

	white		Black		other		totals							
	N	P	N	P	N	P	N	P						
EPA														
Faculty	1140	(97.7)	1184	(99.9)	12	(1.0)	44	(3.5)	15	(1.3)	20	(1.6)	1167	1248
Nonfaculty	375	(93.3)	368	(89.3)	25	(6.2)	39	(9.5)	2	(0.5)	5	(1.2)	402	412
EPA Total	1516	(94.6)	1552	(93.5)	37	(2.4)	83	(5.0)	17	(1.1)	25	(1.5)	1570	1660

1660

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The recent settlement in the dispute between the Department of Health, Education and Welfare and The University of North Carolina over the further elimination of racial duality in higher education in North Carolina has resulted in our having to revise the North Carolina State University Affirmative Action Plan a year ahead of schedule.

On May 18, 1978, The University of North Carolina General Administration issued a memorandum to the sixteen constituent institutions, setting forth guidelines for the revision of affirmative action plans according to the criteria of the settlement. The deadline for the completion of the revised Affirmative Action Plan was July 17, 1978.

The Board of Governors' commitment in the State Plan, Phase II, requires differences in both structure and operation of Affirmative Action Plans, i.e.:

1. It places the responsibility of the development and the meeting of goals in employment on the Board of Governors and the President of the University system. In short, the Board of Governors must adopt and submit to HEW the Affirmative Action Plans of the sixteen university constituent institutions. (In the past, each institution submitted its Plan directly to HEW's regional office in Atlanta, Georgia.)

2. The setting of goals in the full-time tenured/on-tenure track category must be consistent with a numerical formula based upon certain factors which HEW and UNC agreed upon.

3. Well-defined employment procedures must be followed, covering the entire recruitment and employment process from the position opening through the employment of a candidate. Emphasis must be placed upon early involvement of the Chief Academic Officer and Affirmative Action Officer in the employment selection process. Documentation of this early involvement must be submitted annually to the President and the Board of Governors.

The NCSU's revised Affirmative Action Plan was completed and submitted to the General Administration in late July and subsequently approved by the Board of Governors.

Our revised Plan is based upon a five year period from June, 1978, through October, 1983. Availability data for setting hiring goals in the EPA category for blacks, women, and other minorities came from the N. C. Summary of Degrees Awarded (1976-1977) and the U. S. Summary of Degrees Awarded (1975-1976) by HEGIS Code. For SPA Category availability data was extrapolated from manpower data for Raleigh, Durham, Johnston, and Franklin Counties provided by the Employment Security Commission.

I should point out, that for North Carolina State University the goals derived from the restricted availability data and the Board of Governors' numerical formula resulted in a lower minimum goal for blacks in the full-time tenured/on-tenure track faculty category than had been set in our 1976 revised Plan.

The specific goals by race and sex are as follows:

#### Race Summary

The full-time tenured/tenure track black EPA faculty goal by 1983 is 36. Currently there are 21 blacks in this category. This will be a net increase of 15 over June 1978.

For full-time black EPA professional non-faculty the goal is 33, a net increase of 5 over the current 28.

The number of black SPA clerical and secretarial personnel is supposed to increase by 26, from 121 to 147; blacks in technical and paraprofessional positions by 12, from 52 to 64; blacks in skilled crafts by 10, from 32 to 42; and blacks in service/<sup>maintenance</sup>~~maintenance~~ by 48, from 423 to 471.

#### Sex Summary

The goal for women in full-time EPA tenured/tenure track faculty positions is 132. This is a net increase of 44 from the current 88 female faculty employees. The number of women in full-time EPA professional non-faculty positions should increase by 20, from the current 118 to 138.

Women in full-time SPA <sup>professional</sup>~~professional~~ positions should increase by 17, from 46 to 63; In clerical/secretarial positions the increase is set at 27, from 920 to 947; Females in technical and paraprofessional positions by 43, from 186 to 229; females in the skilled crafts by 4 from 12 to 16; and females in service/maintenance by 67, from 173 to 240.

In general, the timing and nature of affirmative action in the initial hiring is crucial to the success of affirmative action in employment. Affirmative action efforts should, of course, help to assure that recruiting and advertising efforts, both formal and informal, reach the widest possible number of potentially qualified and interested minority and women candidates. However, the most important opportunities to be conscious of affirmative action occur in the sequence of narrowing the initial pool of applicants to the smaller group of those interviewed, and finally to the individual selected. Those involved in the selection should be conscious of affirmative action at each of these steps.

Our affirmative action process has been structured so the Units' Affirmative Action Officers and the University's Affirmative Action Officer can comment on the selection before key decisions are made, <sup>and</sup> so that their advice may be considered in a timely fashion. It is imperative not only that affirmative action efforts be timely and effective, but also that we be able to demonstrate their efficiency clearly to anyone who may review them.

Let me outline briefly for you the steps in our EPA full-time employment procedures. *that will become effective this fall.*

The first step in the employment process requires the hiring unit to list its EPA position vacancy with the Central Faculty Position Listing Service (CFPLS). The General Administration of UNC compiles these monthly notices of position vacancies located among the sixteen constituent institutions, <sup>and then</sup> publishes and circulates them throughout the University system. Listing with the CFPLS also alerts the Provost's Office of the vacancy so that a file may be opened and the recruitment process duly monitored.

In addition to listing with the CFPLS, widespread advertising is required.

The next step in the process of filling a position vacancy involves the review of all applications and selection of a number of candidates for a campus interview. Prior to inviting candidates for an interview, the hiring unit must submit an "Interim Report" to its <sup>affirmative action</sup> ~~own~~ <sup>and</sup> to the NCSU Affirmative Action Officer for approval. <sup>officer and then</sup> On this form the hiring unit fills in its affirmative action goals, then lists the name, race, and sex of those applicants it wishes to interview on campus. The unit's affirmative action officer scrutinizes the "Interim Report" to see if there is adequate representation of blacks and females in the interview pool. If he or she feels the pool of candidates is insufficiently representative of

availability, he may request the hiring unit to justify its selection, and provide analyses of applications received and documentation of serious efforts to attract minorities and female applicants.

At this point the unit's affirmative action officer may either reject the "Interim Report" and require a more diverse slate of candidates by race and sex (meaning further advertising or reconsideration of candidates from the original applicant pool), or he can approve the "Interim Report", in which case it is forwarded to the NCSU Affirmative Action Officer for final approval. At this level, the NCSU Affirmative Action Officer has the same options as the unit's affirmative action officer. He may either reject the list and require further action, or he may approve it. When the "Interim Report" receives final approval from the NCSU Affirmative Action Officer, the hiring unit can proceed to invite its chosen slate of candidates on campus for interviews.

The third step in the employment process involves submitting the Affirmative Action Recruitment Report to the NCSU Affirmative Action Officer for final approval prior to any offer being made. This report lists the name, race, and sex of the person to whom the hiring unit wishes to make an offer, as well as those of other candidates who were seriously considered for the position. As in the case of the "Interim Report", this Recruitment Report must have received approval by the unit's affirmative action officer before it was forwarded to the NCSU Affirmative Action Officer.

The NCSU Affirmative Action Officer has the option to either accept or reject the Recruitment Report. If he feels that insufficient consideration was given to black and female applicants, he may request the hiring unit to reconsider these candidates. If necessary, he may require the recruitment process to begin again and the position opening readvertised.

If the Affirmative Action Recruitment Report is approved, the unit may then request the Provost's approval to make an offer.



Section 504 of the Rehabilitation Act of 1973

In addition to revising our Affirmative Action Plan, North Carolina State University has taken those actions necessary to comply with Section 504 of the Rehabilitation Act of 1973. HEW regulations implementing Section 504, became effective June 3, 1977. These regulations prohibit discrimination against a qualified handicapped person, solely on the basis of handicap, in any federally assisted program or activity. The most important of these actions which we have taken include:

- the appointment of a Coordinator of Compliance Activities for the Handicapped;

- the publication and distribution of the University non-discrimination policy statement;

- the completion of study of the architectural barriers on campus that limit physical access to University programs and services and the development of a Transitional Plan for architectural barrier removal; and

- the completion of an evaluation of academic requirements and other policies and procedures affecting handicapped students.

Copies of these studies will be placed in the D. H. Hill Library this fall for your review.

We can expect closer scrutiny in the future in the area of Affirmative Action in the employment of minorities and females. While we might have some "knee-jerk" reactions to guidelines in this area imposed by the federal agencies, overall our actions should be reviewed as a continuation of our good faith efforts to provide equal opportunity.

I wish to ~~thank~~<sup>thank</sup> each of you who have been involved throughout the year either as a member of the University Steering Committee or a member of a task force with respect to studies dealing with Section 504 of the Rehabilitation Act of 1973. I also wish to ~~thank~~<sup>thank</sup> those of you who worked diligently this summer in helping us to meet a strenuous deadline revising our Affirmative Action Plan.

I look forward to your continued cooperation in these areas.

