

1986 Affirmative Action



# North Carolina State University

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

Human Resources

Office of Finance and Business

November 26, 1986



## REGISTERED MAIL

Mr. Elmer Scott, Jr.  
205 Neuse River Parkway  
Knightdale, NC 27545

Dear Mr. Scott:

I would like for us to meet to discuss employment possibilities at North Carolina State University.

Since you are not at home during our normal office hours, I would appreciate your calling me so we may schedule a time convenient to both of us. Since a significant period of time has passed since you last applied with North Carolina State University, a productive discussion of possibilities would also require an up-to-date employment application. I have attached an Application for Staff Employment as well as an Applicant Information Sheet. You may return the application prior to our appointment or bring it back with you at that time.

To schedule an appointment or should you have any questions, please call me at 737-2137. My office hours are 8:30 - 5:30 Monday through Friday.

I look forward to hearing from you.

Sincerely,

John C. Brooks  
Associate Director

JCB:lw

Enclosures

bcc: Becky French  
Alice Miller  
Larry Clark ✓

An Equal Opportunity/Affirmative Action Employer

North Carolina State University is a Land-Grant University and a constituent institution of The University of North Carolina.



Office of the Chancellor

North Carolina State University

October 30, 1986

*Toped Clark talked to Dr. [unclear] as we discussed*

*passed by [unclear] M. Steward [unclear] [unclear] [unclear] [unclear]*

Box 7001, Raleigh 27695-7001  
(919) 737-2191

To: Associate Provost Lawrence Clark  
From: Bruce Poulton *Bruce*  
Re: Affirmative Action Plan

Enclosed is a copy of a memorandum from Vice President Dawson asking for a revised affirmative action plan no later than December 1, 1986.

I will appreciate your preparing the appropriate documents for my review and timely transmittal to Dr. Dawson.

cc: Dr. Winstead ✓  
Ms. French

Enclosure

THE UNIVERSITY OF NORTH CAROLINA

General Administration

P.O. BOX 2688

CHAPEL HILL 27515-2688

cc Clerk  
Winstead  
French

RAYMOND H. DAWSON  
Vice President—Academic Affairs

TELEPHONE: (919) 962-1000

October 27, 1986

MEMORANDUM

TO: The Chancellors

FROM: Raymond H. Dawson (RHD)

SUBJECT: Revisions of Affirmative Action Plans

Prior to entry of the Consent Decree in July of 1981, the constituent institutions had adopted and were implementing affirmative action plans based on the provisions of Executive Order 11246. A commitment to maintain such plans was included in the Consent Decree at Section VI.9., Employment, pages 22-23. By the terms of the Consent Decree, each constituent institution thereafter adopted a revised affirmative action plan, effective June of 1983 and due to expire on December 31, 1986.

For two additional years, through December 31, 1988, the United States District Court will monitor continued University compliance with federal constitutional and statutory requirements relevant under the Consent Decree. President Spangler anticipates that the Board of Governors will direct the University campuses to continue during that two-year period many of the activities formerly required by Consent Decree commitments, including the maintenance of affirmative action plans.

Accordingly, you should proceed now to prepare such a revised affirmative action plan, for the period through December 31, 1988. Except for the change in period of coverage, the revised plan should be consistent with the specifications of Section VI.9. of the Consent Decree. The HEGIS survey to be used is the 1982-1983 report.

Any questions you may have about this matter should be addressed to Mr. Richard Robinson, and a copy of your revised plan should be submitted to him by no later than December 1.

cc: President C. D. Spangler, Jr.  
Mr. Richard H. Robinson, Jr.

RECEIVED

OCT 29 1986

CHANCELLORS OFFICE  
NCSU



Office of the Chancellor

North Carolina State University

October 30, 1986

*top ed clerk talked to Dean  
as we discussed*

*passed by  
M. Stuckard  
MSO  
Dawson  
File  
W*

Box 7000, Raleigh 27695-7001  
(919) 737-2191

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Enclosure



THE UNIVERSITY OF NORTH CAROLINA

General Administration

P.O. BOX 2688  
CHAPEL HILL 27515-2688

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cc: President C. D. Spangler, Jr.  
Mr. Richard H. Robinson, Jr.

RECEIVED

OCT 29 1986

CHANCELLORS OFFICE  
NCSU



# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

December 4, 1986

## MEMORANDUM

TO: Chancellor's Office  
Radiation Protection Office  
Office of University Development  
Sea Grant Office  
**Water Resources Office**  
Cooperative Education Office  
International Programs Office  
Academic Skills Office  
Admissions Office  
Office of University Relations

FROM: Lawrence M. Clark *LMC*  
Associate Provost

SUBJECT: The Revised Affirmative Action Plan

Enclosed is information for your Unit in our effort to revise the Affirmative Action Plan.

### I. Data included where appropriate is as follows:

1. Unit Profile of other EPA Professionals that do not hold academic rank
2. Backup data for each of these categories
3. Names of administrators from your Unit who shall be counted in our Administrative Table 1, which will be handled on a University level
4. HEGIS data for availability

### II. Your report should include:

1. EPA Professional category with lines B and C completed
2. Availability percentages and the source utilized.

Enclosures

WATER RESOURCES

Gallagher, Daniel

White Male

TABLE 3A

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

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86		1	100	0	0	0	0	1	100	0	0	
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91												
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

AVAILABILITY SOURCE

DISCIPLINE GROUPING

TENURE/TENURED TRACK

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

SOURCE OF DATA:

NON-TENURED TRACK

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

SOURCE OF DATA:

EPA PROFESSIONALS

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

SOURCE OF DATA:





# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

November 24, 1986

## MEMORANDUM

TO: Affirmative Action Officers

FROM: Lawrence M. Clark *Law Clark*

SUBJECT: The Revised Affirmative Action Plan

Enclosed is information for your Unit in our effort to revise the Affirmative Action Plan.

### I. Data included where appropriate is as follows:

1. Unit Profile of the Tenure/Tenured Track category
2. Unit Profile of Non-Tenured category
3. Unit Profile of other EPA Professionals that do not hold academic rank
4. Backup data for each of these categories
- ? 5. Projected newly created positions for the Tenure/Tenured Track from Provost Winstead
- part of 6. Names of administrators from your Unit who shall be counted in our Administrative Table 1, which will be handled on a University level
7. HEGIS data for availability

### II. Your report should include where appropriate:

1. Tenure/Tenured Track category with lines B and C completed
2. Non-Tenured Category with lines B and C completed
3. EPA Professional category with lines B and C completed
4. Availability percentages and the source used for each category
- ? 5. Unit narrative

WE WILL EXPECT YOUR REPORT NO LATER THAN DECEMBER 5.

Enclosures



# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

December 4, 1986

## MEMORANDUM

TO: Chancellor's Office  
Radiation Protection Office  
Office of University Development  
Sea Grant Office  
Water Resources Office  
Cooperative Education Office  
International Programs Office  
Academic Skills Office  
Admissions Office  
Office of University Relations

FROM: Lawrence M. Clark  
Associate Provost

SUBJECT: The Revised Affirmative Action Plan

Enclosed is information for your Unit in our effort to revise the Affirmative Action Plan.

