

11/27/72

NOTE TO FILE:

Chancellor has seen  
Dr. Kelly's note, but  
made no comment.

Isj.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

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

OFFICE OF THE PROVOST AND VICE-CHANCELLOR

November 20, 1972

*Chancellor*

*This info won't go away!  
as one step, I'd like to set an EPA block  
in this office #*

TO: Dr. Kelly #

FROM: Clauston Jenkins *g*

In preparing the HEW report this year, I tried to remove all department heads and other administrators (a total of 96 individuals--we missed a few this time) and had them lumped together in a separate printout. For purposes of counting them we created two categories - administration and academic administration. Printouts for these categories are attached. *WJK*

The summaries show what we already know -- our administration is white, male, and well paid.

CJ/mg  
Attachment



*Neenah Bond*  
25% COTTON FIBER

REPORT-NO. 9622-11 (EPA). ACADEMIC EMPLOYEES TYPE-CONTRACT = 1, (12-MO EMPLOYEES)

SCHOOL: CHANCELLOR

DEPT: ADMINISTRATION

EMPLOYEE-NAME	SEX	RACE	TIME	SALARY	GRADE-STEP	DEG-DATE	RANK-CLASSIFICATION	DATE-EMP.	PRIOR	PRIOR	TOTAL	
									STATE	UNIV.	UNIV.	
									SERVICE	SERVICE	SERVICE	
DROESSLER	EARL	G	1	0	FT	32,500	BS BA 42	PROFESSOR	10-01-71			1
KELLY	H	C	1	0	FT	37,725	PH D 36	PROFESSOR	09-01-62			10
MARTIN JR	L	B	1	0	FT	28,000	PH D 58	PROFESSOR	07-01-61			11
CALDWELL	J	T	0	0	FT	40,535	PH D 39	PROFESSOR	09-01-59			13
JONES	E	W	1	0	FT	30,000	PH D 62	PROFESSOR	09-01-58			14
WINSTEAD	N	N	1	0	FT	29,700	PH D 53	PROFESSOR	10-01-53			19
HYATT JR	G		1	0	FT	34,200	PH D 61	PROFESSOR	08-01-52			20
PETERSON	W	J	1	0	FT	33,200	PH D 35	PROFESSOR	05-01-42			30
RIGNEY	JACKSO	A	1	0	FT	32,000	MS MA 36	PROFESSOR	09-01-38			34
TALLEY JR	BANKS	C	1	0	FT	27,750	PH D 66	ASSOC PROFESSOR	09-05-51			21
JENKINS	C	L	1	0	FT	20,000	PH D 66	ASST PROFESSOR	03-16-70			2
YOUNTS	B	R	1	0	FT	20,242	BS BA 48	OTHER	02-01-66			6
SMITH	R		1	0	FT	14,702	BS BA 41	OTHER	07-16-64			8
WORSLEY	GEORGE	L	1	0	FT	24,150	BS BA 59	OTHER	08-01-63			9
HARRIS	E	F	1	0	FT	19,400	BS BA 57	OTHER	03-01-62			10
WOOD	R	N	1	0	FT	18,456	BS BA 45	OTHER	05-01-61			11
LITTLETON	I	T	1	0	FT	23,500	PH D 68	OTHER	01-01-59			13
SIMPSON	W	H	1	0	FT	17,800	MS MA 51	OTHER	10-01-57			15
WRIGHT	J	D	0	0	FT	29,700	BS BA 34	OTHER	02-01-55			17
CASEY	W	R	0	0	FT	28,000	BS BA 46	OTHER	07-01-54			18
EDWARDS	E	L	0	0	FT	25,000	MS MA 38	OTHER	02-01-54			18
PATE	R		1	0	FT	30,000	BS BA 43	OTHER	11-01-43			29

REPORT-NO. 9622-11 (EPA). ACADEMIC EMPLOYEES

TYPE-CONTRACT = 1. (12-MO EMPLOYEES)

SCHOOL: CHANCELLOR

DEPT: ACADEMIC ADM

EMPLOYEE-NAME	SEX	RACE	TIME	SALARY	GRADE-STEP	DEG-DATE	RANK-CLASSIFICATION	DATE-EMP.	PRIOR STATE SERVICE	PRIOR UNIV. SERVICE	TOTAL UNIV. SERVICE
CARNESALE ALBERT	I	O	FT	27,500	PH D 65		PROFESSOR	07-01-72			***
GOLOSTEIN IRVING S	I	O	FT	28,300	PH D 48		PROFESSOR	09-01-71			1
TILMAN ROBERT O	I	O	FT	32,000	PH D 61		PROFESSOR	07-01-71			1
COOK R	E	O	FT	30,000	PH D 58		PROFESSOR	07-01-69			3
DOLCE C	J	O	FT	32,200	O DDC 63		PROFESSOR	09-01-69			3
KNIGHT K	L	O	FT	30,500	PH D 41		PROFESSOR	06-01-68			4
ROSE N	J	O	FT	32,500	PH D 56		PROFESSOR	07-01-68			4
CHANEY D	W	O	FT	33,200	PH D 42		PROFESSOR	07-01-67			5
DAVIS D	E	O	FT	27,000	PH D 39		PROFESSOR	10-01-67			5
DONOHU JR C	W	O	FT	29,400	PH D 60		PROFESSOR	09-01-67			5
HUGUS Z	Z	O	FT	31,000	PH D 49		PROFESSOR	12-01-67			5
COSTER J	K	O	FT	25,650	PH D 55		PROFESSOR	06-01-66			6
BURT MILLAR P	I	O	FT	19,800	PH D 52		PROFESSOR	07-01-65			7
DEAN D	L	O	FT	29,500	PH D 55		PROFESSOR	09-01-65			7
LEWIS P	E	O	FT	27,800	PH D 40		PROFESSOR	05-01-65			7
SEAGONDOLLA L	W	O	FT	31,500	PH D 48		PROFESSOR	07-01-65			7
SMITH JR H	B	O	FT	31,000	PH D 42		PROFESSOR	07-01-65			7
MEMORY J	O	O	FT	26,000	PH D 60		PROFESSOR	07-01-64			8
NOGGLE G	R	O	FT	25,300	PH D 45		PROFESSOR	07-01-64			8
BOONE E	J	O	FT	28,100	PH D 59		PROFESSOR	09-01-63			9
TOOLE III W	B	O	FT	22,250	PH D 63		PROFESSOR	09-01-63			9
DAVEY C	B	O	FT	25,400	PH D 55		PROFESSOR	07-01-62			10
PORTERFIELD I	D	O	FT	29,000	PH D 56		PROFESSOR	07-01-62			10
ZOROWSKI C	F	O	FT	29,000	PH D 56		PROFESSOR	07-01-62			10
ELLWOOD E	L	O	FT	33,000	PH D 53		PROFESSOR	12-02-61			11
FERRELL J	K	O	FT	29,000	PH D 54		PROFESSOR	02-01-61			11
LEITH C	J	O	FT	26,650	PH D 47		PROFESSOR	09-10-61			11
CHAMPION L	S	O	FT	27,800	PH D 61		PROFESSOR	09-12-60			12
EVANS J	B	O	FT	25,500	PH D 48		PROFESSOR	01-01-60			12
HANSON D	M	O	FT	25,200	PH D 56		PROFESSOR	07-01-60			12
SAYLOR L	C	O	FT	23,800	PH D 62		PROFESSOR	06-01-58			14
ANDERSON C	A	O	FT	27,500	PH D 52		PROFESSOR	08-01-57			15
CRAIG H	B	O	FT	24,500	PH D 61		PROFESSOR	06-01-56			16
MCCANTS C	B	O	FT	28,100	PH D 55		PROFESSOR	03-01-56			16
MCCRACKEN R	J	O	FT	30,500	PH D 56		PROFESSOR	11-01-56			16
CARSON R	G	O	FT	31,000	PH D 53		PROFESSOR	02-01-55			17
HASON D	O	O	FT	34,000	PH D 48		PROFESSOR	08-01-53			19
MCDONALD P	H	O	FT	27,750	PH D 53		PROFESSOR	01-01-53			19
TOUSSAINT W	O	O	FT	30,700	PH D 53		PROFESSOR	11-01-53			19
WILLIAMSON J	C	O	FT	30,500	MS MA 50		PROFESSOR	08-01-53			19
AUSTIN JR W	W	O	FT	24,650	PH D 48		PROFESSOR	09-01-52			20
HASSLER F	J	O	FT	28,800	PH D 50		PROFESSOR	09-01-50			22
MURRAY R	L	O	FT	31,000	PH D 50		PROFESSOR	09-01-50			22
APPLE JAY L	I	O	FT	27,500	PH D 55		PROFESSOR	08-01-49			23
FADUM R	E	O	FT	36,000	O DDC 41		PROFESSOR	07-01-49			23
LEGATES J	E	O	FT	37,000	PH D 49		PROFESSOR	12-20-49			23

REPORT-NO. 9622-11 (EPA). ACADEMIC EMPLOYEES

TYPE-CONTRACT = 1, (12-MO EMPLOYEES)

SCHOOL: CHANCELLOR

DEPT: ACADEMIC ADM

EMPLOYEE-NAME	SEX	RACE	TIME	SALARY	GRADE-STEP	DEG-DATE	RANK-CLASSIFICATION	DATE-EMP.	PRIOR	PRIOR	TOTAL	
									STATE	UNIV.	UNIV.	
									SERVICE	SERVICE	SERVICE	
MANN	T	J	1	0	FT	28,700	PH D 50	PROFESSOR	11-15-49			23
MENIUS JR	A	C	1	0	FT	36,000	PH D 42	PROFESSOR	09-15-49			23
HAMBY		DANE	S	1	0	FT	28,100	OS BA 46	PROFESSOR	10-15-48		24
HOADLEY	G	B	1	0	FT	27,500	PH D 37	PROFESSOR	07-01-48			24
KAMPHOFFNER	H	L	1	0	FT	34,000	MS MA 31	PROFESSOR	05-19-48			24
RUTHERFORD	H	A	1	0	FT	28,100	MS MA 35	PROFESSOR	06-04-47			25
GLAZENER	E	W	0	0	FT	33,700	PH D 49	PROFESSOR	07-01-46			26
WATSON	G		1	0	FT	29,500	PH D 50	PROFESSOR	07-01-46			26
BOGDAN	J	F	1	0	FT	25,300	OS BA 35	PROFESSOR	12-15-45			27
ROBERTS	W	M	1	0	FT	30,000	PH D 44	PROFESSOR	08-01-43			29
HINES	T	I	1	0	FT	23,800	MS MA 40	PROFESSOR	09-01-42			30
ELLIS	D	E	0	0	FT	29,500	PH D 45	PROFESSOR	07-01-40			32
MAYO	S	C	0	0	FT	28,500	PH D 42	PROFESSOR	12-01-39			33
HARVEY	P	H	1	0	FT	29,500	PH D 38	PROFESSOR	01-01-38			34
SEEGERS	L	W	1	0	FT	21,750	MS MA 27	PROFESSOR	09-01-35			37
HAMMOND	R	H	1	0	FT	17,000	BS BA 41	ASSOC PROFESSOR	07-01-66			6
LANGFELDER	L	J	1	0	FT	21,750	PH D 64	ASSOC PROFESSOR	07-01-64			8
CARPENTER	W	L	1	0	FT	21,000	O DOC 67	ASSOC PROFESSOR	12-10-51			21

REPORT-NO. 9622-11 (EPA). ACADEMIC EMPLOYEES

TYPE-CONTRACT = 1. (12-MO EMPLOYEES)

SCHOOL: CHANCELLOR

UNIVERSITY-SUMMARY	WHITE-MALE		WHITE-FEMALE		BLACK-MALE		BLACK-FEMALE		OTHER-MALE		OTHER-FEMALE		OTHER		TOTAL	
	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE
PROFESSOR	69	29321							1	33000					70	29374
ASSOC PROFESSOR	4	21875													4	21875
ASST PROFESSOR	1	20000													1	20000
OTHER	11	22814													11	22814
TOTAL	85	28019							1	33000					86	28077



REPORT-NO. 9622-11 (EPA). ACADEMIC EMPLOYEES

TYPE-CONTRACT = 1, (12-MO EMPLOYEES)

SCHOOL: CHANCELLOR

DEPT: ACADEMIC ADM

DEPARTMENT-SUMMARY	WHITE-MALE		WHITE-FEMALE		BLACK-MALE		BLACK-FEMALE		OTHER-MALE		OTHER-FEMALE		OTHER		TOTAL	
	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE
PROFESSOR	60	28755							1	33000					61	28825
ASSOC PROFESSOR	3	19917													3	19917
TOTAL	63	28334							1	33000					64	28407



REPORT-NO. 9622-11 (EPA). ACADEMIC EMPLOYEES TYPE-CONTRACT = 0, (9-MO EMPLOYEES)

SCHOOL: CHANCELLOR

DEPT: ACADEMIC ADM

EMPLOYEE-NAME	SEX	RACE	TIME	SALARY	GRADE-STEP	DEG-DATE	RANK-CLASSIFICATION	DATE-EMP.	PRIOR	PRIOR	TOTAL
									STATE	UNIV.	UNIV.
GONZALEZ ALAN	A	1	6	FT	22,000	PH D 66	PROFESSOR	08-21-72			***
DREWS F	R	1	0	FT	21,200	O DOC 61	PROFESSOR	09-01-69			3
WILKINSON R	R	1	0	FT	22,800	MS MA 62	PROFESSOR	09-01-68			4
HOPKE W	E	1	0	FT	20,000	O DOC 50	PROFESSOR	09-01-67			5
BRYAN R	S	1	0	FT	23,550	PH D 56	PROFESSOR	09-01-66			6
BURNS R	P	1	0	FT	24,000	MS MA 62	PROFESSOR	09-01-65			7
BLOCK W	J	1	0	FT	24,600	PH D 56	PROFESSOR	09-01-57			15
MILLER H	G	1	0	FT	22,300	PH D 51	PROFESSOR	09-01-56			16
SCARBOROUGH C	C	1	0	FT	21,000	O DOC 51	PROFESSOR	09-01-49			23
FOOTE V	M	1	0	FT	20,000	BS BA 60	ASSOC PROFESSOR	07-01-68			4

REPORT-NO. 9622-11 (EPA). ACADEMIC EMPLOYEES

TYPE-CONTRACT = 0, (9-MO EMPLOYEES)

SCHOOL: CHANCELLOR

UNIVERSITY-SUMMARY	WHITE-MALE	WHITE-FEMALE	BLACK-MALE	BLACK-FEMALE	OTHER-MALE	OTHER-FEMALE	OTHER	TOTAL	
	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE	NUM.	AVERAGE	AVERAGE
PROFESSOR	8	22431			1	22000		9	22383
ASSOC PROFESSOR	1	20000						1	20000
TOTAL	9	22161			1	22000		10	22145

NORTH CAROLINA STATE UNIVERSITY

Raleigh, N. C.

OFFICE OF PROVOST AND VICE-CHANCELLOR

HOLLADAY HALL

11/22/72 Date

TO: Dr. LeRoy B. Martin, Jr.

ACTION REQUESTED ON ATTACHED:

Note and Return

For your information  
(need not return)

Please handle

Please answer; furnish me copy

Please draft reply for my signature  
(return attachments)

Please give me your comments  
(return attachments)

Requires your approval

Attached is the "NCSU SPA Employment  
Profile" printout referred to in Dr.  
Kelly's memo to Chancellor Caldwell.  
When you have seen, please return the  
printout to this office as it is the  
only one we have and it has not been  
circulated yet.

Many thanks.

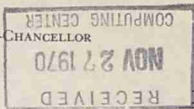
FROM: Gloria

NORTH CAROLINA STATE UNIVERSITY

Raleigh, N. C.

OFFICE OF PROVOST AND VICE-CHANCELLOR

HOLLADAY HALL



11/22/72 Date

TO: Dr. LeRoy B. Martin, Jr.