HANDICAPPED, VIETNAM ERA VETERANS, AND DISABLED VETERANS  
EPA PROFILE

	Visual Impairment/ Blindness	Hearing Impairment/ Deafness	Cardio-vascular Disorder	Speech Impairment	Emotional/ Mental Disorder	Nervous System/ Neurological Disorder	Respiratory Impairment	Loss Impairment of Limbs and/or Lower Limbs	Disabling Diseases	Other	Handicap Unspecified	Disabled Veteran	Vietnam Era Veteran	Veteran Status Unspecified
Exec., Admn., Magrl. (Rank, Ten./Ten.-track)	1	2								2	2	1	3	
Exec., Admn. Magrl. (No Rank, Non-ten.)													3	
Instr. Faculty, Tenured	(1)	(2)	(3)					(8)	(2)	(1)	(11)	(9)	(8)	(3)
- Professor	1	2	3					5	2		9	4	5	3
- Associate Professor								3		1	2	4	3	
- Assistant Professor												1		
- Instructor														
- Lecturer														
Instr. Faculty, Ten.-track		(1)		(1)				(1)			(3)		(17)	(3)
- Professor														
- Associate Professor											1		1	
- Assistant Professor		1		1				1*			1		15	3
- Instructor											1		1	
- Lecturer														
Instr. Faculty/Other, Non-tenured			(1)						(1)			(1)	(8)	
- Professor			1											
- Associate Professor														
- Assistant Professor														
- Instructor														
- Lecturer													6	
- Other									1			1	2	
Professionals	1	2**	1					1			4	5	14**	3
TOTAL	3	7	5	1	0	0	0	10	3	3	20	16	53	9

(130)\*\*\*

\*Female, Non-resident Alien

\*\*This total includes one female

\*\*\*Actual total is 128; two males (each with two handicaps) are counted twice

TOTAL HANDICAPPED = 50

TOTAL VETERANS = 78

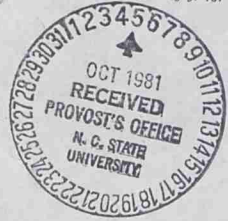


North Carolina State University  
 School of Humanities and Social Sciences  
 Department of History

P.O. Box 5941  
 Raleigh, N.C. 27650

(919) 737-3383

*Mr. Clark,  
 Are you presently  
 to do anything about  
 this? WJ*



October 2, 1981

Provost Nash N. Winstead  
 109 Holladay Hall  
 North Carolina State University  
 Campus

Dear Provost Winstead:

I am the chairman of the Committee to Define New Positions for the History Department. Our committee is attempting to develop a workable plan for filling one of our vacant lines with a member of a racial minority. During the past few years our department has conducted numerous nationally advertised searches for new faculty members. In these searches we have made a special effort to recruit minority members, but, except for the appointment of Gerald Patton, who resigned after one year to take a better position, we have been unsuccessful in this regard.

This committee is considering a proposal to extend our efforts to attract to the History Department a minority member, specifically a black person. One plan would call for the initiation of an unadvertised search for a black faculty member, who perhaps will be at the senior level. If the proposal is adopted, the department would still search nationally and follow our regular criteria for faculty appointments; the main departure from past search and screening procedures would be the decision not to advertise. Our committee is unsure of the legal grounds for conducting an unadvertised search. The purpose of this letter is to ask you if the department is legally bound to advertise new faculty positions? Your judgment on this matter, I am sure, will be most useful for the committee.

We look forward to hearing from you.

Sincerely yours,

*William C. Harris*

William C. Harris  
 Chairman  
 Committee to Define New Positions

*My schedule  
 w/ Mr. Wheeler  
 on 10/21/81 @  
 2:00 pm.*

WCH;jm

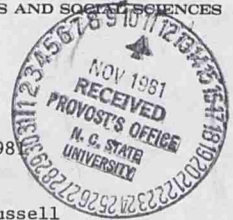
cc: Asst. Provost Larry Clark, Dean Tilman, Professor Mary Wheeler

*m*

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

SOCIAL WORK PROGRAM  
DEPARTMENT OF SOCIOLOGY AND ANTHROPOLOGY  
Box 5535 Zip 27650  
(919) 737-3291



November 2, 1981

TO: Colleagues, students and friends of Mrs. Idonna E. Russell

FROM: Reception Committee (Profs. Brown, Peebles, Williams, Sawhney, Wimberley)  
Social Work Program/Department of Sociology and Anthropology  
and Student Social Work Association

*Will you attend?  
Let us a Friday?*

We would like to have the pleasure of your company in honoring Mrs. Idonna E. Russell, Associate Professor and Director of the Bachelor of Social Work Program, Department of Sociology and Anthropology, North Carolina State University, Raleigh, North Carolina.

We are organizing a reception to show our respect and admiration for Professor Russell's achievements and contributions in her development and coordination of the Social Work Program at the University and her service to the community and the State for over two decades.

Please let us know about your plans to attend by November 25, 1981. Mail the form to Prof. Linda R. Williams, NCSU, Box 5535, Raleigh, North Carolina 27650.

Time and Place: Friday, December 11, 1981, 5:00-7:00 p.m.  
Alumni Building, N.C. State University, Raleigh, N.C.

-----  
\_\_\_\_\_ I plan to attend.

\_\_\_\_\_ Sorry, I cannot attend.

Your name and address.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Please mail to Prof. Linda R. Williams  
P.O. Box 5535, Raleigh, North Carolina  
27650

January 4, 1980

MEMORANDUM

TO: Jeff Orleans

FROM: Lawrence M. Clark  
Assistant Provost

SUBJECT: Preliminary 1979-80 Affirmative Action  
Review-Update

Enclosed is the "Preliminary 1979-1980  
Affirmative Action Review-Update." Please contact us  
if you have any questions.

LMC/gj

Enclosure

cc: Provost Nash Winstead

PRELIMINARY  
1979-1980 AFFIRMATIVE ACTION REVIEW-UPDATE

I. Review of the Establishment of Goals for 1978-1983

Availability analysis and goal setting for the hiring of blacks in tenured/tenure-track positions and in administrative positions with faculty rank were accomplished in accordance with the May 12, 1978 Supplement to the State Plan, Phase II. The same procedures for analyzing availability and setting goals for the hiring of blacks in these two categories were also followed for females and other minorities.

Availability analysis and goal setting for the hiring of females, blacks, and other minorities in other positions classified by EEO-6 categories were done in accordance with Executive Order 11246. Availability data for these EEO-6 categories were derived from the HEGIS data on doctoral, master's, and bachelor's degrees granted in the United States during 1975-1976, and North Carolina Employment Security Commission reports for 1978 as indicated in Table 3.

For this review, the HEGIS data on doctoral, master's and bachelor's degrees granted in the United States during 1976-1977, and the North Carolina Employment Security Commission reports for 1979 were utilized.

Comparative data for employment profiles, hiring opportunities, and goals by race and sex for EEO-6 categories are presented in designated tables as follows:

<u>EEO-6 Category</u>	<u>Table</u>
Executive, Administrative, and Managerial with Faculty Rank	5A
Executive, Administrative, and Managerial Without Faculty Rank (EPA Non-Faculty)	5B

<u>EEO-6 Category</u> (Continued)	<u>Table</u>
Executive, Administrative, and Managerial Without Faculty Rank (SPA Personnel)	5C
Faculty, Tenured/Tenure-Track	6A
Faculty, Tenured/Tenure-Track by Discipline Groupings	6A1 - 6A11
Faculty, Non-Tenure-Track	6B
Professional, Non-Faculty (EPA Non-Faculty)	7A
Secretarial/Clerical	8
Technical/Para-professional	9
Skilled Crafts	10
Service/Maintenance	11

For this review and analysis, the employment categories are considered in four groups:

- A. Executive, Administrative, and Managerial  
With Faculty Rank -- Category 5A
- B. Faculty -- Category 6
- C. EPA Non-Faculty -- Categories 5B, 7A
- D. SPA Personnel -- Categories 5C, 7B, 8, 9, 10, and 11

A) Review of the Analysis of Availability and Hiring Opportunities for Administrative Personnel With Faculty Rank - Table 5A

In calculating goals in this category, sole consideration was given to persons having the appropriate terminal degree. The availability figures drawn from the HEGIS data on doctoral degrees granted in the United States during 1975-1976 for all disciplinary categories indicated that 3.6% and 3.2% were earned by blacks and other minorities, respectively. A 12% availability figure for females was determined using the HEGIS data of 1975-1976 in the

following combined fields (along with their HEGIS codes): Agricultural and Natural Resources (0100), Biological Sciences (0400), Engineering (0900), Mathematics (1700), and Physical Science (1900).

The availability figures drawn from the HEGIS data on doctoral degrees granted in the United States during 1976-1977 for all disciplinary categories indicate that 3.78% and 3.80% were earned by blacks and other minorities, respectively.

In the combined fields mentioned above, the availability for females was again 12% using the HEGIS data for 1976-1977. Line E, Table 5A, gives the current profile in this category. Two blacks who held tenured/tenure-track positions were promoted to administrative positions with faculty rank. The grand totals at Lines E and R include assistant department heads; the grand total at Line A excluded assistant department heads. Since the availability percentages did not change significantly, the goals in this category were not revised.

## B) Review of the Analysis of Availability and Hiring Opportunities

### 1) Tenured/Tenure-Track Faculty - Table 6A

Tables 6A1-6A11 are arranged by discipline groupings. The availability analysis was preceded by a determination of the proportion of persons with and without the appropriate terminal degree among newly hired faculty for the period 1973-1974 through 1977-1978. For North Carolina State University as a whole, 83.4% of the new faculty held the appropriate terminal degree and 16.6% held non-terminal degrees as of the date of employment. (These figures are somewhat misleading, since many of those holding non-terminal degrees



were hired with the understanding that their work for the terminal degree would be completed within the first year of employment. They are not generally comparable to the population of newly-awarded master's degrees.)

Availability percentages for blacks were determined within each discipline grouping by adding the product of 83.4% times the national percentage of doctorates awarded to blacks in 1975-1976, and the product of 16.6% times the North Carolina percentage of master's degrees awarded to blacks in 1976-1977. (In several discipline groupings, however, the higher national percentages for master's degrees were used.)

Availability percentages for females and other minorities were determined within each discipline grouping by adding the product of 83.4% times the national percentage of doctorates awarded to females and other minorities in 1975-1976, and the product of 16.6% times the national percentage of master's degrees awarded to females and other minorities in 1975-1976.

The two comparisons given below indicated that it was not necessary to revise the goals set forth in Line C for each discipline grouping, Tables 6A1-6A11.

The comparison given in Table 1 between the proportion of persons with and without the appropriate terminal degree among newly hired faculty for the periods 1973-1978 and 1977-1979 shows no significant difference.