### I. Data included where appropriate is as follows:

1. Unit Profile of other EPA Professionals that do not hold academic rank
2. Backup data for each of these categories
3. Names of administrators from your Unit who shall be counted in our Administrative Table 1, which will be handled on a University level
4. HEGIS data for availability

### II. Your report should include:

1. EPA Professional category with lines B and C completed
2. Availability percentages and the source utilized.

Enclosures

*Handwritten initials and scribbles in the top left corner.*



# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice Chancellor

~~April 27, 1989~~  
April 27, 1989

*April 2, 1991*

## MEMORANDUM

TO: Unit Affirmative Action Officers

FROM: Lawrence M. Clark  
Associate Provost *L.M. Clark*

SUBJECT: Revision of NCSU <sup>Federal</sup> Affirmative Action Plan

*Set a line to*  
~~The North Carolina Office of State Personnel is requesting that we revise our Affirmative Action Plan with regard to our SPA employees and submit the revision on or before May 31, 1989.~~ *SPA 4 SPA*

One of the key elements of the plan is the setting of goals and timetables. The setting of goals and timetables <sup>SP A</sup> must meet the State requirement. ~~In brief, we must set these goals by units rather than total University goals.~~ *Have set by units*

Below are specific information and details that you must follow in setting the goals for your unit:

1. Profiles of your unit with base data as of October 1, <sup>1990</sup> 1988 in the following categories:
  - Executive, managerial; professional; secretarial; technical; skilled crafts; and service maintenance.
2. Availability data for each category (on green paper).
3. The percentages of estimated vacancies for the next five (5) years beginning with the academic year 1988-89 (on blue paper).
4. Worksheet on goal-setting (on white sheet).
  - a. Fill in profile line A within the specific category and calculate percentages.
  - b. Calculate the availability profile by using the availability data at the bottom of the page for line B.
  - c. For line C (entitled Over or Underrepresentation), subtract line B from line A.

Revision of Affirmative Action Plan  
Page Two  
April 27, 1989

- d. For line D, the first column is determined by the percent of vacancies for the five-year period multiplied by the grand total in line A. The other columns are determined by ascertaining what the profile goals should be in line E to prevent underrepresentation.
- e. The percentages in line E should be equal to or greater than the availability data, where possible.
- f. Lines A, D, and E become lines A, B, and C on "the Composition and New Hires" table for each unit in a particular category.
- g. Examples of working through the worksheet utilizing the College of Agriculture and Life Sciences and Student Affairs profiles in the secretarial category are discussed (at the workshop).

The Worksheets are to be filled out by you for each category (at most six categories) and forwarded to our office no later than Friday May 5th.

In addition to setting the timetables and goals, we need from you a detailed description of your unit's monitoring procedures in obtaining results.

ls



AFFIRMATIVE ACTION PLAN  
 EPA FACULTY  
 (Tenured/Tenure-Track)

Worksheet I



SCHOOL/DEPARTMENT \_\_\_\_\_

Completed by: \_\_\_\_\_

EPA FACULTY	Estimated Number of Positions Expected to Become Vacant					Subtotal	Estimated Number of Newly Created Positions	Total Positions to be Filled
	1986-87	1987-88	1988-89	1989-90	1990-91			
Full-Time Tenured/Tenure Track Positions	1986-87	1987-88	1988-89	1989-90	1990-91	1986-91	1986-1991	1986-91
Professors								
Associate Professors								
Assistant Professors								
Instructors								
<b>Total</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>

TL:  $A + B + C + E = F$   
 $F + G = H$



11

AFFIRMATIVE ACTION PLAN

EPA FACULTY  
(Non-Tenure Track)

SCHOOL/DEPARTMENT \_\_\_\_\_

Completed by: \_\_\_\_\_

EPA FACULTY  Full-Time Non-Tenure Track Positions	Estimated Number of Positions Expected to Become Vacant				Subtotal 1983-86	Estimated Number of Newly Created Positions 1983-86	Total Positions to be Filled 1983-86
	July 1, 1983 through Oct. 1, 1983	Oct. 1, 1983 through Oct. 1, 1984	Oct. 1, 1984 through Oct. 1, 1985	Oct. 1, 1985 through Oct. 1, 1986			
Lecturers							
TOTAL	A	B	C	D	E	F	G

NOTE: A + B + C + D = E  
E + F = G



# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

December 4, 1986

## MEMORANDUM

TO: Chancellor's Office  
Radiation Protection Office  
Office of University Development  
Sea Grant Office  
Water Resources Office  
**Cooperative Education Office**  
International Programs Office  
Academic Skills Office  
Admissions Office  
Office of University Relations

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Enclosures

COOPERATIVE EDUCATION

Weston, William  
Malanie, Linda

White Male  
White Female

TABLE 3A

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

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86		2	2	100	0	0	0	0	1	50	1	50
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91												
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

AVAILABILITY SOURCE

DISCIPLINE GROUPING

TENURE/TENURED TRACK

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

SOURCE OF DATA:

NON-TENURED TRACK

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

SOURCE OF DATA:

EPA PROFESSIONALS

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

SOURCE OF DATA:



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

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			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	<i>Chancellor</i>	7	7	100%	0	0	0	0	4	57%	3	43%
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91	<i>Radiation Protection</i>	3	3	100%	0	0	0	0	3	100%	0	0
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)	<i>Development</i>	5	5	100%	0	0	0	0	2	40	3	60
D) New Hires 1986-1987	<i>Sea Grant</i>	6	6	100%	0	0	0	0	4	67%	2	33%
E) Profile 1986-1987 (October 1, 1987)	<i>Water Resources</i>	1	1	100%	0	0	0	0	1	100%	0	0
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)	<i>Co-op Ed</i>	2	2	100%	0	0	0	0	1	50	1	50
H) New Hires 1988-1989	<i>International Program</i>	1	1	100%	0	0	0	0	0	0	1	100%
I) Profile 1988-1989 (October 1, 1989)	<i>Academic Skills</i>	9	7	78%	2	22%	0	0	2	22%	7	78%
J) New Hires 1989-1990	<i>Adminis Univ Rel.</i>	4	2	2%	2	2%	0	0	2	50%	2	50%
K) Profile 1989-1990 (October 1, 1990)		4	4	100%	0	0	0	0	2	50	2	50
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

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# North Carolina State University

Box 7101, Raleigh, N. C. 27695-7101

Office of the Provost  
and Vice-Chancellor

December 4, 1986

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Office of University Development  
Sea Grant Office  
Water Resources Office  
Cooperative Education Office  
International Programs Office  
Academic Skills Office  
Admissions Office  
Office of University Relations

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Enclosures

ADMISSIONS

Dixon, George  
Huffman, Rhonda  
Leager, Kay  
Long, Sotello

White Male  
Black Female  
White Female  
Black Male

TABLE 3A

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

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			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86		4	2	50	2	50	0	0	2	50	2	50
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91												
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D) New Hires 1986-1987												
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M) Profile 1990-1991 (October 1, 1991)												
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Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

AVAILABILITY SOURCE

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With Appropriate Terminal Degree			

SOURCE OF DATA:

NON-TENURED TRACK

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

SOURCE OF DATA:

EPA PROFESSIONALS

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

SOURCE OF DATA:



AFFIRMATIVE ACTION PLAN

WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

SALS	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
Tenure/Tenured Track	1.5	1*	1	1	1	5.5
ARS & Extension	2.5	1	.5	.5	.5	5

\*Biotechnology Position

Given by Provost

464

464 409

38

17

294

170

REPORTING UNITS:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
GRAND TOTAL ALL UNITS		222	169		37		16		114		108	
Agriculture and Life Sciences 2,2		14	11		2		1		11		3	
Design 0		0	0		0		0		0		0	
Education 0		1	1		0		0		0		1	
Engineering 3		12	10		1		1		10		2	
Forest Resources 0		16	15		0		1		14		2	
Humanities and Social Sciences 0		0	0		0		0		0		0	
Physical & Mathematical Sciences 1		4	3		1		0		2		2	
Textiles 0		5	3		1		1		3		2	
Veterinary Medicine 2		80	58		13		9		35		56	
Student Affairs 14		60	48		10		2		21		39	
Library 4		10	7		2		1		4		6	
Finance & Business												
University Extension 3		1	1		0		0		1		0	
Special Units (Total) (7)												
Chancellor's Office		1	0		1				1		0	
Provost's Office												
Athletics 3		10	7		3				7		3	
Graduate School												
Admission Radiation Protection 2		1	1		0		0		1		0	
Sea Grant		3	2		1				2		1	
Intr'l Programs												
Computing Center												
University Relation		3	2		1				2		1	
Academic Skills 2		1	0		1		0		1		0	