ACTION REQUESTED ON ATTACHED:

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

*LSM*

Attached is the "NCSU SPA Employment  
Profile" printout referred to in Dr.  
Kelly's memo to Chancellor Caldwell.  
When you have seen, please return the  
printout to this office as it is the  
only one we have and it has not been  
circulated yet.

*Thank you!*

Many thanks.

*GF*

FROM: Gloria

November 22, 1972

MEMORANDUM

TO: Chancellor John T. Caldwell  
FROM: Harry C. Kelly, Provost  
SUBJECT: NCSU SPA Employment Profile

Anyone taking a cold, hard look at this list of SPA positions cannot help but be struck by the fact that you have to turn over two pages to come to the first Black. Even on the third page there is only one, a Data Processing Manager I. You will have to go through one more page to come to two Blacks hired as Research Technician III's and one Ag. Research Technician I. I am pleased to note that our Computing Center has a significant number of Blacks being reported. It seems to be doing better than any other SPA group.

In our compliance report we must come up with some plan of action to overcome this problem.

HCK:gj

cc: Vice-Chancellor J. D. Wright  
Dr. LeRoy B. Martin, Jr.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OFFICE OF BUSINESS AFFAIRS

DIVISION OF PERSONNEL SERVICES  
Box 5067 Zip 27607

MEMORANDUM

TO: Mr. J. D. Wright  
Vice Chancellor for Finance and Business

FROM: Bill Calloway *WPC*  
Director of Personnel

DATE: November 21, 1972

SUBJECT: NCSU SPA Employment Profile

The attached print-out indicates present SPA employment profile according to race and sex. This information was requested by Dick Robinson of the UNC General Offices in his memorandum of November 6 to the Chancellor of the University. A copy of this print-out was delivered to Mr. Robinson's office on November 20. Other copies are being furnished to the Chancellor's Office and the Provost's Office.

If you have questions concerning this report, please call.

/vmh

cc: Dr. John T. Caldwell, Chancellor  
Dr. Harry Kelly, Provost

9622-P14-0

NORTH CAROLINA STATE UNIVERSITY  
AT RALEIGH  
NONACADEMIC (SPA) PERSONNEL  
FULL TIME

CLASSIFICATION TITLE	GRADE	TOTAL	MALES	PERCENT	FEMALES	PERCENT	WHITE	PERCENT	BLACK	PERCENT	OTHER	PERCENT
PHYSICAL PLANTS DIRECTOR III	81	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	81	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
ACCOUNTANT IV	79	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	79	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
COMPUTER SYSTEMS MGR II	78	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	78	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
BUSINESS OFFICER III	77	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
ACCOUNTANT III	77	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
PERSONNEL OFFICER III	77	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	77	4	4	100.00	0	0.00	4	100.00	0	0.00	0	0.00
AGRIC RES STATIONS DIR	76	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
COMPUTER SYSTEMS ANALYST III	76	2	1	50.00	1	50.00	2	100.00	0	0.00	0	0.00
DEPT PURCHASING OFFICER IV	76	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	76	4	3	75.00	1	25.00	4	100.00	0	0.00	0	0.00
GROUNDS SUPT II	75	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
CONSULTING ENGINEER II	75	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
BUSINESS OFFICER II	75	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
DATA PROCESSING MANAGER III	75	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
TOTAL GRADE	75	6	6	100.00	0	0.00	6	100.00	0	0.00	0	0.00
INTERNAL AUDITOR II	74	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
PERSONNEL ANALYST II	74	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
COMPUTER SYSTEMS ANALYST II	74	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
ACCOUNTANT II	74	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
ASST. DIR. IV	74	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
FARM SUPT IV	74	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	74	6	6	100.00	0	0.00	6	100.00	0	0.00	0	0.00
BUSINESS OFFICER I	73	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
PLANT SUPERINTENDENT T 73	73	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	73	3	3	100.00	0	0.00	3	100.00	0	0.00	0	0.00
FARM SUPT III	72	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00

9622-P14-0

NORTH CAROLINA STATE UNIVERSITY  
AT RALEIGH  
NONACADEMIC (SPA) PERSONNEL  
FULL TIME

CLASSIFICATION TITLE	GRADE	TOTAL	MALES	PERCENT	FEMALES	PERCENT	WHITE	PERCENT	BLACK	PERCENT	OTHER	PERCENT
CONSULTING ENGINEER I	72	10	10	100.00	0	0.00	10	100.00	0	0.00	0	0.00
DATA PROCESSING MANAGER II	72	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
RESEARCH TUBE MAKER	72	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
INSTRUMENT SHOP SUPV	72	3	3	100.00	0	0.00	3	100.00	0	0.00	0	0.00
CONSULTING ARCHITECT I	72	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
DEPT PURCHASING OFFICER III	72	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	72	19	18	94.74	1	5.26	19	100.00	0	0.00	0	0.00
			19	100.00	0	0.00						
ACCOUNTANT I	71	2	1	50.00	1	50.00	2	100.00	0	0.00	0	0.00
COMPUTER PROGRAMMER III	71	7	7	100.00	0	0.00	7	100.00	0	0.00	0	0.00
FOOD SERVICE DIRECTOR II	71	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	71	10	9	90.00	1	10.00	10	100.00	0	0.00	0	0.00
NUCLEAR REACTOR OPNS SUPV	70	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TV PRODUCER DIRECTOR III	70	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
PERSONNEL ANALYST I	70	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
PLANT MAINTENANCE SUPV II	70	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
ADMINISTRATIVE OFFICER II	70	4	4	100.00	0	0.00	4	100.00	0	0.00	0	0.00
RESEARCH ANALYST I	70	11	2	18.18	9	81.82	11	100.00	0	0.00	0	0.00
TV ENGINEER IV	70	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	70	20	10	50.00	10	50.00	20	100.00	0	0.00	0	0.00
FARM SUPT II	69	6	6	100.00	0	0.00	6	100.00	0	0.00	0	0.00
GLASSBLOWER I	69	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	69	7	7	100.00	0	0.00	7	100.00	0	0.00	0	0.00
ARTIST ILLUSTRATOR III	68	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TEXTILE DYER FIN	68	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
AGRICULTURAL RES TECHN II	68	28	27	96.43	1	3.57	28	100.00	0	0.00	0	0.00
INSTRUMENT MAKER II	68	6	6	100.00	0	0.00	6	100.00	0	0.00	0	0.00
DEPART PURCHASING OFFICER II	68	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
NEUTRON ACTIVATION ANAL TECH	68	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
INFO & COMMUNICATION SPCLST II	68	2	0	0.00	2	100.00	2	100.00	0	0.00	0	0.00
ELECTRONIC TECHNICIAN III	68	5	5	100.00	0	0.00	5	100.00	0	0.00	0	0.00



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NUCLEAR REACTOR OPERATOR	68	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
UNIV LAUNDRY MNGR I	68	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
DATA PROCESSING MANAGER I	68	6	5	83.33	2	33.33	5	83.33	1	16.67	0	0.00
COMPUTER PROGRAMMER II	68	8	4	50.00	4	50.00	8	100.00	0	0.00	0	0.00
TOTAL GRADE	68	62	53	85.48	9	14.52	61	98.39	1	1.61	0	0.00
			54	87.10	8	12.90						
PLANT MAINT SUPERVISOR I	67	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
FOOD SERVICE DIRECTOR I	67	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
ADMINISTRATIVE OFFICER I	67	4	2	50.00	2	50.00	4	100.00	0	0.00	0	0.00
UNIV MOTOR POOL SUPV	67	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
UNIVERSITY ARCHIVIST	67	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
FARM SUPT I	67	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
GROUNDS SUPERVISOR	67	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
HOUSEKEEPING ADMINISTR NCSU	67	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
DAIRY PLANT MANAGER	67	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	67	13	11	84.62	2	15.38	13	100.00	0	0.00	0	0.00
AIR CONDITIONING FOREMAN	66	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
CONSTRUCTION ESTIMATOR	66	4	4	100.00	0	0.00	4	100.00	0	0.00	0	0.00
PERSONNEL TECH II	66	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
NURSE SUPV II	66	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	66	7	6	85.71	1	14.29	7	100.00	0	0.00	0	0.00
UNIV RES ADMIN II	65	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
SECRETARY V	65	3	0	0.00	3	100.00	3	100.00	0	0.00	0	0.00
DEPT PURCHASING OFFICER I	65	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
ELECTRONIC TECHNICIAN II	65	7	7	100.00	0	0.00	7	100.00	0	0.00	0	0.00
PWR DISTRIB ELECTRICIAN II	65	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
ACCT. CLERK V	65	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
COMPUTER OPERATOR III	65	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
RADIATION SURVEY TECHN II	65	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
HORTICULTURE GREENHOUSE MNGR	65	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
INSTRUMENT MAKER I	65	3	3	100.00	0	0.00	3	100.00	0	0.00	0	0.00

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ENGRG RESEARCH TECHNICIAN	65	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
TOTAL GRADE	65	23	18	78.26	5	21.74	23	100.00	0	0.00	0	0.00
UNIV LABORATIES MECHANIC II	64	5	5	100.00	0	0.00	5	100.00	0	0.00	0	0.00
MAINTENANCE MECHANIC IV	64	11	11	100.00	0	0.00	11	100.00	0	0.00	0	0.00
COMPUTER PROGRAMMER I	64	7	0	0.00	7	100.00	7	100.00	0	0.00	0	0.00
LIBRARIAN I	64	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
CARPENTER FOREMAN II	64	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
PLUMBER FOREMAN	64	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
MECHANIC FOREMAN II	64	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
RESEARCH TECHNICIAN III	64	51	17	33.33	34	66.67	48	94.12	2	3.92	1	1.96
DUPLICATING UNIT SUPV II	64	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
SOCIAL RESEARCH ASSISTANT II	64	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
PHOTOGRAPHER II	64	3	3	100.00	0	0.00	3	100.00	0	0.00	0	0.00
TEXTILE LABORATORY MECHANIC	64	4	4	100.00	0	0.00	4	100.00	0	0.00	0	0.00
RESERCH MECHANIC II	64	8	8	100.00	0	0.00	8	100.00	0	0.00	0	0.00
TV PRODUCER DIRECTOR II	64	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
STATISTICAL ANALYST II	64	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
ELECTRICIAN FOREMAN	64	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
UNIVERSITY SAFETY OFFICER	64	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
FARM SUPERVISOR	64	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
AGRICULTURAL RESEARCH TECHN I	64	93	90	96.77	3	3.23	90	96.77	1	1.08	2	2.15
TOTAL GRADE	64	195	148	75.90	47	24.10	189	96.92	3	1.54	3	1.54
ELECTRONIC TECHNICIAN I	63	3	3	100.00	0	0.00	3	100.00	0	0.00	0	0.00
AIR CONDITION MECHANIC	63	7	7	100.00	0	0.00	7	100.00	0	0.00	0	0.00
TV ENGINEER I	63	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
WAREHOUSE MANAGER II	63	3	3	100.00	0	0.00	3	100.00	0	0.00	0	0.00
RADIATION SURVEY TECHNICIAN I	63	4	4	100.00	0	0.00	3	75.00	1	25.00	0	0.00
GREENHOUSE MANAGER II	63	3	3	100.00	0	0.00	3	100.00	0	0.00	0	0.00
ARTIST ILLUSTRATOR II	63	4	1	25.00	3	75.00	4	100.00	0	0.00	0	0.00
INFO & COM SPEC I	63	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00

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HEAD NURSE	63	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
COMPUTER OPERATOR II	63	6	3	50.00	3	50.00	5	83.33	1	16.67	0	0.00
SECURITY OFFICER III	63	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TEXTILE RESEARCH TECHNICIAN	63	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	63	35	27	77.14	8	22.86	33	94.29	2	5.71	0	0.00
GRAPHIC ARTS SPEC.	62	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
MECHANIC FOREMAN I	62	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
DATA PROCESSOR III	62	2	1	50.00	1	50.00	2	100.00	0	0.00	0	0.00
SOCIAL RESEARCH ASSISTANT I	62	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
STAFF NURSE	62	8	0	0.00	8	100.00	7	87.50	1	12.50	0	0.00
BOAT CAPTAIN	62	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
EDITORIAL ASSISTANT	62	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
ADMINISTRATIVE ASSISTANT	62	14	3	21.43	11	78.57	14	100.00	0	0.00	0	0.00
FLOOR MAINT SUPV	62	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
STATISTICAL ANALYST I	62	2	0	0.00	2	100.00	2	100.00	0	0.00	0	0.00
RESEARCH MECHANIC I	62	5	5	100.00	0	0.00	5	100.00	0	0.00	0	0.00
X RAY TECH II	62	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
PAINTER FOREMAN	62	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
GROUPS FOREMAN	62	3	3	100.00	0	0.00	3	100.00	0	0.00	0	0.00
ACCOUNTING CLERK IV	62	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
MAINTENANCE MECHANIC III	62	9	9	100.00	0	0.00	9	100.00	0	0.00	0	0.00
CASHIER IV	62	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
RESEARCH TECHNICIAN II	62	39	14	35.90	25	64.10	34	87.18	5	12.82	0	0.00
FARM FOREMAN II	62	6	6	100.00	0	0.00	6	100.00	0	0.00	0	0.00
ENGINEERING TECHNICIAN II	62	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
MATERIALS TECHNICIAN II	62	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
PWR DISTRIBUTION ELECTRIC I	62	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	62	101	50	49.50	51	50.50	95	94.06	6	5.94	0	0.00
BRICKMASON	61	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
WAREHOUSE MANAGER I	61	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00

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PERSONNEL TECHNICIAN I	61	2	1	50.00	1	50.00	1	50.00	1	50.00	0	0.00
PLUMBER	61	10	10	100.00	0	0.00	9	90.00	1	10.00	0	0.00
ELECTRICIAN II	61	11	11	100.00	0	0.00	11	100.00	0	0.00	0	0.00
DAIRY PLANT FOREMAN	61	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
DRAFTSMAN II	61	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
TOTAL GRADE	61	29	28	96.55	1	3.45	27	93.10	2	6.90	0	0.00
KEY PUNCH UNIT SUPV III	60	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
MAINTENANCE MECHANIC II	60	8	8	100.00	0	0.00	8	100.00	0	0.00	0	0.00
PEST EXTERMINATOR	60	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
CARPENTER II	60	10	10	100.00	0	0.00	10	100.00	0	0.00	0	0.00
DUPLICATING UNIT SUPV I	60	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
REFRIGERATION MECHANIC	60	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
PLASTERER	60	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
SECURITY OFFICER II	60	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
COMPUTER OPERATOR I	60	3	3	100.00	0	0.00	3	100.00	0	0.00	0	0.00
UNIV LABORATORY MECHANIC I	60	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
CABINET MAKER	60	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
HOUSEKEEPING SUPV II	60	2	2	100.00	0	0.00	0	0.00	2	100.00	0	0.00
PAINTER	60	16	16	100.00	0	0.00	15	93.75	1	6.25	0	0.00
LOCKSMITH	60	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
WELDER	60	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
SECRETARY IV	60	13	0	0.00	13	100.00	13	100.00	0	0.00	0	0.00
ROOFER	60	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TV PRODUCTION ASSISTANT III	60	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
MECHANIC II	60	4	4	100.00	0	0.00	3	75.00	1	25.00	0	0.00
ACCOUNTING CLERK III	60	8	0	0.00	8	100.00	8	100.00	0	0.00	0	0.00
CLERK IV	60	15	4	26.67	11	73.33	15	100.00	0	0.00	0	0.00
ADMINISTRATIVE SECRETARY	60	19	0	0.00	19	100.00	19	100.00	0	0.00	0	0.00
LAUNDRY SUPV IV	60	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
HEATING PLANT OPERATOR	60	5	5	100.00	0	0.00	5	100.00	0	0.00	0	0.00