TABLE 1

University Totals 1973-1978					University Totals 1977-1979				
New Hires	With App. Degree		Without App. Degree		New Hires	With App. Degree		Without App. Degree	
	#	%	#	%		#	%	#	%
	380	317	82.5	63		17.5	120	99	83.5

The comparison given in Table 2 between the 1975-1976 National HEGIS Survey and the 1976-1977 National HEGIS Survey for each discipline grouping of the percentage of blacks, females, and other minorities terminal degree recipients in each discipline grouping did not exceed 2%. For females, with the exception of the discipline groupings of Psychology and Biological Sciences, the percent change did not exceed 3%. Since the projected position openings in these two discipline groupings are relatively small, the 1978-1983 goal profiles were not revised.

The current profile and the progress made toward reaching the 1983 goal for each discipline grouping are given in Tables 6A1-6A11. Note that Table 6A11 gives a recently established discipline grouping, Extension Home Economics. Also note that Table 6A does not reveal that the net increase for blacks over the base year 1978 is four (4). The increase actually went from 21 to 25; however, two (2) blacks in this category moved into administrative positions with academic rank.

TABLE 2

Comparison between the 1975-1976 and 1976-1977 availability percentages for Blacks, Females, and Other Minorities from the annual HEGIS Surveys of degrees conferred by Discipline Grouping.

Discipline Grouping		HEGIS/NCES	HEGIS/NCES	% Change
		FORM 2300-2.1 1975 - 1976	FORM 2300-2.1 1976 - 1977	
		% Availability	% Availability	
Physical and Mathematical Sciences	Blacks	0.90	1.30	+0.40
	Females	9.20	10.26	+1.00
	Other Min.	3.70	4.50	+0.80
Textiles	Blacks	0.62	0.89	+0.27
	Females	1.78	2.01	+0.13
	Other Min.	4.98	5.85	+0.87
Psychology	Blacks	3.00	3.80	+0.80
	Females	33.00	37.02	+3.98
	Other Min.	3.00	3.34	+0.34
Engineering	Blacks	0.62	0.89	+0.27
	Females	2.34	2.82	+0.48
	Other Min.	5.46	4.43	-1.03
Forest Resources	Blacks	2.28	2.10	-0.18
	Females	7.60	9.60	+2.00
	Other Min.	3.98	4.84	+0.86
Agricultural Sciences	Blacks	2.81	1.23	-0.58
	Females	6.12	5.04	-1.08
	Other Min.	5.96	5.27	-0.69
Biological Sciences	Blacks	1.59	1.53	-0.06
	Females	21.04	17.90	-3.14
	Other Min.	3.87	4.53	+0.66
Design	Blacks	6.09	5.03	-1.06
	Females	20.48	21.28	+0.80
	Other Min.	4.81	6.31	+1.50
Education	Blacks	9.00	8.61	-0.29
	Females	29.61	33.55	+2.94
	Other Min.	3.00	3.43	+0.43
Humanities and Social Sciences	Blacks	3.48	3.86	+0.52
	Females	29.61	30.54	+0.93
	Other Min.	2.81	3.90	+1.09
Home Economics	Blacks	---	3.75	---
	Females	---	65.00	---
	Other Min.	---	7.14	---

2) Review of Non-Tenure-Track Faculty - Table 6B

There is no current active recruitment in the EEO-6 category "Instructional Faculty Not on Tenure Track." At the present time, there are 71 faculty members in this category. A majority of these persons were reclassified as "Instructional Faculty Not on Tenure Track" after changes were made in the NCSU tenure regulations in 1976. As position openings occur in this category, availability analysis will be based on the HEGIS 1976-1977 for all disciplines at the doctoral level, i.e., 3.8% for black, 22.9% for females, and 3.8% for other minorities.

As noted on Line E of Table 6B, the percentage of blacks and females in the present composition of the category are 7.0% and 3.6%, respectively.

C) Review Analysis of Availability and Hiring Opportunities

1) EPA Administrators Without Academic Rank - Table 5B

No vacancies or new positions are anticipated in the period 1979-1983 for administrators without faculty rank. Goals for this group were not set. Should a vacancy occur, availability data would be pooled due to the diverse functions among administrators without faculty rank.

Line E, Table 5B, indicates that blacks, other minorities, and females make up 5.4%, 2.7%, and 8.1% of the administrators in this category. The differences among totals in Lines A, E, and R is due to reclassification of personnel.

2) EPA Professional Non-Faculty - Table 7A

After reviewing the 1976-1977 National HEGIS Survey as

the data source for deriving the availability percentages for blacks, females, and other minorities, it was determined that it was not necessary to revise the 1983 goals in this category. Since there is no significant difference between the 1975-1976 and 1976-1977 National HEGIS data, a new pooled set of availability percentages would show no significant difference over the 5.2%, 26.6%, and 5.3% for blacks, females, and other minorities, respectively, which are currently being used.

The differences among the totals at Lines A, E, and R again are due to reclassification of personnel.

D) Review of the Analysis of Availability and Hiring Opportunities for SPA Personnel - Categories 5C, 7B, 8, 9, 10, and 11

1) Summary of the Development of Availability Data for 1978

SPA personnel (those subject to the State Personnel Act) are employed in all thirteen affirmative action planning units at NCSU.

The NCSU EEO Information Report of May 1978, indicates that blacks constitute 25.0%, females 56.0%, and other minorities 0.7% of the SPA workforce.

Availability data for the EEO-6 categories for SPA was developed by the NCSU Division of Personnel Services. The labor market data was supplied by the North Carolina Employment Security Research Bureau. The Bureau publishes reports on manpower for affirmative action programs in the State. The labor market data used was drawn from the following areas:

- (a) Raleigh-Durham Standard Metropolitan Statistical Area (Durham, Orange, and Wake Counties),

(b) Johnston County, and

(c) Franklin County.

NCSU's primary labor market for SPA employees is Wake County. Orange, Durham, Johnston, and Franklin counties were included in the labor pool because applicants are occasionally drawn from these areas as well.

In determining appropriate availability data upon which to base hiring goals, the data from Table 3A, "Occupations of Employed Persons by Sex and Minority Status", was combined with the data from Table 4, "Last Occupation of the Unemployed, by Sex and Minority Status" for the five county area. In addition, the data from Tables 3A and 4 were regrouped to parallel the EEO-6 categories for SPA.

The following chart lists the EEO-6 categories corresponding with those from the Employment Security Commission's data:

<u>EEO-6 Category</u>	<u>ESC Category</u>
1) Executive, Administrative and Managerial	Non-Farm Managers and Administrators
2) N/A (Faculty)	N/A
3) Professional Non-Faculty	Professional, Technical and Related
4) Clerical and Secretarial	Sales Clerical
5) Technical and Paraprofessional	Professional, Technical and Related
6) Skilled Crafts	Craftsmen, Foremen, and Related
7) Service/Maintenance	Operatives Laborers, Non-Farm Service Workers Private Household Workers Farm Workers

Copies of the Employment Security Commission's publications are on file in the Provost's Office.

To sum, ESC availability data for the five county area shows that blacks constitute 22.1%, females 42.3%, and other minorities 0.7% of the workforce.

One exception was made in utilizing this availability data to set goals for NCSU SPA personnel. One of the technical categories in the Physical Plant Division requires persons to have an engineering background. In this case, the HEGIS data on bachelor's degrees granted in 1975-1976 was used to generate the appropriate availability percentages. These percentages, for blacks, females, and other minorities, are 3.2%, 2.8%, and 5.2%, respectively.

The EEO-6 Categories 1978 Availability Data for the SPA Workforce is given in Table 3. Tables 5C, 7B, 8, 9, 10, and 11 give the current profile and hiring opportunities.

## 2) Comparative SPA Availability Data for 1979

1979 Availability Data (Table 4) for the EEO-6 categories for SPA was again developed by the NCSU Division of Personnel Services utilizing the labor market data supplied by the North Carolina Employment Security Research Bureau.

In comparing the SPA 1978 Availability Data (Table 3) and SPA Availability Data for 1979 (Table 4) in each category for blacks, other minorities, and females, the percent change exceeded 1%. Based upon these comparisons, 1978-1983 goals in each of the SPA categories remain unchanged.

Tables 5C, 7B, 8, 9, 10, and 11 give the current profile and hiring opportunities for SPA personnel.

## II. Recruitment and Promotional Activities for Tenured/Tenure-Track Faculty

Recruitment and promotional activities for Tenured/Tenure-track faculty are given in Table 12. During the period July 1, 1978 - October 31, 1979, one hundred and twenty (120) positions were filled in this category. Four hundred and twenty-five (425) persons were seriously considered for these positions. These candidates consisted of 66 females and 25 minorities. Thirty-five (35) offers were made to females; 25 were accepted. Eight (8) blacks were offered positions; 5 accepted. Offers were turned down in English, Engineering, and Mathematics. Seven other minorities were offered positions; 3 accepted.

## III. Review of Administration of the Affirmative Action Plan

An in-depth review of the policies, procedures and practices with regard to NCSU hiring process for both EPA and SPA personnel indicates that the employment procedures are being followed covering the entire recruitment and employment process from the position opening through the employment of a candidate. A detailed report is being prepared to be submitted to the Provost, the Chief Academic Officer.



