

Changed to  
Jan 23, 1974  
Dr Kelly will be  
out of town.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

HEW  
(visits)

OFFICE OF THE CHANCELLOR  
Box 5067 Zip 27607  
TELEPHONE: 919, 737-2191

January 11, 1974

MINOR

W

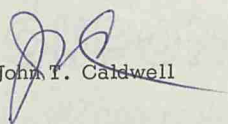
HNT

WNT

✓  
Provost Kelly  
Dean Talley  
Mr. Simpson

Please, if possible, be available January 29 for an informal (I gather) visit from two or three HEW people who want to get a "feel" on some points in the affirmative action picture. Dick Robinson thinks, since they are also visiting A & T, that they may be looking at duplicating programs.

They want to talk with Chancellor, Provost and the person best informed on student recruiting.

  
John T. Caldwell

CC: Mr. Richard Robinson

Mr. William H. Thomas  
Page 2  
July 24, 1975

~~er~~

*Plans to  
be made  
soon*

Should North Carolina State University submit an  
addendum to the current Plan with an extended period  
of time *for the period of 1977 — ?*

~~In either case~~, *well plan* we wish to follow our regular pattern of  
organization and administration and would *appreciate a response* like to know at this  
time ~~which course to take~~ to enable our subunits to have ample  
time to develop their addenda or new plans.

Sincerely,

Lawrence M. Clark  
Affirmative Action Officer

LMC:sj

cc: Acting Chancellor J. A. Rigney  
Provost N. N. Winstead  
Mr. Richard Robinson  
Mr. Louis O. Bryson

North Carolina State University  
at Raleigh  
1974-75  
~~1973-74~~ (Interim)  
Affirmative Action Update Report

In June, 1973, North Carolina State University submitted its Affirmative Action Plan to the HEW District Office in Atlanta, Georgia, and in mid-February, 1974, submitted a revised and expanded Plan for this University. In the original and revised edition, the first year of the goals and timetables was July 1, 1973 to June 30, 1974. Overall, the Affirmative Action Plan is based on a three-year period from July 1, 1973 to June 30, 1976. At the end of each year (June 30), a brief yearly report will be made on the progress and/or lack of progress toward the affirmative action goals.

The NCSU Affirmative Action Plan follows the regular pattern of organization and administration of the University and is divided into 13 planning units which include the eight degree-granting Schools, Student Affairs, Library, Business Affairs, University Extension, and Special Units. Each unit established a planning committee which developed plans applicable to that unit. In combination with the general statement on policy and description of procedure, these 13 plans constituted the Affirmative Action Plan for NCSU.

With the conclusion of the <sup>second</sup> ~~first~~ year each unit reported on the results of the good faith efforts made within that unit on the following groups of personnel:

- |                |   |
|----------------|---|
| EPA Nonfaculty | Employees exempt from the State Personnel Act without faculty rank (example: librarian).        |
| EPA Faculty    | Employees exempt from the State Personnel Act with faculty rank (example: assistant professor). |

SPA

Employees subject to the State Personnel Act  
(example: secretary).

( Page (1) )

Here → Attached are tables from each of the 13 units plus a University total on race and sex on the three categories listed above.

A summary of the tables indicates the following:

Race Summary

*start* EPA Nonfaculty Increase in blacks from 25 to 27 with a goal of 38 by 1976. The two increases of blacks were both in the professional classification. Under the other race category (American Indians, American Orientals, Spanish surnames) the increase was from two to four with a 1976 goal of five. Both of these individuals also were employed under the professional classification. The total of whites in EPA nonfaculty positions was reduced by three from 375 to 372.

EPA Faculty In the faculty ranks progress has been slower than expected with only two blacks added at the associate professorship level during the year. This increased the total of black faculty members to 14 but well below the hoped for progress toward the June 1976 goal of 44 black faculty. There was no overall change in the other race category total, but within this category full professors were increased from five to six but this was affected by a reduction of one in the assistant professor total.

SPA Overall increase of blacks from 538 to 554. Twelve of the 16 additions came in the clerical area. One bright spot showed a black addition in the officials and managers job classification where a year ago there were none. The increase in SPA positions during the year totaled 27 with 16 of the total being black. The Division of Student Affairs equalled or surpassed

P

( The Departments of Adult and Community College Education, and Sociology and Anthropology are housed jointly in two schools; data from these two departments was included twice in last year's interim report. Corrections in last year's data are reflected in this report. In addition some employees under the classification of internationals and foreign nationals were included in the other race category ( American Indians, American Orientals and Spanish surnames) in some of the units reports this year. Corrections have been made in the overall University Summary by taking these counts and adding them under Internationals & Foreign Nationals, and white category. )

Race Summary

EPA NON faculty Blacks increased from 27 to 29 over last year with a goal of 38 by June 1976. Increases of three blacks in the officials and managers classification (2 Administrators in the School Agriculture and ~~one~~ 1 Assistant

(2)

Provost) Coupled with a loss of one block in the professional classification resulted in a net gain of two blocks. Under the other race category (American Indians, American Orientals, Spanish surnames) there was no change over last year.

EPA Faculty Blocks increased from 12 to 16 over last year with a goal of 14 by June 1976. Increases ~~of~~ in the ~~Assistant~~ <sup>Associate</sup> Professors (+1), assistant professors (+3), and instructors (+1) classifications coupled with a loss of one (-1) in the other classification resulted in a net gain of 4 blocks. Under the other race category the increase was from 15 to 17. Gains occurred in the department heads (+1) and lecturers (+1) classifications.

SPA Blocks decreased from 554 to 543 with a goal of 561 by June 1976. Decreases of blocks in the clerical (-4), craftsman (-5), operations (-4), and laborers (-9) classifications coupled with gains in the professionals (+2), technicians (+1), and service workers (+8) classifications resulted in a net loss of

(3)

of 11. Under other race there  
was no change over last year.

Looking at the total University  
employees the number of employees  
increased from 3684 to 3751  
(+67) with blacks decreasing  
in number by ~~5~~ -5 [1]

EPA faculty and Non faculty (+6), SPA (-11)  
Other races increasing by +2  
and whites increasing by +70.