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UNIV FEED MILL OPR.	60	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	60	122	70	57.38	52	42.62	116	95.08	6	4.92	0	0.00
COOK SUPERVISOR II	59	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
LAB ANIMAL TECH	59	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
PHOTOGRAPHER I	59	3	1	33.33	2	66.67	2	66.67	1	33.33	0	0.00
TOTAL GRADE	59	5	3	60.00	2	40.00	3	60.00	2	40.00	0	0.00
MEDICAL LAB TECHNICIAN I	58	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
FARM FOREMAN I	58	6	6	100.00	0	0.00	2	33.33	4	66.67	0	0.00
RESEARCH TECHNICIAN I	58	22	8	36.36	14	63.64	11	50.00	9	40.91	2	9.09
KEY PUNCH UNIT SUPV II	58	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
MACHINE OPERATOR INSTITUTIONS	58	4	4	100.00	0	0.00	1	25.00	3	75.00	0	0.00
STORERCOM MANAGER	58	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
DATA PROCESSOR II	58	3	0	0.00	3	100.00	3	100.00	0	0.00	0	0.00
LABOR FOREMAN	58	2	2	100.00	0	0.00	1	50.00	1	50.00	0	0.00
CASHIER II	58	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
GREENHOUSE MANAGER I	58	2	2	100.00	0	0.00	1	50.00	1	50.00	0	0.00
SECURITY OFFICER I	58	20	20	100.00	0	0.00	18	90.00	2	10.00	0	0.00
TOTAL GRADE	58	63	43	68.25	20	31.75	41	65.08	20	31.75	2	3.17
SECRETARY III	57	50	0	0.00	50	100.00	46	92.00	4	8.00	0	0.00
MATERIALS TECHNICIAN I	57	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
PERSONNEL ASSISTANT	57	4	0	0.00	4	100.00	3	75.00	1	25.00	0	0.00
DAIRY PLANT OPERATOR	57	3	3	100.00	0	0.00	3	100.00	0	0.00	0	0.00
VARI TYPE OPERATOR II	57	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
LAB ANIMAL TECH II	57	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
STATISTICAL AIDE	57	4	0	0.00	4	100.00	4	100.00	0	0.00	0	0.00
LITHOGRAPH OPERATOR	57	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
STENO III	57	73	0	0.00	73	100.00	69	94.52	4	5.48	0	0.00
HOUSEKEEPING SUPV I	57	9	9	100.00	0	0.00	0	0.00	9	100.00	0	0.00
TOTAL GRADE	57	147	14	9.52	133	90.48	129	87.76	18	12.24	0	0.00
MAIL CENTER SUPV I	56	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00

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MECHANIC I	56	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
MAINTENANCE MECHANIC I	56	8	8	100.00	0	0.00	6	75.00	2	25.00	0	0.00
TRADES HELPER	56	18	18	100.00	0	0.00	13	72.22	5	27.78	0	0.00
ELECTRICIAN I	56	4	4	100.00	0	0.00	2	50.00	2	50.00	0	0.00
STOCK SUPERVISOR	56	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TV PRODUCTION ASSISTANT II	56	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
FOOD SERVICE SUPV II	56	1	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00
LIBRARY ASSISTANT II	56	30	1	3.33	29	96.67	28	93.33	2	6.67	0	0.00
ACCOUNTING CLERK II	56	49	3	6.12	46	93.88	48	97.96	1	2.04	0	0.00
CLERK III	56	25	3	12.00	22	88.00	25	100.00	0	0.00	0	0.00
TYPIST III	56	18	0	0.00	18	100.00	17	94.44	1	5.56	0	0.00
CASHIER I	56	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
FLOOR MAINTENANCE FOREMAN	56	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
TOTAL GRADE	56	159	42	26.42	117	73.58	141	88.68	18	11.32	0	0.00
BUILDING CUSTODIAN	55	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
LAUNDRY SUPV II	55	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
SALES MANAGER I	55	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
GROUNDS MAINT MAN	55	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
DUP EQUIP OPR II	55	9	2	22.22	7	77.78	8	88.89	1	11.11	0	0.00
HEATING PLANT FIREMAN I	55	2	2	100.00	0	0.00	1	50.00	1	50.00	0	0.00
TEX LAB TECH III	55	2	0	0.00	2	100.00	2	100.00	0	0.00	0	0.00
WELCOME CENTER HOSTESS I	55	1	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00
TOTAL GRADE	55	18	7	38.89	11	61.11	13	72.22	5	27.78	0	0.00
STOCK CLERK II	54	10	8	80.00	2	20.00	8	80.00	2	20.00	0	0.00
SECRETARY II	54	9	0	0.00	9	100.00	9	100.00	0	0.00	0	0.00
KEY PUNCH OPERATOR II	54	32	0	0.00	32	100.00	31	96.88	1	3.13	0	0.00
LIBRARY ASSISTANT I	54	17	3	17.65	14	82.35	13	76.47	4	23.53	0	0.00
TYPIST II	54	90	1	1.11	89	98.89	82	91.11	8	8.89	0	0.00
STENO II	54	231	0	0.00	231	100.00	220	95.24	10	4.33	1	0.43
LAUNDRY ROUTEMAN	54	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00

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NORTH CAROLINA STATE UNIVERSITY  
AT RALEIGH  
NONACADEMIC (SPA) PERSONNEL  
FULL TIME

CLASSIFICATION TITLE	GRADE	TOTAL	MALES	PERCENT	FEMALES	PERCENT	WHITE	PERCENT	BLACK	PERCENT	OTHER	PERCENT
PHOTOGRAPHIC ASSIST	54	1	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00
AGRICULTURAL RESEARCH ASSIST	54	13	13	100.00	0	0.00	9	69.23	4	30.77	0	0.00
COOK II	54	1	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00
TOTAL GRADE	54	405	26	6.42	379	93.58	372	91.85	32	7.90	1	0.25
ENGINEERING AIDE	53	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
MATERIALS AIDE	53	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
MAIL CLERK	53	5	5	100.00	0	0.00	0	0.00	5	100.00	0	0.00
ACCOUNTING CLERK I	53	5	1	20.00	4	80.00	5	100.00	0	0.00	0	0.00
CLERK II	53	27	1	3.70	26	96.30	26	96.30	1	3.70	0	0.00
FARM EQUIP OPERATOR	53	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
HOUSEKEEPING FOREMAN	53	23	20	86.96	3	13.04	0	0.00	23	100.00	0	0.00
RESEARCH AIDE	53	7	3	42.86	4	57.14	4	57.14	3	42.86	0	0.00
GREENHOUSE WORKER	53	4	4	100.00	0	0.00	3	75.00	1	25.00	0	0.00
TOTAL GRADE	53	74	37	50.00	37	50.00	40	54.05	34	45.95	0	0.00
LAUNDRY SUPV I	52	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
LAB ANIMAL TECH I	52	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
SALES CLERK II	52	2	1	50.00	1	50.00	1	50.00	1	50.00	0	0.00
TRUCK DRIVER	52	2	2	100.00	0	0.00	1	50.00	1	50.00	0	0.00
GENERAL UTILITY MAN	52	45	44	97.78	1	2.22	14	31.11	31	68.89	0	0.00
FLOOR MAINTENANCE MAN	52	9	9	100.00	0	0.00	0	0.00	9	100.00	0	0.00
TOTAL GRADE	52	60	57	95.00	3	5.00	18	30.00	42	70.00	0	0.00
SWITCHBOARD OPERATOR	51	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
DUP EQUIP OPERATOR I	51	3	1	33.33	2	66.67	2	66.67	1	33.33	0	0.00
ADDRESS EQUIP OPERATOR	51	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
INTERMEDIATE CLERK	51	9	1	11.11	8	88.89	8	88.89	1	11.11	0	0.00
TYPIST I	51	10	0	0.00	10	100.00	8	80.00	1	10.00	1	10.00
STENO I	51	8	0	0.00	8	100.00	6	75.00	2	25.00	0	0.00
STOCK CLERK I	51	6	5	83.33	1	16.67	1	16.67	5	83.33	0	0.00
FOOD SERVICE ASSIST II	51	3	1	33.33	2	66.67	2	66.67	1	33.33	0	0.00
COOK I	51	3	1	33.33	2	66.67	1	33.33	2	66.67	0	0.00

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NORTH CAROLINA STATE UNIVERSITY  
AT RALEIGH  
NONACADEMIC (SPA) PERSONNEL  
FULL TIME

CLASSIFICATION TITLE	GRADE	TOTAL	MALES	PERCENT	FEMALES	PERCENT	WHITE	PERCENT	BLACK	PERCENT	OTHER	PERCENT
BAKER I	51	1	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00
TV PRODUCTION ASSISTANT I	51	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	51	46	10	21.74	36	78.26	31	67.39	14	30.43	1	2.17
NURSES AIDE	50	1	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00
LAUNDRY WASHMA	50	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
DRY CLEANING PRESSER	50	3	0	0.00	3	100.00	1	33.33	2	66.67	0	0.00
HOSPITAL ORDERLY	50	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
SEAMSTRESS I	50	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
FARM WORKER	50	37	36	97.30	1	2.70	10	27.03	27	72.97	0	0.00
TOTAL GRADE	50	44	38	86.36	6	13.64	12	27.27	32	72.73	0	0.00
COMMERCIAL CASHIER I	49	2	0	0.00	2	100.00	2	100.00	0	0.00	0	0.00
CLERK I	49	7	2	28.57	5	71.43	4	57.14	3	42.86	0	0.00
HOUSEKEEPING ASSISTANT	49	219	126	57.53	93	42.47	3	1.37	216	98.63	0	0.00
LAB HELPER	49	3	0	0.00	3	100.00	0	0.00	3	100.00	0	0.00
MESSENGER	49	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
TOTAL GRADE	49	232	129	55.60	103	44.40	9	3.88	223	96.12	0	0.00
HOUSEKEEPING ASSISTANT LIGHT	48	2	0	0.00	2	100.00	0	0.00	2	100.00	0	0.00
FOOD SERVICE ASSISTANT I	48	13	3	23.08	10	76.92	5	38.46	8	61.54	0	0.00
LABORER	48	30	30	100.00	0	0.00	6	20.00	24	80.00	0	0.00
LAUNDRY WORKER	48	13	1	7.69	12	92.31	4	30.77	9	69.23	0	0.00
TOTAL GRADE	48	58	34	58.62	24	41.38	15	25.86	43	74.14	0	0.00
TOTAL UNIVERSITY		1,980	920	46.46	1,060	53.54	1,470	74.24	503	25.40	7	0.35
			922	46.57	1,058	53.43						



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NORTH CAROLINA STATE UNIVERSITY  
AT RALEIGH  
NONACADEMIC (SPA) PERSONNEL  
PART TIME

CLASSIFICATION TITLE	GRADE	TOTAL	MALES	PERCENT	FEMALES	PERCENT	WHITE	PERCENT	BLACK	PERCENT	OTHER	PERCENT
COMPUTER PROGRAMMER I	64	1	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00
RESEARCH TECHNICIAN III	64	3	1	33.33	2	66.67	3	100.00	0	0.00	0	0.00
TOTAL GRADE	64	4	1	25.00	3	75.00	3	75.00	0	0.00	1	25.00
RESEARCH TECHNICIAN II	62	3	0	0.00	3	100.00	3	100.00	0	0.00	0	0.00
TOTAL GRADE	62	3	0	0.00	3	100.00	3	100.00	0	0.00	0	0.00
LAB ANIMAL TECH II	57	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
PUBLIC INFORMATION ASSISTANT	57	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
STENO III	57	2	0	0.00	2	100.00	1	50.00	1	50.00	0	0.00
TOTAL GRADE	57	4	1	25.00	3	75.00	2	50.00	2	50.00	0	0.00
LIBRARY ASSISTANT II	56	5	0	0.00	5	100.00	5	100.00	0	0.00	0	0.00
ACCOUNTING CLERK II	56	2	0	0.00	2	100.00	2	100.00	0	0.00	0	0.00
CLERK III	56	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	56	8	0	0.00	8	100.00	8	100.00	0	0.00	0	0.00
LIBRARY ASSISTANT I	54	9	0	0.00	9	100.00	8	88.89	1	11.11	0	0.00
TYPIST II	54	12	0	0.00	12	100.00	12	100.00	0	0.00	0	0.00
STENO II	54	31	0	0.00	31	100.00	31	100.00	0	0.00	0	0.00
TOTAL GRADE	54	52	0	0.00	52	100.00	51	98.08	1	1.92	0	0.00
RESEARCH AIDE	53	2	0	0.00	2	100.00	2	100.00	0	0.00	0	0.00
TOTAL GRADE	53	2	0	0.00	2	100.00	2	100.00	0	0.00	0	0.00
INTERMEDIATE CLERK	51	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
TYPIST I	51	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
STENO I	51	2	0	0.00	2	100.00	1	50.00	1	50.00	0	0.00
TOTAL GRADE	51	5	2	40.00	3	60.00	4	80.00	1	20.00	0	0.00
CLERK I	49	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
TOTAL GRADE	49	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
TOTAL UNIVERSITY		79	4	5.06	75	94.94	74	93.67	4	5.06	1	1.27

NORTH CAROLINA STATE UNIVERSITY

Raleigh, N. C.

OFFICE OF PROVOST

HOLLADAY HALL

October 5, 1971 Date

TO: Cy King

ACTION REQUESTED ON ATTACHED:

Note and Return

For your information  
(need not return)

Please handle

Please answer; furnish me copy

Please draft reply for my signature  
(return attachments)

Please give me your comments  
(return attachments)

Requires your approval

Attached you will find the names of the new  
EPA black employees since our last meeting. I  
am sending these on to you since I may be a  
little late in getting to the Thursday meeting  
of the Good Neighbor Council.

FROM: W. H. Simpson

*file: Black  
Equal Office  
etc.*

October 5, 1971

NEW BLACK PEOPLE

Creed, George B., Extension Assistant Professor, Animal Science,  
7/1/'71

Cheek, William A., Instructor, Physical Education, 8/23/'71

Cameron, Spurgeon, Assistant Director, Urban Affairs, 9/1/'71  
(and Community Service Center)

Branch, Deloris S., Research Assistant, Urban Affairs, 9/1/'71

NEW Black people

CREED, George B.	Lt. Asst. Prof. Agr. Sci.	7/1/71
CHEEK, Wm. A.	Instructor Phy. Educ.	8/23/71
CAMERON, Spurgeon	Asst. Director Urban Affairs & CSE (Community Service Center)	9/1/71
BRANCH, DeLoris S.	RESEARCH ASST. - Urban Aff.	9/1/71

December 13, 1971

BLACK FACULTY AND PROFESSIONAL PERSONNEL (EPA)  
as of October 7, 1971

FULL-TIME (WITH PROFESSORIAL RANK)

- Uzzell, Odell, Associate Professor, Sociology & Anthropology  
Good Neighbor Council and Emergency Consultative Panel
- Creed, George B., Extension Assistant Professor, Animal Science
- Witherspoon, Augustus, Assistant Professor, Botany  
Admissions Committee
- Thompson, P. Paul, Extension Assistant Professor, Sociology & Anthropology  
Extension and Continuing Education Committee
- Cheek, William A., Instructor, Physical Education
- Wright, Hampton, Instructor, Mathematics  
Student Health Advisory Committee
- Barrax, Gerald W., Special Lecturer, English

PART-TIME (WITH PROFESSORIAL RANK)

- Roundtree, Thelma, Adjunct Professor, Education
- Eldridge, Henry M., Adjunct Professor, Mathematics (Fort Bragg)
- Blount, Morris, Instructor, Mathematics (Fort Bragg)
- Maaf, Eugene V., Instructor, Politics

OTHERS (WITHOUT PROFESSORIAL RANK)

- Cameron, Spurgeon, Assistant Director, Urban Affairs and Community Service  
Center, University Extension
- Branch, Deloris, Research Assistant, Urban Affairs and Community Service  
Center, University Extension
- Emory, Frank E., Housing Specialist, University Extension
- Shackleford, Richard, Special Projects Director, Erdahl-Cloyd Union
- Francis, Florence I., Counselor, Part-time, Student Affairs  
Good Neighbor Council

Estimated Ag. Ext. Spec. 14  
Estimated Ag. Ext. Prof. 110

Ricks, Sybil Ray, Instructor, English (to come 8/28/72)

CS copy

15 July 1971  
~~8 October 1970~~

MEMORANDUM

TO: Chancellor John T. Caldwell  
FROM: Harry C. Kelly

Our black faculty and professional personnel consists of the following:

FULL-TIME (WITH PROFESSORIAL RANK)

Creed, George B	Ext Asst. Prof.	ANS
Thompson, P. P.	Assistant Professor	Sociology and Anthropology
Uzzell, Odell	Associate Professor	Sociology and Anthropology
Barrax, Gerald W.	Special Lecturer	English
Witherspoon, Augustus	Instructor	Botany
Wright, Hampton	Instructor	Mathematics
<del>Blount, Morris</del>	<del>Instructor</del>	<del>Mathematics (Fort Bragg)</del>
Cheek, Wm A	Inst.	PE

PART-TIME (WITH PROFESSORIAL RANK)

Brinson, Leslie	Visit. Asst. Professor	Education
<del>Woods, Clifford</del>	<del>Instructor</del>	<del>Chemistry</del>
* Maafo, Eugene V.	Instructor	Politics
* Roundtree, Thelma	Adjunct Professor	Education
* Eldridge, Henry	<del>Instructor</del>	Mathematics (Fort Bragg)
* Johnson, Walter	Instructor	Mathematics (Fort Bragg)
Walker, M. S.	Instructor	Bus. Admin. (Fort Bragg)

\* From ~~Black~~ Black Institutions

OTHERS (WITHOUT PROFESSORIAL RANK)

Frazier, William	Assistant Reference Librarian, Library
Emory, Frank	University Extension Urban Affairs Specialist
Shackleford, Richard	Special Projects Director, College Union
<del>Robbins, Richard D.</del>	<del>Research Assistant, Economics</del>
Francis, Frances <i>PhD</i>	Counselor, Part-time, Student Affairs

*Resigned 1/5/71*

In addition, there are 126 Agricultural Extension ~~Specialists~~ (112 at the County Level.)