SPA AVAILABILITY DATA

Combined Availability Data: Wake, Durham, Orange, Franklin, Johnston Counties  
 Extrapolated from Manpower Data Raleigh-Durham Standard Metropolitan Statistical Area and  
 Manpower Data Johnston and Franklin Counties Provided by Employment Security Commission

TABLE 3

Category	White		Black		Other Minorities		Total	
	M	F	M	F	M	F	M	F
Exec., Adm., Mgr'l.	79.7	14.6	4.2	1.2	.2	.1	84.1	15.9
Professional	55.1	34.0	3.9	6.3	.5	.2	59.5	40.5
Clerical & Secretarial								
Sales	63.0	30.9	2.8	3.2	.1	.02	65.9	34.1
Secs., Stenos., Typists, Other	19.8	68.4	3.8	7.6	.2	.2	23.8	76.2
Tecn. & Paraprofessional	55.1	34.0	3.9	6.3	.5	.2	59.5	40.5
Skilled Crafts	77.6	5.3	15.6	1.3	.2	0	93.4	6.6
Service Maintenance All	34.1	23.6	21.3	20.6	.2	.2	55.6	44.4
Operatives	39.2	31.0	17.2	12.3	.2	.1	56.6	43.4
Laborers, Non-Farm	42.1	4.8	49.0	3.6	.5	0	91.6	8.4
Service Workers	23.1	29.4	20.1	27.1	.2	.2	43.3	56.7
Household Workers	.2	10.4	2.9	86.4	0	.1	3.1	96.9
Farm Workers	60.6	7.4	25.3	6.4	.3	0	86.2	13.8

Totals may exceed 100.0% -- Spanish Americans may be tallied as  
Black or White but are also Tallied Under Other Minorities

Percentage in the Labor Force by Race/Sex

	White		Black		Other Minorities		Total	
	M	F	M	F	M	F	M	F
TOTAL	46.0	31.6	11.5	10.6	.2	.1	57.7	42.3

TABLE 4

## 1979 SPA AVAILABILITY DATA

Combined Availability Data: Wake, Durham, Orange, Franklin, Johnston Counties. Extrapolated from Manpower Data Raleigh-Durham Standard Metropolitan Statistical Area and Manpower data Johnston and Franklin Counties Provided by Employment Security Commission

Category	White		Black		Other Minorities		Total	
	M	F	M	F	M	F	M	F
Exec., Adm., Mgr'l.	79.3	14.6	4.1	1.2	0.6	0.1	84.0	16.0
Professional	54.6	33.7	3.8	6.3	1.2	0.4	59.5	40.5
<u>Clerical &amp; Secretarial</u>								
Sales	62.6	30.7	2.9	3.1	0.5	0.2	65.9	34.1
Secs., Stenos., Typists, Other	19.7	68.2	3.8	7.6	0.2	0.4	23.7	76.3
Tech. & Paraprofessional	54.6	33.7	3.8	6.3	1.2	0.4	59.5	40.5
Skilled Crafts	77.6	5.2	15.7	1.4	0.2	0.0	93.4	6.6
<u>Service Maintenance All</u>	34.2	23.6	21.1	20.6	0.3	0.1	55.7	44.3
Operatives	39.2	31.0	17.1	12.2	0.4	0.1	56.7	43.3
Laborers, Non-Farm	42.0	4.7	48.9	3.5	0.8	0.0	91.7	8.3
Service Workers	23.1	29.4	19.9	27.1	0.3	0.2	43.3	56.7
Household Workers	0.2	11.0	2.0	86.5	0.0	0.3	2.2	97.8
Farm Workers	61.1	7.0	25.3	6.3	0.3	0.0	86.7	13.3

Totals may exceed 100.0% due to Rounding, plus Spanish Americans may be Tallied as Black or White but are also Tallied Under Other Minorities

## Percentage in the Labor Force by Race/Sex

	White		Black		Other Minorities		Total	
	M	F	M	F	M	F	M	F
TOTAL	47.3	31.9	10.2	9.8	0.6	0.3	58.0	42.0

## RECRUITMENT FOR PERIOD BEGINNING JULY 1, 1979 AND ENDING JUNE 30, 1980

Full-time EPA Non-faculty	NUMBER OF OPENINGS	NUMBER OF OPENINGS FILLED	NUMBER OF OPENINGS FILLED BY FEMALES	NUMBER OF OPENINGS FILLED BY MINORITIES	NUMBER OF OFFERS PENDING	PENDING OFFERS MADE TO FEMALES	PENDING OFFERS MADE TO MINORITIES	EXPECT TO REACH AA GOAL FOR FEMALES	EXPECT TO REACH AA GOAL FOR MINORITIES		
School of Design	0	0	0	0	0	0	0	No	No		
Education	1	1	0	0	0	0	0	--	--		
Psychology	0	0	0	0	0	0	0	--	--		
(School of Education)	(1)	(1)	(0)	(0)	(0)	(0)	(0)	YES	No		
Ag. Sciences	18	3	0	0	4	2	0	--	--		
Biol. Sciences	17	0	0	0	5	2	1	--	--		
Ext. Home Econ.	1	0	0	0	0	0	0	--	--		
(School of ALS)	(36)	(3)	(0)	(0)	(9)	(4)	(1)	Yes	Yes		
School of HASS	0	0	0	0	0	0	0	0	0	Only one position	
School of Engineering	6	0	0	0	0	0	0	Yes	Yes		
School of Textiles	1*	0	0	0	0	0	0	No	No		
School of For. Res.	6	2	1**	1**	0	0	0	Progress Made			
School of PAMS	3	0	0	0	0	0	0	Yes	Yes		
Student Affairs	4	2	1	1	0	0	0	Yes	Yes		
Business Affairs	0	0	0	0	0	0	0	--	--		
Library	0	0	0	0	0	0	0	Yes	Yes		
University Extension	2	1	1	0	0	0	0	Yes	Yes		
Special Units											

\*This is an anticipated opening.

\*\*These are the same person, Black female, filling a position in Rec. Res. Administration.

## REPORTING PERIOD JULY 1, 1978 - JUNE 30, 1979

Full-time EPA Non-faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NUMBER ADJUSTED	FEMALES PROMOTED	MINORITIES PROMOTED
School of Design	1	2	1	0	0	0	0	0	Top of Option	0	0
Education	0	0	0	0	0	0	0	0	0	0	0
Psychology	0	0	0	0	0	0	0	0	0	0	0
(School of Education)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
Ag. Sciences	20	35	11	2	8	2	8	2	2	0	0
Biol. Sciences	17	27	4	1	3	1	3	1	1	0	0
Ext. Home Econ.	0	0	0	0	0	0	0	0	0	0	0
(School of ALS)	(37)	(62)	(15)	(3)	(11)	(3)	(11)	(3)	(3)	(0)	(0)
School of HASS	0	0	0	0	0	0	0	0	0	0	0
School of Engineering	2	6	0	0	0	0	0	0	0	0	0
School of Textiles	0	0	0	0	0	0	0	0	0	0	0
School of For. Res.	3	8	0	0	0	0	0	0	1	0	0
School of PAMS	1	2	2	0	1	0	1	0	1	1	0
Student Affairs	21	59	36	14	10	6	9	6	5	0	0
Business Affairs	0	0	0	0	0	0	0	0	0	0	0
Library	2	7	2	0	0	0	0	0	1*	0	0
University Extension	2	9	6	1	2	0	2	0	0	0	0
Special Units											

\*This promotion was effective July 1, 1978.

TABLE 12

REPORTING PERIOD JULY 1, 1978 - OCTOBER 31, 1979

Full-time Tenured/ Tenure-track Faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NO. PROMOTED AND/OR GRANTED TENURE	FEMALES PROMOTED AND/OR GRANTED TENURE	MINORITIES PROMOTED AND/OR GRANTED TENURE
School of Design	(3)	4	2	0	2	0	2	0	5	0	0
Education	6	23	7	0	2	0	2	0	1	0	0
Psychology	2	5	3	1	1	1	1	1	0	0	0
(School of Education)	(8)	(28)	(10)	(1)	(3)	(1)	(3)	(1)	(1)	(0)	(0)
Ag. Sciences	26	65	6	3	1	1	1	1	33	1	3
Biol. Sciences	14	32	6	1	5	1	4	1	8	0	0
Ext. Home Econ.	1	4	3	0	1	0	1	0	16	15	2
(School of ALS)	(41)	(101)	(15)	(4)	(7)	(2)	(6)	(2)	(57)	(16)	(5)
School of HASS	21	60	20	8	12	5	7	4	16	6	1
School of Engineering	14	84	4	4	3	2	3	0	2	0	0
School of Textiles	5	31	1	2	0	0	0	0	0	0	0
School of For. Res.	11	42	3	1	1	1	0	0	8	1	0
School of PAMS	17	75	11	5	7	4	4	1	13	2	0
TOTALS	120	425	66	25	35	15*	25	8	102	25	6

\* Included in the 15 offers made to minorities, 8 were made to Blacks, 5 Blacks accepted and 3 turned down offers.

TABLE 12

REPORTING PERIOD JULY 1, 1978 - OCTOBER 31, 1979

Full-time Tenured/ Tenure-track Faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NO. PROMOTED AND/OR GRANTED TENURE	FEMALES PROMOTED AND/OR GRANTED TENURE	MINORITIES PROMOTED AND/OR GRANTED TENURE
School of Design	(3)	4	2	0	2	0	2	0	5	0	0
Education	6	23	7	0	2	0	2	0	1	0	0
Psychology	2	5	3	1	1	1	1	1	0	0	0
(School of Education)	(8)	(28)	(10)	(1)	(3)	(1)	(3)	(1)	(1)	(0)	(0)
Ag. Sciences	26	65	6	3	1	1	1	1	33	1	3
Biol. Sciences	14	32	6	1	5	1	4	1	8	0	0
Ext. Home Econ.	1	4	3	0	1	0	1	0	16	15	2
(School of ALS)	(41)	(101)	(15)	(4)	(7)	(2)	(6)	(2)	(57)	(16)	(5)
School of HASS	21	60	20	8	12	5	7	4	16	6	1
School of Engineering	14	84	4	4	3	2	3	0	2	0	0
School of Textiles	5	31	1	2	0	0	0	0	0	0	0
School of For. Res.	11	42	3	1	1	1	0	0	8	1	0
School of PAMS	17	75	11	5	7	4	4	1	13	2	0
TOTALS	120	425	66	25	35	15*	25	8	102	25	6

\* Included in the 15 offers made to minorities, 8 were made to Blacks, 5 Blacks accepted and 3 turned down offers.