THE REVISED AFFIRMATIVE ACTION PLAN

1986

1, 3, 1.5, 1.5

ARS  
EX 0.5

EX Termin 1/2

3 215  
Faculty Course

AFFIRMATIVE ACTION PLAN  
WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
TOTAL			1/2	1/2	1/2	
Agriculture and Life Sciences						
Design						
Education						
Engineering						
Forest Resources						
Humanities and Social Sciences						
Physical and Mathematical Sciences						
Textiles						
Veterinary Medicine						

*Gene Quint*  
*(Oct 1)*

AFFIRMATIVE ACTION PLAN

WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

9      2      7

	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
TOTAL	14	8 <sup>BT</sup>	7	5	5	
Agriculture and Life Sciences	0	1	1	0	0	
Design	1/2	1		1		
Education	1	1	0	0	0	
Engineering	4	3	2	1	1	
Health Resources	0	1	0	0	0	
Humanities and Social Sciences	2	4	3	2	2	
Physical and Mathematical Sciences	6 1/2	3	2	1	2	
Textiles	0	1	0			
Veterinary Medicine	2	1	1	1	1	



## AFFIRMATIVE ACTION PLAN

## WORK SHEET

## ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
TOTAL						
Agriculture and Life Sciences			1 (B.T.)			
Design	.5	1	0	1	0	
Education	1	1	0	0	0	
Engineering	4	3	2	1	1	
Forest Resources	0 (INT)	1 (OT) 0	0	0	0	
Humanities and Social Sciences	2	4	3	2	2	
Physical and Mathematical Sciences	6.5	3	2	1	2	
Textiles	0	1	0	0	0	
Veterinary Medicine	2	1	1	1	1 (B.T.)	

TABLE 2A-3

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 Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	2,9	14	13	93.0	1	7.0	0	0	1	7.0	13	93.0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91												
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

TABLE 2A-3

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 Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	2,9	14	13	93.0	1	7.0	0	0	1	7.0	13	93.0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91												
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

TABLE 3A

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

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86		38	35	92.0	3	8.0	0		34	89.5	4	10.5
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91												
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_



TABLE 3A

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

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86		12	10	83.3	0	0	2	16.7	10	83.3	2	16.7
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91												
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_



TABLE 3A

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

## PHYSICAL AND MATHEMATICAL SCIENCES

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86		19	17	89.5	1	5.25	1	5.25	12	63.0	7	37.0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91												
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

TABLE 3A

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

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86		12	10	83.3	0	0	2	16.7	10	83.3	2	16.7
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91												
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

TABLE 3A

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

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86		34	32	94.0	0	0	2	6.0	26	76.5	8	23.5
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91												
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

TABLE 2B

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

## DESIGN

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	16	1	1	100.0	0	0	0	0	1	100.0	0	0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/ 91												
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_



TABLE 2A-1

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 Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	2,9	284	274	98.0	6	1.0	4	1.0	269	95.0	15	5.0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/1		133	126		4		3		121		12	
		33	32		1		0		24		9	
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)		14	13		1		0		1		13	
		43	38		5		0		30		13	
D) New Hires 1986-1987		20	18		1		1		15		5	
E) Profile 1986-1987 (October 1, 1987)		161	141		3		17		154		7	
F) New Hires 1987-1988		38	34		3		1		34		4	
G) Profile 1986-1987 (October 1, 1988)		192	171		3		18		181		11	
		57	54		2		1		50		7	
H) New Hires 1988-1989		245	221		16		8		176		69	
I) Profile 1988-1989 (October 1, 1989)		84	79		2		3		65		19	
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_





TABLE 1

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

EEO-6 Category: Exec., Admin., Mgr'l, with and without Faculty Rank	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile  Data as of 10/86	EPA	169	158		6		5		157		12	
	SPA	13	12		1				12		1	
		182	170		7		5		169		13	
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91												
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: 3.48%Females: 36.8%Other Minorities: 4.98%

TABLE 1  
 Composition and New Hires of NCSU  
 FULL-TIME ADMINISTRATORS  
 By Race and Sex

EEO-6 Category: Exec., Admin., Mgr'l, with and without Faculty Rank	OCR Line Number	Grand Total	Race/Ethnic Group						Sex	
			White		Black		Other		Male	Female
			#	%	#	%	#	%	#	%
A) 1985-86 Profile	FPA	169	158		6		5		157	12
Data as of 10/86	SPA	13	12		1			12	1	
		182	170		7		5	169	13	
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91										
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )										
D) New Hires 1986-1987										
E) Profile 1986-1987 (October 1, 1987)										
F) New Hires 1987-1988										
G) Profile 1987-1988 (October 1, 1988)										
H) New Hires 1988-1989										
I) Profile 1988-1989 (October 1, 1989)										
J) New Hires 1989-1990										
K) Profile 1989-1990 (October 1, 1990)										
L) New Hires 1990-1991										
M) Profile 1990-1991 (October 1, 1991)										
N) New Hires 1986-1987-1991										
SUM: D+F+H+J+L=N										

AVAILABILITY DATA:

Blacks: 3.1%

Females: 36.8%

Other Minorities: 4.9%



TABLE 3A

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

*Agricultural & Life Science*

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86		103 <u>12</u>	91	88.3	4	4.0	8	7.7	81	78.6	32	21.4
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91												
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1986-1987 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_





TABLE 2B

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

AGRICULTURE AND LIFE SCIENCES

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	16	10	9	90.0	0	0	1	10.0	8	80.0	2	20.0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/ 91												
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_































# Table 3A

REPORTING UNITS:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex				
			WHITE		BLACK		Other		Male		Female		
			#	%	#	%	#	%	#	%	#	%	
GRAND TOTAL ALL UNITS		222	169		37			16		114		108	
Agriculture and Life Sciences	2,2	14	11		2			1		11		3	
Design	0	0	0		0			0		0		0	
Education	0	1	1		0			0		0		1	
Engineering	3	12	10		1			1		10		2	
Forest Resources	0	16	15		0			1		14		2	
Humanities and Social Sciences	0	0	0		0			0		0		0	
Physical & Mathematical Sciences	1	4	3		1			0		2		2	
Textiles	0	5	3		1			1		3		2	
Veterinary Medicine	2	80	58		13			9		35		56	
Student Affairs	14	60	48		10			2		21		39	
Library	4	10	7		2			1		4		6	
Finance & Business													
University Extension	3	1	1		0			0		1		0	
Special Units (Total)	7												
Chancellor's Office		1	0		1					1		0	
Provost's Office													
Athletics	3	10	7		3					7		3	
Graduate School													
ADMISSIONS	2	1	1		0			0		1		0	
Sea Grant		3	2		1					2		1	
ACADEMIC SKILLS	2	1	0		1			0		1		0	
Computing Center													
University RELATIONS		3	2		1					2		1	











# Table 3A

464    409                    38                    17                    294                    170