*(Ag Ext. Sp. - 114  
Ag Ext. Prof. - 112  
126)*

11/24/70

Dr. Jenkins  
keep handy

Some time  
wrote up  
for Dr Kelly

need  
new prog.  
25 hrs.

To N W

From CJ

When salary review time comes  
I'd like to know names of people  
substantially below average.

### Salary of Women Faculty NCSU

Total = 43 full time faculty with rank of Instructor  
or higher. All comparisons on 9 mos. basis.

Instructor = 22

Assistant = 15

Associate = 3

Professor = 4

+ number <sup>equal or over</sup> departmental 9 mos. average = 17

- number within \$500 of departmental average = 7

x number from \$500-\$1000 below dept. average = 8

o number from \$1000-\$2000 below dept. average = 7

z number over \$2000 below dept. average = 4

Cost of bringing all except 3 up to average = \$20,000

<del>RAY, KATHERINE Poe</del>	<del>Coordinator Education</del>	<del>\$400</del>
Williams, Mary C.	Asst. Prof. English ✓	\$500
Brasley, Audrey	Spec Lect. - English	500
Jusak, Elizabeth M.	Asst. Prof. Sociology ✓	\$500
Upchurch, Marilyn M.	Instructor English ✓	500
Rich, Nancy B.	Instructor - English ✓	500
Downs, Virginia C.	Instructor - English ✓	500
Sara Amore, Barbara M.	Asst Prof. Grad. ✓	\$1000
Bradbury, Phyllis C.	Asst Prof Zoology ✓	\$400
Theil, Elizabeth C.	Inst. Biochemistry ✓	\$300
Carraway, Thelma J.	Asst Prof - Math ✓	\$1000
Hoveycutt, Ruth B.	Asst Prof. - Math	\$1000



(SALARIES —  
NINE mos basis)

NOVEMBER 24, 1970

Department	Rank	Qmo Salary	Name
Modern Lang.	Assoc. Prof.	<sup>13,100</sup> 14000 +	*M. Paschal
	Assoc. Prof.	<sup>13,100</sup> 12350 x	*H.M. Fry
	Asst. Prof.	<sup>10,400</sup> 9000 °	V.M. Pritchard
	Instr.	<sup>2,750</sup> 9000 +	V.S. Smith
	Instr.	<sup>8,750</sup> 8000 x	<del>H. Hughes</del> H. Hughes
Physical Ed.	Asst. Prof.	<sup>10,000</sup> 8900 °	E.Q. Smaltz
Social Studies	Instr.	<sup>5,000</sup> 11500 +	E.D. Sylla
Sci. & Anthr.	Asst. Prof.	<sup>11,000</sup> 12500 +	Em. Suval
Chemistry	Instr.	<sup>10,900</sup> 10700 -	H.J. Shaw
	Instr.	<sup>10,000</sup> 9900 x	E.H. Mannings
Math	Asst. Prof.	<sup>12,200</sup> 10900 °	*J.J. Caraway
	Asst. Prof.	<sup>12,200</sup> 10800 °	R.B. Honeycutt
	Instr.	<sup>9,100</sup> 9100 +	C.P. Patton
	Instr.	<sup>9,100</sup> 8800 -	D.L. Brant
Physics	Instr.	<sup>9,800</sup> 8700 °	J.M. Bireline
Statistics	Asst. Prof.	<sup>13,200</sup> 13000 -	M.B. Williams
	Instr.	<sup>8,000</sup> 8000 +	J. Service
Textile Tech	Instr.	<sup>10,300</sup> 8600 °	J.W. Massey
Adult Ed.	Prof.	<sup>16,900</sup> 17083 +	*E.H. Quinn
Biochemistry	Instr.	<sup>8,700</sup> 8700 +	EC. Shell
St. Bragg (Engl)	Instr.	<sup>3,100</sup> 10550 °	EC. Bowshy
St. Bragg (Engl)	Instr.	<sup>2,300</sup> 8750 -	J.J. Caswell
St. Bragg (Politics)	Instr.	<sup>10,300</sup> 9750 x	J.M. Progan

1	2	3	4	5
Department	Rank	Ann Salary	Name	
1	Ag Economics	Asst Prof 12300 <sup>z</sup> 10000 <sup>z</sup>	* R.P. Uzzell	
2		8400		
3	Botany	Asst.	8600 <sup>+</sup>	J.M. Stroud
4		19,146		
5	Food Science	Prof.	19100 <sup>+</sup>	* E.S. Coffey
6		15500		
7	Plant Pathology	Prof.	13416 <sup>z</sup>	* H.H. Orientophyllo
8		11700		
9	Zoology	Asst Prof	11833 <sup>+</sup>	P.C. Broadbury
10		12000		
11	Architecture	Asst Prof	10500 <sup>o</sup>	S.M. Hay
12		11,700		
13	Psychology	Asst Prof	13038 <sup>+</sup>	M.D. Utley
14		19,700 <sup>z</sup>		
15	Engr. Research	Assoc. Prof	8083 <sup>z</sup>	* <u>J.M. Richardson</u>
16		11,100		
17	Economics	Asst.	12400 <sup>+</sup>	J.J. Smith
18		10,700		
19	English	Asst Prof	10750 <sup>+</sup>	C.E. Moore
20		8300		
21		Asst.	8500 <sup>+</sup>	D.M. Hunt
22		10,700		
23		Asst Prof	10000 <sup>x</sup>	M.C. Williams
24		8300		
25		Asst.	8000 <sup>-</sup>	V. Downs
26		8300		
27		Asst	8150 <sup>-</sup>	M.B. Rich
28		8300		
29		Asst	8000 <sup>-</sup>	M.M. Upchurch
30		8300		
31		Asst	7500 <sup>x</sup>	S. Maxwell
32		8,300		
33		Asst	7700 <sup>x</sup>	M.A. Jackson
34		17,300		
35	History	Prof	13250 <sup>z</sup>	* J.E. King
36		11,000		
37		Asst Prof	11300 <sup>+</sup>	J.R. Puller
38		13,000		
39		Asst. Prof	11500 <sup>+</sup>	M. Wheeler
40	EDUCATION	ASST PROF	11,500	B. PARRAMORE

Names of substantially low individuals:

\* R. P. Uzzle - \$2,300 Cg. Econ. asst. prof.

\* H. H. Triantaphyllos - \$2100 Plant Path. prof.

J. M. May - \$1500 Architecture asst. prof.

V. M. Fitchard - \$1400 Mod. Language asst. Prof.

A. W. Morsey - \$1700 Text Tech. Inst.

~~R. B. Honeycutt - \$1400 Math. Ass. Prof.~~

~~T. J. Caraway - \$1300 Math. Asst. Prof.~~

E. A. Smalts - \$1100 P.E. asst. Prof.

E. H. Manning - \$1000 Chemistry Inst.

~~W. H. ...~~  
~~...~~  
~~...~~

Cost of ~~bringing all women up to~~  
~~average, excluding certain~~  
~~individuals intentionally sterilized~~

54 women - \$1000	average	2.5
54 women - \$1100	5.9	1.5
<del>54 women - \$1200</del>	11.0	1.0
<del>54 women - \$1300</del>	11.0	1.0
54 women - \$1400	11.0	1.0
54 women - \$1500	11.0	1.0
54 women - \$1600	11.0	1.0
54 women - \$1700	11.0	1.0
54 women - \$1800	11.0	1.0
54 women - \$1900	11.0	1.0
54 women - \$2000	11.0	1.0

Individuals and 180,000 of women

# Activities to Improve the Status of Women <sup>Faculty</sup> at

NCSU.

## Status of Current Women Faculty

		<del>\$18,712</del> 23,000	\$21,240
Professor	1	20,500	4 out of 386 - 1%
	1	16,100	average annual salary this rank
	1	13,250	
Associate	1	<del>\$12,066</del> 12,500	3 out of 301
	1	14,000	average annual salary 19%
	1	9,700	this rank \$17,200
Assistant	1	<del>\$11,465</del> 14,200	17/16 out of 286
	1	10,900	6%
	1	10,500	
	1	10,800	average annual salary
	1	10,750	this rank 14,635
	1	9,000	
	1	11,300	
	1	8,900	
	1	9,000	
	1	12,150	
	1	11,500	
	1	14,445	
	1	12,000	
Paranor	1	11,500	
	1	10,000	→ 15,600

Instructor

† 8828

1	8,700	20 out of 145
1	7,500	14%
1	8800	
1	9000	\$11,208
1	2000	
1	8000	
1	8500	
1	7700	
1	9900	
1	8600	
1	7500	
1	9100	
1	8150	
1	9600	
1	10,700	
1	12,400	
1	8,600	
1	8,700	
1	8,000	
1	8,500	

Totals 44 out of 1118 or about 4%

8 October 1970

MEMORANDUM:

TO: Chancellor John T. Caldwell

FROM: Harry C. Kelly

Our black faculty and professional personnel consists of the following:

FULL-TIME (WITH PROFESSORIAL RANK)

Thompson, P. P.	Assistant Professor	Sociology and Anthropology
Uzzell, Odell	Associate Professor	Sociology and Anthropology
Barrax, Gerald W.	Special Lecturer	English
Witherspoon, Augustus	Instructor	Botany
Wright, Hampton	Instructor	Mathematics
Blount, Morris	Instructor	Mathematics (Fort Bragg)

PART-TIME (WITH PROFESSORIAL RANK)

Brinson, Leslie	Visit. Asst. Professor	Education
Woods, Clifford	Instructor	Chemistry
*Maafo, Eugene V.	Instructor	Politics
*Roundtree, Thelma	Adjunct Professor	Education
*Eldridge, Henry	Instructor	Mathematics (Fort Bragg)
*Johnson, Walter	Instructor	Mathematics (Fort Bragg)
Walker, M. S.	Instructor	Bus. Admin. (Fort Bragg)

\*From Black Institutions

OTHERS (WITHOUT PROFESSORIAL RANK)

Frazier, William	Assistant Reference Librarian, Library
Emory, Frank	University Extension Urban Affairs Specialist
Shackleford, Richard	Special Projects Director, College Union
Robbins, Richard D.	Research Assistant, Economics
Francis, Florence	Part-time Counselor, Student Affairs

In addition, there are 126 Agricultural Extension Specialists (112 at the County Level.)

Dr. Jenkins perhaps  
you or Mary should  
retain as file  
material —

me



To ~~N.W.~~ ~~Dr. Jenkins~~  
~~By mail~~

Attached are some thoughts on  
wage distribution. All EPA females are listed.  
Those on 104 recommended for increase are  
underlined in red. Those not on 104 are  
marked with an "X" beside salary. I looked  
at HEW printout and considered years of service  
as well as relation to average salary for males.  
For some of the categories it is difficult to determine  
the proper basis for comparison.

C.J.

av - Salary - 18954 - 22,745

~~J. Jenkins~~ 2/77

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NAME	RANK	DEPT.	Salary 7/1/71	Increase 7/1/71	Male Average RANK	Needed to Reach average	OT Rec.	NW Rec.
<u>Engineering</u>								
Richardson, Frances	Res. Assoc.	Eng. Res.	X 10,200 (12)	500	12,500	2,300	—	?
Yeh, Fujiko K.	Res. Assoc.	Eng. Res.	temp. 8,400 (12)	—	12,500	4,100	—	—
Felder, Maria L.	Res. Assoc.	Eng. Res.	X 7,000 (12)	300	12,500	5,500	500	—
Total Rec. Engr.							—	—
<u>Ag. &amp; Life Sci. &amp; Phys. &amp; Math. Sci.</u>								
Kepler, Carol Rae	Vis. Asst. Prof.	Biochem.	X 11,500 (12) temp.	—	15,500	4,000	—	—
Theil, Elizabeth C.	Asst. Prof.	Biochem.	10,200 (9)	1,200	12,350	2,150	1,000	1,000
Chang, Irene C.	Res. Assoc.	Biochem.	X (9,000 (12)	—	10,500	1,500	—	—
Sun, Stella S.	Res. Asst.	Biochem.	X (8,300 (12) temp.	—	9,000	700	—	—
Total - add to ACS							3,000	—
<u>Liberal Arts</u>								
Smith, Leah J.	Instructor	Economics	13,000 (9)	600	10,591	—	—	—
Witte, Ann D.	Instructor	Economics	10,600 (9)	600	10,591	—	—	—
Moore, Catherine E.	Asst. Prof.	English	11,250 (9)	500	11,415	165	<del>           250            300            500         </del>	<del>           250            300            500         </del>
Smoot, Amelia J.J.	asst. Prof.	English	11,400 (9)	750	11,415	15		
Williams, Mary C.	Asst. Prof.	English	10,800 (9)	300	11,415	615		
Baines, Barbara J.	Instructor	English (new)	9,000 (9)	—	9,450	450		
Bolch, Dorothy J.	Instructor	English	8,150 (9)	650	9,450	1,300		
Downs, Virginia	Instructor	English	9,000 (9)	500	9,450	450		
Holley, Linda T.	Instructor	English (new)	9,000 (9)	—	9,450	450	—	—

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NAME	RANK	DEPT.	Salary 7/1/71	Increase 7/1/71	male Average Rank	Needed to Reach Average	CS REC.	NW REC.
MacKethan, L.	Instructor	English	9,000 (9)	—	9,450	450	X	X
Rich, Nancy B.	Instructor	English	9,000 (9)	—	9,450	450	X	X
Upchurch, Marilyn	Instructor	English	9,000 (9)	500	9,450	450	X	X
Bradley, Audrey H.	Spec. Lecturer	English	8,800 (9)	500	9,000	200		
King, Doris E.	Professor	History	13,750 (9)	500	19,910	6,160	new new	?
Pulley, Judith P.	Asst. Prof.	History	12,000 (9)	700	11,417	—	—	
Sylla, Edith D.	Asst. Prof.	History	12,100 (9)	600	11,417	—	—	
Wheeler, Mary E.	Asst. Prof.	History	12,250 (9)	750	11,417	—	—	
Paschal, Mary	Assoc. Prof.	Mod. Lang.	14,700 (9)	700	14,025	—		
Prichard, Virginia	Asst. Prof.	mod. Lang.	9,700 (9)	700	11,950	2,250	500*	500
Smith, Virginia S.	Asst. Prof.	Mod. Lang.	9,700 (9)	700	11,950	2,250	500*	
Hinkley, Nancy E.	Instructor	Mod. Lang.	9,000 (9)	1,000	7,440	—	post	
* = if they are planning to retain them								
Grandstrand, Karen	Instructor	Phil. + Rel.	11,000 (9)	—	11,000	—	—	
		P.E.	9,900 (9)	1,000	10,900	700		
Straltz, Elizabeth	Asst. Prof.	P.E.	9,900 (9)	1,000	10,886	986	600	600
Berke, Andrea	Instructor	P.E.	(new) 7,500 (9)	—	8,593	1,093	—	
Leath, Virginia M.	Instructor	P.E.	(new) 7,500 (9)	—	8,593	1,093	—	
Palmateer, Bertha E.	Instructor	P.E.	8,300 (9)	700	8,593	293	300	