## REPORTING PERIOD JULY 1, 1978 - JUNE 30, 1979

Full-time EPA Non-faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED By FEMALES	OFFERS ACCEPTED By MINORITIES	NUMBER PRODUCED	FEMALES PRODUCED	MINORITIES PRODUCED
School of Design	1	2	1	0	0	0	0	0	Top of Option	0	0
Education	0	0	0	0	0	0	0	0	0	0	0
Psychology	0	0	0	0	0	0	0	0	0	0	0
(School of Education)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
Ag. Sciences	20	35	11	2	8	2	8	2	2	0	0
Biol. Sciences	17	27	4	1	3	1	3	1	1	0	0
Ext. Home Econ.	0	0	0	0	0	0	0	0	0	0	0
(School of ALS)	(37)	(62)	(15)	(3)	(11)	(3)	(11)	(3)	(3)	(0)	(0)
School of HASS	0	0	0	0	0	0	0	0	0	0	0
School of Engineering	2	6	0	0	0	0	0	0	0	0	0
School of Textiles	0	0	0	0	0	0	0	0	0	0	0
School of For. Res.	3	8	0	0	0	0	0	0	1	0	0
School of PAMS	1	2	2	0	1	0	1	0	1	1	0
Student Affairs	21	59	36	14	10	6	9	6	5	0	0
Business Affairs	0	0	0	0	0	0	0	0	0	0	0
Library	2	7	2	0	0	0	0	0	1*	0	0
University Extension	2	9	6	1	2	0	2	0	0	0	0
Special Units											

\*This promotion was effective July 1, 1978.

## RECRUITMENT FOR PERIOD BEGINNING JULY 1, 1979 AND ENDING JUNE 30, 1980

Full-time EPA Non-faculty	NUMBER OF OPENINGS	NUMBER OF OPENINGS FILLED	NUMBER OF OPENINGS FILLED BY FEMALES	NUMBER OF OPENINGS FILLED BY MINORITIES	NUMBER OF OFFERS PENDING	PENDING OFFERS MADE TO FEMALES	PENDING OFFERS MADE TO MINORITIES	EXPECT TO REACH AA GOAL FOR FEMALES	EXPECT TO REACH AA GOAL FOR MINORITIES	
School of Design	0	0	0	0	0	0	0	No	No	
Education	1	1	0	0	0	0	0	--	--	
Psychology	0	0	0	0	0	0	0	--	--	
(School of Education)	(1)	(1)	(0)	(0)	(0)	(0)	(0)	YES	No	
Ag. Sciences	18	3	0	0	4	2	0	--	--	
Biol. Sciences	17	0	0	0	5	2	1	--	--	
Ext. Home Econ.	1	0	0	0	0	0	0	--	--	
(School of ALS)	(36)	(3)	(0)	(0)	(9)	(4)	(1)	Yes	Yes	
School of HASS	0	0	0	0	0	0	0	0	0	Only one position
School of Engineering	6	0	0	0	0	0	0	Yes	Yes	
School of Textiles	1*	0	0	0	0	0	0	No	No	
School of For. Res.	6	2	1**	1**	0	0	0	Progress Made		
School of PAMS	3	0	0	0	0	0	0	Yes	Yes	
Student Affairs	4	2	1	1	0	0	0	Yes	Yes	
Business Affairs	0	0	0	0	0	0	0	--	--	
Library	0	0	0	0	0	0	0	Yes	Yes	
University Extension	2	1	1	0	0	0	0	Yes	Yes	
Special Units										

\*This is an anticipated opening.

\*\*These are the same person, Black female, filling a position in Rec. Res. Administration.



## REPORTING PERIOD JULY 1, 1978 - JUNE 30, 1979

Full-time EPA Non-faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NUMBER PROMOTED	FEMALES PROMOTED	MINORITIES PROMOTED
School of Design	1	2	1	0	0	0	0	0	Top of Option	0	0
Education	0	0	0	0	0	0	0	0	0	0	0
Psychology	0	0	0	0	0	0	0	0	0	0	0
(School of Education)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
Ag. Sciences	20	35	11	2	8	2	8	2	2	0	0
Biol. Sciences	17	27	4	1	3	1	3	1	1	0	0
Ext. Home Econ.	0	0	0	0	0	0	0	0	0	0	0
(School of ALS)	(37)	(62)	(15)	(3)	(11)	(3)	(11)	(3)	(3)	(0)	(0)
School of HASS	0	0	0	0	0	0	0	0	0	0	0
School of Engineering	2	6	0	0	0	0	0	0	0	0	0
School of Textiles	0	0	0	0	0	0	0	0	0	0	0
School of For. Res.	3	8	0	0	0	0	0	0	1	0	0
School of PAMS	1	2	2	0	1	0	1	0	1	1	0
Student Affairs	21	59	36	14	10	6	9	6	5	0	0
Business Affairs	0	0	0	0	0	0	0	0	0	0	0
Library	2	7	2	0	0	0	0	0	1*	0	0
University Extension	2	9	6	1	2	0	2	0	0	0	0
Special Units											

\*This promotion was effective July 1, 1978.

RECRUITMENT FOR PERIOD BEGINNING JULY 1, 1979 AND ENDING JUNE 30, 1980

Full-time EPA Non-faculty	NUMBER OF OPENINGS	NUMBER OF OPENINGS FILLED	NUMBER OF OPENINGS FILLED BY FEMALES	NUMBER OF OPENINGS FILLED BY MINORITIES	NUMBER OF OFFERS PENDING	PENDING OFFERS MADE TO FEMALES	PENDING OFFERS MADE TO MINORITIES	EXPECT TO REACH AN GOAL FOR FEMALES	EXPECT TO REACH AN GOAL FOR MINORITIES	
School of Design	0	0	0	0	0	0	0	No	No	
Education	1	1	0	0	0	0	0	--	--	
Psychology	0	0	0	0	0	0	0	--	--	
(School of Education)	(1)	(1)	(0)	(0)	(0)	(0)	(0)	YES	No	
Ag. Sciences	18	3	0	0	4	2	0	--	--	
Biol. Sciences	17	0	0	0	5	2	1	--	--	
Ext. Home Econ.	1	0	0	0	0	0	0	--	--	
(School of ALS)	(36)	(3)	(0)	(0)	(9)	(4)	(1)	Yes	Yes	
School of HASS	0	0	0	0	0	0	0	0	0	Only one position
School of Engineering	6	0	0	0	0	0	0	Yes	Yes	
School of Textiles	1*	0	0	0	0	0	0	No	No	
School of For. Res.	6	2	1**	1**	0	0	0	Progress Made		
School of PAMS	3	0	0	0	0	0	0	Yes	Yes	
Student Affairs	4	2	1	1	0	0	0	Yes	Yes	
Business Affairs	0	0	0	0	0	0	0	--	--	
Library	0	0	0	0	0	0	0	Yes	Yes	
University Extension	2	1	1	0	0	0	0	Yes	Yes	
Special Units										

\*This is an anticipated opening.

\*\*These are the same person, Black female, filling a position in Rec. Res. Administration.

TABLE 12

REPORTING PERIOD JULY 1, 1978 - OCTOBER 31, 1979

Full-time Tenured/ Tenure-track Faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS PRESENTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NO. PROMOTED AND/OR COUNTED TOWARD TENURE	FEMALES PROMOTED AND/OR COUNTED TOWARD TENURE	MINORITIES PROMOTED AND/OR GRANTED TOWARD TENURE
School of Design	(3)	4	2	0	2	0	2	0	5	0	0
Education	6	23	7	0	2	0	2	0	1	0	0
Psychology	2	5	3	1	1	1	1	1	0	0	0
(School of Education)	(8)	(28)	(10)	(1)	(3)	(1)	(3)	(1)	(1)	(0)	(0)
Ag. Sciences	26	65	6	3	1	1	1	1	33	1	3
Biol. Sciences	14	32	6	1	5	1	4	1	8	0	0
Ext. Home Econ.	1	4	3	0	1	0	1	0	16	15	2
(School of ALS)	(41)	(101)	(15)	(4)	(7)	(2)	(6)	(2)	(57)	(16)	(5)
School of HASS	21	60	20	8	12	5	7	4	16	6	1
School of Engineering	14	84	4	4	3	2	3	0	2	0	0
School of Textiles	5	31	1	2	0	0	0	0	0	0	0
School of For. Res.	11	42	3	1	1	1	0	0	8	1	0
School of PAMS	17	75	11	5	7	4	4	1	13	2	0
TOTALS	120	425	66	25	35	15*	25	8	102	25	6

\* Included in the 15 offers made to minorities, 8 were made to Blacks, 5 Blacks accepted and 3 turned down offers.

## REPORTING PERIOD JULY 1, 1978 - JUNE 30, 1979

Full-time EPA Non-faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NUMBER PROMOTED	FEMALES PROMOTED	MINORITIES PROMOTED
School of Design	1	2	1	0	0	0	0	0	Top of Option	0	0
Education	0	0	0	0	0	0	0	0	0	0	0
Psychology	0	0	0	0	0	0	0	0	0	0	0
(School of Education)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
Ag. Sciences	20	35	11	2	8	2	8	2	2	0	0
Biol. Sciences	17	27	4	1	3	1	3	1	1	0	0
Ext. Home Econ.	0	0	0	0	0	0	0	0	0	0	0
(School of ALS)	(37)	(62)	(15)	(3)	(11)	(3)	(11)	(3)	(3)	(0)	(0)
School of HASS	0	0	0	0	0	0	0	0	0	0	0
School of Engineering	2	6	0	0	0	0	0	0	0	0	0
School of Textiles	0	0	0	0	0	0	0	0	0	0	0
School of For. Res.	3	8	0	0	0	0	0	0	1	0	0
School of PAMS	1	2	2	0	1	0	1	0	1	1	0
Student Affairs	21	59	36	14	10	6	9	6	5	0	0
Business Affairs	0	0	0	0	0	0	0	0	0	0	0
Library	2	7	2	0	0	0	0	0	1*	0	0
University Extension	2	9	6	1	2	0	2	0	0	0	0
Special Units											

\*This promotion was effective July 1, 1978.