### Sex Summary

EPA Non faculty Females  
increased from 86 to 88 over  
last year with a goal of ~~90~~ 90  
by June 1976. ~~Gains occurred~~  
Increases in the officials and  
managers (+1), and professionals  
(+2) classifications coupled with  
a loss of ~~1~~ one (-1) in  
the technicians classification  
resulted in a net gain of two  
females over last year.

EPA Faculty Females increased  
from 63 to 78 over last year  
with goal of 118 by June 1976.  
Gains occurred in the department (+1),  
<sup>associate</sup> professors (+5), assistant professors  
(+2), instructors (+6) and other (+1) classifications



SPA

Females increased from 1151 to 1170 over last year. Under the classification of officials and managers (+1), - professionals (+17), technicians (+14), clerical (+5), craftsmen (+3), laborers (+1) were noted. Under the classification of operations (-3), service workers (-6), slight decreases were noted. (Some employees in the sales classification have been reclassified)

It is very clear after the first two years of the three-year period the University as a whole has a long way to go ~~its~~ meeting the goals set forth two years ago for blacks and females; particularly in the EPA faculty area. The two years were expected to be the least productive of the three as the various departments, schools and divisions expended their efforts in the attempted recruitment of minorities and females.

An affirmative action form that accompanies each regular University appointment form was used during the year to renew the good faith efforts made on each new EPA faculty

and uniformly appointment prior to the official offer being made. In cases where the effort appeared to be too limited in scope for the position or not enough good faith effort was made to publicize the open position, ~~then~~ the ELO officer contacted the responsible persons and either received additional information on the efforts made or asked that the opening be further publicized or additional efforts be made before being approved. A copy of the Affirmative Action Report Form is attached.

Although the second year results are not as dramatic as hoped for, ~~there were several blocks increased in the EPA faculty and Non faculty categories by 6.~~

There were several encouraging reports. Blocks increased in the EPA faculty and Non faculty categories by 6.

Among these an Assistant Provost was hired and an assistant ~~football coach was employed.~~

During the year a block ~~was~~ the Assistant Provost

was appointed Assistant Provost ~~head of~~ the Department of ~~Instruction and Curriculum,~~ a female was appointed ~~head of~~ the Department of Instruction and Curriculum,

a block was appointed assistant football coach. Appointments which already have been made effective after June 30, 1975, which are not reflected in this report included six block faculty members, seven female faculty members. In addition a female <sup>Pharmacist</sup> ~~Pharmacist~~ and a female basketball coach have been appointed effective after ~~July 1,~~ June 30, 1975.

Two blocks and two females were promoted from assistant Professor to professor and one female was promoted from instructor to assistant Professor. These promotions will be reflected in next years report.

(6)

A block was appointed assistant football coach. Appointments which already <sup>have</sup> ~~been~~ <sup>been</sup> made effective after June 30, 1975 which ~~are~~ <sup>are</sup> not reflected in this report included ~~five~~ <sup>five</sup> block faculty members and ~~seven~~ <sup>seven</sup> female faculty members.

6B

The Equal Employment Opportunity officer chaired the affirmative action committee consisting of one ~~rep~~ representative from each of the 13 units of the University and two at large members. This committee met several times during the year to discuss affirmative action & equal employment. In addition, a Panel Discussion entitled ~~the~~ "The Federal Impact

Impact of Federal Regulations on Higher Education" was held and was well attended by <sup>both</sup> faculty and staff. Also a Race Relations Seminar ~~was~~ <sup>for</sup> key administrators was conducted.

Also a two <sup>day</sup> Race Relations seminar for key administrators was held.

The seminar was conducted by Urban Crisis, Inc. of Atlanta, Ga.

During the year the EEO officer met and reported on the University Plan to the University

(7)

Board of Trustees, University Board  
Neighbor Council, the Chancellor's  
Administrative Council, and various  
schools and departments. -

$$\begin{array}{r} -4 \\ -4 \\ -9 \\ \hline \end{array}$$

$$\begin{array}{r} -17 \\ +2 \\ +1 \end{array}$$

$$\begin{array}{r} -4 \\ -4 \\ -5 \\ -9 \end{array} \begin{array}{l} 8 \\ 5 \\ 9 \end{array}$$

$$\begin{array}{r} -22 \\ +11 \\ \hline 11 \end{array}$$

TABLE 1a. Summary by race on all employees of North Carolina State University

Job Classification	Employment Status	Time Period	International Foreign Nationals*			
			Black	Other	White	Total
<b>EPA NON-FACULTY</b>						
Officials & Managers	Full-time	June 1973	7 (6.4) <sup>1</sup>	0 (0.0)	102 (93.6)	109 (27.1) <sup>2</sup>
		June 1974	7 (6.5)	0 (0.0)	100 (93.5)	107 (26.6) <sup>2</sup>
		1975-76	9 (8.4)	0 (0.0)	98 (91.6)	107 (26.1)
		June 75	10 (8.8)	0 (0.0)	103 (91.2)	113 (27.0)
	Part-time	June 1973	0 (0.0)	0 (0.0)	1 (100.0)	1 (8.3)
		June 1974	N/A	N/A	N/A	N/A
1975-76		0 (0.0)	0 (0.0)	1 (100.0)	1 (12.5)	
	June 75	N/A	N/A	N/A	N/A	
Professionals	Full-time	June 1973	18 (6.2)	2 (0.7)	270 (93.1)	290 (72.1)
		June 1974	20 (6.8)	4 (1.4)	268 (91.8)	292 (72.4)
		1975-76	29 (9.6)	5 (1.7)	266 (88.7)	300 (73.2)
		June 75	19 (6.3)	4 (1.3)	287 (92.4)	304 (72.5)
	Part-time	June 1973	1 (9.1)	0 (0.0)	10 (90.9)	11 (91.7)
		June 1974	0 (0.0)	0 (0.0)	11 (100.0)	11 (100.0)
1975-76		0 (0.0)	0 (0.0)	7 (100.0)	7 (87.5)	
	June 75	1 (6.7)	0 (0.0)	14 (93.3)	15 (100.0)	
Technicians	Full-time	June 1973	0 (0.0)	0 (0.0)	3 (100.0)	3 (0.8)
		June 1974	0 (0.0)	0 (0.0)	4 (100.0)	4 (1.0)
		1975-76	0 (0.0)	0 (0.0)	3 (100.0)	3 (0.7)
		June 75	0 (0.0)	0 (0.0)	2 (100.0)	2 (0.5)
	Part-time	June 1973	N/A	N/A	N/A	N/A
		June 1974	N/A	N/A	N/A	N/A
1975-76		N/A	N/A	N/A	N/A	
	June 1975	N/A	N/A	N/A	N/A	
Total	Full-time	June 1973	25 (6.2)	2 (0.5)	375 (93.3)	402
		June 1974	27 (6.7)	4 (1.0)	372 (92.3)	403
		1975-76	38 (9.3)	5 (1.2)	367 (89.5)	410
		June 75	29 (6.9)	4 (1.0)	386 (92.1)	414
	Part-time	June 1973	1 (8.3)	0 (0.0)	11 (91.7)	12
		June 1974	0 (0.0)	0 (0.0)	11 (100.0)	11
1975-76		0 (0.0)	0 (0.0)	8 (100.0)	8	
	June 75	1 (6.7)	0 (0.0)	14 (93.3)	15	