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Name	Rank	Dept.	Salary 7/1/71	Increase 7/1/71	Male Average Rank	Needed to Reach average	CJ REC.	NW REC.
Breytspraak, Linda	Instruct.	Soc.+Anth.	new 11,000 (9)	—	11,357	357	400	#?
Russell, Idonna E.	Vis. Res. Asst. Prof.	Soc.+Anth.	X16,800 (12)	800	no males	—	—	—
Suval, Elizabeth M.	Asst. Prof.	Soc.+Anth.	13,700 (9)	1,050	13,010	—	—	—
Tobin, Patricia L.	Asst. Prof.	Soc.+Anth.	11,600 (9)	300	13,010	1,410	800	800
Wiser, Betty H.	Res. Instruct.	Soc.+Anth.	X12,000 (12) (temp)	—	no males	—	—	—
Total Rec. Lib Arts							3100	
<u>Phy. &amp; Math. Sci.</u>								
Manning, Elizabeth H.	Instruct.	Chem.	10,500 (9)	600	11,900	1,400	700	700
Show, Graye J.	Instruct.	Chem.	11,500 (9)	800	11,900	400	400	400
Bundy, Margaret C.	Teach. + Res. Tech.	Chem.	7,900 (12)	400	no males	—	300	300
Caraway, Thelma J.	Asst. Prof.	Math.	12,800 (9)	900	13,306	506	1000	<del>4000</del> 500
Honeycutt, Ruth B.	Asst. Prof.	math.	12,600 (9)	800	13,306	306	500	<del>1000</del> 500
Brant, Dorothy L.	Instruct.	math.	9,100 (9)	300	9,580	480	500	500
Patton, Carlotta P.	Instruct.	math.	9,400 (9)	300	9,580	180	200	200
Williams, Mary B.	Asst. Prof.	Stat.	(3900) 16,300 (12)	400	14,567	267	100	—?

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NAME	RANK	Dept.	Salary 7/1/71	Increase 7/1/71	Male average Rank	Needed to Reach average	Coj Rec.	NW Rec.	
Service, Jolayne W.	Instruct.	Stat. & FS	(8,200) 10,000 (12)	400	12,800	2,800	100	200	
REC FOR PAMJ							400	3800	
<u>Textiles</u>									
Massey, Frances W.	Instruct.	Tx. Tech.	9,650 (9)	1,050	10000 500	350	350	850 350	
REC TX								350	
King, Sue J.	Res. Asst.	Center for Occup. Ed.	X 8,400 (12)	—					
Shook, Mollie W.	Res. Asst.	Center for Occup. Ed.	X 12,400 (12)	—					
<u>UNIVERSITY Extension</u>									
Branch, Deloris S.	Res. Asst.	Urban Aff.	X 8,568 (12)	—					
Crouse, Josephine	Regional Plan. Specialist	Continuing Ed.	X 9,900 (12)	—					
Turner, Ann W.	Soe. Sec. Specialist	Continuing Ed.	X 8,200 (12)	400					

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NAME	RANK	Dept.	Salary 7/1/71	Increase 7/1/71	male average rank	Needed to reach average	CJ REC	NW REC
Ag + Life Sci. Coker, Eloise S.	asst. Director	Ag. Ext.	X 24,500 (12)	1,500	26,000?	1,500	—	
Mahon, Barbara J.	Librarian		X 9,500 (12)	600	13,500		500	
Sherman, M. G.	Librarian		8,500 (12)	— (new)	13,500		—	
Luzzle, Rube P.	Ext. Asst. Prof.	Economics	X 13,200 (12)	400	16,478	3,278	—	
Christenson, J. R.	Asst. Editor	Ag. Infor.	X 11,900 (12)	400	12,000	100	—	
Sheehan, Ruth G.	Asst. Radio- TV Editor	Ag. Infor.	X 12,000 (12)	400	13,500	1,500	400	
Stroud, Linda M.	Instructor	Botany	9,200 (9)	600	8,500	—	—	? 400
Head, Mary K.	Ext. Asst. Prof.	Food Sci.	X 15,000 (12)	1,275	15,270	270	—	
Saad, Samia G.	Res. Asst.	Food Sci.	X 7,300 (12)	— (new)	7,900	600	—	
Gregory, Margaret	Assoc. Genetics	Genetics	X 10,600 (12)	—		—	—	
Triantaphyllou, H.	Prof.	Plant Path.	(2,200) 17,000 (12)	900	20,871	3,871	1,500	done 1000.
Bradbury, P. C.	Asst. Prof.	Zoology	(11,100) 15,400 (12)	800	14,300	—	—	
Total Recommended ALS							1,500 + 1,000 <sup>Per</sup> <u>2,500</u>	

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<u>Design</u>									
Gay, Lynn M.	Instructor	Architect.	10,500 (9)	—	no males	—	—	—	
			Total DSN				— 0 —		
<u>Education</u>									
Parramore, Barbara M.	Asst. Prof.	Div. of Ed.	12,000 (9)	600	12,744	744	600	1800	
McCutchen, Kathleen	Instructor	Dean's Office	10,500 (9)	500	10,000	—	—	200	
Reichelderfer, E.A.	Instructor	Dean's Office	11,000 (12)	temp.	12,800	1,800	—	—	
Ray, Katherine J.	Coordinator	Dean's Office	9,200 (12)	100	13,500	4,200	700	700	
		Curriculum Mat.							
Vannorsdall, E.K.	Coordinator Adult Lab	Adult Learning center	X 9,000 (12)	new	12,000	3,000	—	—	
Joesting, Jean	Vis. Asst. Prof.	Psychology	10,500 (9)	—	13,000	2,500	—	—	
Bawls, Rachel F.	Vis. Asst. Prof.	Psychology	X 13,750 (12)	750	14,200	450	—	—	
Utley, Margaret	Clinical Asst.	Psychology	X 15,384 (12)	939	15,400	16	—	—	
Satfield, Lily W.	Res. Asst.	Psychology	X 10,202 (12)	577	9,000	—	—	—	
Total EDN								1300	

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# Totals Recommended For Females (104)

CS

NW

ALS

\$1500 ✓

including BCH

DSN

none

EDN

\$1300 ✓

32843

✓ staff. 2350

ENGR

none

30493

✓ TX

850

FR

none

29,643

LA

\$3100

excluding English

PAMS ✓

\$3800

TX ✓

\$350 ✓

FT. BRAGE

\$2000 \* may not work

LIB

\$3900

Examine these positions

ST. AFF. ✓

\$2350 ✓

Total

\$18,000

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<u>Student Affairs</u>								
Drabick, Susan M.	Asst. Dir.	Study Housing	8,000 (12)	None	13,623	5,623	400	
<del>Stone, Sarah E.</del>	Asst. Dir.	Hous. for Women	9,600 (12)	600	13,623	4,023	<del>400</del>	
Lammi, Eleanor H.	Counselor	Counseling	10,500 (12)	1,000	13,623	3,123	500	
Usry, Mary F.	Counselor	Counseling	7,000 (12)	500	13,623	6,623	350	
Jessup, Carolyn S.	Dean of Women		12,000 (12)	750	13,623	1,623	<del>500</del>	
<del>Fate, Brita M.</del>	Asst. Social Director		8,000 (9)	500	9,250	1,250	—	
Keller, Anna P.	Asst. Direct.	Admissions	10,500 (12)	1,500	14,500	1,000	500	
Klekas, Margaret W.	Theater Asst. Adm.		7,500 (12)	500	13,623	6,123	—	
McGregor, Lucinda J.	Costume Designer		7,000 (9)	—	9,250	2,250	—	
Total Rec. SA							2750	
Hoff - D.I.K.							500	

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Women EPA

<u>Name</u>	<u>1967</u>	<u>1968</u>	<u>1969</u>	<u>1970</u>	<u>1971</u>
Frances, F. J. EOD 9/68		\$8000	(600) 8600	\$9,000 1/2 time 4/70 4,500	\$10,600 (800) \$5300
Hoff, N. L. EOD 6/70				\$8122 (SPA)	EPA 11/71 9000
Jessup, C. S.	(900) \$9000	(400) 9400	(1000) 10400	(850) 11250	(750) 12,000
Keller, A. P.	(300) 6708	(336) 7044	EPA 11/69 8100	(900) 9000	(1500) 10,500
Kleban, M. W. Theater	5200	(300) 5500	(1000) 6500	(500) 7000	(500) 7500
Lammi, E. H.	(500) 6500	(700) 7200	(1000) 8200	(1300) 9500	(1000) 10,500
McGregor, R. J. EOD 9/71 Theater					7000
Stone, S. E. Receipt	6600	(400) 7000	(1400) 8400	(600) 9000	(600) 9600
<sup>9 mos</sup> Tate, B. M. Receipt	(300) 5400	(400) 5800	(700) 6500	(1000) 7500	(500) 8000
Ustoy, M. F.	(300) 5500	(300) 5800	(200) 6000	(500) 6500	(500) 7000

NAME	Rank	Dept.	Salary 7/1/71	Increase 7/1/71	male average Rank	Needed to reach average	CS Rec.	NEW Rec.	
<u>Fort Bragg Branch</u>									
Boushy, Edith C.	Asst. Prof.	Eng.	11,100(9)	550	12,100	1,000	500	-	
Brogden, Hope M.	Instruct.	Politics	10,300(9)	550	11,400	1,100	500	-	
Cavano, Janet J.	Instruct.	English	9,250(9)	500	10,029	779	500	-	
Show, Sharon G.	Instruct.	English	9,250(9)	500	10,029	779	500	-	
REC FT. BRAGG							2000		
<u>Library</u>									
Bucky, Loretta G.	Asst. Catalog		10,000(12)	600	13,567	3,567	400	-	
Housey, Gloria	Head, Serials Lib.		12,050(12)	700	13,567	1,517	450	450	
Lineberry, Martha	Cat. Lib. Head		11,050(12)	600	13,567	2,517	450	450	
Marin, Carmen M.	Head, Tob Lib Serv		13,300(12)	800	13,567	267	-	-	
McGalliard, A.R.	Asst. Ref. Lib.		9,700(12)	500	13,567	3,867	300	500	
Nicholas, Inna G.	Asst. Cat. Lib.		8,000(12)	500	13,567	5,567	-	-	
Nobling, Evelyn B.	Asst. Cat. Lib.		9,700(12)	500	13,567	3,867	300	300	
Ostermann, Linda P.	Gen. Serv. Lib.		11,400(12)	new	13,567	2,167	-	-	
Paule, Mary E.	Head, Documents Lib		12,050(12)	700	13,567	1,517	450	450	
Smith, Ann S.	Asst. Cat. Lib		8,700(12)	500	13,567	4,867	-	300	
Turner, Anne L.	Chief Bibliographer		10,750(12)	600	13,567	2,817	450	450	
Waltner, Nellie L.	<del>Asst. Catalog Dept</del>		10,000(12)	1,000	13,567	3,567	500	500	
Ward, Ann Baker	Inter Lib. Center Lib		8,500(12)	500	13,567	5,067	-	500	
Zschang, Helen K.	Design Lib.		9,500(12)	500	13,567	4,067	600	500	
Total Rec. Lib.							3400	3900	

N.C.S.U. STUDY COMMISSION ON UNIVERSITY GOVERNMENT

Report of Subcommittee on Present Structure

Preliminary Working Draft

Identification of Problem Areas in NCSU Government Structure

PROPOSITION 1

The University lacks the mechanisms needed to adapt to future changes such as the following:

- 1) to adapt to internal demands for change
- 2) to adapt to external demands for change
- 3) to initiate and innovate without pressure

PROPOSITION 2

The University lacks a permanent representative forum where views of faculty, students, staff, and other constituencies may be brought to bear on University problems.

PROPOSITION 3

The University lacks adequate means of communication through which information on business of the University may be transmitted.

- i.e.,
- 1) Findings and recommendations of committees
  - 2) Issues upon which the Administration is seeking advice prior to arriving at decisions.
  - 3) Announcement of decisions

PROPOSITION 4

The University lacks adequate means of reviewing performance of members of the University community, i.e., faculty and administration.

PROPOSITION 5

The University lacks authority in the areas of:

- 1) Purchase and contract
- 2) Personnel classification

PROPOSITION 6

The University lacks an effective mechanism for coordinating and assessing its impact on and relationship with the larger community.

Evidence supporting North Carolina State's fairness  
with respect to women's salaries.

A) Examples showing women being given equal or better treatment than men:

(1) Food Science

Cofer	F	Professor	8 yrs.	23,000	PHD	1955
Gregory	M	Professor	9 yrs.	17,900	PHD	1959

(2) Zoology

Brodbery	F	Assistant Prof.	3 yrs.	14,200	PHD	1965
Standaert	M	Assistant Prof.	5 yrs.	13,500	PHD	1968

(3) Psychology

Levere	M	Assistant Prof.	3 yrs.	12,000	PHD	1965
Luginbuhl	M	Assistant Prof.	0 yrs.	11,000	PHD	1970
Utley	F	Assistant Prof.	2 yrs.	14,445	PHD	1968

(4) Botany

Braddy	M	Instructor	0 yrs.	8,000	MS	1970
Stroud	F	Instructor	1 yr.	8,600	MS	1969
Witherspoon	M	Instructor	0 yrs.	8,500	MS	1968

(5) Adult Education

Dolan	M	Professor	6 yrs.	20,000	PHD	1963
Quinn	F	Professor	7 yrs.	20,500	PHD	1964
Sloan	M	Professor	25 yrs.	7,500	BS	1928

(6) Continuing Education

Sari	F		1 yr.	8,500	BS	
Pippin	M		5 yrs.	8,250	BS	
Turner	M		0 yrs.	6,900	BS	

(7) Mathematics

Brandt	F	Instructor	7 yrs.	8,800	MS	1932
Knight	M	Instructor	7 yrs.	8,700	MS	1960

(8) Economics

Smith	F	Instructor	1 yr.	12,400	MS	1964
Williamson	M	Instructor	2 yrs.	9,500	BS	1962

(9) Modern Languages

Simonsen	M	Assistant Prof.	10 yrs.	9,000	MS	1967
Smith	F	Assistant Prof.	3 yrs.	9,000	MS	1957

## (10) Statistics

<u>Name</u>	<u>Sex</u>	<u>Rank</u>	<u>Experience</u>	<u>Salary</u>	<u>Degree</u>	<u>Date</u>
Linnerud	M	Assistant Prof.	3 yrs.	14,500	PHD	1964
Wasik	M	Assistant Prof.	3 yrs.	16,400	PHD	1967
Williams	F	Assistant Prof.	3 yrs.	15,600	PHD	1967

## (11) Architecture

Gay	F	Assistant Prof.	1 yr.	10,500	MS	1961
Hancock	M	Assistant Prof.	3 yrs.	10,200	BS	1962
Kayari	M	Assistant Prof.	5 yrs.	10,800	MS	1965

## (12) Guidance and Personnel Services

Anderson	M	Professor	25 yrs.	12,000	PHD	1932
Parramore	F	Assistant Prof.	2 yrs.	10,400	PHD	1968

These examples illustrate that when competence, performance, and experience are equal, these women are treated equal or even better than men at North Carolina State.