REPORTING UNITS:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex				
			WHITE		BLACK		Other		Male		Female		
			#	%	#	%	#	%	#	%	#	%	
GRAND TOTAL ALL UNITS		222	169		37			16		114		108	
Agriculture and Life Sciences      2,2		14	11		2			1		11		3	
Design                    0		0	0		0			0		0		0	
Education                0		1	1		0			0		0		1	
Engineering             3		12	10		1			1		10		2	
Forest Resources      0		16	15		0			1		14		2	
Humanities and Social Sciences      0		0	0		0			0		0		0	
Physical & Mathematical Sciences                1		4	3		1			0		2		2	
Textiles                    0		5	3		1			1		3		2	
Veterinary Medicine   2		80	58		13			9		35		56	
Student Affairs         14		60	48		10			2		21		39	
Library                    4		10	7		2			1		4		6	
Finance & Business													
University Extension   3		1	1		0			0		1		0	
Special Units (Total) 7													
Chancellor's Office		1	0		1					1		0	
Provost's Office													
Athletics                3		10	7		3					7		3	
Graduate School													
ADMISSIONS          2		1	1		0			0		1		0	
Sea Grant		3	2		1					2		1	
ACADEMIC SKILLS    2		1	0		1			0		1		0	
Computing Center													
University RELATIONS		3	2		1					2		1	













AFFIRMATIVE ACTION PLAN  
EPA FACULTY  
(Tenured/Tenure-Track)

WORKSHEET I

SCHOOL/DEPARTMENT School of Forest Resources

Completed by: L. C. Saylor

EPA FACULTY  Full-Time Tenured/ Tenure Track Positions	Estimated Number of Positions Expected to Become Vacant					Subtotal	Estimated Number of Newly Created Positions	Total Positions to be Filled
	1986-87	1987-88	1988-89	1989-90	1990-91			
Professors	1	3	2	2	1	9	0	9
Associate Professors	1	0	0	2	1	4	1	5
Assistant Professors	1	0	0	0	0	1	4	5
Instructors	0	0	0	0	0	0	0	0
TOTAL	3	3	2	4	2	14	5*	19

NOTE: A+B+C+E = F  
F+C = H

\*1 position from Provost (Biotechnology)  
1 Research Position from ARS (Forestry)  
2 Research Positions (soft money tenure in forestry)

AFFIRMATIVE ACTION PLAN  
 EPA FACULTY  
 (Non-Tenure Track)

SCHOOL/DEPARTMENT School of Forest Resources

Completed by: L. C. Saylor

EPA FACULTY Full-Time Non-Tenure Track Positions	Estimated Number of Positions Expected to Become Vacant					Subtotal	Estimated Number of Newly Created Positions	Total Positions to Fill
	1986-87	1987-88	1988-89	1989-90	1990-91			
Lecturers	0	1	0	0	0	1	0	1
TOTAL	0	1	0	0	0	1	0	1

NOTE: A+B+C+E = F  
 F+G = H

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT School of Forest Resources

Completed by: L. C. Saylor

EPA NON-FACULTY	Estimated Number of Positions Expected to Become Vacant					Subtotal	Estimated Number of Newly Created Positions	Total Positions to be Filled
	1986-87	1987-88	1988-89	1989-90	1990-91			
Executive, Administrative, Managerial								
Professional							0.5*	0.5*
Technical								
Research Assistant	1	1	2	1	1	6	3	9
Research Associate	0	1	0	1	0	2	5	7
Liaison Position	0	0	0	0	0	0	0	0
TOTAL	1 A	2 B	2 C	2 D	1 E	8 F	8.5 G	16.5

\* Provost Office

NOTE: A+B+C+E = F  
F+G = H



AFFIRMATIVE ACTION PLAN

WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

SCHOOL	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
Forest Resources	.5**	1*	0	0	0	1.5

\*Biotechnology position

\*\* EPA Professional

Given by Provost

Availability Source

Discipline Grouping

Termine / Tenured Track

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

Source of Data

Non Tenured Track

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

Source of Data

EPA Professionals

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

Source of Data:

AFFIRMATIVE ACTION PLAN  
 EPA FACULTY  
 (Non-Tenure Track)

SCHOOL/DEPARTMENT \_\_\_\_\_

Completed by: \_\_\_\_\_

EPA FACULTY Full-Time Non-Tenure Track Positions	Estimated Number of Positions Expected to Become Vacant					Subtotal	Estimated Number of Newly Created Positions	Total Positions to be Filled
	1986-87	1987-88	1988-89	1989-90	1990-91			
Lecturers								
TOTAL	A	B	C	D	E	F	G	H

NOTE: A+B+C+E = F  
 F+G = H

AFFIRMATIVE ACTION PLAN  
EPA FACULTY  
(Tenured/Tenure-Track)

WORKSHEET I

SCHOOL/DEPARTMENT \_\_\_\_\_

Completed by: \_\_\_\_\_

EPA FACULTY	Estimated Number of Positions Expected to Become Vacant					Subtotal	Estimated Number of Newly Created Positions	Total Positions to be Filled
	1986-87	1987-88	1988-89	1989-90	1990-91	1986-91	1986-1991	1986-91
Full-Time Tenured/ Tenure Track Positions								
Professors								
Associate Professors								
Assistant Professors								
Instructors								
TOTAL	A	B	C	D	E	F		G

NOTE: A+B+C+E = F  
F+G = H



AFFIRMATIVE ACTION PLAN

WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

SCHOOL	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
CALS	<del>1</del>		1	1	1	
Temple/ Track	1.5	1*	.5	.5	.5	
ARS	1.5					
Extrain	1		.5	.5	.5	

?  
 • Biotechnology Position

AFFIRMATIVE ACTION PLAN

WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

SCHOOL	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
Design	.5	1	0	1	0	2.5

Given by Provost

AFFIRMATIVE ACTION PLAN

WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

SCHOOL	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
Education	1	1	0	0	0	2

Given by Provost

AFFIRMATIVE ACTION PLAN

WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

SCHOOL	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
Engineering	4	3	2	1*	1	11

\*Biotechnology position

Given by Provost



AFFIRMATIVE ACTION PLAN

WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

SCHOOL	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
Forest Resources	.5**	1*	0	0	0	1.5

\*Biotechnology position

\*\* EPA Professional

Given by Provost

AFFIRMATIVE ACTION PLAN

WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

SCHOOL	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
SHASS	2	4	3	2	2	13

Given by Provost

AFFIRMATIVE ACTION PLAN

WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

SCHOOL	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
PAMS	6.5	3	2	1	2	14.5

Given by Provost

AFFIRMATIVE ACTION PLAN

WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

SCHOOL	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
Textiles	0	1	0	0	0	1

Given by Provost



AFFIRMATIVE ACTION PLAN

WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

SCHOOL	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
Vet. Medicine	2	1	1	1	1*	6

\*Biotechnology Position

Given by Provost



## 2. Calculation of Availability Percentages

Each of thirteen units determined appropriate availability percentages for Blacks, women, and other minorities for the EPA Professional Non-Faculty category. These percentages for each unit are given below:

<u>Unit and Source of Availability</u>	<u>% Blacks</u>	<u>% Females</u>	<u>% Other</u>
Agriculture & Life Sciences (National Research Council)	1.6	20.3	8.0
Design (HEGIS Survey)	22.1	42.3	0.3
Education (HEGIS Survey-Library)	5.3	80.0	3.8
Engineering (HEGIS Survey)	1.53	3.55	12.0
Forest Resources (See Appendix D)	2.7	10.0	6.1
Humanities and Social Sciences (HEGIS Survey)	3.01	31.0	4.2
Physical & Mathematical Sciences (HEGIS Survey)	1.8	18.2	6.0
Textiles (HEGIS Survey)	1.3	3.0	4.8
Veterinary Medicine (Assoc. of American Veterinary Medical Colleges, Comparative Data Report, 82-83)	3.0	31.0	1.0
Library (HEGIS Survey)	5.3	80.5	3.4
University Extension (HEGIS Survey)	9.9	59.3	3.7
Special Units (HEGIS Survey)	9.5	30.0	4.2
<i>Student Affairs</i> <i>HEGIS Survey</i>	<i>9.9</i>	<i>67.6</i>	<i>3.9</i>

Availability percentages for Blacks, women, and other minorities were derived by finding for each unit the product of the proportion of persons in that unit times the availability percent for that unit and then the sum of these products.