**EPA FACULTY**

Department Head	Full-time	June 1973	0 (0.0)	1 (1.8)	56 (98.2)	57 (4.9)
		June 1974	0 (0.0)	1 (1.8)	55 57 (98.2)	56 58 (4.9)
		1975-76	0 (0.0)	1 (1.7)	57 (98.3)	58 (4.6)
	June 75	0 (0.0)	2 (3.6)	54 (96.4)	56 (4.9)	
Part-time	June 1973	June 1974	N/A	N/A	N/A	N/A
		1975-76	N/A	N/A	N/A	N/A
		June 75	N/A	N/A	N/A	N/A

TABLE 1a. - Continued

Job Classification	Employment Status	Time Period	I + F				
			Black	Other	White	Total	
Professors	Full-time	June 1973	0 (0.0)	5 (1.4)	346 (98.6)	351 (29.9)	
		June 1974	0 (0.0)	6 (1.7)	348 355 (98.3)	354 361 (30.5)	
		1975-76	2 (0.5)	6 (1.5)	401 (98.0)	409 (32.6)	
	Part-time	June 1973	0 (0.0)	0 (0.0)	365	371 (32.4)	
		June 1974	0 (0.0)	0 (0.0)	6 (100.0)	6 (14.0)	
		1975-76	0 (0.0)	0 (0.0)	6 (100.0)	6 (11.8)	
		June 75	0 (0.0)	0 (0.0)	8 (100.0)	8 (12.3)	
	Associate Professors	Full-time	June 1973	3 (1.0)	5 (1.6)	302 (97.4)	310 (26.5)
			June 1974	3 5 (1.6)	5 (1.6)	296 308 (98.8)	304 318 (26.9)
			1975-76	8 (2.2)	9 (2.4)	353 (95.4)	370 (29.5)
Part-time		June 1973	4 (1.2)	5 (1.4)	330 (97.4)	339 (29.6)	
		June 1974	0 (0.0)	0 (0.0)	5 (100.0)	5 (11.6)	
		1975-76	0 (0.0)	0 (0.0)	5 (100.0)	5 (9.8)	
		June 75	0 (0.0)	0 (0.0)	5 (100.0)	5 (15.2)	
Assistant Professors		Full-time	June 1973	4 (1.3)	4 (1.3)	304 (97.4)	312 (26.6)
			June 1974	4 (1.3)	3 (0.9)	297 319 (97.8)	304 326 (27.6)
			1975-76	27 (8.2)	1 (0.3)	302 (91.5)	330 (26.3)
	Part-time	June 1973	7 (2.7)	3 (1.2)	245 (96.9)	255 (22.4)	
		June 1974	0 (0.0)	0 (0.0)	4 (100.0)	4 (9.3)	
		1975-76	0 (0.0)	0 (0.0)	6 (100.0)	6 (11.8)	
		June 75	0 (0.0)	0 (0.0)	3 (100.0)	3 (9.1)	
	Instructors	Full-time	June 1973	4 (3.0)	0 (0.0)	130 (97.0)	134 (11.4)
			June 1974	4 (3.6)	0 (0.0)	103 106 (96.2)	107 110 (9.3)
			1975-76	6 (7.4)	1 (1.2)	74 (91.4)	81 (6.4)
Part-time		June 1973	5 (4.6)	0 (0.0)	104 (95.4)	109 (9.5)	
		June 1974	2 (13.3)	0 (0.0)	13 (86.7)	15 (34.9)	
		1975-76	2 (9.5)	0 (0.0)	19 (90.5)	21 (41.2)	
		June 1975	0 (0.0)	0 (0.0)	12 (100.0)	12 (36.3)	
Lecturer		Full-time	June 1973	1 (5.3)	0 (0.0)	18 (94.7)	19 (29.2)
			June 1974	0 (0.0)	0 (0.0)	1 (100.0)	1 (0.1)
			1975-76	0 (0.0)	0 (0.0)	1 (100.0)	1 (0.1)
	Part-time	June 1973	0 (0.0)	1 (100.0)	0 (0.0)	1 (0.1)	
		June 1974	0 (0.0)	0 (0.0)	5 (100.0)	5 (11.6)	
		1975-76	0 (0.0)	0 (0.0)	5 (100.0)	5 (9.8)	
		June 75	0 (0.0)	0 (0.0)	3 (100.0)	3 (9.1)	
	Other	Full-time	June 1973	0 (0.0)	0 (0.0)	6 (100.0)	6 (9.2)
			June 1974	1 (14.3)	0 (0.0)	6 (85.7)	7 (0.6)
			1975-76	1 (12.5)	0 (0.0)	7 (87.5)	8 (0.7)
Part-time		June 1973	1 (14.3)	0 (0.0)	5 (85.7)	6 (0.5)	
		June 1974	0 (0.0)	0 (0.0)	13 (100.0)	13 (1.1)	
		1975-76	0 (0.0)	0 (0.0)	8 (100.0)	8 (18.6)	
		June 75	0 (0.0)	0 (0.0)	8 (100.0)	8 (15.6)	