- B) Examples showing that women are judged on the basis of their competence even when compared to other women

## (1) English

<u>Name</u>	<u>Sex</u>	<u>Rank</u>	<u>Experience</u>	<u>Salary</u>	<u>Degree</u>	<u>Date</u>
Bloch	F	Instructor	0 yrs.	7,500	MA	1970
Coughlin	F	Instructor	0 yrs.	9,000	MA	1962
Hunt	F	Instructor	0 yrs.	8,500	MA	1970
Jackson	F	Instructor	1 yrs.	7,700	MA	1967
Downs	F	Instructor	5 yrs.	8,000	MA	1955
Maxwell	F	Instructor	0 yrs.	7,500	MA	1965
Rich	F	Instructor	7 yrs.	8,150	MA	1963
Upchurch	F	Instructor	7 Yrs.	8,000	MA	1952

## (2) History

Pulley	F	Assistant Prof.	4 yrs.	11,300	PHD	1966
Sylla	F	Assistant Prof.	2 yrs.	11,500	PHD	1970
Wheeler	F	Assistant Prof.	4 yrs.	11,500	PHD	1965

## (3) Modern Languages

	<u>Sex</u>					
Fry	F	Associate Prof.	5 yrs.	12,250	PHD	1965
Paschal	F	Associate Prof.	4 yrs.	14,000	PHD	1958

These examples should help establish that our salary policy is based upon competency and not upon sex. In fact women are no more treated alike than are men. All are treated as individuals.

DIVISION OF PERSONNEL SERVICES  
 NORTH CAROLINA STATE UNIVERSITY

ROUTE SLIP

Date: 4-25-72

From	To	From	To
	Brooks, John		Riddick, Delores
✓	Calloway, Bill		Swiger, Jim
	Freeman, Virginia		Von Werne, Beth
	Haddock, Shelba		Warrick, Ann
	Lynam, Bud		Woodrum, Jane
		✓	DR. CLAUSTON JENKINS HOLLADAY HALL
	Approval		Necessary Action
	Comment		Investigate & Advise
	Let's Discuss	✓	For Your Information
	As Requested		Prepare Reply
	See Me		File: Index, Corres.
	Return to		Employee, Position
	For Your Signature		Appl., Spec., Pers.
	For the Signature of		To be typed, Carbons
	Log & Give to		Make Photocopies

Thought you might be interested in  
 noting our Recruiting and Placement  
 Quarterly Report which reveals some  
 interesting figures. You need not return.



Quarterly Report

January 1972 - March 1972

SUMMARY OF ACTIVITIES

<u>Month</u>	<u># New Applications Received</u>	<u># Job Orders Received</u>	<u>Number Inter-Viewed</u>	<u>Number Classified</u>	<u>Number of Applicants Referred</u>	<u>Total # of Referrals</u>	<u>Responses to Applicant Inquiries</u>	<u>Number Placed</u>
January	241	42	180	291	69	109	5	20
February	188	18	91	169	50	96	11	19
March	198	21	125	221	80	146	3	22
Quarterly Totals	627	81	396	681	199	351	19	61
(Previous Quarter)	(490)	(54)	(192)		(234)	(348)	(68)	(43)

SOURCE OF APPLICANTS

	<u>January</u>		<u>February</u>		<u>March</u>	
	<u>Number</u>	<u>Percentage</u>	<u>Number</u>	<u>Percentage</u>	<u>Number</u>	<u>Percentage</u>
Employment Security Commission	28	12.0%	33	17.6%	23	11.6%
State Personnel Department	8	3.0%	17	9.0%	25	12.6%
Other	205	<u>85.0%</u> 100.0%	138	<u>73.4%</u> 100.0%	150	<u>75.8%</u> 100.0%
Walk-ins	216	89.6%	137	73.0%	154	77.8%
Mail-ins	25	<u>10.4%</u> 100.0%	51	<u>27.0%</u> 100.0%	44	<u>22.2%</u> 100.0%
TOTAL # APPLICATIONS	<u>241</u>		<u>188</u>		<u>198</u>	

1st Quarter  
TURNOVER ANALYSIS

(1)

<u>Month</u>	<u>Turnover of SPA Employees</u>	<u>Comments</u>
January	32	
February	37	
March	29	
<u>Total</u>	98	4.77% turnover

(2)

<u>Area</u>	<u>Turnover of SPA Employees</u>	<u>Comments</u>
Research	10	
Administrative	4	(3 were Security Guards)
Clerical	42	
Maintenance and Operations	30	
Educational and Informational	6	(5 were Library Assistants)
Data Processing	6	(5 were NRRC employees)
<u>Total</u>	98	

(3)

<u>Classification</u>	<u>Turnover of SPA Employees</u>	<u>Comments</u>
Steno II	17	6.23% turnover in Steno II classification
Housekeeping Assistant	15	6.94% turnover in Housekeeping Assistant classification

Turnover Analysis  
Page 2

<u>Reasons</u>	<u>Turnover of SPA Employees</u>	<u>Comments</u>
(1) Another position Better job More money	25	7 specifically mention money
(2) Moving	9	
(3) Maternity	9	
(4) Reduction in force; grant terminated	9	
(5) No reason given	9	
(6) Health and retirement	6 4	Disability retirement-2 Retirement-1 Early retirement-1
(7) Dismissed	6	
(8) Spend more time with family	4	All female clerical employees
(9) Transfer	4	
(10) Personal	4	
(11) Death	3	
(12) Working conditions	3	
(13) Military induction	1	
(14) No longer interested in full- time work	1	
(15) Closer to home	1	
<u>Total</u>	98	

JOB ORDER CONTROL

Summary

January

38 orders closed out  
19 orders filled by Division of Personnel Services  
4 orders filled from within  
15 orders filled from outside

---

50% by Division of Personnel Services

February

25 orders closed out  
19 orders filled by Division of Personnel Services  
2 orders filled from within  
4 orders filled from outside

---

76% by Division of Personnel Services

March

33 orders closed out  
20 orders filled by Division of Personnel Services  
10 orders filled from outside  
3 orders filled from within

---

60.6% by Division of Personnel Services

Racial Breakdown of Active File

<u>Race</u>	<u>April 7, 1972</u>		<u>January 28, 1972</u>	
	<u>Percentage</u>	<u>Number</u>	<u>Percentage</u>	<u>Number</u>
Black	15.71%	115	15.66%	78
White	81.14%	594	81.12%	404
Other	<u>3.14%</u>	<u>23</u>	<u>3.22%</u>	<u>16</u>
Total	99.99%	732	100.00%	498

Placement Percentages

<u>Month</u>	<u>Total Placements</u>	<u>Black</u>		<u>Other</u>	
		<u>Number</u>	<u>Percentage</u>	<u>Number</u>	<u>Percentage</u>
January	20	3	15.00%	0	0
February	19	0	0	1	5.26%
March	22	5	22.72%	1	4.54%

Recruitment

(1) Hardbarger Business College - March 7, 1972

Bud Lynam and John Brooks met with Susan Plowman, Placement Officer, to re-establish effective working relations. Ms. Plowman referred 3 recent graduates and 1 former graduate to this office during March. As of April 5, 1972, all have been placed on campus.

Deborah Jones	Steno II	Student Housing
Linda Gaebe	Steno II	Information Services
Frances Davis	Steno II	Mathematics
Avis Tart	Steno II	Registration & Records

(2) W. W. Holding Technical Institute - March 13, 1972

Representatives met with Robert Brown, Dean of Students. A Recruitment and Information-Giving date was set up for May 10, 1972. During March, Mr. Brown referred 1 former graduate and a recent drop-out to this office. As of April 5, one individual has been placed.

Phillip Harris      Electronic Technician I      Bio & Ag Engrg

(3) Shaw University - January, 1972

Upon the announced cut-back in staff at Shaw University, this office contacted Mrs. Doris Anderson, Placement Officer, offering to attempt to place any affected employees. Mrs. Anderson consequently referred 2 employees, a library assistant and a stenographer, to us. The former had previously contacted D. H. Hill Library and was subsequently hired there. The latter was referred to and hired by the Provost's Office.

LaVerne Clemmons      Steno II      Provost's Office

Recruitment

Page 2

(4) Advertising

Newspaper advertising has elicited considerable response for 3 openings. Applicants have generally been better than unsolicited walk-in traffic has produced.

(5) Affirmative Action Recruitment

Increased activity with local Employment Security Commission offices in Raleigh, Durham and Smithfield has constituted the initial efforts toward improving minority recruitment and placement. ESC has proven effective in minority selection and referral and is committed to non-discriminatory behavior.

The mailing list for Personnel Notes has been revised to include officials of New Careers and Wake Opportunities, + WIN, in hopes of utilizing these minority-oriented manpower agencies' contacts within the black community.

### Source of Applicants

Referrals from SPD and ESC in January started off slowly due to the lack of activity in December (only 13 new openings). However, by the end of January listed vacancies (42) exceeded the combined total for October and November of 1971. Referrals from ESC as a result increased numerically more than doubling that of December and exceeding the average for the last quarter of 1971. The percentage of referrals from ESC, however, showed only a slight increase as traffic almost doubled over December due to the beginning of a new semester.

February began with many vacancies yet unfilled from January activity (42 vacancies--20 placements). Referrals from ESC increased numerically and percentage wise. The percentage increase was significantly high as traffic from the other sources dropped by one-third.

Placements in February and March exceeded the number of vacancies listed in those months thus eating into the deficit from January. Referral activity from ESC and SPD late in February and through March decreased slightly as vacancies listed in each month were less than one-half the number listed in January.

Mail-ins were increasing over the previous quarter as SPD has gradually increased its referral activity.



National Register Records Center

<u>Name</u>	<u>Classification</u>	<u>Disposition</u>
1. Barbara Byrd	Computing Center Director I	Administrative Computing Services on NCSU campus (lateral)
2. Linda Sue Hill	Keypunch Operator II	Vocational Rehabilitation-Keypunch Operator II (lateral)
3. Betty Strickland	Clerk III	Computing Center (lateral)
4. Linda Carter	Keypunch Operator II	Vocational Rehabilitation-Keypunch Operator II (lateral)
5. Vada Moon	Clerk II	State Highway Commission-Typist II (promotion)
6. Anne Hopkins	Keypunch Supervisor II	Department of Administration-Keypunch Operator II--6th step (demotion)
7. Mary L. Tyndall	Programmer III	Department of Administration-Programmer II (demotion)
8. Doris Bellamy	Programmer II	Department of Administration (lateral)
9. James Enzor	Computer Operator II	
10. Daniel F. Lane	Programmer II	Employment Security Commission (lateral)
11. Anthony Little	Part-time Clerk I	Mechanical Engineering at NCSU-Part-time
12. Bobbie Barham	Keypunch Operator II	Dairy Records at NCSU-Keypunch Operator II (lateral)
13. Ellen Hall	Keypunch Operator II	Department of Administration-Keypunch Operator II (lateral)

National Register Records Center  
Page 2

<u>Name</u>	<u>Classification</u>	<u>Disposition</u>
14. Sue Gardner	Data Processing Manager II	
15. Jerry N. Hight	Computer Operator III	Norfolk Southern Railroad
16. Judy Cook	Programming Manager I	C P & L Computer Analyst
17. Mary E. Kyle	Programmer II	Department of Social Services (lateral)

JANUARY, 1972

SUMMARY OF ACTIVITIES

<u>Name</u>	<u># New Applications Received</u>	<u># Job Orders Received</u>	<u>Number Inter-Viewed</u>	<u>Number Classified</u>	<u>Number of Applicants Referred</u>	<u>Total # of Referrals</u>	<u>Responses to Applicant Inquiries</u>	<u>Number Placed</u>
JCB		18	81	91	38	61		15
BT		24	99	200	31	48		5
VH	241						5	
<b>Total</b>	<b>241</b>	<b>42</b>	<b>180</b>	<b>291</b>	<b>69</b>	<b>109</b>	<b>5</b>	<b>20</b>

SOURCE OF APPLICANTS

TOTAL # APPLICATIONS 241

	<u>Number</u>	<u>Percentage</u>
Employment Security Commission	28	12%
State Personnel Department	8	3%
Other Sources	205	<u>85%</u>
		100%
Walk-ins	216	89.6%
Mail-ins	25	<u>10.4%</u>
		100.0%

FEBRUARY, 1972

SUMMARY OF ACTIVITIES

<u>Name</u>	<u># New Applications Received</u>	<u># Job Orders Received</u>	<u>Number Inter-Viewed</u>	<u>Number Classified</u>	<u>Number of Applicants Referred</u>	<u>Total # of Referrals</u>	<u>Responses to Applicant Inquiries</u>	<u>Number Placed</u>
JCB		5	37	30	21	30		9
BT		13	54	139	29	66		7
Veleta	188						11	3
Total	188	18	91	169	50	96	11	19

SOURCE OF APPLICANTS

TOTAL # APPLICATIONS 188

	<u>Number</u>	<u>Percentage</u>
Employment Security Commission	33	17.6%
State Personnel Department	17	9.0%
Other Sources	138	73.4%
Walk-ins	137	73.0%
Mail-ins	51	27.0%

MARCH, 1972

SUMMARY OF ACTIVITIES

<u>Name</u>	<u># New Applications Received</u>	<u># Job Orders Received</u>	<u>Number Inter-Viewed</u>	<u>Number Classified</u>	<u>Number of Applicants Referred</u>	<u>Total # of Referrals</u>	<u>Responses to Applicant Inquiries</u>	<u>Number Placed</u>
JCB		9	54	56	28	42		9
BT		12	71	165	29	77		8
Veleta	198				23	27	3	5
<b>Total</b>	<b>198</b>	<b>21</b>	<b>125</b>	<b>221</b>	<b>80</b>	<b>146</b>	<b>3</b>	<b>22</b>

SOURCE OF APPLICANTS

TOTAL # APPLICATIONS 198

	<u>Number</u>	<u>Percentage</u>
Employment Security Commission	23	11.6%
State Personnel Department	25	12.6%
Other Sources	150	<u>75.8%</u>
		100.0%
Walk-ins	154	77.8%
Mail-ins	44	<u>22.2%</u>
		100.0%

Quarterly Report

October 1971 - December 1971

SUMMARY OF ACTIVITIES

<u>Month</u>	<u># New Applications Received</u>	<u># Job Orders Received</u>	<u>Number Inter-Viewed</u>	<u>Number of Applicants Referred</u>	<u>Total # of Referrals</u>	<u>Responses to Applicant Inquiries</u>	<u>Number Placed</u>
October	145	23	68	86	123	15	15
November	205	18	73	82	133	29	16
December	140	13	51	66	92	24	12
Quarterly Totals	490	54	192	234	348	68	43

SOURCE OF APPLICANTS

	<u>October</u>		<u>November</u>		<u>December</u>	
	<u>Number</u>	<u>Percentage</u>	<u>Number</u>	<u>Percentage</u>	<u>Number</u>	<u>Percentage</u>
Employment Security Commission	18	12.4	32	15.2	12	8.57
State Personnel Department	11	7.6	28	13.7	18	13.66
Other Sources	116	<u>80.0</u> 100.0	145	<u>81.1</u> 100.0	110	<u>77.77</u> 100.00
Walk-ins	120	82.8	180	87.4	114	81.4
Mail-ins	25	<u>17.2</u> 100.0	25	<u>12.6</u> 100.0	26	<u>18.6</u> 100.0
TOTAL # APPLICATIONS	<u>145</u>		<u>205</u>		<u>140</u>	

	Initials	Date
Prepared By		
Approved By		

1970-71

COLUMN WRITE®

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
			Prof			Assoc		Asst		Inst		adrenal				
1	Averages - % Increase															
2	(Base on AAUP)															
3			6.6			7.4		7.0		11.0		7.4				
4																
5	Women		6.5			4.2		9.8		8.0		8.4				
6																
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D. H. HILL LIBRARY

DATE November 29, 1971TO: Dr. Clauston JenkinsFROM: Ron Simpson - Tech. Infor. Center

ACTION REQUESTED ON ATTACHED:

 Note and Return Let's discuss For your information  
(need not return) Please draft reply for my signature  
(return attachments) Please handle Please give me your comments  
(return attachments) Please answer; furnish me copy Requires your approval

Bill Lowe asked me to see what I could find on the subject of absenteeism and labor turnover as it is affected by sex and marital status of the worker, for you. I am sending you a bibliography which includes articles and reports that cover this subject. Copies of each item cited are available in the D. H. Hill Library.