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)		11	10	91.0	1	9.0	0	0.0	9	82.0	2	18.0
I) Profile 1984-85 (October 1, 1985)		184	172	93.0	7	4.0	5	3.0	171	93.0	13	7.0
J) New Hires 1985-86		7	7	100.0	0	0.0	0	0.0	6	86.0	1	14.0
K) Hires 1983-84 - 1985-86 (Sum of H and J)		18	17	94.0	1	6.0	0	0.0	15	83.0	3	17.0
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 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)		34	31	91.0	2	6.0	1	3.0	21	62.0	13	38.0
I) Profile 1984-85 (October 1, 1985)		122	112	92.0	6	5.0	4	3.0	66	54.0	56	46.0
J) New Hires 1985-86		13	11	85.0	1	8.0	1	8.0	5	38.0	8	62.0
K) Hires 1983-84 - 1985-86 (Sum of H and J)		47	42	89.0	3	6.0	2	4.0	26	55.0	21	45.0
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)		205	185	90.0	12	6.0	8	4.0	127	62.0	78	38.0
I) Profile 1984-85 (October 1, 1985)		452	400	88.0	36	8.0	16	4.0	292	65.0	160	35.0
J) New Hires 1985-86		91	81	89.0	8	9.0	2	2.0	54	59.0	37	41.0
K) Hires 1983-84 - 1985-86 (Sum of H and J)		296	266	90.0	20	7.0	10	3.0	181	61.0	115	39.0
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)	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)		62	52	84.0	6	10.0	4	6.0	38	61.0	24	39.0
I) Profile 1984-85 (October 1, 1985)		207	182	88.0	21	10.0	4	2.0	134	65.0	73	35.0
J) New Hires 1985-86		22	19	86.0	2	9.0	1	5.0	13	59.0	9	41.0
K) Hires 1983-84 - 1985-86 (Sum of H and J)		84	71	85.0	8	10.0	5	6.0	51	61.0	33	39.0
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)	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	72.2	51	17.6	12	4.2	23	8.0	266	92.0
H) Hires 1983-84 - 1984-85 (Sum of E and G)		472	374	79.0	81	17.0	17	4.0	35	7.0	437	93.0
I) Profile 1984-85 (October 1, 1985)		1077	854	79.0	198	18.0	18	2.0	76	7.0	1001	93.0
J) New Hires 1985-86		256	189	74.0	56	22.0	11	4.0	21	8.0	235	92.0
K) Hires 1983-84 - 1985-86 (Sum of H and J)		728	563	77.0	137	19.0	28	4.0	56	8.0	672	92.0
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

50

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)		210	188	90.0	14	7.0	8	4.0	95	45.0	115	55.0
I) Profile 1984-85 (October 1, 1985)		834	733	88.0	76	9.0	25	3.0	391	47.0	443	53.0
J) New Hires 1985-86		144	128	89.0	11	8.0	5	3.0	63	44.0	81	56.0
K) Hires 1983-84 - 1985-86 (Sum of H and J)		354	316	89.0	25	7.0	13	4.0	158	45.0	196	55.0
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	11.2
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)	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	8.0	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)		68	58	85.0	10	15.0	0	0	65	96.0	3	4.0
I) Profile 1984-85 (October 1, 1985)		256	200	78.0	54	21.0	2	1.0	244	95.0	12	5.0
J) New Hires 1985-86		34	27	79.0	7	21.0	0	0	32	94.0	2	6.0
K) Hires 1983-84 - 1985-86 (Sum of H and J)		102	85	83.0	17	17.0	0	0	97	95.0	5	5.0
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)		339	113	33.0	222	65.0	4	1.0	221	65.0	118	35.0
I) Profile 1984-85 (October 1, 1985)		651	141	22.0	507	78.0	3	.00	401	62.0	250	38.0
J) New Hires 1985-86		175	59	34.0	113	65.0	3	2.0	113	65.0	62	35.0
K) Hires 1983-84 - 1985-86 (Sum of H and J)		514	172	33.0	335	65.0	7	1.0	334	65.0	180	35.0
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%

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)												
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)	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)												
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)	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)												
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 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)	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)												
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)	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)												
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: 48.6%

Females: 56.4%

Other Minorities: 0.4%

REPORT ON THE EMPLOYMENT OF FULL-TIME FACULTY AND ADMINISTRATORS BY RACE AND SEX IN 1976 AND 1980-85 AT NCSU

I. FACULTY AND ADMINISTRATORS BY RACE

A. CURRENTLY EMPLOYED

	1976	1980	1981	1982	1983	1984	1985	1986
1. EXECUTIVE/ADMINISTRATIVE/MANAGERIAL								
Black	2	6	6	6	7	8	7	7
White	156	173	176	181	179	174	172	170
Other	3	4	5	7	7	5	5	5
% Black	1.2	3.3	3.2	3.1	3.6	4.3	3.8	3.8
2. TOTAL INSTRUCTIONAL FACULTY								
Black	22	29	28	35	40	40	40	51
White	1011	1112	1152	1203	1248	1280	1293	1319
Other	11	42	49	49	51	60	59	58
% Black	2.1	2.5	2.3	2.7	3.0	2.9	2.9	3.6
a. Tenured								
Black	5	10	11	11	11	12	14	16
White	670	711	732	744	768	802	834	861
Other	8	27	30	29	31	38	38	44
% Black	0.7	1.3	1.4	1.4	1.4	1.4	1.6	1.7
b. Tenure Track								
Black	11	13	13	19	22	23	20	31
White	230	316	335	363	370	372	347	339
Other	2	8	19	20	20	20	17	12
% Black	4.5	3.8	3.5	4.7	5.3	5.5	5.2	8.1
c. Not Tenured <del>or On Track</del>								
Black	6	6	4	5	7	5	6	4
White	111	85	85	96	110	105	112	119
Other	1	0	0	0	0	2	4	2
% Black	5.1	6.6	4.5	5.0	6.0	4.4	4.9	3.2
3. PROFESSIONAL (other than 1 & 2)								
Black	33	40	39	44	49	56	57	57
White	440	483	479	499	516	567	582	607
Other	3	11	13	13	19	20	20	23
% Black	6.9	7.5	7.3	7.9	8.4	8.7	8.6	8.3
Total Currently Employed								
Black	57	75	73	85	96	104	104	115
White	1607	1768	1807	1883	1943	2021	2047	2096
Other	17	57	67	69	77	85	84	86
% Black	3.4	3.9	3.7	4.2	4.5	4.7	4.7	5.0