Job Classification	Employment Status	Time Period	Black	Other	White	Total
Total	Full-time	June 1973	12 (1.0)	15 (1.3)	1145 (97.7)	1172
		June 1974	14 (1.2)	15 (1.3)	1153 (97.5)	1182
		1975-76	44 (3.5)	18 (1.4)	1193 (95.1)	1255
	Part-time	June 1973	3 (7.0)	0 (0.0)	40 (93.0)	43
		June 1974	2 (3.9)	0 (0.0)	49 (96.1)	51
		1975-76	2 (6.1)	0 (0.0)	31 (93.9)	33
				1 (1.5)	2 (3.1)	62 (95.4)

## SPA &amp; UNCLASSIFIED STUDENT SUPPLY STORE EMPLOYEES

Officials & Managers	Full-time	Oct 1973	0 (0.0)	0 (0.0)	59 (100.0)	59 (2.8)
		June 1974	1 (1.6)	0 (0.0)	61 (98.4)	62 (2.9)
		1975-76	1 (1.3)	0 (0.0)	59 (100.0)	59 (2.8)
	Part-time	Oct 1973			74 (98.7)	75 (3.4)
		June 1974	N/A	N/A	N/A	N/A
		1973-74-1975-76				
		June 75	N/A	N/A	N/A	N/A
Professionals	Full-time	Oct 1973	2 (2.8)	2 (2.8)	67 (94.4)	71 (3.3)
		June 1974	2 (2.9)	1 (1.4)	67 (95.7)	70 (3.3)
		1975-76	2 (2.8)	2 (2.8)	67 (94.4)	71 (3.3)
	Part-time	Oct 1973		1 (1.0)	93 (94.9)	98 (4.6)
		June 1974	N/A	N/A	N/A	N/A
		1973-74-1975-76				
June 75	N/A	0 (0.0)	1 (100.0)	1 (1.0)		
Technicians	Full-time	Oct 1973	37 (9.2)	6 (1.5)	357 (89.3)	400 (18.9)
		June 1974	36 (9.0)	7 (1.8)	357 (89.2)	400 (18.6)
		1975-76	37 (9.2)	6 (1.5)	357 (89.3)	400 (18.7)
	Part-time	Oct 1973	0 (0.0)	0 (0.0)	3 (100.0)	3 (3.7)
		June 1974	0 (0.0)	0 (0.0)	3 (100.0)	3 (3.4)
		1973-74-1975-76				
June 75	0 (0.0)	0 (0.0)	3 (100.0)	3 (3.1)		
Sales	Full-time	Oct 1973	1 (1.8)	0 (0.0)	56 (98.2)	57 (2.7)
		June 1974	1 (1.7)	0 (0.0)	57 (98.3)	58 (2.7)
		1975-76	3 (4.9)	0 (0.0)	58 (95.1)	61 (2.9)
	Part-time	Oct 1973	1 (3.7)	0 (0.0)	26 (86.3)	27 (1.2)
		June 1974	N/A	N/A	N/A	N/A
		1973-74-1975-76				
June 75	0 (0.0)	0 (0.0)	1 (100.0)	1 (1.0)		
Clerical	Full-time	Oct 1973	81 (10.6)	3 (0.4)	682 (89.0)	766 (36.1)
		June 1974	93 (12.0)	3 (0.4)	681 (87.6)	777 (36.2)
		1975-76	97 (12.5)	2 (0.3)	676 (87.2)	775 (36.3)
	Part-time	Oct 1973	1 (1.3)	0 (0.0)	76 (98.7)	77 (93.9)
		June 1974	1 (1.4)	0 (0.0)	73 (98.6)	74 (93.7)
		1975-76	1 (1.2)	0 (0.0)	82 (98.8)	83 (94.3)
June 75	5 (6.8)	1 (1.4)	68 (91.8)	74 (77.1)		

