

NORTH CAROLINA STATE UNIVERSITY

Raleigh, N. C.

Office of Provost and Vice-Chancellor  
Holladay Hall — Box 7101

TO:

*Dr. Cannon*

*11/7/86*

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                          |  |

*Thank you for the use of  
your document "Professional  
Women and Minorities".*

*I am returning as you have  
requested.*

*Thanks  
BMC*

FROM:

*Carolyn Ingram*

LWC

AFFIRMATIVE ACTION

THE EXECUTIVE ORDER

Executive Order No. 11246, issued by President Lyndon B. Johnson in September 1965, provides that all federal contracts include clauses agreeing not to "discriminate" against any employee or applicant for employment because of race, color, religion, or national origin." Nondiscrimination on the basis of sex was added to the requirements under Executive Order No. 11375, effective October 1968. The Department of Labor is responsible for issuing rules and regulations to carry out the purposes of the executive order and to enforce compliance, but it may delegate its compliance enforcement powers to other federal agencies. In its application to colleges and universities, the order is enforced by the Office for Civil Rights (OCR) in the Department of Health, Education, and Welfare (HEW), but certain final decisions for colleges and universities must be made by the Secretary of Labor, on the recommendation of the Secretary of HEW.

EQUAL PAY ACT OF 1963

The first significant legislation relating to sex discrimination in employment was the Equal Pay Act of 1963, which did not apply to administrative and professional employees until July 1972. The legislation is enforced by the Wage and Hour Administration of the Department of Labor.

TITLE VI OF THE CIVIL RIGHTS ACT OF 1964

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin under any program or activity receiving federal financial assistance. Federal funds may be withheld from any such program or activity if an institution is found in violation. Authority for enforcement of the provisions in relation to education is delegated to OCR.

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

Under Title VII of the Civil Rights Act of 1964, discrimination in employment on the basis of sex, race, color, religion, and national origin is prohibited. The provisions did not apply to academic employment until they were extended by the Equal Employment Opportunity Act of 1972, which brought educational institutions and employees of state and local governments under coverage. The legislation is administered by a five-member bipartisan Equal Employment Opportunity Commission (the EEOC) appointed by the President.

TITLE IX OF THE EDUCATION AMENDMENTS OF 1972

Title IX of the Education Amendments of 1972 provides that "no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance." Private undergraduate education is excepted, but only with respect to admissions, not with respect to equal treatment of the sexes after admission. Regulations for the enforcement of Title IX were first published by HEW in June 1974.

REHABILITATION ACT OF 1973

See 503

See 504

AFFIRMATIVE ACTION PLANS UNDER HEW, 1972 REVISED ORDER NO. 4 OF THE DEPARTMENT OF LABOR

Availability Of Women and Minorities

A unique aspect of equal employment opportunity under the Executive Order is the required compilation of availability data on women and minorities for use as a measure of the contractor's equal employment opportunity. By comparing availability data with current employees, the contractor has an indication of how representative its workforce is of the persons qualified for employment in its institution...OCR recommends the following procedure for determining availability figures for women and minorities for academic positions: Many disciplinary associations and professional groups have data that show percentages of racial and national origin minorities available in certain fields, and a 1968 study the Ford Foundation...provides percentages of Negroes holding doctorates. To determine the number of women available for senior level positions, the Office recommends that the contractor use data available from the National Register of Scientific and Technical Personnel prepared by the National Science Foundation, and the U.S. Office of Education's annual reports on earned degrees. Another source is the National Research Council of the National Academy of Sciences...

Comparison of Current Work Force With Availability Data

The next step for the contractor is to compare the number of women and minorities in its current workforce with their availability in the market from which it can reasonably recruit. This comparison must be by comparable job categories. Whenever the comparison reveals that a hiring unit of the university (a department or other section) is not employing minorities and women to the extent that they are available and qualified for work, it is then required to set goals to overcome this situation.

Goals should be set so as to overcome deficiencies in the utilization of minorities and women within a reasonable time. In many cases this can be accomplished within 5 years; in others more time or less time will be required.

In Many institutions the appropriate unit for goals is the school or division, rather than the department. While estimates of availability in academic employment can best be determined on a disciplinary basis, anticipated turnover and vacancies can usually be calculated on a wider basis. While a school, division or college may be the organizational unit which assumes responsibility for setting and achieving goals, departments which have traditionally excluded women or minorities from their ranks are expected to make particular efforts to recruit, hire and promote women and minorities. In other words, the Office for Civil Rights will be concerned not only with whether a school meets its overall goals, but also whether apparent general success has been achieved only by strenuous efforts on the part of a few departments.

ADAMS VS U.S. DEPARTMENT OF EDUCATION

- Background
- Consent Decrees

PRELIMINARY DATA  
COMPOSITION OF WORK FORCE NCSU

Category SPA	Grand Total	Race/Ethnic Group						Sex			
		White		Black		Other		Male		Female	
		#	%	#	%	#	%	#	%	#	%
Administration with & without rank	18	16	88.9	1	5.6	1	5.6	18	100.0	0	0
Faculty Tenured/ Tenure Track	146	128	87.7	2	1.4	16	11.0	141	96.6	5	3.4
Faculty Non-Tenure Track	12	11	91.7	0	0	1	8.3	12	100.0	0	0
EPA Professional	40	38	95.0	2	5.0	0	0	38	95.0	2	5.0
SPA Professional	8	8	100.0	0	0	0	0	5	62.5	3	37.5
Secretarial/Clerical	63	53	84.1	9	14.3	1	1.6	1	1.6	62	98.4
Technical/ Paraprofessional	31	27	87.1	2	6.5	2	6.5	19	61.3	12	38.7
Skill Crafts	12	12	100.0	0	0	0	0	12	100.0	0	0
Service Maintenance	1	0	0	1	100.0	0	0	1	100.0	0	0
Total	331	293	88.5	17	5.1	21	6.3	247	74.6	84	25.4

PRELIMINARY DATA  
COMPOSITION OF WORK FORCE NCSU

Category SPA	Grand Total	Race/Ethnic Group						Sex				
		White		Black		Other		Male		Female		
		#	%	#	%	#	%	#	%	#	%	
Administration with & without rank	18 187	16 174	89.9 93.4	1 8	5.6 4.0	1 5	5.6 2.6	18 174	100.0 93	0 13	0 6.9	
Faculty Tenured/ Tenure Track	146 1268	128 1194		7 36		16 58		141 1098		5 170		13.5
Faculty Non-Tenure Track	12 113	11 106			5 4.4	2 2	1.7 1.7	62 62	54.8	51 51	45.2	
EPA Professional	40 442	38 391	88.5	2 35	7.9	0 16	3.6	38 286	64.7	2 1.56	35.2	
SPA Professional	8 201	8 176	87.7		21 10.4	4 4	1.9	134 66.6	67	3 33.9		
Secretarial/Clerical	63 1045	53 835	81.5	9 194	18.5	1 16	1.0	77 7.3	968	62 92.7		
Technical/ Paraprofessional	31 818	27 726	91.6	2 69	8.4	2 23	2.0	389 47.5	429	12 52.5		
Skill Crafts	12 260	12 205	80.0	53	19.3	2	0.7	245 94.2	15	5.8		
Service Maintenance	1 637	0 134	21.2	1 500	78.4	3	0.4	399 62.6	238	37.4		
Total	4971	3921	79.0	921	18.5	129	2.5	2864	57.62	1074	21.4	



Promote

2

SCA ENGR.

PRELIMINARY DATA  
COMPOSITION OF WORK FORCE NCSU

Category EPA/SPA	Grand Total	Race/Ethnic Group						Sex			
		White		Black		Other		Male		Female	
		#	%	#	%	#	%	#	%	#	%
Administrative With and Without Rank	18	16	88.9	1	5.6	1	5.6	18	100.	0	0
Faculty, Tenured/ Tenure-Track	146	128	87.7	2	1.4	16	11.0	141	96.6	5	3.4
Faculty, Non-Tenure Track	12	11	91.7	0	0	1	8.3	12	100.	0	0
EPA Professional	40	38	95.0	2	5.0	0	0	38	95.0	2	5.0
SPA Professional	8	8	100.0	0	0	0	0	5	62.5	3	37.5
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Skilled Crafts	12	12	100.0	0	0	0	0	12	100.	0	0
Service Maintenance	1	0	0	1	100.0	0	0	1	100.	0	0
TOTAL	331	293	88.5	17	5.1	21	6.3	247	74.6	84	25.4

PRELIMINARY DATA  
COMPOSITION OF WORK FORCE NCSU

SCH. ENGR.

Category SPA	Grand Total	Race/Ethnic Group						Sex			
		White		Black		Other		Male		Female	
		#	%	#	%	#	%	#	%	#	%
Administrative With and Without Rank	18	16	88.9	1	5.6	1	5.6	18	100.	0	0
Faculty, Tenured/ Tenure-Track	146	128	87.7	2	1.4	16	11.0	141	96.6	5	3.4
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D R A F T

*Dr. Clark  
For your review*

Dear \_\_\_\_\_ :

As a follow-up to the parent workshop sessions held during the Afro-American Symposium, North Carolina State University (NCSU) would like to invite you and your spouse to an "Information Night" at the home of \_\_\_\_\_ to discuss key issues of importance to you and your child. Our effort is to provide additional information geared toward facilitating further adjustment for African-American freshmen students here at NCSU.

Our primary purpose is to bridge the gap between the University and the home so that your child will experience as much success as possible, thus graduating from NCSU with a marketable degree.

The meeting is scheduled for Thursday evening, (date) at 7:00 p.m. Please mark your calendar and plan to attend.

Sincerely,

Joe B. Brown, Jr., Ph.D.  
Coordinator, Special Programs

(F) Affirmative  
Action

Prepared for: Current Issues in  
Higher Education Class  
9-15-86

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- Background
- Consent Decrees



North Carolina State University  
School of Education

Department of Educational Leadership and  
Program Evaluation  
608 Poe Hall  
Box 7801  
Raleigh, N. C. 27695-7801  
(919) 737-3127

*Handwritten signature*

September 5, 1986

Dr. Lawrence Clark  
Associate Provost  
201 Holladay Hall  
NCSU Box 7101  
Raleigh, NC 27695-7101

Dear Larry:

I appreciate your agreeing to come and meet with my Current Issues in Higher Education seminar to present an overview and analysis on matters dealing with affirmative action in higher education on Monday, September 15.

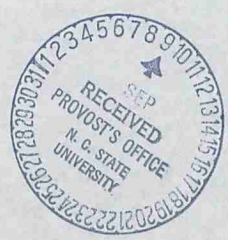
The class is small - there are 8 students, and will meet in Poe Hall room 724 at 4:10. I am certain that this will be a most informative session and I am grateful to you for your assistance.

Sincerely,

*Bill*

William B. Harvey  
Associate Professor

WBH:emr





State of North Carolina  
Office of State Personnel

116 West Jones Street—Raleigh, North Carolina 27611  
Telephone (919) 733-7108

James G. Martin  
Governor

*Lee*  
Richard V. Lee  
State Personnel Director

July 14, 1986

RECEIVED

JUL 17 1986

CHANCELLORS OFFICE  
NCSU



MEMORANDUM

TO: Bruce R. Poulton, Chancellor  
North Carolina State University

FROM: *NR* Nellie Riley, Director  
Equal Opportunity Services Division

Since 1977 the Office of State Personnel, Equal Opportunity Services Division has been assisting state departments, agencies and institutions with their efforts to comply with the state's affirmative action policy. This policy requires each entity of the state employing SPA employees to submit an affirmative action plan to the Director of State Personnel for approval. In addition to the policy, Executive Order No. 18 issued in July 1986 by Governor James G. Martin further supports the state's commitment to equal employment opportunity in all aspects of the workplace. Because of limited staff and other program demands, compliance of the policy has not been actively sought from institutions. However, now we are able to expand our services and focus our attention in the direction of institutions. In continuing to provide assistance, we need your help with identifying specific areas of the affirmative action program where the institution can benefit from our services.