B. NEWLY HIRED EMPLOYEES

1. EXECUTIVE/ADMINISTRATIVE/MANAGERIAL								
Black	0	0	1	0	0	1	0	0
White	3	13	10	7	3	7	7	6
Other	0	0	0	0	0	0	0	0
% Black	0.0	0.0	9.1	0.0	0.0	12.5	0.0	0.0
2. TOTAL INSTRUCTIONAL FACULTY								
Black	4	3	1	6	9	1	4	9
White	99	61	87	92	82	72	59	73
Other	3	5	5	4	1	3	1	1
% Black	3.8	4.3	1.1	5.9	9.8	1.3	6.2	10.8
a. Tenured								
Black	0	0	0	1	0	0	0	1
White	0	4	8	7	6	5	1	6
Other	1	0	2	0	0	1	0	0
% Black	0.0	0.0	0.0	12.5	0.0	0.0	0.0	14.3
b. Tenure Track								
Black	2	2	0	5	7	1	3	8
White	51	41	62	73	54	58	47	49
Other	1	5	3	4	1	1	0	1
% Black	3.7	4.2	0.0	6.1	11.3	1.7	6.0	13.8
c. Not Tenured <del>or On Track</del>								
Black	2	1	1	0	2	0	1	0
White	48	16	17	12	22	9	11	18
Other	1	0	0	0	0	1	1	0
% Black	3.9	5.9	5.6	0.0	8.3	0.0	7.7	0.0
3. PROFESSIONAL (other than 1 & 2)								
Black	7	8	4	5	10	8	10	4
White	98	79	79	78	107	130	100	106
Other	2	3	4	4	5	7	3	6
% Black	6.5	8.9	4.6	5.7	8.2	5.5	8.8	3.4
Total Newly Hired Employees								
Black	11	11	6	11	19	10	14	13
White	200	153	176	177	192	209	166	185
Other	5	8	9	8	6	10	4	7
% Black	5.1	6.4	3.1	5.6	8.8	4.4	7.6	6.3

*from via Adam Winstanley 12/14/86*



REPORT ON THE EMPLOYMENT OF FULL-TIME FACULTY AND ADMINISTRATORS BY RACE AND SEX IN 1976 AND 1980-85 AT NCSU

II. FACULTY AND ADMINISTRATORS BY SEX

A. CURRENTLY EMPLOYED		1976	1980	1981	1982	1983	1984	1985	1986
1. EXECUTIVE/ADMINISTRATIVE/MANAGERIAL	Men	155	174	178	185	179	174	171	169
	Women	6	9	9	9	14	13	13	13
	% Women	3.7	4.9	4.8	4.6	7.3	7.0	7.1	7.1
2. TOTAL INSTRUCTIONAL FACULTY	Men	951	1031	1074	1100	1133	1159	1164	1189
	Women	93	152	155	187	206	221	228	239
	% Women	8.9	12.8	12.6	14.5	15.4	16.0	16.4	16.7
a. Tenured	Men	665	706	725	733	753	785	810	835
	Women	18	42	48	51	57	67	76	86
	% Women	2.6	5.6	6.2	6.5	7.0	7.9	8.6	9.3
b. Tenure Track	Men	205	272	293	311	313	312	288	284
	Women	38	72	74	91	99	103	96	98
	% Women	15.6	20.9	20.2	22.6	24.0	24.8	25.0	25.7
c. Not Tenured or On Track	Men	81	53	56	56	67	62	66	70
	Women	37	38	33	45	50	51	56	55
	% Women	31.4	41.8	37.1	44.6	42.7	45.1	45.9	44.0
3. PROFESSIONAL (other than 1 & 2)	Men	353	375	359	368	401	420	426	442
	Women	123	159	172	188	183	223	233	245
	% Women	25.8	29.8	32.4	33.8	31.3	34.7	35.4	35.7
Total Currently Employed	Men	1459	1580	1611	1653	1713	1753	1761	1800
	Women	222	320	336	384	403	457	474	497
	% Women	13.2	16.8	17.3	18.9	19.0	20.7	21.2	21.6

B. NEWLY HIRED EMPLOYEES

1. EXECUTIVE/ADMINISTRATIVE/MANAGERIAL	Men	3	13	10	6	2	7	6	6
	Women	0	0	1	1	1	1	1	0
	% Women	0.0	0.0	9.1	14.3	33.3	12.5	14.3	0.0
2. TOTAL INSTRUCTIONAL FACULTY	Men	80	55	77	73	68	60	39	62
	Women	25	14	16	29	24	16	25	21
	% Women	24.5	20.3	17.2	28.4	26.1	21.1	39.1	25.3
a. Tenured	Men	1	4	10	8	6	6	1	7
	Women	0	0	0	0	0	0	0	0
	% Women	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
b. Tenure Track	Men	44	41	56	58	46	49	33	45
	Women	10	7	9	24	16	11	17	13
	% Women	18.5	14.6	13.8	29.3	25.8	18.3	34.0	22.4
c. Not Tenured or On Track	Men	35	10	11	7	16	5	5	10
	Women	16	7	7	5	8	5	8	8
	% Women	31.4	41.2	38.9	41.7	33.3	50.0	61.5	44.4
3. PROFESSIONAL (other than 1 & 2)	Men	76	60	56	48	80	85	67	77
	Women	31	30	31	39	42	60	46	39
	% Women	29.0	33.3	35.6	44.8	34.4	41.4	40.7	33.6
Total Newly Hired Employees	Men	159	128	143	127	150	152	112	145
	Women	57	44	48	69	67	77	72	60
	% Women	26.4	25.6	25.1	35.2	30.9	33.6	39.1	29.3

SOURCE: OCR A1A AND A1B REPORTS



Grouping of Assumptions and Goals Statements  
Research and Graduate Education (General)

	<u>Assumptions</u>	<u>Goals</u>
I. Graduate Programs		
A. Enrollment	1-1, 1-4, 2-7, 6-4, 11-3	1-1, 2-3, 6-4, 9-3, 10-1
B. General Programs Support	1-2, 2-1, 8-4, 10-1, 11-1	1-4, 1-5, 3-6, 8-5, 10-3, 11-2
C. New Programs Support (or Direction)	1-5, 1-7, 2-6, 3-13, 8-1, 8-2, 8-3	3-5, 8-1, 8-2, 8-3, 8-4, 8-6, 9-1, 11-1
II. Research Programs		
A. Space/Facilities	1-6, 2-8, 3-7	1-2, 2-2, 2-5, 3-3, 3-11, 7-5
B. General Research Support	2-9, 2-10, 3-6, 3-12, 3-14, 4-7, 6-1, 6-3, 6-5, 7-1, 7-2	1-3, 2-4, 3-7, 3-15, 4-2, 6-1, 6-3A, 6-3B, 6-5, 7-2, 10-2
C. New Programs Support (or Direction)	2-2, 2-5, 3-5, 3-10, 3-11, 5-3, 10-2, 10-3, 11-1, 11-2	2-1, 3-4, 3-9, 3-10, 3-14, 4-3, 7-1, 7-3, 7-4, 9-2, 9-4, 11-4
III. Other	1-3, 2-3, 2-4, 5-2, 6-2, 7-3	3-8, 6-2, 11-3

Table 1

2A

2A 1-12

2B

3A

3B

- |   |                 |
|---|-----------------|
| 4 | Clerical Secs   |
| 5 | Techn. Occupat. |
| 6 | Skill Crafts    |
| 7 | Service Mann    |

TABLE 2B

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

## DESIGN

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	16	1	1	100.0	0	0	0	0	1	100.0	0	0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91												
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

TABLE 2B

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

## EDUCATION

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	16	6	6	100.0	0	0	0	0	4	67.0	2	33.0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/ 91												
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_



TABLE 2B

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

## ENGINEERING

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	16	18	17	94.4	0	0	1	5.4	17	94.4	1	5.4
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/ 91												
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

TABLE 2B

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

## FOREST RESOURCES

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	16	2	2	100.0	0	0	0	0	2	100.0	0	0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/ 91												
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

TABLE 2B

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

## HUMANITIES AND SOCIAL SCIENCES

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	16	73	70	95.9	3	4.1	0	0	35	47.9	38	52.1
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/ 91												
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

TABLE 2B

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

## PHYSICAL AND MATHEMATICAL SCIENCES

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	16	14	13	92.9	1	7.1	0		3	21.4	11	78.6
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/ 91												
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )												
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_