If I can be of any further help, please let me know.

Regards,

Ron Simpson



GILBERT BOND

ABSENTEEISM AND LABOR TURNOVER:

A BIBLIOGRAPHY

Compiled by:  
M. RONALD SIMPSON  
Technical Information Center  
North Carolina State University  
Raleigh, North Carolina

Technical Information Center, D. H. Hill Library, North Carolina State University  
Post Office Box 5007, Raleigh, North Carolina 27607  
(919) 755-2830

1. Dekar, A. D. "Absenteeism: a fact of life." Personnel Journal, vol. 48, November 1969, pp. 881-888.
2. Minor, F. J. "Prediction of turnover of clerical employees." Personnel Psychology, vol. 11, Autumn 1958, pp. 393-402.
3. O'Boyle, E. J. "Job tenure: how it relates to race and age." Monthly Labor Review, vol. 92, September 1969, pp. 16-23.
4. "Personnel turnover: AMS' latest findings." Administrative Management, vol. 29, July 1968, pp. 43-46.
5. "Turnover drops 25% for large offices." Administrative Management, vol. 31, September 1970, pp. 63-65.
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7. United States Department of Labor. "Occupational mobility of employed workers." Monthly Labor Review, June 1967, pp. 31-38+.
8. United States Department of Labor, Wage and Labor Standards Administration. "Facts about women's absenteeism and labor turnover." August 1969. (L13.2: A683/1969)
9. United States Department of Labor, Women's Bureau. 1969 Handbook on Women Workers. Bulletin 294, 384pp.

Discipline	1969-70 # PhD	# Female PhD	% Female
Chemical Engr.	438	4	.0091
Civil Engr.	411	2	.0048
Electrical Engr.	882	3	.0034
Engineering Mech.	305	2	.0065
Industrial Engr.	126	3	.0238
Mechanical Engr.	435	—	—
Metallurgical Engr.	224	1	.0044
Nuclear Engr.	139	1	.0071
English & Speech	1,523	418	.2744
Foreign Lang.	874	293	.3352
Philosophy & Rel.	764	58	.0759
Economics	794	52	.0654
History	1,038	137	.1319
Political Science	525	56	.1066
Physical Education	256	75	.2929
Sociology & Anthropology	749	162	.2162
Math	1,052	78	.0741
Statistics	184	18	.0978
Chemistry	2,167	167	.0770
Computer Science	80	2	.0250
Physics	1,402	37	.0263
Zoology	249	7	.0281
Forestry	97	0	- 0 -

N.C.S.U. STUDY COMMISSION ON UNIVERSITY GOVERNMENT

Report of Subcommittee on Present Structure  
Preliminary Working Draft

Identification of Problem Areas in NCSU Government Structure

PROPOSITION 1

The University lacks the mechanisms needed to adapt to future changes such as the following:

- 1) to adapt to internal demands for change
- 2) to adapt to external demands for change
- 3) to initiate and innovate without pressure

PROPOSITION 2

The University lacks a permanent representative forum where views of faculty, students, staff, and other constituencies may be brought to bear on University problems.

PROPOSITION 3

The University lacks adequate means of communication through which information on business of the University may be transmitted.

- i.e.,
- 1) Findings and recommendations of committees
  - 2) Issues upon which the Administration is seeking advice prior to arriving at decisions.
  - 3) Announcement of decisions

PROPOSITION 4

The University lacks adequate means of reviewing performance of members of the University community, i.e., faculty and administration.

PROPOSITION 5

The University lacks authority in the areas of:

- 1) Purchase and contract
- 2) Personnel classification

PROPOSITION 6

The University lacks an effective mechanism for coordinating and assessing its impact on and relationship with the larger community.

Discipline	1969-70 # PhD	# Female PhD	% Females
Agronomy, Field Crops	185	1	.0054
Animal Science	159	6	.0377
Wildlife Management	51	1	.0196
Food Science	99	11	.1111
Horticulture	68	5	.0735
Poultry Science	20	—	—
Soil Science	77	2	.1558
Botany	223	27	.1210
Zoology	412	42	.1019
Biochemistry	449	67	.1492
Entomology	173	6	.0346
Genetics	95	15	.1578
Plant Pathology	105	6	.0571
Microbiology	359	77	.2144
Physiology	240	22	.0916
Agriculture Economics	181	—	—
Architecture	— 658	43	<del>.069</del>
Recreation	12	2	.1666
Agricultural Education	49	1	.0204
Industrial Arts	38	—	—
Adult Education	111	15	.1351
Counseling & Guidance	532	121	.2274
Psychology	294	85	.2891
Agricultural Engg.	57	—	—

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- 2) Personnel classification

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## Termination of Instructors

The HEW analysis of terminations is incorrect. The investigators were given data for 2 years - 1969 and 1970. In 1969, 26 instructors were terminated, but later 6 of these were reappointed. Of the 20 not reappointed only 2 or 10% were women. In 1970, 37 were terminated but 11 were reappointed, leaving 26 who were not reappointed. Of these, 6 or 23% were women. Thus, over a two year period there were 46 terminations of whom 8 or 16% were women. According to our printout 13% of our instructors are women, thus the termination ratio is very close considering the small base. For instance if one less woman had been terminated the percentage would have been 14 or almost the exact ratio of males to females for instructors.

It should be noted that many of the instructors terminated knew before they accepted the position that it would be a temporary situation. Because of our funding system, departments often do not learn that they have new positions until late in the spring, after most of the best candidates have already accepted positions. Rather than make a hasty decision, departments often fill the position on a temporary basis and make a permanent appointment the next year.

Y  
d  
o  
c

Black Grad.

F. 1971

	$\frac{M}{4}$	$\frac{F}{3}$
ALS		
DSN	1	
EDN	17	5
ENGR	1	
FR	0	
LA		2
PAMS	4	1
TX	1	
grad. unclassified	1	1



NORTH CAROLINA STATE UNIVERSITY

Raleigh, N. C.

OFFICE OF PROVOST

HOLLADAY HALL

\_\_\_\_\_ Date

TO: \_\_\_\_\_

ACTION REQUESTED ON ATTACHED:

- Note and Return
- For your information (need not return)
- Please handle
- Please answer; furnish me copy
- Please draft reply for my signature (return attachments)
- Please give me your comments (return attachments)
- Requires your approval

$$\begin{array}{r} m \\ \hline \text{Total} \\ \hline 29 \end{array}$$

$$\begin{array}{r} F \\ \hline \text{Total} \\ \hline 12 \end{array}$$

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

✓ REAppointed

~~Termination of 6/30/70 = none~~

Ruckus - NOT REAPT - eff.

<sup>PIERCE</sup> Ward - English

<sup>Pauline</sup> H. - physics

✓ <sup>S.</sup> Leighton - phy 1510 - <sup>Reppert 8/11/70</sup> <sup>Visit 10/1/70</sup>

<sup>Engel</sup> Mahari - English

<sup>Roger</sup> Ray - Electrical Eng.

<sup>BENJAMIN</sup> Ward - Modern Languages

<sup>George</sup> W. - Electrical Eng.

<sup>Tim</sup> Lewis - English

<sup>Wm. H.</sup> Moffett - History

<sup>Betsy</sup> F. Szymanski - English

<sup>Henry</sup> Bridge - English

✓ <sup>James</sup> Carter - History

<sup>Richard</sup> Awards - Economics

<sup>Chg</sup> Embury - Politics

<sup>Lawrence</sup> Macomber - Economics

<sup>Dale</sup> Bramley - Economics

<sup>John</sup> Ott - Economics

<sup>Kenneth</sup> Sebastian - Freshman Eng.

✓ <sup>Tim</sup> Williams - Politics

✓ <sup>Betty</sup> Wisser - Soc & Anth.

✓ <sup>Chris</sup> Swengood - Textile Chemistry

<sup>Robert M.</sup> Conrad - Economics

7/1/69 - terminating - 5/31/69

<sup>CAROL</sup> Goodwillie - Phys. Ed. F

Fields, J. B. - Ind. & Tech. Ed.

<sup>DMT</sup> Matthews - English (Jt. Bragg)

✓ <sup>Richard</sup> Reinos - Economics

26

6 reappointed

1 got degree

of 20 left

2 are women or 10.7%

Total 2 years

46 termination

8 were women = 16%

13% of instructors are women

✓ Reappointed

Terminating 1970 - not reappointed 7/1/70

- F (N) Colston<sup>Helen</sup> - English
- Conner<sup>John</sup> - English
- ✓ Jones<sup>Mario</sup> - English
- ✓ Long<sup>Julian</sup> - English
- Albort<sup>Hugo</sup> - Modern Language
- Cunningham<sup>William</sup> - Modern Lang.
- F ✓ Hill<sup>Lyle</sup> - Textile Chemistry
- F ✓ Hinkley<sup>Nancy</sup> - Modern Lang.
- Howell<sup>Walter</sup> - Social Studies
- ✓ Mungler<sup>Curt</sup> - Social Studies
- F Starbuck<sup>Mary Ann</sup> - Modern Lang.
- Ela<sup>John</sup> - Economics
- F ✓ Brogden<sup>Hugh</sup> - Politics
- Mulchi<sup>Chris Lee</sup> - Soil Science
- Astor<sup>Pete</sup> - Mathematics
- F Ackerman<sup>Victoria</sup> - Math.
- Watson<sup>JAMES</sup> - Mathematics
- Maher<sup>Win F</sup> - Mathematics
- klutchby<sup>James</sup> - Elec. Eng.
- Hummer<sup>Ken P</sup> - Mech. + Civ. Engr.
- Nash - Economics
- Sanford<sup>Indira</sup> - Economics
- Ethridge<sup>Ben</sup> - Economics
- Barnes<sup>Carol</sup> - Economics
- Junck<sup>John</sup> - Encl. + Tech. Ed.

- ✓ Smow<sup>Nancy</sup> - English F
- Suite<sup>Anne</sup> - Soc. + Antho. F
- ✓ Johnson<sup>Lillian</sup> - Soc. + Antho. F
- Regemann<sup>Kosman</sup> - History F
- ✓ Hines<sup>EVAN</sup> - History
- ✓ Rabb<sup>Jane</sup> - History F
- Waeffe<sup>CECILE</sup> - English
- Wickens<sup>RANDY</sup> - Mathematics
- ✓ Davis<sup>ELLS</sup> - Phy. Education
- Metzger<sup>EVA</sup> - History F
- Warren<sup>Walter</sup> - Eng. Graphics
- Roberts<sup>James</sup> - Jonesky
- Martinez<sup>Alex</sup> - Modern Lang. F
- Matthews

37

11 reappointed  
of 26 6 were women or 23%

R - Reallocation

Prepared By  
Approved By

Promotions 1971

October 27, 1971

October 27, 1971  
105 Promotions

Name	Department	Race	Sex	Date of Promotion	Former Position Title	Former Position Number	Former Salary	New Position Title	New Position Number	New Salary	Degree Held	
Alford, A. W.	Extension Admin	W	F	9-1-71	Steno II	14282	\$6252	Steno III	14261	\$6540	1 year business school	
Babour, J. H.	Central Stores	W	M	3-1-71	Warehouse Mgr I	79003	\$9172	Warehouse Mgr II	79003	\$9568	1 year College	R*
Bell, M. A.	Library	W	F	2-1-71	Typist I	65385	\$4152	Typist II	65370	\$4740	B.A.	
Bellamy, D. G.	Records Center	W	F	7-1-71	Comp Prog I	85124	\$8208	Comp Prog I	85124	\$9420	B.A.	
Beville, B. E.	Budget + Accounting	W	M	9-1-71	Acctg Clerk III	917	\$8580	Acctg Clerk I	917	\$9000	—	R
Biggs, S. W.	Statistics	W	F	6-1-71	Comp Prog I	48607	\$7824	Comp Prog I	48607	\$8976	B.A.	R
Bilyj, S. J.	Nuclear Reactor	W	M	5-1-71	Elect Tech III	42090	\$8568	Nuc Reactor Operator	42094	\$8976	2 years college	
Blacklock, J. P.	Entomology Ext Ad	W	F	7-1-71	Steno II	22353	\$5448	Steno III	22334	\$5700	1 year business college	
Bost, J. H.	Design	W	M	7-1-71	Univ lab Mech I	37220	\$6828	Univ lab Mech II	37200	\$7476	2 years college	
Brail, G. M.	Engineering Mech	W	F	5-1-71	Acctg Clerk II (Perm)	10639	\$5676	Steno III (Perm 1/2 time)	42325	\$5976	1 year Business School	
Brooks, J. E.	Personnel Services	W	M	9-1-71	Emply Interview I	3863	\$7500	Personnel Tech II	1771	\$8580	B.A.	
Burns, B. N. M.	Budget & Accounting	W	F	2-1-71	Clerk II	7167	\$4956	Acctg Clerk II	1166	\$5184	1 year Business College	
Byrd, A. B.	Dept. of Forestry	N	F	9-1-71	Research Aide	43360	\$4764	Res Tech I	43349	\$5448	—	
Caldwell, A. C.	Agri Res Admin	W	F	8-1-71	Clerk II (2/3 time)	10174	\$4568	Admin Office I (3/4 time)	10535	\$6750	B.S.S.A.	
Calloway, W. R.	Personnel Services	W	M	10-1-71	Personnel Analyst II	1762	\$4412	Personnel Officer III	1755	\$15876	A.B.	
Canady, P. C.	Elect, Engineering	N	F	9-1-71	Steno II	40930	\$5448	Steno III	40792	\$5700	B.A.	
Carson, M. G.	Stud Affairs Admin	W	F	9-27-71	Steno II	1796	\$4980	Steno III	4253	\$5700	1 year college	

\* R - means reallocation of pos. not promotion

# R - Reallocation

Initials	Date
Prepared By	
Approved By	

## Promotions 1971

2

Name	Department	Base	Sex	Date of Hire	Former Position Title	Former Position Number	Former Salary	New Position Title	New Position Number	New Salary	Degree Held
Chambas, J. R.	Physical Educ	N	M	9-1-71	Laborer	74745	\$3840	Locker Room Att.	47476	\$4176	2 years College
Chappell, F. S.	Ext Admn	W	F	1-1-71	Steno II	11813	\$5184	Steno II	14256	\$5424	—
Chavis, C. J.	Stud Housing	N	F	7-1-71	Clerk II	5719	\$4480	Typist II	5721	\$5448	1 year College
Chavis, F. W.	Phy Pl Housekeep Bldg	N	F	5-1-71	Laundry Worker	77750	\$4332	Housekeep Assist	76725	\$4526	—
Clyton, E. L.	Biot Agric Eng	W	F	9-1-71	Intermediate Clerk	16860	\$4356	Typist II	16926	\$4080	1 year Business College
Cahoon, E. S.	Phy Pl Plant Maint	W	M	9-1-71	Plumber	75198	\$5880	Maint Mgr III	75038	\$9000	—
Coleman, M. M.	Payroll	W	F	5-1-71	Clerk II	1390	\$5184	Clerk III	1260	\$5424	—
Cook, J. B.	Records Center	W	F	2-1-71	Computer Prog III	95117	\$10,800	Comp Prog Mgr I	85110	\$11,204	BA
Cooper, W. N. M.	Phy Pl Housekeep Bldg	N	M	8-1-71	Housekeeping Foreman	76148	\$4740	Housekeep Supv I	76131	\$5424	—
Capeland, C. E.	Student Bank	W	F	2-1-71	Clerk II	1675	\$4536	Typist II	1618	\$4740	—
Crissman, N. R.	Biot Agric Eng	W	F	7-1-71	Intermediate Clerk	16860	\$4356	Typist II	16892	\$4980	1 year College
Daniels, J. J.	Phy Pl Grounds	N	M	3-1-71	Laborer	73892	\$4152	General Utility Man	73874	\$4532	—
Debnam, C. E.	STR Center	N	M	2-1-71	TV Prod Assist II	59070	\$5184	TV Prod Assist III	59060	\$6238	—
DeSauting, G. N. M.	Design	W	M	6-1-71	Gen Utility Man	73420	\$4536	Univ Lab Mech. I	37220	\$6228	—
Dunston, B. N. M.	Phy Pl Housekeep Bldg	N	M	2-1-71	Housekeep Supv I	76117	\$5424	Housekeep Supv II	76052	\$6228	—
Dunston, H. A.	Phy Pl Grounds	N	M	7-1-71	Laborer	73908	\$4548	General Utility Man	73877	\$4764	—
Finch, T. M.	Animal Science Ext	W	F	6-2-71	Steno II	9644	\$5952	Steno III	18420	\$6228	1 year Business College
Fisher, B. K.	Biot Agric Eng	W	F	10-1-71	Typist I	11971	\$4764	Typist II	16925	\$4980	1 year Business College