83.4  
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Job Classification	Employment Status	Time Period	ITYF			
			Black	Other	White	Total
Craftsman	Full-time	Oct 1973	59 (23.9)	0 (0.0)	188 (76.1)	247 (11.7)
		June 1974	59 (24.1)	0 (0.0)	186 (75.9)	245 (11.4)
		1973-74	62 (24.8)	0 (0.0)	188 (75.2)	250 (11.7)
	Part-time	Oct 1973	54 (21.6)	0 (0.0)	196 (78.4)	250 (11.4)
		June 1974	N/A	N/A	N/A	N/A
		1973-74	N/A	N/A	N/A	N/A
	June 1975	0 (0.0)	0 (0.0)	6 (100.0)	6 (6.3)	
Operations (Semi-skilled)	Full-time	Oct 1973	34 (31.5)	2 (1.8)	72 (66.7)	108 (5.1)
		June 1974	37 (32.4)	1 (0.9)	76 (66.7)	114 (5.3)
		1973-74	36 (33.0)	2 (1.9)	71 (65.1)	109 (5.1)
	Part-time	Oct 1973	33 (30.8)	1 (1.0)	73 (68.2)	107 (4.9)
		June 1974	N/A	N/A	N/A	N/A
		1973-74	N/A	N/A	N/A	N/A
	June 75	1 (100.0)	0 (0.0)	0 (0.0)	1 (1.0)	
Laborers	Full-time	Oct 1973	79 (63.7)	0 (0.0)	45 (36.3)	124 (5.8)
		June 1974	82 (59.9)	1 (0.7)	54 (39.4)	137 (6.4)
		1973-74	79 (63.7)	0 (0.0)	45 (36.3)	124 (5.8)
	Part-time	Oct 1973	73 (59.8)	0 (0.0)	49 (40.2)	122 (5.6)
		June 1974	0 (0.0)	0 (0.0)	2 (100.0)	2 (2.4)
		1973-74	0 (0.0)	0 (0.0)	2 (100.0)	2 (2.3)
	June 75	0 (0.0)	0 (0.0)	2 (100.0)	2 (2.1)	
Service Workers	Full-time	Oct 1973	245 (85.1)	1 (0.3)	42 (14.6)	288 (13.6)
		June 1974	243 (85.6)	1 (0.4)	40 (14.0)	284 (13.2)
		1973-74	245 (85.1)	1 (0.3)	42 (14.6)	288 (13.4)
	Part-time	Oct 1973	251 (87.2)	1 (0.3)	36 (12.5)	288 (13.2)
		June 1974	N/A	N/A	N/A	N/A
		1973-74	N/A	N/A	N/A	N/A
	June 75	6 (75.0)	0 (0.0)	2 (25.0)	8 (8.4)	
Total	Full-time	Oct 1973	538 (25.3)	14 (0.7)	1568 (74.0)	2120
		June 1974	554 (25.8)	14 (0.7)	1579 (73.5)	2147
		1973-74	561 (26.2)	13 (0.6)	1563 (73.2)	2137
	Part-time	Oct 1973	543 (24.8)	14 (0.6)	1631 (74.6)	2188
		June 1974	1 (1.2)	0 (0.0)	81 (98.8)	82
		June 1974	1 (1.3)	0 (0.0)	78 (98.7)	79
	1973-74	1 (1.1)	0 (0.0)	87 (98.9)	88	
	June 75	12 (12.5)	1 (1.0)	83 (86.5)	96	
TOTAL EMPLOYEES	Full-time	Jun/Oct 1973	575 (15.6)	31 (0.8)	3088 (83.6)	3694
		June 1974	599 (15.9)	33 (0.9)	3104 (83.2)	3732
		Goals	643 (16.9)	36 (0.9)	3123 (82.2)	3802
	Part-time	Jun/Oct 1973	588 (15.7)	35 (0.9)	3128 (83.4)	3751
		June 1974	5 (3.6)	0 (0.0)	132 (96.4)	137
		Goals	3 (2.1)	0 (0.0)	138 (97.9)	141
	June 75	3 (2.3)	0 (0.0)	126 (97.7)	129	
	June 75	14 (8.0)	3 (1.7)	159 (90.3)	176	

<sup>1</sup>Number of employees and (percent within this employment status group)

<sup>2</sup>Number and (percent of total) within this job classification.

old ones

TABLE 1a. Summary by race on all employees of North Carolina State University

Job Classification	Employment Status	Time Period	Black	Other	Internat., For. Nat., White	Total
<u>EPA NON-FACULTY</u>						
Officials & Managers	Full-time	June 1974	7 (6.5)	0 (0.0)	100 (93.5)	107 (26.6)
		June 1975	10 (8.8)	0 (0.0)	103 (91.2)	113 (27.0)
		1975-76	9 (8.4)	0 (0.0)	98 (91.6)	107 (26.1)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	N/A	N/A	N/A	N/A
		1975-76	0 (0.0)	0 (0.0)	1 (100.0)	1 (12.5)
Professionals	Full-time	June 1974	20 (6.8)	4 (1.4)	268 (91.8)	292 (72.4)
		June 1975	19 (6.3)	4 (1.3)	281 (92.4)	304 (72.5)
		1975-76	29 (9.6)	5 (1.7)	266 (88.7)	300 (73.2)
	Part-time	June 1974	0 (0.0)	0 (0.0)	11 (100.0)	11 (100.0)
		June 1975	1 (6.7)	0 (0.0)	14 (93.3)	15 (100.0)
		1975-76	0 (0.0)	0 (0.0)	7 (100.0)	7 (87.5)
Technicians	Full-time	June 1974	0 (0.0)	0 (0.0)	4 (100.0)	4 (1.0)
		June 1975	0 (0.0)	0 (0.0)	2 (100.0)	2 (0.5)
		1975-76	0 (0.0)	0 (0.0)	3 (100.0)	3 (0.7)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	N/A	N/A	N/A	N/A
		1975-76				
Total	Full-time	June 1974	27 (6.7)	4 (1.0)	372 (92.3)	403
		June 1975	29 (6.9)	4 (1.0)	386 (92.1)	419
		1975-76	38 (9.3)	5 (1.2)	367 (89.5)	410
	Part-time	June 1974	0 (0.0)	0 (0.0)	11 (100.0)	11
		June 1975	1 (6.7)	0 (0.0)	14 (93.3)	15
		1975-76	0 (0.0)	0 (0.0)	8 (100.0)	8

EPA FACULTY

Department Head	Full-time	June 1974	0 (0.0)	1 (1.8)	55 (98.2)	56 (4.9)
		June 1975	0 (0.0)	2 (3.6)	54 (96.4)	56 (4.9)
		1975-76	0 (0.0)	1 (1.7)	57 (98.3)	58 (4.6)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	N/A	N/A	N/A	N/A
		1975-76				

Job Classification	Employment Status	Time Period	Black	Other	Internat., For. Nat., White	Total
Professors	Full-time	June 1974	0 (0.0)	6 (1.7)	348 (98.3)	354 (31.2)
		June 1975	0 (0.0)	6 (1.6)	365	371 (32.4)
		1975-76	2 (0.5)	6 (1.5)	401 (98.0)	409 (32.6)
	Part-time	June 1974	0 (0.0)	0 (0.0)	6 (100.0)	6 (11.8)
		June 1975	0 (0.0)	0 (0.0)	8 (100.0)	8 (12.3)
		1975-76	0 (0.0)	0 (0.0)	4 (100.0)	4 (12.1)
Associate Professors	Full-time	June 1974	3 (1.0)	5 (1.6)	296	304 (26.8)
		June 1975	4 (1.2)	5 (1.4)	330 (97.4)	339 (29.6)
		1975-76	8 (2.2)	9 (2.4)	353 (97.4)	370 (29.5)
	Part-time	June 1974	0 (0.0)	0 (0.0)	5 (100.0)	5 (9.8)
		June 1975	0 (0.0)	0 (0.0)	7 (100.0)	7
		1975-76	0 (0.0)	0 (0.0)	5 (100.0)	5 (15.2)
Assistant Professors	Full-time	June 1974	4 (1.3)	3 (1.0)	297 (97.7)	304 (26.8)
		June 1975	7 (2.7)	3 (1.2)	245 (96.9)	255 (22.4)
		1975-76	27 (8.2)	1 (0.3)	302 (91.5)	330 (26.3)
	Part-time	June 1974	0 (0.0)	0 (0.0)	6 (100.0)	6 (11.8)
		June 1975	0 (0.0)	2 (2.2)	7 (7.8)	9 (13.9)
		1975-76	0 (0.0)	0 (0.0)	3 (100.0)	3 (9.1)
Instructors	Full-time	June 1974	4 (3.7)	0 (0.0)	103 (96.3)	107 (9.5)
		June 1975	5 (4.6)	0 (0.0)	104 (95.4)	109 (9.5)
		1975-76	6 (7.4)	1 (1.2)	74 (91.4)	81 (6.4)
	Part-time	June 1974	2 (9.5)	0 (0.0)	19 (90.5)	21 (41.2)
		June 1975	1 (5.3)	0 (0.0)	18 (94.7)	19 (29.2)
		1975-76	0 (0.0)	0 (0.0)	12 (100.0)	12 (36.3)
Lecturer	Full-time	June 1974	0 (0.0)	0 (0.0)	1 (100.0)	1 (0.1)
		June 1975	0 (0.0)	1 (100.0)	0 (0.0)	1 (0.1)
		1975-76	0 (0.0)	0 (0.0)	1 (100.0)	1 (0.1)
	Part-time	June 1974	0 (0.0)	0 (0.0)	5 (100.0)	5 (9.8)
		June 1975	0 (0.0)	0 (0.0)	6 (100.0)	6 (9.2)
		1975-76	0 (0.0)	0 (0.0)	3 (100.0)	3 (9.1)
Other	Full-time	June 1974	1 (12.5)	0 (0.0)	7 (87.5)	8 (0.7)
		June 1975	0 (0.0)	0 (0.0)	13 (100.0)	13 (1.1)
		1975-76	1 (14.3)	0 (0.0)	5 (85.7)	6 (0.5)
	Part-time	June 1974	0 (0.0)	0 (0.0)	8 (100.0)	8 (15.6)
		June 1975	0 (0.0)	0 (0.0)	16 (100.0)	16 (24.6)
		1975-76	2 (33.3)	0 (0.0)	4 (66.7)	6 (18.2)

TABLE 1a. -Continued

Job Classification	Employment Status	Time Period	Black	Other	Internat., For. Nat., White	Total
Total	Full-time	June 1974	12 (1.2)	15 (1.3)	1107 (97.5)	1134
		June 1975	16 (1.4)	17 (1.5)	1111 (97.1)	1144
		1975-76	44 (3.5)	18 (1.4)	1193 (95.1)	1255
	Part-time	June 1974	2 (3.9)	0 (0.0)	49 (96.1)	51
		June 1975	1 (1.5)	2 (3.1)	62 (95.4)	65
		1975-76	2 (6.1)	0 (0.0)	31 (93.9)	33
<u>SPA &amp; UNCLASSIFIED STUDENT SUPPLY STORE EMPLOYEES</u>						
Officials & Managers	Full-time	June 1974	1 (1.6)	0 (0.0)	61 (98.4)	62 (2.9)
		June 1975	1 (1.3)	0 (0.0)	74 (98.7)	75 (3.4)
		1975-76	0 (0.0)	0 (0.0)	59 (100.0)	59 (2.8)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	N/A	N/A	N/A	N/A
		1975-76				
Professionals	Full-time	June 1974	2 (2.9)	1 (1.4)	67 (95.7)	70 (3.3)
		June 1975	4 (4.1)	1 (1.0)	93 (94.9)	98 (4.5)
		1975-76	2 (2.8)	2 (2.8)	67 (94.4)	71 (3.3)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	0 (0.0)	0 (0.0)	1 (100.0)	1 (1.0)
		1975-76				
Technicians	Full-time	June 1974	36 (9.0)	7 (1.8)	357 (89.2)	400 (18.6)
		June 1975	37 (8.3)	7 (1.6)	401 (90.1)	445 (20.3)
		1975-76	37 (9.2)	6 (1.5)	357 (89.3)	400 (18.7)
	Part-time	June 1974	0 (0.0)	0 (0.0)	3 (100.0)	3 (3.4)
		June 1975	0 (0.0)	0 (0.0)	3 (100.0)	3 (3.1)
		1975-76				
Sales	Full-time	June 1974	1 (1.7)	0 (0.0)	57 (98.3)	58 (2.7)
		June 1975	1 (3.7)	0 (0.0)	26 (86.3)	27 (1.2)
		1975-76	3 (4.9)	0 (0.0)	58 (95.1)	61 (2.9)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	0 (0.0)	0 (0.0)	1 (100.0)	1 (1.0)
		1975-76				
Clerical	Full-time	June 1974	93 (12.0)	3 (0.4)	681 (87.6)	777 (36.2)
		June 1975	89 (11.5)	4 (0.5)	683 (88.0)	776 (35.5)
		1975-76	97 (12.5)	2 (0.3)	676 (87.2)	775 (36.3)

TABLE 1b. Summary by sex on all employees of North Carolina State University

Job Classification	Employment Status	Time Period	Female	Male	Total
<u>EPA NON-FACULTY</u>					
Officials & Managers	Full-time	June 1973	8 (8.3)	101 (92.7)	109 (27.1)
		June 1974	10 (9.3)	97 (90.7)	107 (26.6)
		1975-76	11 (10.3)	96 (89.7)	107 (26.1)
		June 75	11 (10.7)	102 (89.3)	113 (27.8)
	Part-time	June 1973	1 (100.0)	0 (0.0)	1 (8.3)
		June 1974	-	-	-
1975-76		1 (100.0)	0 (0.0)	1 (12.5)	
	June 75	N/A	N/A	N/A	
Professionals	Full-time	June 1973	74 (25.5)	216 (74.5)	290 (72.1)
		June 1974	74 (25.3)	218 (74.7)	292 (72.4)
		1975-76	77 (25.7)	223 (74.3)	300 (73.2)
		June 75	76 (25.0)	228 (75.0)	304 (72.5)
	Part-time	June 1973	5 (45.5)	6 (54.5)	11 (91.7)
		June 1974	3 (27.3)	8 (72.7)	11 (100.0)
1975-76		3 (42.9)	4 (57.1)	7 (87.5)	
	June 75	6 (40.0)	9 (60.0)	15 (100.0)	
Technicians	Full-time	June 1973	2 (66.7)	1 (33.3)	3 (0.8)
		June 1974	2 (50.0)	2 (50.0)	4 (1.0)
		1975-76	2 (66.7)	1 (33.3)	3 (0.7)
		June 75	1 (50.0)	1 (50.0)	2 (0.5)
	Part-time	June 1973	1 (50.0)	1 (50.0)	2 (0.5)
		June 1974	N/A	N/A	N/A
1975-76		N/A	N/A	N/A	
	June 75	N/A	N/A	N/A	
Total	Full-time	June 1973	84 (20.9)	318 (79.1)	402
		June 1974	86 (21.3)	317 (78.7)	403
		1975-76	90 (22.0)	320 (78.0)	410
		June 75	88 (21.0)	331 (79.0)	419
	Part-time	June 1973	6 (50.0)	6 (50.0)	12
		June 1974	3 (27.3)	8 (72.7)	11
1975-76		4 (50.0)	4 (50.0)	8	
	June 75	6 (40.0)	9 (60.0)	15	

EPA FACULTY

Department Head	Full-time	June 1973	1 (1.8)	56 (98.2)	57 (4.9)
		June 1974	1 (1.8)	55 57 (98.2)	56 58 (4.9)
		1975-76	1 (1.7)	57 (98.3)	58 (4.6)
		June 75	2 (3.6)	54 (96.4)	56 (4.9)
	Part-time	June 1973	N/A	N/A	N/A
		June 1974	N/A	N/A	N/A
1975-76		N/A	N/A	N/A	
	June 75	N/A	N/A	N/A	

Job Classification	Employment Status	Time Period	Female	Male	Total
Professors	Full-time	June 1973	2 (0.6)	349 (99.4)	351 (29.9)
		June 1974	2 (0.6)	352 (99.4)	354 (30.5) 31.2
		1975-76	6 (1.5)	403 (98.5)	409 (32.6)
	Part-time	June 1973	0 (0.0)	6 (100.0)	6 (14.0)
		June 1974	0 (0.0)	6 (100.0)	6 (11.8)
		1975-76	0 (0.0)	4 (100.0)	4 (12.1)
		June 75	1 (12.5)	7 (87.5)	8 (12.3)
Associate Professors	Full-time	June 1973	5 (1.6)	305 (98.4)	310 (26.5)
		June 1974	7 (2.5) 2.3	310 (97.7)	317 (27.9) 26.8
		1975-76	22 (5.9)	348 (94.1)	370 (29.5)
	Part-time	June 1973	0 (0.0)	5 (100.0)	5 (11.6)
		June 1974	0 (0.0)	5 (100.0)	5 (9.8)
		1975-76	0 (0.0)	5 (100.0)	5 (15.2)
		June 75	0 (0.0)	7 (100.0)	7 (10.8)
Assistant Professors	Full-time	June 1973	31 (9.9)	281 (90.1)	312 (26.6)
		June 1974	32 (9.8) 8.1	277 (90.2) 9.1	309 (27.6) 26.8
		1975-76	62 (18.8)	268 (81.2)	330 (26.3)
	Part-time	June 1973	0 (0.0)	4 (100.0)	4 (9.3)
		June 1974	0 (0.0)	6 (100.0)	6 (11.8)
		1975-76	0 (0.0)	3 (100.0)	3 (9.1)
		June 75	1 (11.1)	8 (88.9)	9 (13.9)
Instructors	Full-time	June 1973	28 (20.9)	106 (79.1)	134 (11.4)
		June 1974	24 (21.8) 22.1	86 (78.2) 11.6	110 (9.3) 9.5
		1975-76	25 (30.9)	56 (69.1)	81 (6.4)
	Part-time	June 1973	1 (6.7)	14 (93.3)	15 (34.9)
		June 1974	5 (23.8)	16 (76.2)	21 (41.2)
		1975-76	7 (58.3)	5 (41.7)	12 (36.3)
		June 1975	3 (27.5)	12 (63.2)	19 (29.2)
Lecturers	Full-time	June 1973	0 (0.0)	1 (100.0)	1 (0.1)
		June 1974	0 (0.0)	1 (100.0)	1 (0.1)
		1975-76	0 (0.0)	1 (100.0)	1 (0.1)
	Part-time	June 1973	1 (20.0)	4 (80.0)	5 (11.6)
		June 1974	0 (0.0)	5 (100.0)	5 (9.8)
		1975-76	1 (33.3)	2 (66.7)	3 (9.1)
		June 75	3 (60.0)	3 (50.0)	6 (9.2)
Other	Full-time	June 1973	1 (14.3)	6 (85.7)	7 (0.6)
		June 1974	2 (25.0)	6 (75.0)	8 (0.7)
		1975-76	2 (33.3)	4 (66.7)	6 (0.5)
	Part-time	June 1973	2 (25.0)	6 (75.0)	8 (18.6)
		June 1974	3 (37.5)	5 (62.5)	8 (15.7)
		1975-76	2 (33.3)	4 (66.7)	6 (18.2)
		June 1975	1 (6.3)	15 (93.7)	16 (24.6)



Job Classification	Employment Status	Time Period	Female	Male	Total
Total	Full-time	June 1973	68 (5.8)	1104 (94.2)	1172
		June 1974	69 (5.8)	1113 (94.2)	1182
		1975-76	118 (9.4)	1137 (90.6)	1255
	Part-time	June 1973	4 (9.3)	39 (90.7)	43
		June 1974	8 (15.7)	43 (84.3)	51
		1975-76	10 (30.3)	23 (69.7)	33
		June 75	13 (20.0)	52 (80.0)	65

## SPA &amp; UNCLASSIFIED STUDENT SUPPLY STORE EMPLOYEES

Officials & Managers	Full-time	Oct 1973	4 (6.8)	55 (93.2)	59 (2.8)
		June 1974	6 (9.7)	56 (90.3)	62 (2.9)
		1973-74	4 (6.8)	55 (93.2)	59 (2.8)
	Part-time	Oct 1973	7 (9.3)	68 (90.7)	75 (3.4)
		June 1974	N/A	N/A	N/A
		1973-74	N/A	N/A	N/A
Professionals	Full-time	Oct 1973	38 (53.5)	33 (46.5)	71 (3.3)
		June 1974	37 (52.9)	33 (47.1)	70 (3.3)
		1973-74	38 (53.5)	33 (46.5)	71 (3.3)
	Part-time	Oct 1973	54 (55.1)	44 (44.9)	98 (4.5)
		June 1974	N/A	N/A	N/A
		1973-74	1 (100.0)	0 (0.0)	1 (1.0)
Technicians	Full-time	Oct 1973	125 (31.2)	275 (68.8)	400 (18.9)
		June 1974	125 (31.2)	275 (68.8)	400 (18.6)
		1973-74	125 (31.2)	275 (68.8)	400 (18.7)
	Part-time	Oct 1973	139 (31.2)	306 (68.8)	445 (20.3)
		June 1974	1 (33.3)	2 (66.7)	3 (3.7)
		1973-74	1 (33.3)	2 (66.7)	3 (3.8)
		June 75	2 (66.7)	1 (33.3)	3 (3.1)
Sales	Full-time	Oct 1973	28 (49.1)	39 (50.9)	57 (2.7)
		June 1974	28 (48.3)	30 (51.7)	58 (2.7)
		1973-74	29 (47.5)	32 (52.4)	61 (2.9)
	Part-time	Oct 1973	15 (55.5)	12 (44.5)	27 (1.2)
		June 1974	N/A	N/A	N/A
		1973-74	1 (100.0)	0 (0.0)	1 (1.0)
Clerical	Full-time	Oct 1973	721 (94.1)	45 (5.9)	766 (36.1)
		June 1974	734 (94.5)	43 (5.5)	777 (36.2)
		1973-74	729 (94.1)	46 (5.9)	775 (36.3)
	Part-time	Oct 1973	77 (100.0)	0 (0.0)	77 (33.5)
		June 1974	73 (98.6)	1 (1.4)	74 (93.7)
		1973-74	82 (98.8)	1 (1.2)	83 (94.3)
		June 75	73 (98.6)	1 (1.4)	74 (77.1)

TABLE 1b. - Continued

Job Classification	Employment Status	Time Period	Female	Male	Total	
Craftsman	Full-time	Oct 1973	13 (5.3)	234 (94.7)	247 (11.7)	
		June 1974	11 (4.5)	234 (95.5)	245 (11.4)	
		1973-74 <sup>76</sup>	13 (5.2)	237 (94.8)	250 (11.7)	
	Part-time	Oct 1973		236 (94.4)	250 (11.4)	
		June 1974	N/A	N/A	N/A	
		1973-74 <sup>76</sup>				
		June 75	0 (0.0)	1 (100.0)	1 (1.0)	
Operations (Semi-skilled)	Full-time	Oct 1973	64 (59.3)	44 (40.7)	108 (5.1)	
		June 1974	60 (52.6)	54 (47.4)	114 (5.3)	
		1973-74 <sup>76</sup>	66 (60.6)	43 (39.4)	109 (5.1)	
	Part-time	Oct 1973		50 (46.7)	107 (4.9)	
		June 1974	N/A	N/A	N/A	
		1973-74 <sup>76</sup>				
		June 75	0 (0.0)	1 (100.0)	1 (1.0)	
Laborers	Full-time	Oct 1973	6 (4.8)	118 (95.2)	124 (5.8)	
		June 1974	7 (5.1)	130 (94.9)	137 (6.4)	
		1973-74 <sup>76</sup>	6 (4.8)	118 (95.2)	124 (5.8)	
	Part-time	Oct 1973		114 (93.4)	122 (5.6)	
		June 1974	2 (100.0)	0 (0.0)	2 (2.4)	
		1973-74 <sup>76</sup>	2 (100.0)	0 (0.0)	2 (2.5)	
		June 75	2 (100.0)	0 (0.0)	2 (2.1)	
Service Workers	Full-time	Oct 1973	133 (46.2)	155 (53.8)	288 (13.6)	
		June 1974	143 (50.4)	141 (49.6)	284 (13.2)	
		1973-74 <sup>76</sup>	133 (46.2)	155 (53.8)	288 (13.4)	
	Part-time	Oct 1973		151 (52.4)	288 (13.2)	
		June 1974	N/A	N/A	N/A	
		1973-74 <sup>76</sup>				
		June 75	7 (87.5)	1 (12.5)	8 (8.4)	
Total	Full-time	Oct 1973	1132 (53.4)	988 (46.6)	2120	
		June 1974	1151 (53.6)	996 (46.4)	2147	
		1973-74 <sup>76</sup>	1143 (53.5)	994 (46.5)	2137	
	Part-time	Oct 1973		1018	2188	
		June 1974	80 (97.6)	2 (2.4)	82	
		1973-74 <sup>76</sup>	76 (96.2)	3 (3.8)	79	
		June 75	85 (96.6)	3 (3.4)	88	
		June 75	91 (94.8)	5 (5.2)	96	
TOTAL EMPLOYEES	Full-time	Jun/Oct 1973	1284 (34.8)	2410 (65.2)	3694	
		June 1974	1306 (35.0)	2426 (65.0)	3732	
		Goals	1351 (35.5)	2451 (64.5)	3802	
	Part-time	Jun/Oct 1973		2415 (64.4)	3751	
		June 1974	90 (65.7)	47 (34.3)	137	
		Goals	87 (61.7)	54 (38.3)	141	
			June 75	99 (76.7)	30 (23.3)	129
			June 75	110 (62.5)	66 (37.5)	176