TABLE 2B

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

## TEXTILES

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex				
			White		Black		Other		Male		Female		
			#	%	#	%	#	%	#	%	#	%	
A) 1985-86 Profile Data as of 10/86	16	0	0	0	0	0	0	0	0	0	0	0	0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/ 91													
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )													
D) New Hires 1986-1987													
E) Profile 1986-1987 (October 1, 1987)													
F) New Hires 1987-1988													
G) Profile 1987-1988 (October 1, 1988)													
H) New Hires 1988-1989													
I) Profile 1988-1989 (October 1, 1989)													
J) New Hires 1989-1990													
K) Profile 1989-1990 (October 1, 1990)													
L) New Hires 1990-1991													
M) Profile 1990-1991 (October 1, 1991)													
N) New Hires 1986-1987-1991													
SUM: D+F+H+J+L=N													

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

TABLE 2B

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

## VETERINARY MEDICINE

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex				
			White		Black		Other		Male		Female		
			#	%	#	%	#	%	#	%	#	%	
A) 1985-86 Profile Data as of 10/86	16	0	0	0	0	0	0	0	0	0	0	0	0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/ 91													
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )													
D) New Hires 1986-1987													
E) Profile 1986-1987 (October 1, 1987)													
F) New Hires 1987-1988													
G) Profile 1987-1988 (October 1, 1988)													
H) New Hires 1988-1989													
I) Profile 1988-1989 (October 1, 1989)													
J) New Hires 1989-1990													
K) Profile 1989-1990 (October 1, 1990)													
L) New Hires 1990-1991													
M) Profile 1990-1991 (October 1, 1991)													
N) New Hires 1986-1987-1991													
SUM: D+F+H+J+L=N													

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

TABLE 2A-1  
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 Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	2,9	284	274	98.0	6	1.0	4	1.0	269	95.0	15	5.0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		25	22	88.0	1	4.0	2	8.0	20	80	5	20.0
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)		289	276	95.5	7	2.4	6	2.1	269	93.0	20	7.0
D) New Hires 1986-1987												
E) Profile 1986-1987 October 1, 1987)												
F) New Hires 1987-1998												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1990-1991 SUM: D+F+H+J+L=N												

AVAILABILITY DATA:  
Blacks: 1.22

Females: 13.97

Other Minorities: 6.08

TABLE 2A-3  
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 Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	2,9	14	13	93.0	1	7.0	0	0	1	7.0	13	93.0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		2	1	50.0	1	50.0	0	0	0	0	1	100
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)	2,9	14	13	93.0	1	7.0	0	0	0	0	14	100
D) New Hires 1986-1987												
E) Profile 1986-1987 October 1, 1987)												
F) New Hires 1987-1998												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1990-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:  
Blacks: 6.31

Females: 81.08

Other Minorities: 1.80



TABLE 2A-5

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 Number	Grand Total	Race/Ethnic Group						Sex					
			White		Black		Other		Male		Female			
			#	%	#	%	#	%	#	%	#	%		
A) 1985-86 Profile Data as of 10/86														
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91														
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )														
D) New Hires 1986-1987														
E) Profile 1986-1987 (October 1, 1987)														
F) New Hires 1987-1988														
G) Profile 1987-1988 (October 1, 1988)														
H) New Hires 1988-1989														
I) Profile 1988-1989 (October 1, 1989)														
J) New Hires 1989-1990														
K) Profile 1989-1990 (October 1, 1990)														
L) New Hires 1990-1991														
M) Profile 1990-1991 (October 1, 1991)														
N) New Hires 1986-1987-1991														
SUM: D+F+H+J+L=N														

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

TABLE 2A-6

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 Number	Grand Total	Race/Ethnic Group						Sex					
			White		Black		Other		Male		Female			
			#	%	#	%	#	%	#	%	#	%		
A) 1985-86 Profile Data as of 10/86														
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91														
C) Goal Profile 1986-1987-1990-1991 ( October 1, 1991 )														
D) New Hires 1986-1987														
E) Profile 1986-1987 (October 1, 1987)														
F) New Hires 1987-1988														
G) Profile 1987-1988 (October 1, 1988)														
H) New Hires 1988-1989														
I) Profile 1988-1989 (October 1, 1989)														
J) New Hires 1989-1990														
K) Profile 1989-1990 (October 1, 1990)														
L) New Hires 1990-1991														
M) Profile 1990-1991 (October 1, 1991)														
N) New Hires 1986-1987-1991														
SUM: D+F+H+J+L=N														

AVAILABILITY DATA:

Blacks: \_\_\_\_\_

Females: \_\_\_\_\_

Other Minorities: \_\_\_\_\_

TABLE 2A-10  
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 Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	2,9	192	171	89.0	3	1.6	18	9.4	181	94.3	11	5.7
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		35	30	85.7	4	11.4	1	2.9	28	80	7	20
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)		207	181	87.4	7	3.4	19	9.2	189	91.3	18	8.7
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1998												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1990-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:  
Blacks: 1.11

Females: 16.0

Other Minorities: 6%

TABLE 2A-11  
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 Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	2,9	38	34	89.5	3	7.9	1	2.6	34	89.5	4	10.5
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		9	7	77.8	1	11.1	1	11.1	8	88.9	1	11.1
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)		39	33	84.7	4	10.2	2	5.1	35	89.7	4	10.3
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1998												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1990-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:  
Blacks: 1.06%

Females: 6.4%

Other Minorities: 7.7%



TABLE 2A-12  
 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 Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	2,9	84	79	94.0	2	2.4	3	3.6	65	77.4	19	22.6
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		24	18	75.0	2	8.3	4	16.7	17	70.8	7	29.2
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)		108	97	89.8	4	3.7	7	6.5	82	75.9	26	24.1
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1998												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1990-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:  
 Blacks: 9.2%

Females: 15.7%

Other Minorities: 10.9%

TABLE 2A-3  
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 Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	2,9	14	13	93.0	1	7.0	0	0	1	7.0	13	93.0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		2	1	50.0	1	50.0	0	0	0	0	1	100
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)	2,9	14	13	93.0	1	7.0	0	0	0	0	14	100
D) New Hires 1986-1987												
E) Profile 1986-1987 October 1, 1987)												
F) New Hires 1987-1998												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1990-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:  
Blacks: 6.31

Females: 81.08

Other Minorities: 1.80

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

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	24	223	198	88.8	19	8.5	6	2.7	148	66.4	75	33.6
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		130	107	82.3	20	15.4	3	2.3	55	42.3	75	57.7
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)		273	233	85.3	33	12.1	7	2.6	145	53.1	128	46.9
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1998												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1990-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:  
Blacks: 12.9%

Females: 49.4%

Other Minorities: 2.0%

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

EE0-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	25	1089	854	78.4	215	19.7	20	1.9	80	7.3	1009	92.7
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		895	702	78.4	176	19.7	17	1.9	52	5.8	843	94.2
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)		1190	933	78.4	234	19.7	23	1.9	120	10.1	1070	89.9
D) New Hires 1986-1987												
E) Profile 1986-1987 October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1990-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: 18.0%

Females: 77.7%

Other Minorities: 1.0%



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

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	26	877	760	86.7	88	10.0	29	3.3	405	46.2	472	53.8
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		640	515	80.5	100	15.6	25	3.9	301	47.0	339	53.0
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)		1001	809	80.7	156	15.6	37	3.7	471	47.0	531	53.0
D) New Hires 1986-1987												
E) Profile 1986-1987 October 1, 1987)												
F) New Hires 1987-1998												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1990-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: 15.7%

Females: 44.5%

Other Minorities: 3.7%

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

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	27	261	203	77.8	54	20.7	4	1.5	247	94.6	14	5.4
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		190	147	77.4	40	21.0	3	1.6	173	91.1	17	8.9
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)		270	209	77.4	57	21.1	4	1.5	247	91.5	23	8.5
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1990-1991 SUM: D+F+H+J+L=N												

AVAILABILITY DATA:  
Blacks: 17.8%

Females: 8.7%

Other Minorities: 1.2%

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

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	28	658	161	24.5	494	75.0	3	0.5	404	61.4	254	38.6
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		480	139	29.0	331	69.0	10	2.0	254	52.9	226	47.1
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)		665	188	28.3	466	70.0	11	1.7	365	54.9	300	45.1
D) New Hires 1986-1987												
E) Profile 1986-1987 October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1990-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:  
Blacks: 41.0%

Females: 46.6%

Other Minorities: 1.7%

AVAILABILITY SOURCE <sup>1/</sup>

DISCIPLINE GROUPING

TENURE/TENURED TRACK

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree	3.16	19.27	0.85

SOURCE OF DATA:

HEW Hegis Report of Doctoral Degrees awarded during 1984-85 for renewable natural resources and parks and recreation.

