

NORTH CAROLINA STATE UNIVERSITY

Raleigh, N. C.

Office of Provost and Vice-Chancellor  
Holladay Hall

TO: Dean George Bland

July 2, 1984

\_\_\_\_\_  
Date

ACTION REQUESTED ON ATTACHED:

- |  |  |
|--|--|
| <input type="checkbox"/> Note and Return                           | <input type="checkbox"/> Please draft reply for my signature |
| <input type="checkbox"/> For your information<br>(need not return) | <input type="checkbox"/> Please give me your comments        |
| <input type="checkbox"/> Please handle                             | <input type="checkbox"/> Requires your approval              |
| <input type="checkbox"/> Please answer; furnish me copy            | <input type="checkbox"/> Please return attachments           |
| <input type="checkbox"/> Please circulate                          |  |

Dr. Clark asked that I forward to you a copy of the Revised July 1983 Affirmative Action Plan and the update of our 1983 Revised Affirmative Action Plan for your information.

Attachment

FROM: \_\_\_\_\_



North Carolina State University  
 School of Humanities and Social Sciences  
 Department of Speech-Communication

*cmc*  
 (919) 737-4450

Box 8104  
 Raleigh, N.C. 27695-8104

February 14, 1985

Dr. Bruce R. Poulton, Chancellor  
 A Holladay  
 Box 7001  
 NCSU



Dear Chancellor Poulton:

For the past several months the department of Speech Communication has been engaged in a search for a faculty member to teach interracial communication and serve as a liaison to the school's minority affairs office. Don Locke offered his services to us at the outset of this search. His efforts have been not only commendable but extremely valuable to our department, to our candidates and well beyond my expectations. Don has corresponded with each of our applicants, he has organized luncheons with other minority faculty members, has introduced our candidates to other faculty, and has assisted us in entertaining our candidates while in Raleigh. The overall impact of his contribution has been to reinforce strong feelings of goodwill and community in our candidates. I find it difficult to overestimate the value of Don's help in recruiting. He certainly makes a significant contribution to this university's climate of internal cooperation which has impressed me as a new member of the NCSU community.

Sincerely,

*Bill Jordan*

William J. Jordan  
 Professor and Head

WJJ:lcp

cc: ~~Lawrence M. Clark~~  
 Carl J. Dolce  
 Don C. Locke  
 Norman A. Sprinthall  
 William B. Toole

SPA NORTH CAROLINA STATE  
 APPLICANT FLOW DATA  
 (January, 1984 through October, 1984)

FCC (EEO-6)	WHITE		BLACK		HISPANIC		ASIAN/PAC. IS		AM	INDIAN
	M	F	M	F	M	F	M	F	M	F
1. EXECUTIVE, ADMINISTRATIVE MANAGERIAL	66.7	19.0	4.8	9.5	0.0	0.0	0.0	0.0	0.0	0.0
3. PROFESSIONAL NON-FACULTY	48.7	34.1	6.6	7.2	0.0	0.1	1.5	1.5	0.1	0.1
4. CLERICAL & SECRETARIAL	4.9	60.0	3.4	29.3	0.0	0.4	0.4	1.4	0.0	0.3
5. TECHNICAL & PARA PROFESSIONAL	35.0	47.7	6.1	7.4	0.2	0.1	1.4	1.9	0.0	0.2
6. SKILLED CRAFTS	63.5	6.9	25.4	2.5	0.0	0.0	0.9	0.0	0.9	0.0
7. SERVICE/ MAINTENANCE	15.9	5.1	55.4	22.6	0.1	0.0	0.5	0.2	0.1	0.2

Percentages based on monthly data for January, 1984 through October, 1984.



# North Carolina State University

P. O. Box 5067, Raleigh, N. C. 27650

Office of the Provost  
and Vice-Chancellor

February 8, 1984

TO: Vice Chancellors, Deans and Directors

FROM: Lawrence M. Clark *LMC*  
University Affirmative Action Officer

This is an update of our 1983 Revised Affirmative Action Plan. This update indicates the progress we're making in meeting our December 31, 1986 goals. Would each of you discuss this data with the appropriate persons within your School or Unit.

This report is compiled by the UNC General Administration and forwarded to the Office of Civil Rights. In addition, it is part of our commitment under the Consent Decree.

LMC:cfp

NEW HIRES  
1983 - 1984

EPA PROFESSIONAL, NON-FACULTY

DISCIPLINE GROUPING	Grand Total	Race/Ethnic Group						Sex			
		White		Black		Other		Male		Female	
		#	%	#	%	#	%	#	%	#	%
Agri. Sciences	14	11	78.6	1	7.1	2	14.3	10	71.4	4	28.6
Biol. Sciences	13	13	100.0	0	0	0	0	9	69.2	4	30.8
Ext. Home Economics	0	0	0	0	0	0	0	0	0	0	0
Design	0	0	0	0	0	0	0	0	0	0	0
Education	2	1	50.0	1	50.0	0	0	2	100.0	0	0
Psychology	0	0	0	0	0	0	0	0	0	0	0
Engineering	9	8	88.9	1	11.1	0	0	8	88.9	1	11.1
Forest Resources	6	6	100.0	0	0	0	0	5	83.3	1	16.7
Humanities & Soc. Sciences	1	1	100.0	0	0	0	0	0	0	1	100.0
Physical & Math. Scs.	3	3	100.0	0	0	0	0	3	100.0	0	0
Textiles	2	1	50.0	0	0	1	50.0	2	100.0	0	0
Vet. Medicine	10	10	100.0	0	0	0	0	6	60.0	4	40.0
Student Affairs	14	11	78.6	3	21.4	0	0	7	50.0	7	50.0
Library	2	2	100.0	0	0	0	0	0	0	2	100.0
Univ. Extension	1	1	100.0	0	0	0	0	0	0	1	100.0
Special Units	24	22	91.6	1	4.1	1	4.1	18	75.0	6	25.0
TOTAL	101	90	89.1	7	6.9	4	4.0	70	69.3	31	30.7

NEW HIRES  
1983 - 1984

TENURED/TENURE-TRACK FACULTY

DISCIPLINE GROUPING	Grand Total	Race/Ethnic Group						Sex			
		White		Black		Other		Male		Female	
		#	%	#	%	#	%	#	%	#	%
Agri. Sciences	17	16	94.1	1	5.9	0	0	15	88.2	2	11.8
Biol. Sciences	4	4	100.0	0	0	0	0	2	50.0	2	50.0
Ext. Home Economics	1	1	100.0	0	0	0	0	0	0	1	100.0
Design	0	0	0	0	0	0	0	0	0	0	0
Education	3	2	66.7	1	33.3	0	0	2	66.7	1	33.3
Psychology	2	0	0	2	100.0	0	0	0	0	2	100.0
Engineering	9	7	77.8	1	11.1	1	11.1	9	100.0	0	0
Forest Resources	0	0	0	0	0	0	0	0	0	0	0
Humanities & Soc. Sciences	9	8	88.9	1	11.1	0	0	6	66.7	3	33.3
Physical & Math. Scs.	8	8	100.0	0	0	0	0	7	87.5	1	12.5
Textiles	1	1	100.0	0	0	0	0	1	100.0	0	0
Vet. Medicine	14	13	92.9	1	7.1	0	0	10	71.4	4	28.6
Student Affairs	NA										
Library	NA										
Univ. Extension	NA										
Special Units	NA										
TOTAL	68	60	88.2	7	10.3	1	1.5	52	76.5	16	23.5

TABLE 1

32

Composition and New Hires of NCSU  
FULL-TIME ADMINISTRATORS  
By Race and Sex

EEO-6 Category: Exec., Admn., Mgr'l, with and without Faculty Rank	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	1,30	192	179	93.2	6	3.1	7	3.6	185	96.4	7	3.6
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		13	11	84.6	2	15.4	0	0	10	76.9	3	23.1
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		192	177	92.2	8	4.2	7	3.6	182	94.8	10	5.2
D) Profile Fall 1983 (October 1, 1983)	1,30	193	179	92.7	7	3.6	7	3.6	179	92.7	14	7.3
E) New Hires 1983-84		3	3	100.0	0	0	0	0	2	66.7	1	33.3
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 4.1%Females: 34.4%Other Minorities: 4.8%





TABLE 2A-1

34

Composition and New Hires of NCSU  
 FULL-TIME TENURED/TENURE TRACK FACULTY  
 By Race and Sex

## DISCIPLINE GROUPING: AGRICULTURAL SCIENCES

EEO-6 Category: Faculty, Tenured/ Tenure Track	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	282	275	97.5	4	1.4	3	1.1	271	96.4	11	3.6
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		20	16	80.0	2	10.0	2	10.0	16	80.0	4	20.0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		282	271	96.0	6	2.2	5	1.8	267	94.6	15	5.4
D) Profile Fall 1983 (October 1, 1983)	2,9	292	285	97.6	4	1.4	3	1.0	279	95.5	13	4.5
E) New Hires 1983-84		17	16	94.1	1	5.9	0	0	15	88.2	2	11.8
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 2.05%Females: 14.0%Other Minorities: 7.5%

Composition and New Hires of NCSU  
FULL-TIME TENURED/TENURE TRACK FACULTY  
By Race and Sex

DISCIPLINE GROUPING: BIOLOGICAL SCIENCES

EEO-6 Category: Faculty, Tenured/ Tenure Track	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	131	123	93.9	4	3.1	4	3.1	120	91.6	11	8.4
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		8	6	75.0	1	12.5	1	12.5	6	75.0	2	25.0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		131	121	92.4	5	3.8	5	3.8	118	90.0	13	10.0
D) Profile Fall 1983 (October 1, 1983)	2,9	121	114	94.2	4	3.3	3	2.5	109	90.1	12	9.9
E) New Hires 1983-84		4	4	100.0	0	0	0	0	2	50.0	2	50.0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 1.5%

Females: 29.2%

Other Minorities: 8.8%

Composition and New Hires of NCSU  
FULL-TIME TENURED/TENURE TRACK FACULTY  
By Race and Sex

## DISCIPLINE GROUPING: EXTENSION HOME ECONOMICS

EEO-6 Category: Faculty, Tenured/ Tenure Track	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	14	13	92.9	1	6.7	0	0	2	14.3	12	85.7
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		0	0	0	0	0	0	0	0	0	0	0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		14	13	92.9	1	6.7	0	0	2	14.3	12	85.7
D) Profile Fall 1983 (October 1, 1983)		18	17	94.4	1	5.6	0	0	2	11.1	16	88.9
E) New Hires 1983-84		1	1	100.0	0	0	0	0	0	0	1	100.0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 11.4%Females: 57.1%Other Minorities: 0

Composition and New Hires of NCSU  
FULL-TIME TENURED/TENURE TRACK FACULTY  
By Race and Sex

## DISCIPLINE GROUPING: DESIGN

EEO-6 Category: Faculty, Tenured/ Tenure Track	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	33	31	93.9	1	3.0	1	3.0	24	72.7	9	27.3
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		3	2	66.7	1	33.3	0	0	1	33.3	2	66.7
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		33	30	90.9	2	6.1	1	3.0	23	69.7	10	30.3
D) Profile Fall 1983 (October 1, 1983)	2,9	34	32	94.1	1	2.9	1	2.9	25	73.5	9	26.5
E) New Hires 1983-84		0	0	0	0	0	0	0	0	0	0	0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 4.2%Females: 29.5%Other Minorities: 6.2%

Composition and New Hires of NCSU  
FULL-TIME TENURED/TENURE TRACK FACULTY  
By Race and Sex

## DISCIPLINE GROUPING: EDUCATION

EEO-6 Category: Faculty, Tenured/ Tenure Track	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	39	38	97.4	1	2.6	0	0	29	74.4	10	25.6
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		8	6	75.0	2	25.0	0	0	4	50.0	4	50.0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		44	41	93.2	3	6.8	0	0	30	68.2	14	31.8
D) Profile Fall 1983 (October 1, 1983)	2,9	40	38	95.0	2	5.0	0	0	28	70.0	12	30.0
E) New Hires 1983-84		3	2	66.7	1	33.3	0	0	2	66.7	1	33.3
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 10.4%Females: 44.9%Other Minorities: 10.4%

Composition and New Hires of NCSU  
FULL-TIME TENURED/TENURE TRACK FACULTY  
By Race and Sex

DISCIPLINE GROUPING: PSYCHOLOGY

EEO-6 Category: Faculty, Tenured/ Tenure Track	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	20	19	95.0	1	5.0	0	0	16	80.0	4	20.0
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		3	2	66.7	1	33.3	0	0	1	33.3	2	66.7
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		21	20	95.5	1	4.5	0	0	16	76.2	5	23.8
D) Profile Fall 1983 (October 1, 1983)	2,9	20	18	90.0	2	10.0	0	0	15	75.0	5	25.0
E) New Hires 1983-84		2	0	0	2	100.0	0	0	0	0	2	100.0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 2.5%Females: 43.0%Other Minorities: 12.9%

Composition and New Hires of NCSU  
FULL-TIME TENURED/TENURE TRACK FACULTY  
By Race and Sex

DISCIPLINE GROUPING: ENGINEERING

EEO-6 Category: Faculty, Tenured/ Tenure Track	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	131	117	89.3	1	0.8	13	9.9	126	96.2	5	3.8
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		24	19	79.2	2	8.3	3	12.5	21	87.5	3	12.5
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		135	117	86.6	3	2.2	15	11.2	127	94.0	8	6.0
D) Profile Fall 1983 (October 1, 1983)	2,9	136	120	88.2	2	1.5	14	10.3	132	97.1	4	2.9
E) New Hires 1983-84		9	7	77.8	1	11.1	1	11.1	9	100.0	0	0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 1.53%Females: 3.55%Other Minorities: 12.6%

Composition and New Hires of NCSU  
FULL-TIME TENURED/TENURE TRACK FACULTY  
By Race and Sex

## DISCIPLINE GROUPING: FOREST RESOURCES

EEO-6 Category: Faculty, Tenured/ Tenure Track	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	50	49	98.0	0	0	1	2.0	46	92.0	4	8.0
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		5	4	80.0	1	20.0	0	0	4	80.0	1	20.0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		53	51	96.2	1	1.9	1	1.9	48	90.6	5	9.4
D) Profile Fall 1983 (October 1, 1983)	2,9	52	51	98.1	0	0	1	1.9	48	92.3	4	7.7
E) New Hires 1983-84		0	0	0	0	0	0	0	0	0	0	0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 2.7%Females: 10.0%Other Minorities: 6.1%



TABLE 2A-9

42

Composition and New Hires of NCSU  
FULL-TIME TENURED/TENURE TRACK FACULTY  
By Race and Sex

## DISCIPLINE GROUPING: HUMANITIES AND SOCIAL SCIENCES

EEO-6 Category: Faculty, Tenured/ Tenure Track	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	218	201	92.2	10	4.6	7	3.2	166	76.1	52	23.9
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		21	18	85.7	2	9.5	1	4.8	16	76.1	5	23.9
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		222	202	90.9	12	5.5	8	3.6	167	75.2	55	24.8
D) Profile Fall 1983 (October 1, 1983)	2,9	221	203	91.9	10	4.5	8	3.6	168	76.0	53	24.0
E) New Hires 1983-84		9	8	88.9	1	11.1	0	0	6	66.7	3	33.3
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 3.01%Females: 31.1%Other Minorities: 4.2%

TABLE 2A-10

43

Composition and New Hires of NCSU  
FULL-TIME TENURED/TENURE TRACK FACULTY  
By Race and Sex

## DISCIPLINE GROUPING: PHYSICAL AND MATHEMATICAL SCIENCES

EEO-6 Category: Faculty, Tenured/ Tenure Track	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2.9	184	164	89.1	3	1.6	17	9.2	173	94.0	11	6.0
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		16	12	75	2	12.5	2	12.5	12	75.0	4	25.0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		188	164	88.2	5	2.6	19	10.1	173	92.1	15	7.9
D) Profile Fall 1983 (October 1, 1983)	2.9	193	174	90.2	2	1.0	17	8.8	180	93.3	13	6.7
E) New Hires 1983-84		8	8	100.0	0	0	0	0	7	87.5	1	12.5
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 2.0%Females: 12.5%Other Minorities: 6.0%

TABLE 2A-11

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Composition and New Hires of NCSU  
FULL-TIME TENURED/TENURE TRACK FACULTY  
By Race and Sex

## DISCIPLINE GROUPING: TEXTILES

EEO-6 Category: Faculty, Tenured/ Tenure Track	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	35	31	88.6	3	8.6	1	2.9	31	88.6	4	11.4
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		0	0	0	0	0	0	0	0	0	0	0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		35	31	88.6	3	8.6	1	2.9	31	88.6	4	11.4
D) Profile Fall 1983 (October 1, 1983)	2,9	35	31	88.6	3	8.6	1	2.9	31	88.6	4	11.4
E) New Hires 1983-84		1	1	100.0	0	0	0	0	1	100.0	0	0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 1.53%Females: 3.55%Other Minorities: 12.6%

TABLE 2A-12

45

Composition and New Hires of NCSU  
FULL-TIME TENURED/TENURE TRACK FACULTY  
By Race and Sex

## DISCIPLINE GROUPING: VETERINARY MEDICINE

EEO-6 Category: Faculty, Tenured/ Tenure Track	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	49	46	93.9	1	2.0	2	4.1	40	81.6	9	18.4
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		36	33	91.7	2	5.6	1	2.8	26	72.8	10	27.8
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		82	75	67.1	3	3.7	4	4.9	64	78.0	18	22.0
D) Profile Fall 1983 (October 1, 1983)	2,9	60	55	91.7	2	3.3	3	5.0	48	80.0	12	20.0
E) New Hires 1983-84		14	13	92.9	1	7.1	0	0	10	71.4	4	28.6
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 4.0%Females: 15.0%Other Minorities: 9.0%

TABLE 2B  
 Composition and New Hires of NCSU  
 FULL-TIME NON-TENURE TRACK FACULTY  
 By Race and Sex

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	16	102	97	95.1	5	4.9	0	0	57	55.9	45	44.1
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		67	55	82.1	7	10.4	5	7.5	34	50.7	33	49.3
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		109	94	86.2	10	9.2	5	4.6	63	57.8	46	42.2
D) Profile Fall 1983 (October 1, 1983)	16	117	110	94.0	7	6.0	0	0	67	57.3	50	42.7
E) New Hires 1983-84		24	22	91.7	2	8.3	0	0	16	66.7	8	33.3
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 9.3%

Females: 22.5%

Other Minorities: 4.7%

TABLE 3A  
Composition and New Hires of NCSU  
FULL-TIME EPA PROFESSIONAL NON-FACULTY  
By Race and Sex

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	380	337	88.8	30	7.9	13	3.5	253	66.4	127	33.6
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		134	113	84.3	15	11.2	6	4.5	85	63.4	49	36.6
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		407	354	87.0	36	8.8	17	4.2	261	64.1	146	35.9
D) Profile Fall 1983 (October 1, 1983)	24	413	361	87.4	35	8.5	17	4.1	281	68.0	132	32.0
E) New Hires 1983-84		101	90	89.1	7	6.9	4	4.0	70	69.3	31	30.7
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 5.5%

Females: 37.6%

Other Minorities: 5.9%

DISCIPLINE GROUPING: SCHOOL OF AGRICULTURE AND LIFE SCIENCES

TABLE 3A  
Composition and New Hires of NCSU  
FULL-TIME EPA PROFESSIONAL NON-FACULTY  
By Race and Sex

School of Agriculture and Life Sciences

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	106	94	88.7	4	3.8	8	7.6	79	74.5	27	25.5
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		24	21	87.5	1	4.2	2	8.3	19	79.2	5	20.8
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		106	91	85.8	5	4.7	10	9.4	74	69.8	32	30.2
D) Profile Fall 1983 (October 1, 1983)	24	110	96	87.3	4	3.6	10	9.1	84	76.4	26	23.6
E) New Hires 1983-84		27	24	88.9	1	3.7	2	7.4	19	70.4	8	29.6
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 5.5%

Females: 37.6%

Other Minorities: 5.9%

TABLE 3A  
Composition and New Hires of NCSU  
FULL-TIME EPA PROFESSIONAL NON-FACULTY  
By Race and Sex

## School of Design

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex				
			White		Black		Other		Male		Female		
			#	%	#	%	#	%	#	%	#	%	
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	2	2	100.0	0	0	0	0	0	2	100.0	0	0
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		1	1	100.0	0	0	0	0	0	1	100.0	0	0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		3	3	100.0	0	0	0	0	0	3	100.0	0	0
D) Profile Fall 1983 (October 1, 1983)	24	3	3	100.0	0	0	0	0	0	3	100.0	0	0
E) New Hires 1983-84		0	0	0	0	0	0	0	0	0	0	0	0
F) Profile 1983-84 (October 1, 1984)													
G) New Hires 1984-85													
H) Hires 1983-84 - 1984-85 (Sum of E and G)													
I) Profile 1984-85 (October 1, 1985)													
J) New Hires 1985-86													
K) Hires 1983-84 - 1985-86 (Sum of H and J)													
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86													

## AVAILABILITY DATA:

Blacks: 5.5%Females: 37.6%Other Minorities: 5.9%



Composition and New Hires of NCSU  
 FULL-TIME EPA PROFESSIONAL NON-FACULTY  
 By Race and Sex

## School of Education

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	5	5	100.0	0	0	0	0	1	20.0	4	80.0
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		3	3	100.0	0	0	0	0	0	0	3	100.0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		5	5	100.0	0	0	0	0	1	20.0	4	80.0
D) Profile Fall 1983 (October 1, 1983)	24	5	4	80.0	1	20.0	0	0	4	80.0	1	20.0
E) New Hires 1983-84		2	1	50.0	1	50.0	0	0	2	100.0	0	0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 5.5%Females: 37.6%Other Minorities: 5.9%

TABLE 3A  
Composition and New Hires of NCSU  
FULL-TIME EPA PROFESSIONAL NON-FACULTY  
By Race and Sex

School of Engineering												
EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	31	31	100.0	0	0	0	0	29	92.5	2	6.5
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		10	9	90.0	0	0	1	10.0	10	100.0	0	0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		33	32	97.0	0	0	1	3.0	31	93.9	2	6.1
D) Profile Fall 1983 (October 1, 1983)	24	37	36	97.3	1	2.7	0	0	35	94.6	2	5.4
E) New Hires 1983-84		9	8	88.9	1	11.1	0	0	8	88.9	1	11.1
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 5.5%Females: 37.6%Other Minorities: 5.9%

TABLE 3A  
Composition and New Hires of NCSU  
FULL-TIME EPA PROFESSIONAL NON-FACULTY  
By Race and Sex

## School of Forest Resources

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	22	20	90.9	1	4.5	1	4.5	17	77.3	5	22.7
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		16	15	93.8	1	6.3	0	0	13	81.3	3	18.8
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		28	25	89.3	2	7.1	1	3.6	20	71.4	8	28.6
D) Profile Fall 1983 (October 1, 1983)	24	20	18	90.0	1	5.0	1	5.0	15	75.0	5	25.0
E) New Hires 1983-84		6	6	100.0	0	0	0	0	5	83.3	1	16.7
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 5.5%Females: 37.6%Other Minorities: 5.9%

TABLE 3A  
Composition and New Hires of NCSU  
FULL-TIME EPA PROFESSIONAL NON-FACULTY  
By Race and Sex

47 - 6

## School of Humanities and Social Sciences

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	3	3	100.0	0	0	0	0	2	66.7	1	33.3
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		0	0	0	0	0	0	0	0	0	0	0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		3	3	100.0	0	0	0	0	2	66.7	1	33.3
D) Profile Fall 1983 (October 1, 1983)	24	5	5	100.0	0	0	0	0	4	80.0	1	20.0
E) New Hires 1983-84		1	1	100.0	0	0	0	0	0	0	1	100.0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 5.5%Females: 37.6%Other Minorities: 5.9%

TABLE 3A  
Composition and New Hires of NCSU  
FULL-TIME ERA PROFESSIONAL NON-FACULTY  
By Race and Sex

47-7

## School of Physical and Mathematical Sciences

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	14	14	100.0	0	0	0	0	8	57.1	6	42.8
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		4	2	50.0	1	25.0	1	25.0	2	50.0	2	50.0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		14	12	85.0	1	8.3	1	8.3	6	42.8	8	57.1
D) Profile Fall 1983 (October 1, 1983)	24	14	14	100.0	0	0	0	0	9	64.3	5	35.7
E) New Hires 1983-84		3	3	100.0	0	0	0	0	3	100.0	0	0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 5.5%Females: 37.6%Other Minorities: 5.9%

TABLE 3A  
Composition and New Hires of NCSU  
FULL-TIME EPA PROFESSIONAL NON-FACULTY  
By Race and Sex

## School of Textiles

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	6	6	100.0	0	0	0	0	6	100.0	0	0
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		0	0	0	0	0	0	0	0	0	0	0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		6	6	100.0	0	0	0	0	6	100.0	0	0
D) Profile Fall 1983 (October 1, 1983)	24	6	5	83.3	0	0	1	16.7	6	100.0	0	0
E) New Hires 1983-84		2	1	50.0	0	0	1	50.0	2	100.0	0	0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 5.5%Females: 37.6%Other Minorities: 5.9%

## DISCIPLINE GROUPING: SCHOOL OF VETERINARY MEDICINE

TABLE 3A

Composition and New Hires of NCSU  
FULL-TIME EPA PROFESSIONAL NON-FACULTY  
By Race and Sex

47-9

## School of Veterinary Medicine

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	3	3	100.0	0	0	0	0	1	33.0	2	67.0
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		14	13	93.0	1	7.0	0	0	9	64.0	5	36.0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		18	17	94.0	1	6.0	0	0	11	61.0	7	39.0
D) Profile Fall 1983 (October 1, 1983)	24	12	12	100.0	0	0	0	0	7	58.3	5	41.7
E) New Hires 1983-84		10	10	100.0	0	0	0	0	6	60.0	4	40.0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 5.5%Females: 37.6%Other Minorities: 5.9%

TABLE 3A  
Composition and New Hires of NCSU  
FULL-TIME EPA PROFESSIONAL NON-FACULTY  
By Race and Sex

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	33	27	82.0	3	9.0	3	9.0	11	33.3	22	66.7
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		6	5	83.3	1	16.7	0	0	1	16.7	5	83.3
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		33	27	81.8	4	12.2	2	6.0	11	33.3	22	66.7
D) Profile Fall 1983 (October 1, 1983)	24	33	27	82.0	3	9.0	3	9.0	10	30.3	23	69.7
E) New Hires 1983-84		2	2	100.0	0	0	0	0	0	0	2	100.0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 5.5%Females: 37.6%Other Minorities: 5.9%



TABLE 3A  
Composition and New Hires of NCSU  
FULL-TIME EPA PROFESSIONAL NON-FACULTY  
By Race and Sex

## Special Units

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	58	56	96.6	2	3.4	0	0	46	79.3	12	20.7
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		16	13	81.3	2	12.5	1	6.3	11	68.8	5	31.3
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		61	57	93.4	3	4.9	1	1.6	47	77.0	14	23.0
D) Profile Fall 1983 (October 1, 1983)	24	74	67	90.5	6	8.1	1	1.4	57	77.0	17	23.0
E) New Hires 1983-84		24	22	91.6	1	4.1	1	4.1	18	75.0	6	25.0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 5.5%Females: 27.0%Other Minorities: 5.9%

TABLE 3A  
Composition and New Hires of NCSU  
FULL-TIME EPA PROFESSIONAL NON-FACULTY  
By Race and Sex

Student Affairs												
EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	85	67	79.0	17	20.0	1	1.0	40	47.0	45	53.0
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		40	31	78.0	8	20.0	1	2.0	19	47.0	21	53.0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		85	67	79.0	17	20.0	1	1.0	40	47.0	45	53.0
D) Profile Fall 1983 (October 1, 1983)	24	82	65	79.3	16	19.5	1	1.2	39	47.6	43	52.4
E) New Hires 1983-84		14	11	78.6	3	21.4	0	0	7	50.0	7	50.0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 5.5%Females: 37.6%Other Minorities: 5.9%

Composition and New Hires of NCSU  
FULL-TIME EPA PROFESSIONAL NON-FACULTY  
By Race and Sex

## University Extension

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	12	9	75.0	3	25.0	0	0	9	75.0	3	25.0
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		0	0	0	0	0	0	0	0	0	0	0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		12	9	75.0	3	25.0	0	0	8	75.0	3	25.0
D) Profile Fall 1983 (October 1, 1983)	24	12	9	75.0	3	25.0	0	0	8	66.7	4	33.3
E) New Hires 1983-84		1	1	100.0	0	0	0	0	0	0	1	100.0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 5.5%Females: 37.6%Other Minorities: 5.9%

TABLE 3A  
Composition and New Hires of NCSU  
FULL-TIME EPA PROFESSIONAL NON-FACULTY  
By Race and Sex

47 - 14

## Student Affairs

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	85	67	79.0	17	20.0	1	1.0	40	47.0	45	53.0
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		40	31	78.0	8	20.0	1	2.0	19	47.0	21	53.0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		85	67	79.0	17	20.0	1	1.0	40	47.0	45	53.0
D) Profile Fall 1983 (October 1, 1983)	24	82	65	79.3	16	19.5	1	1.2	39	47.6	43	52.4
E) New Hires 1983-84		14	11	78.6	3	21.4	0	0	7	50.0	7	50.0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

## AVAILABILITY DATA:

Blacks: 5.5%Females: 57.4%Other Minorities: 5.9%

SCIENCE GROUPING: UNIVERSITY EXTENSION TABLE 3A

47 -15

Composition and New Hires of NCSU  
 FULL-TIME EPA PROFESSIONAL NON-FACULTY  
 By Race and Sex

University Extension

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	12	9	75.0	3	25.0	0	0	9	75.0	3	25.0
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		0	0	0	0	0	0	0	0	0	0	0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		12	9	75.0	3	25.0	0	0	8	75.0	3	25.0
D) Profile Fall 1983 (October 1, 1983)	24	12	9	75.0	3	25.0	0	0	8	66.7	4	33.3
E) New Hires 1983-84		1	1	100.0	0	0	0	0	0	0	1	100.0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 5.5%

Females: 37.6%

Other Minorities: 5.9%

TABLE 3B  
Composition and New Hires of NCSU  
FULL-TIME SPA PROFESSIONAL NON-FACULTY  
By Race and Sex

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	175	161	92.0	14	8.0	0	0	114	65.2	61	34.9
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		56	48	85.7	6	10.7	2	3.6	34	60.7	22	39.3
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		194	173	88.7	20	10.3	2	1.0	117	60.0	78	40.0
D) Profile Fall 1983 (October 1, 1983)		171	155	90.6	14	8.2	2	1.2	121	70.8	50	29.2
E) New Hires 1983-84		21	17	81.0	3	14.3	1	4.8	10	47.6	11	52.4
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 10.1%

Females: 39.8%

Other Minorities: 0.8%

TABLE 4  
Composition and New Hires of NCSU  
FULL-TIME SECRETARIAL/CLERICAL EMPLOYEES  
By Race and Sex

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	25	1057	876	82.9	176	16.7	5	0.5	69	6.6	988	93.5
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		566	449	79.3	113	20.0	4	0.7	37	6.5	529	92.9
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		1100	904	82.2	187	17.0	9	0.8	81	7.4	1019	92.6
D) Profile Fall 1983 (October 1, 1983)		1013	826	81.5	180	17.8	7	0.7	67	6.6	946	93.4
E) New Hires 1983-84		183	148	80.9	30	16.4	5	2.7	12	6.6	171	93.4
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 11.9%

Females: 76.5%

Other Minorities: 0.3%

TABLE 5  
Composition and New Hires of NCSU  
FULL-TIME TECHNICAL/PARAPROFESSIONAL EMPLOYEES  
By Race and Sex

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	26	662	585	88.4	59	9.0	18	2.8	433	65.4	229	34.6
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		546	450	82.2	71	15.0	15	2.8	339	62.1	207	37.9
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		769	669	87	80	10.4	20	2.6	461	60.0	307	40.0
D) Profile Fall 1983 (October 1, 1983)		768	682	88.8	66	8.6	20	2.6	385	50.1	383	49.9
E) New Hires 1983-84		142	129	90.8	9	6.3	4	2.8	67	47.2	75	52.8
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 10.1%

Females: 49.2%

Other Minorities: 40.7%



TABLE 6  
Composition and New Hires of NCSU  
FULL-TIME SKILLED CRAFTS EMPLOYEES  
By Race and Sex

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	27	242	193	79.8	46	19.0	3	1.3	223	92.2	19	7.9
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		142	114	80.5	29	20.7	3	1.8	128	89.9	16	11.2
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		257	204	79.4	50	19.5	3	1.2	235	91.4	22	8.6
D) Profile Fall 1983 (October 1, 1983)		249	206	82.7	41	16.5	2	0.8	238	95.6	11	4.4
E) New Hires 1983-84		25	24	96.0	1	4.0	0	0	24	96.0	1	4.0
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 18.1%

Females: 6.3%

Other Minorities: 0.1%

TABLE 7  
Composition and New Hires of NCSU  
FULL-TIME SERVICE MAINTENANCE EMPLOYEES  
By Race and Sex

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	28	549	70	12.8	477	86.9	2	0.4	331	60.3	218	39.7
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		465	93	20.0	372	80.0	0	0	232	49.9	233	50.1
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		559	110	19.7	447	80.0	2	0.4	307	54.9	252	45.1
D) Profile Fall 1983 (October 1, 1983)		613	118	19.2	491	80.1	4	0.7	377	61.5	236	38.5
E) New Hires 1983-84		136	46	33.8	86	63.2	4	2.9	79	58.1	57	41.9
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 8.5%

Females: 50.4%

Other Minorities: 0.4%

NORTH CAROLINA STATE UNIVERSITY | AT RALEIGH

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

OFFICE OF THE PROVOST AND VICE-CHANCELLOR

June 27, 1983

MEMORANDUM

TO: Jeffrey H. Orleans  
FROM: Lawrence M. Clark  
Affirmative Action Officer

In response to your letter of June 10, 1983,  
I am enclosing five copies of North Carolina State  
University's revised affirmative action plan  
(1983-1986).

LMC:cfp  
cc: Chancellor Bruce R. Poulton

THE UNIVERSITY OF NORTH CAROLINA

General Administration

P. O. BOX 2688  
CHAPEL HILL 27514

June 10, 1983

*Line*

TELEPHONE (919) 933-6981

JEFFREY H. ORLEANS  
Special Assistant to the President

CONSENT DECREE MEMORANDUM

TO: Dr. Lawrence Clark  
Affirmative Action Officer  
North Carolina State University

FROM: Jeffrey H. Orleans

*JHO*

This memorandum approves the most recent draft of North Carolina State University's revised affirmative action plan (1983-86), submitted on May 17, 1983. Implementation of the plan should begin no later than June 30, 1983; please provide me five copies of the final plan as soon as possible.

cc: President William Friday  
Vice President Raymond H. Dawson  
Chancellor Bruce R. Poulton





# North Carolina State University

P. O. Box 5067, Raleigh, N. C. 27650

Office of the Provost  
and Vice-Chancellor

June 24, 1983

The following is the distribution list for the 1983-1986  
Affirmative Action Plan:

(1) Chancellor  
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(10) Deans  
(38) Department Heads  
(1) Director of Libraries  
(1) Director of Athletics  
(1) Division of Personnel Services  
(2) Student Affairs  
(1) University Archives  
(1) Faculty Senate Office  
(1) Reference Department, Library

Copies will be distributed to the Affirmative Action Officers  
at a later date.



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