## RECRUITMENT FOR PERIOD BEGINNING JULY 1, 1979 AND ENDING JUNE 30, 1980

Full-time EPA Non-faculty	NUMBER OF OPENINGS	NUMBER OF OPENINGS FILLED	NUMBER OF OPENINGS FILLED BY FEMALES	NUMBER OF OPENINGS FILLED BY MINORITIES	NUMBER OF OFFERS PENDING	PENDING OFFERS MADE TO FEMALES	PENDING OFFERS MADE TO MINORITIES	EXPECT TO REACH AA GOAL FOR FEMALES	EXPECT TO REACH AA GOAL FOR MINORITIES		
School of Design	0	0	0	0	0	0	0	No	No		
Education	1	1	0	0	0	0	0	--	--		
Psychology	0	0	0	0	0	0	0	--	--		
(School of Education)	(1)	(1)	(0)	(0)	(0)	(0)	(0)	YES	No		
Ag. Sciences	18	3	0	0	4	2	0	--	--		
Biol. Sciences	17	0	0	0	5	2	1	--	--		
Ext. Home Econ.	1	0	0	0	0	0	0	--	--		
(School of ALS)	(36)	(3)	(0)	(0)	(9)	(4)	(1)	Yes	Yes		
School of HASS	0	0	0	0	0	0	0	0	0	Only one position	
School of Engineering	6	0	0	0	0	0	0	Yes	Yes		
School of Textiles	1*	0	0	0	0	0	0	No	No		
School of For. Res.	6	2	1**	1**	0	0	0	Progress Made			
School of PAMS	3	0	0	0	0	0	0	Yes	Yes		
Student Affairs	4	2	1	1	0	0	0	Yes	Yes		
Business Affairs	0	0	0	0	0	0	0	--	--		
Library	0	0	0	0	0	0	0	Yes	Yes		
University Extension	2	1	1	0	0	0	0	Yes	Yes		
Special Units											

\*This is an anticipated opening.

\*\*These are the same person, Black female, filling a position in Rec. Res. Administration.

TABLE 12

REPORTING PERIOD JULY 1, 1978 - OCTOBER 31, 1979

Full-time Tenured/ Tenure-track Faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS PRESENTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NO. PROMOTED AND/OR GRANTED TENURE	FEMALES PROMOTED AND/OR GRANTED TENURE	MINORITIES PROMOTED AND/OR GRANTED TENURE
School of Design	(3)	4	2	0	2	0	2	0	5	0	0
Education	6	23	7	0	2	0	2	0	1	0	0
Psychology	2	5	3	1	1	1	1	1	0	0	0
(School of Education)	(8)	(28)	(10)	(1)	(3)	(1)	(3)	(1)	(1)	(0)	(0)
Ag. Sciences	26	65	6	3	1	1	1	1	33	1	3
Biol. Sciences	14	32	6	1	5	1	4	1	8	0	0
Ext. Home Econ.	1	4	3	0	1	0	1	0	16	15	2
(School of ALS)	(41)	(101)	(15)	(4)	(7)	(2)	(6)	(2)	(57)	(16)	(5)
School of HASS	21	60	20	8	12	5	7	4	16	6	1
School of Engineering	14	84	4	4	3	2	3	0	2	0	0
School of Textiles	5	31	1	2	0	0	0	0	0	0	0
School of For. Res.	11	42	3	1	1	1	0	0	8	1	0
School of PAMS	17	75	11	5	7	4	4	1	13	2	0
TOTALS	120	425	66	25	35	15*	25	8	102	25	6

\* Included in the 15 offers made to minorities, 8 were made to Blacks, 5 Blacks accepted and 3 turned down offers.

## REPORTING PERIOD JULY 1, 1978 - JUNE 30, 1979

Full-time EPA Non-faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NUMBER PROMOTED	FEMALES PROMOTED	MINORITIES PROMOTED
School of Design	1	2	1	0	0	0	0	0	Top of Option	0	0
Education	0	0	0	0	0	0	0	0	0	0	0
Psychology	0	0	0	0	0	0	0	0	0	0	0
(School of Education)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
Ag. Sciences	20	35	11	2	8	2	8	2	2	0	0
Biol. Sciences	17	27	4	1	3	1	3	1	1	0	0
Ext. Home Econ.	0	0	0	0	0	0	0	0	0	0	0
(School of ALS)	(37)	(62)	(15)	(3)	(11)	(3)	(11)	(3)	(3)	(0)	(0)
School of HASS	0	0	0	0	0	0	0	0	0	0	0
School of Engineering	2	6	0	0	0	0	0	0	0	0	0
School of Textiles	0	0	0	0	0	0	0	0	0	0	0
School of For. Res.	3	8	0	0	0	0	0	0	1	0	0
School of PAMS	1	2	2	0	1	0	1	0	1	1	0
Student Affairs	21	59	36	14	10	6	9	6	5	0	0
Business Affairs	0	0	0	0	0	0	0	0	0	0	0
Library	2	7	2	0	0	0	0	0	1*	0	0
University Extension	2	9	6	1	2	0	2	0	0	0	0
Special Units											

\*This promotion was effective July 1, 1978.

RECRUITMENT FOR PERIOD BEGINNING JULY 1, 1979 AND ENDING JUNE 30, 1980

Full-time EPA Non-faculty	NUMBER OF OPENINGS	NUMBER OF OPENINGS FILLED	NUMBER OF OPENINGS FILLED BY FEMALES	NUMBER OF OPENINGS FILLED BY MINORITIES	NUMBER OF OFFERS PENDING	PENDING OFFERS MADE TO FEMALES	PENDING OFFERS MADE TO MINORITIES	EXPECT TO REACH AA GOAL FOR FEMALES	EXPECT TO REACH AA GOAL FOR MINORITIES		
School of Design	0	0	0	0	0	0	0	No	No		
Education	1	1	0	0	0	0	0	--	--		
Psychology	0	0	0	0	0	0	0	--	--		
(School of Education)	(1)	(1)	(0)	(0)	(0)	(0)	(0)	YES	No		
Ag. Sciences	18	3	0	0	4	2	0	--	--		
Biol. Sciences	17	0	0	0	5	2	1	--	--		
Ext. Home Econ.	1	0	0	0	0	0	0	--	--		
(School of ALS)	(36)	(3)	(0)	(0)	(9)	(4)	(1)	Yes	Yes		
School of HASS	0	0	0	0	0	0	0	0	0	Only one position	
School of Engineering	6	0	0	0	0	0	0	Yes	Yes		
School of Textiles	1*	0	0	0	0	0	0	No	No		
School of For. Res.	6	2	1**	1**	0	0	0	Progress Made			
School of PAMS	3	0	0	0	0	0	0	Yes	Yes		
Student Affairs	4	2	1	1	0	0	0	Yes	Yes		
Business Affairs	0	0	0	0	0	0	0	--	--		
Library	0	0	0	0	0	0	0	Yes	Yes		
University Extension	2	1	1	0	0	0	0	Yes	Yes		
Special Units											

\*This is an anticipated opening.

\*\*These are the same person, Black female, filling a position in Rec. Res. Administration.



TABLE 12

REPORTING PERIOD JULY 1, 1978 - OCTOBER 31, 1979

Full-time Tenured/ Tenure-track Faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NO. PROMOTED AND/OR COUNTED TOWARD TENURE	FEMALES PROMOTED AND/OR COUNTED TOWARD TENURE	MINORITIES PROMOTED AND/OR COUNTED TOWARD TENURE
School of Design	(3)	4	2	0	2	0	2	0	5	0	0
Education	6	23	7	0	2	0	2	0	1	0	0
Psychology	2	5	3	1	1	1	1	1	0	0	0
(School of Education)	(8)	(28)	(10)	(1)	(3)	(1)	(3)	(1)	(1)	(0)	(0)
Ag. Sciences	26	65	6	3	1	1	1	1	33	1	3
Biol. Sciences	14	32	6	1	5	1	4	1	8	0	0
Ext. Home Econ.	1	4	3	0	1	0	1	0	16	15	2
(School of ALS)	(41)	(101)	(15)	(4)	(7)	(2)	(6)	(2)	(57)	(16)	(5)
School of HASS	21	60	20	8	12	5	7	4	16	6	1
School of Engineering	14	84	4	4	3	2	3	0	2	0	0
School of Textiles	5	31	1	2	0	0	0	0	0	0	0
School of For. Res.	11	42	3	1	1	1	0	0	8	1	0
School of PAMS	17	75	11	5	7	4	4	1	13	2	0
TOTALS	120	425	66	25	35	15*	25	8	102	25	6

\* Included in the 15 offers made to minorities, 8 were made to Blacks, 5 Blacks accepted and 3 turned down offers.

REPORTING PERIOD JULY 1, 1978 - JUNE 30, 1979

Full-time EPA Non-faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NUMBER PRODUCED	FEMALES PRODUCED	MINORITIES PRODUCED
School of Design	1	2	1	0	0	0	0	0	Top of Option	0	0
Education	0	0	0	0	0	0	0	0	0	0	0
Psychology	0	0	0	0	0	0	0	0	0	0	0
(School of Education)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
Ag. Sciences	20	35	11	2	8	2	8	2	2	0	0
Biol. Sciences	17	27	4	1	3	1	3	1	1	0	0
Ext. Home Econ.	0	0	0	0	0	0	0	0	0	0	0
(School of ALS)	(37)	(62)	(15)	(3)	(11)	(3)	(11)	(3)	(3)	(0)	(0)
School of HASS	0	0	0	0	0	0	0	0	0	0	0
School of Engineering	2	6	0	0	0	0	0	0	0	0	0
School of Textiles	0	0	0	0	0	0	0	0	0	0	0
School of For. Res.	3	8	0	0	0	0	0	0	1	0	0
School of PAMS	1	2	2	0	1	0	1	0	1	1	0
Student Affairs	21	59	36	14	10	6	9	6	5	0	0
Business Affairs	0	0	0	0	0	0	0	0	0	0	0
Library	2	7	2	0	0	0	0	0	1*	0	0
University Extension	2	9	6	1	2	0	2	0	0	0	0
Special Units											

\*This promotion was effective July 1, 1978.