NON-TENURED TRACK

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree	3.16	19.27	0.85

SOURCE OF DATA:

HEW Hegis Report of Doctoral Degrees awarded during 1984-85 for renewable natural resources and parks and recreation.

EPA PROFESSIONALS

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree	3.16	19.27	0.85

SOURCE OF DATA:

HEW Hegis Report of Doctoral Degrees awarded during 1984-85 for renewable natural resources and parks and recreation.

<sup>1/</sup>

See attachment for explanation.



1/

The availability data for the School of Forest Resources must be determined from two distinctly different populations, so the final figures have been adjusted on the basis of the percentage of school faculty in each subgroup as shown below. The Ph.D. is considered the most appropriate degree for all categories (i.e., tenure track, non-tenure track, and EPA professional) so the base population for availability is the same for all categories.

Forestry-Wood and Paper Science Faculty	83%
Recreation Resources Administration Faculty	17%

$$\text{Blacks} = 1.53 (.83) + 11.11 (.17) = 3.16$$

$$\text{Women} = 15.82 (.83) + 36.11 (.17) = 19.27$$

$$\text{Other Minorities} = 1.02 (.83) + 0 (.17) = 0.85$$

It should be noted these percentages still represent very few individuals, especially for blacks. For example, data collected by the Society of American Foresters (Executive Vice President's office) show that only four blacks were graduated with Ph.D. degrees from Forestry Schools each year of 1984 and 1985.

2A-8  
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 Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	2,9	57	54	94.7	2	3.5	1	1.8	50	87.7	7	12.3
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		19	19	100	0	0	0	0	17	89.5	2	10.5
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)		62	59	95.2	2	3.2	1	1.6	53	85.5	9	14.5
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: 3.2%

Females: 19.3%

Other Minorities: 0.9%

TABLE 2B

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

## FOREST RESOURCES

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86	16	2	2	100.0	0	0	0	0	2	100.0	0	0
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		1	1	100	0	0	0	0	1	100	0	0
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)		2	2	100	0	0	0	0	2	100	0	0
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L=N												

AVAILABILITY DATA:

Blacks: 3.2%Females: 19.3%Other Minorities: 0.9%

TABLE 3A

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

EEO-6 Category:	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1985-86 Profile Data as of 10/86		18	16	89.0	0	0	2	11.0	17	94.4	1	5.6
B) Hiring Goals 1986-1987-1990-1991 Expiration: 10/1/91		16.5	15.5	93.9	0	0	1	6.1	14.5	87.9	2	12.1
C) Goal Profile 1986-1987-1990-1991 (October 1, 1991)		26.5	23.5	88.7	0	0	3	11.3	23.5	88.7	3	11.3
D) New Hires 1986-1987												
E) Profile 1986-1987 (October 1, 1987)												
F) New Hires 1987-1988												
G) Profile 1987-1988 (October 1, 1988)												
H) New Hires 1988-1989												
I) Profile 1988-1989 (October 1, 1989)												
J) New Hires 1989-1990												
K) Profile 1989-1990 (October 1, 1990)												
L) New Hires 1990-1991												
M) Profile 1990-1991 (October 1, 1991)												
N) New Hires 1986-1987-1991												
SUM: D+F+H+J+L+N												

AVAILABILITY DATA:

Blacks: 3.2%Females: 19.3%Other Minorities: 0.9%



AFFIRMATIVE ACTION PLAN  
EPA FACULTY  
(Tenured/Tenure-Track)

WORKSHEET I

SCHOOL/DEPARTMENT School of Forest Resources

Completed by: L. C. Saylor

EPA FACULTY  Full-Time Tenured/ Tenure Track Positions	Estimated Number of Positions Expected to Become Vacant					Subtotal	Estimated Number of Newly Created Positions	Total Positions to be Filled
	1986-87	1987-88	1988-89	1989-90	1990-91			
Professors	1	3	2	2	1	9	0	9
Associate Professors	1	0	0	2	1	4	1	5
Assistant Professors	1	0	0	0	0	1	4	5
Instructors	0	0	0	0	0	0	0	0
TOTAL	3	3	2	4	2	14	5*	19

NOTE: A+B+C+E = F  
F+G = H

- \*1 position from Provost (Biotechnology)
- 1 Research Position from ARS (Forestry)
- 2 Research Positions (soft money tenure in forestry)
- 1 Extension position (wood products)

AFFIRMATIVE ACTION PLAN  
EPA FACULTY  
(Non-Tenure Track)

SCHOOL/DEPARTMENT School of Forest Resources

Completed by: L. C. Saylor

EPA FACULTY Full-Time Non-Tenure Track Positions	Estimated Number of Positions Expected to Become Vacant					Subtotal	Estimated Number of Newly Created Positions	Total Positions to be Filled
	1986-87	1987-88	1988-89	1989-90	1990-91			
Lecturers	0	1	0	0	0	1	0	1
TOTAL	0	1	0	0	0	1	0	1

NOTE: A+B+C+E = F  
F+G = H

## AFFIRMATIVE ACTION PLAN

## EPA NON-FACULTY

SCHOOL/DEPARTMENT School of Forest ResourcesCompleted by: L. C. Saylor

EPA NON-FACULTY	Estimated Number of Positions Expected to Become Vacant					Subtotal	Estimated Number of Newly Created Positions	Total Positions to be Filled
	1986-87	1987-88	1988-89	1989-90	1990-91			
Executive, Administrative, Managerial								
Professional							0.5*	0.5*
Technical								
Research Assistant	1	1	2	1	1	6	3	9
Research Associate	0	1	0	1	0	2	5	7
Liaison Position	0	0	0	0	0	0	0	0
TOTAL	1 A	2 B	2 C	2 D	1 E	8 F	8.5 G	16.5 H

\* Provost Office

NOTE: A+B+C+E = F

F+G = H

AFFIRMATIVE ACTION PLAN

WORK SHEET

ESTIMATED NUMBER OF NEWLY CREATED POSITIONS

SCHOOL	1986-1987	1987-1988	1988-1989	1989-1990	1990-1991	1986-1991
Forest Resources	.5**	1*	0	0	0	1.5

\*Biotechnology position

\*\* EPA Professional

Given by Provost



AVAILABILITY SOURCE

DISCIPLINE GROUPING

TENURE/TENURED TRACK

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

SOURCE OF DATA:

NON-TENURED TRACK

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

SOURCE OF DATA:

EPA PROFESSIONALS

Category	% Blacks	% Women	% Other Minorities
With Appropriate Terminal Degree			

SOURCE OF DATA: