiting			1				1																	
SUB-TOTAL			2				2										1	2					3	
TOTAL	42	11	2	1			44	12	41	14	2	1			43	15	44	12	2				46	14

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT 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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total							
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F						
Department Head					1		1							1		1							1		1					
Professor	2						2		2							2		2						2						
Associate Professor	3	1					3	1	4	2					4	2	4	1				4	1	6	1					
Assistant Professor	6	3					6	3	5	3		1			5	4	7	2				7	2	5	2	1			6	2
Instructor	2	4					2	4	1	4					1	4	1	3				1	3	1	4			1		6
SUB-TOTAL	13	8			1		14	8	12	9		1	1		13	10	14	6			1	15	6	14	7	1	1	1	15	9
*PERMANENT PART-TIME																														
Professor																														
Associate Professor																														
Assistant Professor																														
Instructor																														
Visiting		1						1									1							1						
SUB-TOTAL		1						1									1							1						
TOTAL	13	9			1		14	9	12	9		1	1		13	10	14	7			1	15	7	14	7	1	1	1	15	9

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/HistoryCOMPLETED BY Bernard WishyDATE June 23, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1						1		1						1	
Professor	5	1					5	1	6	1					6	1	5	1					5	1
Associate Professor	5	1					5	1	4	1					4	1	5	1					5	1
Assistant Professor	5	1					5	1	9	2					9	2	5	1					5	1
Instructor	4	1					4	1	3	2					3	2	4	1					4	1
SUB-TOTAL	20	4					20	4	23	6					23	6	20	4					20	4
*PERMANENT PART-TIME																								
Professor																								
Associate Professor	1						1								1		1						1	
Assistant Professor	1						1		1						1		1						1	
Instructor	8	5					8	5	4	5					4	5	8	5					8	5
Visiting																								
SUB-TOTAL	10	5					10	5	5	5					5	5	10	5					10	5
TOTAL	30	9					30	9	28	11					28	11	30	9					30	9

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Philosophy & Religion

COMPLETED BY Dr. Curtis Fitzgerald, Asst. Head

DATE June 20, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1	1							1	1							1	1
Professor	1						1	1							1	1							1	1
Associate Professor	4						4	5							4	6							4	6
Assistant Professor	4						4	5	1	1					6	1	3						3	1
Instructor	4						4								5								5	4
SUB-TOTAL	14						14	12	1	1					13	1	14						14	13
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor							1							1										
Instructor	1						1							1									1	1
Visiting																								
SUB-TOTAL	1						1	1						1	1								1	1
TOTAL	15						15	13	1	1				14	1	15							15	14

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Physical EducationCOMPLETED BY Dr. Fred DrewsDATE June 23, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	1						1		1							1		1						1	
Professor																									
Associate Professor	5						5		5							5		5						5	
Assistant Professor	7	1					7	1	9	1					9	1	7	1						7	1
Instructor	7	3	2				9	3	5	4	2				7	4	7	3	2					11	4
SUB-TOTAL	20	4	2				22	4	20	5	2				22	5	20	4	2					24	5
*PERMANENT PART-TIME																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting																									
SUB-TOTAL																									
TOTAL	20	4	2				22	4	20	5	2				22	5	20	4	2					24	5

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Politics

COMPLETED BY Dr. William Block

DATE June 20, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	1						1		1							1		1						1	
Professor	2						2		4							4		2						2	
Associate Professor	4						4		7							7		4						4	
Assistant Professor	6	1					6	1	4	3	1					5	3	6	1					6	
Instructor	2						2											3	0					3	
																		3	0	1				1	
SUB-TOTAL	15	1					15	1	16	3	1					17	3	16	1					16	
*PERMANENT PART-TIME																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting																									
SUB-TOTAL																									
TOTAL	15	1					15	1	16	3	1					17	3	16	1					16	

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Sociology & Anthropology COMPLETED BY Seiz MayoDATE June 23, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1							1		1						1
Professor	5						5		5							4		4						4
Associate Professor	7		1				8		10	1	2					12	1	9	1	2				11
Assistant Professor	13	4	1				14	4	14	6						14	6	13	4					13
Instructor	7	1					7	1			1					1	3							3
SUB-TOTAL	33	5	2				35	5	30	7	3					33	7	30	5	2				32
*PERMANENT PART-TIME																								
Professor																								
Associate Professor	1						1		1							1		1						1
Assistant Professor																								
Instructor	1						1		1							1	1							1
Visiting																								
SUB-TOTAL	2						2		1	1						1	1	2						1
TOTAL	35	5	2				37	5	31	8	3					34	8	32	5	2				34

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Dean's Office, School of Liberal Arts COMPLETED BY Susan F. Babcock

DATE June 25, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		3		1			4		3		1			4		3		1					4	
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		3		1			4		3		1			4		3		1					4	
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		2					2		2					2		2							3	
Craftsman																								
Operations (semi-skilled)																								
Laborer																								
Service Workers																								
SUB-TOTAL		2					2		2					2		2							3	
TOTAL		5		1			6		5		1			6		5		1					7	

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

AFFIRMATIVE ACTION PLAN
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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		4					4		4							4		4						
Craftsman																								4
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		4					4		4							4		4						4
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								1
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								1
TOTAL		4					4		4							4		5						5

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

AFFIRMATIVE ACTION PLAN
SPA

SCHOOL/DEPARTMENT Liberal Arts/English

COMPLETED BY Larry Champion

DATE _____

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		6		1				7		6		1				7		6		1				
Craftsman																								7
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		6		1				7		6		1				7		6		1				7
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								1
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL		6		1				7		6		1				7		6		1				8

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

AFFIRMATIVE ACTION PLAN

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		1		1				2		1		1				2		1		1				2
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		1		1				2		1		1				2		1		1				2
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL		1		1				2		1		1				2		1		1				3

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts/History

COMPLETED BY Bernard Wisby

DATE _____

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		2		1				3		2		1				3		2		1				
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		2		1				3		2		1				3		2		1				
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL		2		1				3		2		1				3		3		1				1

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

AFFIRMATIVE ACTION PLAN

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		2					2		2						2		2							2
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		2					2		2						2		2							2
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL		2					2		2						2		2							2

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts/ Politics

COMPLETED BY William Block

DATE June 12, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		1		1				2		1		1				2		1		1				2
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		1		1				2		1		1				2		1		1				2
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL		1		1				2		1		1				2		1		1				2

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

AFFIRMATIVE ACTION PLAN
SPA

SCHOOL/DEPARTMENT Liberal Arts/Physical Education

COMPLETED BY Fred Drews

DATE June 6, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		3					3		3					3		3								
Craftsman																3		3						3
Operations (semi-skilled)	1					1		1					1	1										1
Laborers																								
Service Workers			4	1			4	1		4	1			4	1			4	1					4
SUB-TOTAL	1	3	4	1			5	4	1	3	4	1		5	4	1	3	4	1				5	4
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		1					1		1					1	1			1	1					1
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		1					1		1					1	1			1	1					1
TOTAL	1	4	4	1			5	5	1	4	4	1		5	5	1	4	4	1				5	5

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts

COMPLETED BY _____

DATE June 20, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers	1	1					1	1	1	1					1	1	1	1						
Professionals																								
Technicians																								
Sales																								
Clerical		23		5			28	23		5			28	23		5		28	24		6			30
Craftsman																								
Operations (semi-skilled)	1		1				2	1	1				2	1	1		2	1						1
Laborers																								
Service Workers																					4	1		4 1
SUB-TOTAL	2	24	1	5			3 29	2 24	1 5			3 29	2 24	1 5		3 29	1 24	4 7					5 31	
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		2					2	4					4	4			4	9		1				10
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		2										4	4			4								
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	

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