RECRUITMENT FOR PERIOD BEGINNING JULY 1, 1979 AND ENDING JUNE 30, 1980

Full-time EPA Non-faculty	NUMBER OF OPENINGS	NUMBER OF OPENINGS FILLED	NUMBER OF OPENINGS FILLED BY FEMALES	NUMBER OF OPENINGS FILLED BY MINORITIES	NUMBER OF OFFERS PENDING	PENDING OFFERS MADE TO FEMALES	PENDING OFFERS MADE TO MINORITIES	EXPECT TO REACH AN GOAL FOR FEMALES	EXPECT TO REACH AN GOAL FOR MINORITIES		
School of Design	0	0	0	0	0	0	0	No	No		
Education	1	1	0	0	0	0	0	--	--		
Psychology	0	0	0	0	0	0	0	--	--		
(School of Education)	(1)	(1)	(0)	(0)	(0)	(0)	(0)	YES	No		
Ag. Sciences	18	3	0	0	4	2	0	--	--		
Biol. Sciences	17	0	0	0	5	2	1	--	--		
Ext. Home Econ.	1	0	0	0	0	0	0	--	--		
(School of ALS)	(36)	(3)	(0)	(0)	(9)	(4)	(1)	Yes	Yes		
School of HASS	0	0	0	0	0	0	0	0	0	Only one position	
School of Engineering	6	0	0	0	0	0	0	Yes	Yes		
School of Textiles	1*	0	0	0	0	0	0	No	No		
School of For. Res.	6	2	1**	1**	0	0	0	Progress Made			
School of PAMS	3	0	0	0	0	0	0	Yes	Yes		
Student Affairs	4	2	1	1	0	0	0	Yes	Yes		
Business Affairs	0	0	0	0	0	0	0	--	--		
Library	0	0	0	0	0	0	0	Yes	Yes		
University Extension	2	1	1	0	0	0	0	Yes	Yes		
Special Units											

\*This is an anticipated opening.

\*\*These are the same person, Black female, filling a position in Rec. Res. Administration.

TABLE 12

REPORTING PERIOD JULY 1, 1978 - OCTOBER 31, 1979

Full-time Tenured/ Tenure-track Faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NO. PROMOTED AND/OR ADVANCED TO TENURE	FEMALES PROMOTED AND/OR ADVANCED TO TENURE	MINORITIES PROMOTED AND/OR ADVANCED TO TENURE
School of Design	(3)	4	2	0	2	0	2	0	5	0	0
Education	6	23	7	0	2	0	2	0	1	0	0
Psychology	2	5	3	1	1	1	1	1	0	0	0
(School of Education)	(8)	(28)	(10)	(1)	(3)	(1)	(3)	(1)	(1)	(0)	(0)
Agr. Sciences	26	65	6	3	1	1	1	1	33	1	3
Biol. Sciences	14	32	6	1	5	1	4	1	8	0	0
Ext. Home Econ.	1	4	3	0	1	0	1	0	16	15	2
(School of ALS)	(41)	(101)	(15)	(4)	(7)	(2)	(6)	(2)	(57)	(16)	(5)
School of HASS	21	60	20	8	12	5	7	4	16	6	1
School of Engineering	14	84	4	4	3	2	3	0	2	0	0
School of Textiles	5	31	1	2	0	0	0	0	0	0	0
School of For. Res.	11	42	3	1	1	1	0	0	8	1	0
School of PAMS	17	75	11	5	7	4	4	1	13	2	0
TOTALS	120	425	66	25	35	15*	25	8	102	25	6

\* Included in the 15 offers made to minorities, 8 were made to Blacks, 5 Blacks accepted and 3 turned down offers.

## REPORTING PERIOD JULY 1, 1978 - JUNE 30, 1979

Full-time EPA Non-faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED By FEMALES	OFFERS ACCEPTED By MINORITIES	NUMBER PRODUCED	FEMALES PRODUCED	MINORITIES PRODUCED
School of Design	1	2	1	0	0	0	0	0	Top of Option	0	0
Education	0	0	0	0	0	0	0	0	0	0	0
Psychology	0	0	0	0	0	0	0	0	0	0	0
(School of Education)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
Ag. Sciences	20	35	11	2	8	2	8	2	2	0	0
Biol. Sciences	17	27	4	1	3	1	3	1	1	0	0
Ext. Home Econ.	0	0	0	0	0	0	0	0	0	0	0
(School of ALS)	(37)	(62)	(15)	(3)	(11)	(3)	(11)	(3)	(3)	(0)	(0)
School of HASS	0	0	0	0	0	0	0	0	0	0	0
School of Engineering	2	6	0	0	0	0	0	0	0	0	0
School of Textiles	0	0	0	0	0	0	0	0	0	0	0
School of For. Res.	3	8	0	0	0	0	0	0	1	0	0
School of PAMS	1	2	2	0	1	0	1	0	1	1	0
Student Affairs	21	59	36	14	10	6	9	6	5	0	0
Business Affairs	0	0	0	0	0	0	0	0	0	0	0
Library	2	7	2	0	0	0	0	0	1*	0	0
University Extension	2	9	6	1	2	0	2	0	0	0	0
Special Units											

\*This promotion was effective July 1, 1978.

## REPORTING PERIOD JULY 1, 1978 - JUNE 30, 1979

Full-time EPA Non-faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NUMBER PROMOTED	FEMALES PROMOTED	MINORITIES PROMOTED
School of Design	1	2	1	0	0	0	0	0	Top of Option	0	0
Education	0	0	0	0	0	0	0	0	0	0	0
Psychology	0	0	0	0	0	0	0	0	0	0	0
(School of Education)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
Ag. Sciences	20	35	11	2	8	2	8	2	2	0	0
Biol. Sciences	17	27	4	1	3	1	3	1	1	0	0
Ext. Home Econ.	0	0	0	0	0	0	0	0	0	0	0
(School of ALS)	(37)	(62)	(15)	(3)	(11)	(3)	(11)	(3)	(3)	(0)	(0)
School of HASS	0	0	0	0	0	0	0	0	0	0	0
School of Engineering	2	6	0	0	0	0	0	0	0	0	0
School of Textiles	0	0	0	0	0	0	0	0	0	0	0
School of For. Res.	3	8	0	0	0	0	0	0	1	0	0
School of PAMS	1	2	2	0	1	0	1	0	1	1	0
Student Affairs	21	59	36	14	10	6	9	6	5	0	0
Business Affairs	0	0	0	0	0	0	0	0	0	0	0
Library	2	7	2	0	0	0	0	0	1*	0	0
University Extension	2	9	6	1	2	0	2	0	0	0	0
Special Units											

\*This promotion was effective July 1, 1978.

TABLE 12

REPORTING PERIOD JULY 1, 1978 - OCTOBER 31, 1979

Full-time Tenured/ Tenure-track Faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NO. PROMOTED AND/OR GRANTED TENURE	FEMALES PROMOTED AND/OR GRANTED TENURE	MINORITIES PROMOTED AND/OR GRANTED TENURE
School of Design	(3)	4	2	0	2	0	2	0	5	0	0
Education	6	23	7	0	2	0	2	0	1	0	0
Psychology	2	5	3	1	1	1	1	1	0	0	0
(School of Education)	(8)	(28)	(10)	(1)	(3)	(1)	(3)	(1)	(1)	(0)	(0)
Ag. Sciences	26	65	6	3	1	1	1	1	33	1	3
Biol. Sciences	14	32	6	1	5	1	4	1	8	0	0
Ext. Home Econ.	1	4	3	0	1	0	1	0	16	15	2
(School of ALS)	(41)	(101)	(15)	(4)	(7)	(2)	(6)	(2)	(57)	(16)	(5)
School of HASS	21	60	20	8	12	5	7	4	16	6	1
School of Engineering	14	84	4	4	3	2	3	0	2	0	0
School of Textiles	5	31	1	2	0	0	0	0	0	0	0
School of For. Res.	11	42	3	1	1	1	0	0	8	1	0
School of PAMS	17	75	11	5	7	4	4	1	13	2	0
TOTALS	120	425	66	25	35	15*	25	8	102	25	6

\* Included in the 15 offers made to minorities, 8 were made to Blacks, 5 Blacks accepted and 3 turned down offers.

## REPORTING PERIOD JULY 1, 1978 - JUNE 30, 1979

Full-time EPA Non-faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NUMBER PRODUCED	FEMALES PRODUCED	MINORITIES PRODUCED
School of Design	1	2	1	0	0	0	0	0	Top of Option	0	0
Education	0	0	0	0	0	0	0	0	0	0	0
Psychology	0	0	0	0	0	0	0	0	0	0	0
(School of Education)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
Ag. Sciences	20	35	11	2	8	2	8	2	2	0	0
Biol. Sciences	17	27	4	1	3	1	3	1	1	0	0
Ext. Home Econ.	0	0	0	0	0	0	0	0	0	0	0
(School of ALS)	(37)	(62)	(15)	(3)	(11)	(3)	(11)	(3)	(3)	(0)	(0)
School of HASS	0	0	0	0	0	0	0	0	0	0	0
School of Engineering	2	6	0	0	0	0	0	0	0	0	0
School of Textiles	0	0	0	0	0	0	0	0	0	0	0
School of For. Res.	3	8	0	0	0	0	0	0	1	0	0
School of PAMS	1	2	2	0	1	0	1	0	1	1	0
Student Affairs	21	59	36	14	10	6	9	6	5	0	0
Business Affairs	0	0	0	0	0	0	0	0	0	0	0
Library	2	7	2	0	0	0	0	0	1*	0	0
University Extension	2	9	6	1	2	0	2	0	0	0	0
Special Units											

\*This promotion was effective July 1, 1978.



## RECRUITMENT FOR PERIOD BEGINNING JULY 1, 1979 AND ENDING JUNE 30, 1980

Full-time EPA Non-faculty	NUMBER OF OPENINGS	NUMBER OF OPENINGS FILLED	NUMBER OF OPENINGS FILLED BY FEMALES	NUMBER OF OPENINGS FILLED BY MINORITIES	NUMBER OF OFFERS PENDING	PENDING OFFERS MADE TO FEMALES	PENDING OFFERS MADE TO MINORITIES	EXPECT TO REACH AA GOAL FOR FEMALES	EXPECT TO REACH AA GOAL FOR MINORITIES		
School of Design	0	0	0	0	0	0	0	No	No		
Education	1	1	0	0	0	0	0	--	--		
Psychology	0	0	0	0	0	0	0	--	--		
(School of Education)	(1)	(1)	(0)	(0)	(0)	(0)	(0)	YES	No		
Ag. Sciences	18	3	0	0	4	2	0	--	--		
Biol. Sciences	17	0	0	0	5	2	1	--	--		
Ext. Home Econ.	1	0	0	0	0	0	0	--	--		
(School of ALS)	(36)	(3)	(0)	(0)	(9)	(4)	(1)	Yes	Yes		
School of HASS	0	0	0	0	0	0	0	0	0	Only one position	
School of Engineering	6	0	0	0	0	0	0	Yes	Yes		
School of Textiles	1*	0	0	0	0	0	0	No	No		
School of For. Res.	6	2	1**	1**	0	0	0	Progress Made			
School of PAMS	3	0	0	0	0	0	0	Yes	Yes		
Student Affairs	4	2	1	1	0	0	0	Yes	Yes		
Business Affairs	0	0	0	0	0	0	0	--	--		
Library	0	0	0	0	0	0	0	Yes	Yes		
University Extension	2	1	1	0	0	0	0	Yes	Yes		
Special Units											

\*This is an anticipated opening.

\*\*These are the same person, Black female, filling a position in Rec. Res. Administration.

TABLE 12

REPORTING PERIOD JULY 1, 1978 - OCTOBER 31, 1979

Full-time Tenured/ Tenure-track Faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NO. PROMOTED AND/OR BRUNTED TENURE	FEMALES PROMOTED AND/OR GRANTED TENURE	MINORITIES PROMOTED AND/OR GRANTED TENURE
School of Design	(3)	4	2	0	2	0	2	0	5	0	0
Education	6	23	7	0	2	0	2	0	1	0	0
Psychology	2	5	3	1	1	1	1	1	0	0	0
(School of Education)	(8)	(28)	(10)	(1)	(3)	(1)	(3)	(1)	(1)	(0)	(0)
Ag. Sciences	26	65	6	3	1	1	1	1	33	1	3
Biol. Sciences	14	32	6	1	5	1	4	1	8	0	0
Ext. Home Econ.	1	4	3	0	1	0	1	0	16	15	2
(School of ALS)	(41)	(101)	(15)	(4)	(7)	(2)	(6)	(2)	(57)	(16)	(5)
School of HASS	21	60	20	8	12	5	7	4	16	6	1
School of Engineering	14	84	4	4	3	2	3	0	2	0	0
School of Textiles	5	31	1	2	0	0	0	0	0	0	0
School of For. Res.	11	42	3	1	1	1	0	0	8	1	0
School of PAMS	17	75	11	5	7	4	4	1	13	2	0
TOTALS	120	425	66	25	35	15*	25	8	102	25	6

\* Included in the 15 offers made to minorities, 8 were made to Blacks, 5 Blacks accepted and 3 turned down offers.

## REPORTING PERIOD JULY 1, 1978 - JUNE 30, 1979

Full-time EPA Non-faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NUMBER PROMOTED	FEMALES PROMOTED	MINORITIES PROMOTED
School of Design	1	2	1	0	0	0	0	0	Top of Option	0	0
Education	0	0	0	0	0	0	0	0	0	0	0
Psychology	0	0	0	0	0	0	0	0	0	0	0
(School of Education)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
Ag. Sciences	20	35	11	2	8	2	8	2	2	0	0
Biol. Sciences	17	27	4	1	3	1	3	1	1	0	0
Ext. Home Econ.	0	0	0	0	0	0	0	0	0	0	0
(School of ALS)	(37)	(62)	(15)	(3)	(11)	(3)	(11)	(3)	(3)	(0)	(0)
School of HASS	0	0	0	0	0	0	0	0	0	0	0
School of Engineering	2	6	0	0	0	0	0	0	0	0	0
School of Textiles	0	0	0	0	0	0	0	0	0	0	0
School of For. Res.	3	8	0	0	0	0	0	0	1	0	0
School of PAMS	1	2	2	0	1	0	1	0	1	1	0
Student Affairs	21	59	36	14	10	6	9	6	5	0	0
Business Affairs	0	0	0	0	0	0	0	0	0	0	0
Library	2	7	2	0	0	0	0	0	1*	0	0
University Extension	2	9	6	1	2	0	2	0	0	0	0
Special Units											

\*This promotion was effective July 1, 1978.

RECRUITMENT FOR PERIOD BEGINNING JULY 1, 1979 AND ENDING JUNE 30, 1980

Full-time EPA Non-faculty	NUMBER OF OPENINGS	NUMBER OF OPENINGS FILLED	NUMBER OF OPENINGS FILLED BY FEMALES	NUMBER OF OPENINGS FILLED BY MINORITIES	NUMBER OF OFFERS PENDING	PENDING OFFERS MADE TO FEMALES	PENDING OFFERS MADE TO MINORITIES	EXPECT TO REACH AA GOAL FOR FEMALES	EXPECT TO REACH AA GOAL FOR MINORITIES	
School of Design	0	0	0	0	0	0	0	No	No	
Education	1	1	0	0	0	0	0	--	--	
Psychology	0	0	0	0	0	0	0	--	--	
(School of Education)	(1)	(1)	(0)	(0)	(0)	(0)	(0)	YES	No	
Ag. Sciences	18	3	0	0	4	2	0	--	--	
Biol. Sciences	17	0	0	0	5	2	1	--	--	
Ext. Home Econ.	1	0	0	0	0	0	0	--	--	
(School of ALS)	(36)	(3)	(0)	(0)	(9)	(4)	(1)	Yes	Yes	
School of HASS	0	0	0	0	0	0	0	0	0	Only one position
School of Engineering	6	0	0	0	0	0	0	Yes	Yes	
School of Textiles	1*	0	0	0	0	0	0	No	No	
School of For. Res.	6	2	1**	1**	0	0	0	Progress Made		
School of PAMS	3	0	0	0	0	0	0	Yes	Yes	
Student Affairs	4	2	1	1	0	0	0	Yes	Yes	
Business Affairs	0	0	0	0	0	0	0	--	--	
Library	0	0	0	0	0	0	0	Yes	Yes	
University Extension	2	1	1	0	0	0	0	Yes	Yes	
Special Units										

\*This is an anticipated opening.

\*\*These are the same person, Black female, filling a position in Rec. Res. Administration.

TABLE 12

REPORTING PERIOD JULY 1, 1978 - OCTOBER 31, 1979

Full-time Tenured/ Tenure-track Faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NO. PROMOTED AND/OR GRANTED TENURE	FEMALES PROMOTED AND/OR GRANTED TENURE	MINORITIES PROMOTED AND/OR GRANTED TENURE
School of Design	(3)	4	2	0	2	0	2	0	5	0	0
Education	6	23	7	0	2	0	2	0	1	0	0
Psychology	2	5	3	1	1	1	1	1	0	0	0
(School of Education)	(8)	(28)	(10)	(1)	(3)	(1)	(3)	(1)	(1)	(0)	(0)
Ag. Sciences	26	65	6	3	1	1	1	1	33	1	3
Biol. Sciences	14	32	6	1	5	1	4	1	8	0	0
Ext. Home Econ.	1	4	3	0	1	0	1	0	16	15	2
(School of ALS)	(41)	(101)	(15)	(4)	(7)	(2)	(6)	(2)	(57)	(16)	(5)
School of HASS	21	60	20	8	12	5	7	4	16	6	1
School of Engineering	14	84	4	4	3	2	3	0	2	0	0
School of Textiles	5	31	1	2	0	0	0	0	0	0	0
School of For. Res.	11	42	3	1	1	1	0	0	8	1	0
School of PAMS	17	75	11	5	7	4	4	1	13	2	0
TOTALS	120	425	66	25	35	15*	25	8	102	25	6

\* Included in the 15 offers made to minorities, 8 were made to Blacks, 5 Blacks accepted and 3 turned down offers.

TABLE 12

REPORTING PERIOD JULY 1, 1978 - OCTOBER 31, 1979

Full-time Tenured/ Tenure-track Faculty	POSITIONS FILLED	NUMBER OF CANDIDATES SERIOUSLY CONSIDERED	FEMALES SERIOUSLY CONSIDERED	MINORITIES SERIOUSLY CONSIDERED	NUMBER OF OFFERS MADE TO FEMALES	NUMBER OF OFFERS MADE TO MINORITIES	OFFERS ACCEPTED BY FEMALES	OFFERS ACCEPTED BY MINORITIES	NO. PROMOTED AND/OR GRANTED TENURE	FEMALES PROMOTED AND/OR GRANTED TENURE	MINORITIES PROMOTED AND/OR GRANTED TENURE
School of Design	(3)	4	2	0	2	0	2	0	5	0	0
Education	6	23	7	0	2	0	2	0	1	0	0
Psychology	2	5	3	1	1	1	1	1	0	0	0
(School of Education)	(8)	(28)	(10)	(1)	(3)	(1)	(3)	(1)	(1)	(0)	(0)
Ag. Sciences	26	65	6	3	1	1	1	1	33	1	3
Biol. Sciences	14	32	6	1	5	1	4	1	8	0	0
Ext. Home Econ.	1	4	3	0	1	0	1	0	16	15	2
(School of ALS)	(41)	(101)	(15)	(4)	(7)	(2)	(6)	(2)	(57)	(16)	(5)
School of HASS	21	60	20	8	12	5	7	4	16	6	1
School of Engineering	14	84	4	4	3	2	3	0	2	0	0
School of Textiles	5	31	1	2	0	0	0	0	0	0	0
School of For. Res.	11	42	3	1	1	1	0	0	8	1	0
School of PAMS	17	75	11	5	7	4	4	1	13	2	0
TOTALS	120	425	66	25	35	15*	25	8	102	25	6

\* Included in the 15 offers made to minorities, 8 were made to Blacks, 5 Blacks accepted and 3 turned down offers.