The enclosed survey will provide us with some of the information we need to begin organizing our efforts to assist you. Please complete the enclosed survey and return to: Katie McKoy, Office of State Personnel, Equal Opportunity Services Division, 116 West Jones Street, Raleigh, North Carolina 27611 by September 5, 1986.

We look forward to working with you and others at North Carolina State University.

NFR/KMKck:gb1  
Enclosure

cc: Alice Miller, Personnel Officer

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION  
SURVEY OF INSTITUTIONS OF NORTH CAROLINA

Please complete this survey and return it along with a current copy of your institution's Affirmative Action Plan, if available.

Name of Institution: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Name and position of person completing this survey: \_\_\_\_\_ Phone: \_\_\_\_\_

Name of EEO/AA Officer: \_\_\_\_\_ Phone: \_\_\_\_\_

1. Are you aware of North Carolina's policy on Equal Employment Opportunity/Affirmative Action? Yes \_\_\_\_\_ No \_\_\_\_\_.

2. Does your institution have a current affirmative action plan? Yes \_\_\_\_\_ No \_\_\_\_\_. If yes, does it cover:

\_\_\_\_\_ SPA employees only

\_\_\_\_\_ EPA employees only

\_\_\_\_\_ both SPA and EPA employees.

When was it last updated or revised? \_\_\_\_\_.

If no, are plans under way to develop and implement an affirmative action program? Yes \_\_\_\_\_ No \_\_\_\_\_. If yes, what is the projected date for completion? \_\_\_\_\_

3. Would you find it helpful to have assistance with formulating or up-dating your plan? Yes \_\_\_\_\_ No \_\_\_\_\_.

4. Does the AA Plan include:

\_\_\_\_\_ a plan for preventing and correcting sexual harassment

\_\_\_\_\_ goals and timetables for persons with disabilities.

5. In which of the areas below would you find assistance helpful?

- policy development
- workforce analysis (over/under representation; job opening estimates; goal setting)
- program development to ensure discriminatory free practices in recruitment, selection, interviewing, training, counseling, etc.
- EEO/AA duties and responsibilities of managers and supervisors
- EEO/ AA duties of EEO Officers
- EEO/AA Training
- grievance procedures
- career counseling
- other areas (specify) \_\_\_\_\_  
\_\_\_\_\_

6. What is the total number of full-time permanent SPA employees? \_\_\_\_\_.

7. <sup>Ji</sup> Does the institution have an affirmative action policy governing SPA employees?

Yes \_\_\_ No \_\_\_.

8. Have managers and supervisors had any training in the area of equal employment opportunity/affirmative action? Yes \_\_\_ No \_\_\_.

If yes, list types of training \_\_\_\_\_  
\_\_\_\_\_

9. Is there a formalized grievance procedure to handle allegations of a discriminatory nature? Yes \_\_\_ No \_\_\_.



# North Carolina State University

Box 7210, Raleigh 27695-7210  
(919) 737-2135

Human Resources

Office of Finance and Business

July 28, 1986

*8/6 meeting scheduled w/ John Brooks for 8/13/86 at 10:00 to discuss the attached C.I.*

MEMORANDUM

TO: Lawrence Clark  
Associate Provost and Affirmative Action Officer

FROM: John Brooks *JB*  
Associate Director of Human Resources

SUBJECT: Office of State Personnel Survey

*Heenan Bond*

Enclosed for your information is a copy of a memo to Chancellor Poulton from Nellie Riley of the Office of State Personnel requesting us to complete an Equal Employment Opportunity/Affirmative Action survey.

I will contact you in the near future regarding our response to this request.

JCB:lw

Enclosure

cc: Alice Miller







RECEIVED

JUL 17 1986

OFFICE OF THE DIRECTOR  
DEPARTMENT OF HUMAN RESOURCES  
NORTH CAROLINA STATE UNIVERSITY

State of North Carolina  
Office of State Personnel

116 West Jones Street—Raleigh, North Carolina 27611  
Telephone (919) 733-7108

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July 14, 1986



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TO: Bruce R. Poulton, Chancellor  
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NFR/KMKcK:gb1  
Enclosure

~~State of North Carolina - Personnel - Office~~

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION  
SURVEY OF INSTITUTIONS OF NORTH CAROLINA

Please complete this survey and return it along with a current copy of your institution's Affirmative Action Plan, if available.

Name of Institution: North Carolina State University

Mailing Address: \_\_\_\_\_

Name and position of person completing this survey: Lawrence M Clark Phone: 7

Name of EEO/AA Officer: Lawrence M Clark Phone: \_\_\_\_\_

1. Are you aware of North Carolina's policy on Equal Employment Opportunity/Affirmative Action? Yes  No .
2. Does your institution have a current affirmative action plan? Yes  No . If yes, does it cover:  
 SPA employees only  
 EPA employees only  
 both SPA and EPA employees.  
When was it last updated or revised? 1983.

If no, are plans under way to develop and implement an affirmative action program? Yes  No . If yes, what is the projected date for completion? \_\_\_\_\_

3. Would you find it helpful to have assistance with formulating or up-dating your plan? Yes  No .
4. Does the AA Plan include:  
\* See Note below a plan for preventing and correcting sexual harassment  
no goals and timetables for persons with disabilities.

NCSEA  
\* Institution has a policy and procedures in the area of sexual harassment; this material is under separate cover.



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)		113	106	93.8	5	4.4	2	1.8	62	54.9	51	45.1
G) New Hires 1984-85		10	9	90.0	0	0	1	10.0	5	50.0	5	50.0
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: 5.7%

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)		442	391	88.5	35	7.9	16	3.6	286	64.7	156	35.3
G) New Hires 1984-85		104	95	91.3	5	4.8	4	3.8	57	54.8	47	45.2
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 1

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

32

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)		187	174	93.0	8	4.3	5	2.7	174	93.0	13	7.0
G) New Hires 1984-85		8	7	87.5	1	12.5	0	0	7	87.5	1	12.5
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: 4.6%

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)	24	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)		201	176	87.6	21	10.4	4	2.0	134	66.7	67	33.3
G) New Hires 1984-85		41	35	85.4	3	7.3	3	7.3	28	68.3	13	31.7
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%

# STANDARD COMPLIANCE REVIEW REPORT - PART A

## PERSONNEL ACTIVITY TABLE

Sch of ENGR	JOB CATEGORIES	TOTAL	F	I	C	S	B	IF NOT APPLICABLE, ENTER "N"													
								ALL EMPLOYEES				MINORITY EMPLOYEES									
								MALE		FEMALE		MALE				FEMALE					
								MALE	FEMALE	BLACK	ASIAN/ PACIFIC ISLANDER	AMER. INDIAN	HISPANIC	BLACK	ASIAN/ PACIFIC ISLANDER	AMER. INDIAN	HISPANIC				
a	b	c	d	e	f	g	h	i	j												
38. Exec. Adm. Mgr.	New Hires	0	04	1																	
	Terminations	1	04	2	1																
	Promotions	0		3																	
39. Faculty/Ten.	New Hires	4	05	1	4						1										
	Terminations	1	05	2	1																
	Promotions	4		3	3	1															
40. Fac. Non-Ten.	New Hires	7	06	1	7		1														
	Terminations	2	06	2	2		1														
	Promotions	0		3																	
41. Faculty/Other	New Hires	3	07	1	3		1														
	Terminations	1	07	2		1															
	Promotions	0		3																	
42. Prof. Non-Fac	New Hires	10	08	1	9	1															
	Terminations	6	08	2	5	1															
	Promotions	0		3																	
43. Sec. Clerical	New Hires	289	09	1	23	266	4					47	5	3	4						
	Terminations		09	2																	
	Promotions			3																	
44. Tec. Para Prof	New Hires	189	10	1	85	104	7					4	6		1						
	Terminations		10	2																	
	Promotions			3																	
45. Skilled Craft	New Hires	43	11	1	41	2	7					2									
	Terminations		11	2																	
	Promotions			3																	
46. Svc. Main.	New Hires	203	12	1	142	61	96					40									
	Terminations		12	2																	
	Promotions			3																	
Exec. ADM MGR	New Hires	8			7	1	1														
	Terminations	9			9																
	Promotions	5			3	2															1

ENGR: 10-1-84

DATA

DATA



## STANDARD COMPLIANCE REVIEW REPORT - PART A

## PERSONNEL ACTIVITY TABLE

Sch or ENGR	JOB CATEGORIES	TOTAL	S E L E C T I O N I F I C I D	IF NOT APPLICABLE, ENTER "N"	PERSONNEL ACTIVITY TABLE														
					ALL EMPLOYEES		MINORITY EMPLOYEES												
					MALE	FEMALE	MALE				FEMALE								
							BLACK	ASIAN/ PACIFIC ISLANDER	AMER. INDIAN	HISPANIC	BLACK	ASIAN/ PACIFIC ISLANDER	AMER. INDIAN	HISPANIC					
a	b	c	d	e	f	g	h	i	j										
38. Exec. Adm. Mgr.				✓															
New Hires	0		1																
Terminations	1	04	2		1														
Promotions	0		3																
39. Faculty/Ten.																			
New Hires	4		1		4					1									
Terminations	1	05	2		1														
Promotions	4		3		3	1													
40. Fac. Non-Ten.																			
New Hires	7		1		7				1										
Terminations	2	06	2		2														
Promotions	0		3																
41. Faculty/Other																			
New Hires	3		1		3				1										
Terminations	1	07	2			1													
Promotions	0		3																
42. Prof. Non-Fac																			
New Hires	10		1		9	1													
Terminations	6	08	2		5	1													
Promotions	0		3																
43. Sec. Clerical																			
New Hires	289		1		23	266	4					47	5	3	4				
Terminations		09	2																
Promotions			3																
44. Tec. Para Prof																			
New Hires	189		1		85	104	7					4	6		1				
Terminations		10	2																
Promotions			3																
45. Skilled Craft																			
New Hires	43		1		41	2	7					2							
Terminations		11	2																
Promotions			3																
46. Svc. Main.																			
New Hires	203		1		142	61	96					40							
Terminations		12	2																
Promotions			3																
EXC. ADM MGR																			
New Hires	8				7	1	1												
Terminations	9				9														
Promotions	5				3	2													1

# STANDARD COMPLIANCE REVIEW REPORT - PART A

## PERSONNEL ACTIVITY TABLE

JOB CATEGORIES	TOTAL	F I C	B U S	I F	E N T E R	I F N O T A P P L I C A B L E	ALL EMPLOYEES																
							MINORITY EMPLOYEES																
							MALE						FEMALE										
							MALE	FEMALE	BLACK	ASIAN/ PACIFIC ISLANDER	AMER. INDIAN	HISPANIC	BLACK	ASIAN/ PACIFIC ISLANDER	AMER. INDIAN	HISPANIC	BLACK	ASIAN/ PACIFIC ISLANDER	HISPANIC				
a	b	c	d	e	f	g	h	i	j	k	l	m											
38. Exec. Adm. Mgr.						√																	
New Hires																							
Terminations	1																						
Promotions																							
39. Faculty/Ten.																							
New Hires																							
Terminations																							
Promotions																							
40. Fac. Non-Ten.																							
New Hires																							
Terminations																							
Promotions																							
41. Faculty/Other																							
New Hires																							
Terminations																							
Promotions																							
42. Prof. Non-Fac																							
New Hires																							
Terminations																							
Promotions																							
43. Sec. Clerical																							
New Hires	289																						
Terminations																							
Promotions																							
44. Tec. Para Prof																							
New Hires	129																						
Terminations																							
Promotions																							
45. Skilled Craft																							
New Hires	42																						
Terminations																							
Promotions																							
46. Svc. Main.																							
New Hires	203																						
Terminations																							
Promotions																							
EXTRA ADM. SSI																							
New Hires	8																						
Terminations	9																						
Promotions	5																						

# STANDARD COMPLIANCE REVIEW REPORT - PART A

## PERSONNEL ACTIVITY TABLE

JOB CATEGORIES	TOTAL	F I C	S U B	C O U N T	IF NOT APPLICABLE, ENTER "N"	ALL EMPLOYEES														
						MINORITY EMPLOYEES														
						MALE					FEMALE									
						MALE	MALE	BLACK	ASIAN/PACIFIC ISLANDER	AMER. INDIAN	HISPANIC	BLACK	ASIAN/PACIFIC ISLANDER	AMER. INDIAN	HISPANIC					
a	b	c	d	e	f	g	h	i	j											
38. Exec. Adm. Mgr.																				
New Hires	0																			
Terminations	1	04				1														
Promotions	0																			
39. Faculty/Ten.																				
New Hires	4					4				1										
Terminations	1	05				1														
Promotions	4					3	1		1											
40. Fac. Non-Ten.																				
New Hires	7					7		1												
Terminations	3	06				2														
Promotions	3																			
41. Faculty/Other																				
New Hires	6					2			1											
Terminations	1	07						1												
Promotions	2																			
42. Prof. Non-Fac																				
New Hires	10					9	1													
Terminations	6	08				5	1													
Promotions	2																			
43. Sec. Clerical																				
New Hires	289					23	266	4				219	5	3	4					
Terminations		09																		
Promotions																				
44. Tec. Para Prof																				
New Hires	187					85	104	7				4	6		1					
Terminations		10																		
Promotions																				
45. Skilled Craft																				
New Hires	43					41	2	7				2								
Terminations		11																		
Promotions																				
46. Svc. Main.																				
New Hires	203					142	61	9				42								
Terminations		12																		
Promotions																				
EXEC. ADM. HRS																				
New Hires	8					7	1	1												
Terminations	9					7														
Promotions	5					3														1

ENGINEER

1000

# STANDARD COMPLIANCE REVIEW REPORT - PART A

## PERSONNEL ACTIVITY TABLE

JOB CATEGORIES	TOTAL	F I C	S U B F I C	IF NOT APPLICABLE, ENTER "N".																
				ALL EMPLOYEES		MINORITY EMPLOYEES														
						MALE				FEMALE										
				MALE	FEMALE	BLACK	ASIAN/ PACIFIC ISLANDER	AMER. INDIAN	HISPANIC	BLACK	ASIAN/ PACIFIC ISLANDER	AMER. INDIAN	HISPANIC							
a	b	c	d	e	f	g	h	i	j											
38. Exec. Adm. Mgr.				√																
New Hires	0		1																	
Terminations	1	04	2		1															
Promotions	0		3																	
39. Faculty/Ten.																				
New Hires	4		1		4					1										
Terminations	1	05	2		1															
Promotions	4		3		3	1		1												
40. Fac. Non-Ten.																				
New Hires	7		1		7			1												
Terminations	2	06	2		2															
Promotions	0		3																	
41. Faculty/Other																				
New Hires	3		1		3			1												
Terminations	1	07	2			1														
Promotions	0		3																	
42. Prof. Non-Fac																				
New Hires	10		1		9	1														
Terminations	6	08	2		5	1														
Promotions	0		3																	
43. Sec. Clerical																				
New Hires	289		1		23	266	4			4	47	5	3	4						
Terminations		09	2																	
Promotions			3																	
44. Tec. Para Prof																				
New Hires	189		1		85	104	7				4	6		1						
Terminations		10	2																	
Promotions			3																	
45. Skilled Craft																				
New Hires	43		1		41	2	7				2									
Terminations		11	2																	
Promotions			3																	
46. Svc. Main.																				
New Hires	203		1		142	61	96				40									
Terminations		12	2																	
Promotions			3																	
EXEC. ADM. MGR																				
New Hires	8				7	1	1													
Terminations	9				9															
Promotions	5				3	2														1

ENGINEERING

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NCSU

Eng  
New Hire  
James  
Brown

# STANDARD COMPLIANCE REVIEW REPORT - PART A

## PERSONNEL ACTIVITY TABLE

JOB CATEGORIES	TOTAL	SUBJECT IF NOT APPLICABLE, ENTER "N"	ALL EMPLOYEES		MINORITY EMPLOYEES								
					MALE			FEMALE					
			MALE	FEMALE	BLACK	ASIAN/PACIFIC ISLANDER	AMERICAN INDIAN	HISPANIC	BLACK	ASIAN/PACIFIC ISLANDER	AMERICAN INDIAN	HISPANIC	
			a	b	c	d	e	f	g	h	i	j	
38. Exec. Adm. Mgr. New Hires	0	1											
Terminations	1	04 2	1										
Promotions	0	3											
39. Faculty/Ten. New Hires	1	1	1					1					
Terminations	1	05 2	1										
Promotions	1	3	3	1	1								
40. Fac. Non-Ten. New Hires	1	1	7		1								
Terminations	1	06 2	2										
Promotions	1	3											
41. Faculty/Other New Hires	2	1	3		1								
Terminations	1	07 2		1									
Promotions	1	3											
42. Prof. Non-Fac New Hires	10	1	9	1									
Terminations	1	08 2	5	1									
Promotions	1	3											
43. Sec. Clerical New Hires	289	1	23	26	4				19	5	3	1	
Terminations	1	09 2											
Promotions	1	3											
44. Tec. Para Prof New Hires	189	1	85	104	7				4	6		1	
Terminations	1	10 2											
Promotions	1	3											
45. Skilled Craft New Hires	43	1	41	2	7				2				
Terminations	1	11 2											
Promotions	1	3											
46. Svc. Main. New Hires	203	1	142	61	96				10				
Terminations	1	12 2											
Promotions	1	3											
EXEC. ADM. (10-1) New Hires	8		7	1	1								
Terminations	9		9										
Promotions	5		3										

PRELIMINARY DATA  
COMPOSITION OF WORK FORCE NCSU

SCH. ENGR.

Category SPA	Grand Total	Race/Ethnic Group						Sex			
		White		Black		Other		Male		Female	
		#	%	#	%	#	%	#	%	#	%
Administrative With and Without Rank	18	16	88.9	1	5.6	1	5.6	18	100.	0	0
Faculty, Tenured/ Tenure-Track	146	128	87.7	2	1.4	16	11.0	141	96.6	5	3.4
Faculty, Non-Tenure Track	12	11	91.7	0	0	1	8.3	12	100.	0	0
EPA Professional	40	38	95.0	2	5.0	0	0	38	95.0	2	5.0
SPA Professional	8	8	100.0	0	0	0	0	5	62.5	3	37.5
Secretarial/Clerical	63	53	84.1	9	14.3	1	1.6	1	1.6	62	98.4
Technical/ Paraprofessional	31	27	87.1	2	6.5	2	6.5	19	61.3	12	38.7
Skilled Crafts	12	12	100.0	0	0	0	0	12	100.	0	0
Service Maintenance	1	0	0	1	100.0	0	0	1	100.	0	0
TOTAL	331	293	88.5	17	5.1	21	6.3	247	74.6	84	25.4

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)	25	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)		1045	835	79.9	194	18.6	16	1.5	77	7.4	968	92.6
G) New Hires 1984-85		289	226	78.2	57	17.6	12	4.2	23	8.0	266	92.0
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)	26	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)		818	726	88.8	69	8.4	23	2.8	389	47.6	429	52.4
G) New Hires 1984-85		189	171	90.5	11	5.8	7	3.7	85	45.0	104	55.0
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 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	11.3
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)	27	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)		260	205	78.8	53	20.4	2	.8	245	94.2	15	5.8
G) New Hires 1984-85		43	34	79.1	9	20.9	0	0	41	95.3	2	4.7
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)	28	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)		637	134	21.0	500	78.5	3	.5	399	62.6	238	37.4
G) New Hires 1984-85		203	67	33.0	136	67.0	0	0	142	70.0	61	30.0
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: 48.6%

Females: 56.4%

Other Minorities: 0.4%