R

R

R-Recalculation

Initials Date  
Prepared By  
Approved By

Promotions 1971

Name	Department	Race	Sex	Date of Promotion	Former Position Title	Former Position Number	Former Salary	New Position Title	New Position Number	New Salary	Degree Held	
Flanagan, N.G.	Ext Admin	W	F	3-23-71	Typist I	A-3136	\$4152	Steno II	14270	\$4740	1 year Business College	
Forte, R.E.	Phy Pl Housekeeping	N	M	2-1-71	Housekeeping Assist	76705	\$3816	Housekeeping Foreman	76168	\$4536	—	
Frank III, S.W.	Library	W	M	9-1-71	Clerk I (1/2 time)	65315	(3996) \$1998	Lib Assist I	65272	\$3990	BA	
Kruenbehn, K.A.	Comp Res	W	F	4-1-71	Comp Prog II	10627	\$3840	Comp Prog II	19622	\$3890	BS	R
Staggely, V.L.	Admin Comp Serv	W	F	3-1-71	Clerk I (1/2 time)	445	(3816) \$1908	Typist I	2568	4740	2 years college	
Hardison, R.B.	Comp Science	W	F	9-6-71	Steno II	22290	\$5448	Typist III	22900	\$5700	1 year Business College	
Hatcher, A.V.	Forestry	W	F	6-1-71	Statistical Aide	43215	\$5452	Comp Prog I	43327	\$5746	2 years college	
Higgins, G.E.	Phy Pl Admin	W	M	9-1-71	Admin Officer II	73060	130920	Business Officer I	73060	\$3728	4 years college	R
Hill, D.B.	Computing Center	W	M	9-1-71	Clerk I	49632	\$4356	Computer Operator Trainee	49620	\$4764	1 year college	
Hinton, E. NMN	Phy Pl Grounds	N	M	10-1-71	Laborer	73898	\$4548	General Utility Man	73873	\$4764	—	R
Stacutt, M. NMN	Phy Pl Plant Maint	W	M	6-1-71	Gen Utility Oper	75432	\$4536	Trades Helper	75415	\$5184	—	R
Holly, C.B.	Budget & Accounting	W	F	9-1-71	Accounting Clerk I	1175	\$5208	Acctg Clerk II	1108	\$5448	—	
Hutchens, M.B.	Student Affairs	W	F	9-1-71	Clerk II	5719	\$4980	Steno I	5729	\$5208	1 year Business College	
Jackson, P.H.	Industrial Ext Serv	W	F	10-1-71	Typist II	42562	\$5208	Exp Equip Op II	42590	\$5448	—	
Jenkins, W. NMN	Phy Pl, Plant Maint	N	M	7-1-71	General Utility Man	75432	\$4764	Trades Helper	75414	\$5448	—	R
Johanson, G.P.	Provost Office	N	F	4-1-71	Steno II	115	\$4956	Steno II	114	\$5424	—	
Jones, P.C.	Library	W	F	3-1-71	Typist II	65370	\$4956	Library Assist II	65214	\$5184	—	
Quiken, L.A.	Phy Pl Housekeeping	W	M	10-1-71	Eng Tech II	76055	\$8580	Construction Estimator	76055	\$9000	BS	R

R - Promotion

Initials Date

Prepared By  
Approved By

Promotions 1971

(4)

Name	Department	Race	Sex	Date of Promotion	Former Position Title	Former Position Number	Former Salary	New Position Title	New Position Number	New Salary	Degree Held	
Keith, T.S.	Phy Pl, Plant Signat	N	M	5-1-71	Housekeeping Assist	76340	\$4152	Gen. Utility Man	75436	\$4332	-	
Keith, V. D. MN	Phy Pl Grounds	N	M	10-1-71	Labourer	73942	\$4764	Gen. Utility Man	78872	\$4980	-	R
Kellison, H. W.	ETV Center	W	M	7-1-71	Artist & Illustrator II	60010	\$9000	Artist & Illustrator III	60010	\$9420	BS	R
Kilby, S. J.	Library	W	F	1-1-71	Clerk I	65310	\$3816	Library Asst I	65260	\$4740	AA	
Kimble, R. B.	Business Affs Admin	W	F	1-1-71	Admin Sec	540	\$7476	Admin Assistant	532	\$7224	2 Years college	R
Larson, J. E.	Phy Plant Admin	W	F	9-1-71	Clerk II	73153	\$5700	Personal Assist.	73160	\$5964	1 year College	
Leach, Jr. S. MN	Phy Plant, Housekeeping	N	M	2-1-71	Housekeeping Assist	76609	\$4532	Housekeeping Foreman	76170	\$4536	-	
Legian, E. N. MN	Phy Pl. Housekeeping	N	M	2-1-71	Labourer	74745	\$3840	House Maint Man	76212	\$3996	4 years college	
Lynam, C. B.	Personnel Services	W	M	11-1-71	Personnel Analyst I	1766	\$10824	Personnel Analyst II	1762	\$11868	BA	
Marsh, C. MN	Animal Science	N	M	9-1-71	Lab Animal Tech II	19017	\$6252	Lab Animal Tech	19017	\$6540	-	R
Mavis, E. M.	Agric Admin	W	F	11-1-71	Typist I	10381	\$3448	Clerk III	10174	\$5700	-	
Mason, H. E. MN	Phy Pl Housekeeping	N	M	1-1-71	Housekeeping Assist	76322	\$4740	Housekeeping Foreman	76196	\$4956	-	
Meier, P. W.	Civil Engineer	W	F	2-1-71	Switchboard Operator	33	\$4152	Steno II	40545	\$4740	-	
Menges, K. R.	Library	W	F	8-1-71	Typist II	65362	\$4980	Clerk III	65300	\$5448	1 year college	
Spitcheil, M. O.	Chemical Eng	W	F	2-1-71	Steno II	40099	\$5424	Steno III	40290	\$5676	1 year Business School	
Mueller, G. E.	Library	W	F	9-1-71	Typist II	65363	\$5964	Typist III	65359	\$6252	1 year College	R
Morton, J. B.	ETV Center	W	F	2-1-71	TV Prod Assist II	59060	\$7152	TV Producer/ Director II	59054	\$7476	1 year College	
Powood, B. S.	Dairy Records	W	F	4-1-71	Computer Op II	19740	\$7476	Computer III	19740	\$7824	-	R

R - Reallocation

Initials Date

Present By  
Approved By

Promotions 1971

5

Name	Department	Race	Sex	Rate of Promotion	Former Position Title	Former Position Number	Former Salary	New Position Title	New Position Number	New Salary	Degree Held	
Perry, S.J.	Library	W	F	6-1-71	Library Assist I	65250	\$4740	Library Assist II	65227	\$5184	BS	
Perrill, H.N.	Agric Admin	W	F	10-1-71	Typist I	10209	\$5208	Typist II	10209	\$5448	2 years College	R
Perry, M.W.	Phy Pl - Plant Maint	W	M	6-1-71	Gen Utility Man	75452	\$4740	Trades Helper	75412	\$5184	—	R
Pittman, C.W.	Sta Farms Central Cops	N	M	4-1-71	Laborer	74744	\$3660	Farm Worker	24374	\$3984	—	
Pope, C.H.	Phy Plant, Grounds	N	M	10-1-71	Laborer	73963	\$4548	Gen Utility Man	73884	\$4764	—	
Pope Jr. J.W.	Phy Pl, Houskpg Bldg	N	M	2-1-71	Houskpg Supr I	76128	\$6528	Houskpg Supr II	76053	\$6828	2 years College 1 year bus School	
Prevatte, J.P.	Student Bkks Accts	W	F	9-1-71	Clerk III	1563	\$6852	Acctg Clerk III	1563	\$7164	1 year College	R
Price, H.S.	College Union	W	F	6-1-71	Typist II	4730	\$5424	Typist II	4706	\$5676	AS	
Prince, J.D.	Phy Pl, Operator Pool	N	M	4-1-71	Laborer	74740	\$3660	General Utility Man	74728	\$4332	—	R
Rulley, V.R.	Ext, Admin	W	F	9-1-71	Intermediate Clerk	12240	\$4856	Clerk II	12237	\$4764	—	
Rhodes, B.B.	Placement Center	W	F	4-13-71	Steno II	25	\$5184	Steno III	6631	\$5424	—	
Randers, D.L.	Phy Pl, Houskpg Bldg	N	M	2-1-71	Houskpg Supervisor	76170	\$5292	Houskpg Supr I	76128	\$5424	—	
Sanford, M.D.	Library	W	F	4-1-71	Typist I	65338	\$4152	Lib. Asst. I	65292	\$4740	1 yr. College	R
Sauls, D.W.	Indust Engineer	W	F	4-26-71	Steno II	73171	\$5184	Steno III	41254	\$5424	1 yr. Bus. School	
Saunders, E.M.	Crop Science	W	M	9-1-71	ART I	24151	\$8580	ART II	24093	\$9420	2 yrs. College	R
Shelley, P.N.	Information Services	W	F	10-1-71	Editorial Asst.	7559	\$8208	Inf. & Com. Spec. I	7539	\$8580	B.A.	
Simpson, P.H.	Estimates Adm.	W	F	3-18-71	Typist II	3820	\$4956	Typist III	44550	\$5184	1 yr. College	
Smalley, R.F.	TV Center	W	M	7-1-71	TV Producer Dir III	59051	\$11868	Asst Director TV	59051	12468	AB	R



R. Reevaluation

Prepared By  
Approved By

Initial Date

Reevaluation 1971

6

Name	Department	Race	Sex	Date of Promotion	Former Position Title	Former Position Number	Former Salary	New Position Title	New Position Number	New Salary	Degree Held		
Steel, E.W.	Stud Affs & Inquiry	W	F	1-1-71	Steno II	28870	\$5952	Steno III	6020	\$6228	2 years College		1
Stephens, H.L.	Phy Pl Housekeeping	N	M	9-1-71	Laborer	74746	\$3840	Housekeeping Assist	76604	\$3996	-		2
Sturdivant, G.M.H.	Prof. Libr	N	M	10-1-71	Housekeeping Assist	76609	\$4176	General Maint. Maint	9894	\$4548	-		3
Styons, W.R.	Student Books	W	M	6-1-71	Admin. Officer I	1555	\$12468	Business Officer I	1555	\$13080	BS	R	4
Tant, J.D.	Phy Pl Plant Maint	W	M	2-1-71	General Utility Man	75420	\$4740	Trades Helper	75420	\$5184	-	R	5
Tillage, J.W.	Phy Pl Grounds	N	M	2-1-71	Laborer	73926	\$4536	Gen. Utility Man	73929	\$4740	-	R	6
Tomkinson, L.E.	Phy Pl Housekeeping	N	M	2-1-71	Housekeeping Foreman	76168	\$5424	Housekeeping Super I	76117	\$5676	-		7
Wall, O.E.	Dairy Records	W	M	7-1-71	Data Proc Opgr II	19602	\$13092	Data Proc Opgr III	19602	\$13092	2 years College	R	8
Warrick, A.H.	Personnel Services	W	F	3-15-71	Steno II	54318	\$4956	Personnel Assistant	1787	\$5224	1 year Business College		9
Whitfield, B.K.	Library	W	F	1-1-71	Sib Assist I	65269	\$4740	Sib Assist II	65234	\$5184	HB		10
Wiggins, L. NMN	Phytations	N	M	4-1-71	Greenhouse Worker	98820	\$4956	Greenhouse Opgr II	98820	\$5676	-	R	11
Wilburn, R.C.	Ext Admin	W	M	1-1-71	Clerk IV	11231	\$7476	Admin Assist	11137	\$7824	3 years College 1 year Bus School	R	12
Wilkins, B.R.	Phy Pl Housekeeping	N	M	3-1-71	Housekeeping Super I	76131	\$5424	Housekeeping Super II	76054	\$6228	2 years College		13
Wilkins, P.C.	Engineering Admin	W	F	3-1-71	Steno III	42560	\$6528	Admin Sec.	70266	\$6828	1 year Business School		14
Williams, J.H.C.	Phy Pl Housekeeping	N	M	3-1-71	Housekeeping Assist	76374	\$4740	Housekeeping Foreman	76148	\$4956	-		15
Woods, E.B.	Phy Pl Housekeeping	N	F	5-1-71	Laundry Worker	77954	\$4152	Housekeeping Assist	76726	\$4322	-		16

Campus KH-820 seta

① Asst. Assoc. Prof.

② = 2 Asst. Assoc. P

①

ALS

DEPT

DEPT	I, AP, P					I, AP				
	Total	#W	%	# Should	±	Total	#W	%	# Should	±
AGEC	44	1	2%	.230	+1	42	1	2%	.220	+1
BAE	26	0	0	.571	-1	25	0	0	.551	-1
ANS	45	0	0	1.501	-1	43	0	0	1.431	-1
BO	17	1	6%	2.252	-1	14	0	0	1.852	-2
CS	41	0	0	.250	-	38	0	0	.240	-
ENT	25	0	0	1.111	-1	25	0	0	1.111	-1
FS	24	2	8%	.911	+1	24	2	8%	.911	+1
GN	16	0	0	2.202	-2	15	0	0	2.052	-2
HS	35	0	0	.551	-1	33	0	0	.521	-1
MB	5	0	0	1.101	-1	5	0	0	1.101	-1
PP	31	1	3%	1.331	-	29	1	3%	1.241	-
PO	21	0	0	2.522	-2	20	0	0	2.402	-2
SSC	32	0	0	0	-	31	0	0	00	-
ZO	19	2	10%	3.063	-1	18	2	11%	2.908	-1
BCH	11	2	18%	1.962	-	10	1	10%	1.782	-1
	392	9	2%	1.5418	-9	372	7	2%	1.8318	-
				4%					4%	

Dpt	#					#				
	IAAP	#W	%W	Q	±	AAP	#W	%W	Q	±
ARC	12	1	8%			11	1	9%		
LAR	5	0	-			5	0	-		
PD	6	0	-			6	0	-		
	23	1	4%	1.47	-	22	1	4%	1.40	-
				6%					6%	
AED	12	1	8%	1.61	2 -1	10	1	10%	1.41	1 -
AGE	7	0	-	0	- -	7	0	-	0	- -
IA	10	0	-	.13	- -	9	0	-	.11	- -
MSED	5	0	-	1	1 -	4	0	-	.80	1 -1
GPS	4	1	25%	.70	1 -	4	1	25%	.70	1 -
PSY	16	2	12%	3.66	4 -2	15	2	13%	3.43	3 -1
	54	4	7%	7	-3	49	4	8%	6	-2
				13%					12%	
CHE	12	0	-	.08	-	12	0	-	.08	-
CE	25	0	-	0	-	25	0	-	0	-
EE	29	0	-	.14	-	27	0	-	.13	-
EM	16	0	-	0	-	15	0	-	0	-
IE	16	0	-	0	-	16	0	-	0	-
MAE	27	0	-	0	-	26	0	-	0	-
MAT	10	0	-	.05	-	10	0	-	.05	-
NE	10	0	-	0	-	10	0	-	0	-
	145	0	0%	.27	0	141	0	0%	.26	0
				0%					0%	

Dept	#					#				
	I AAP	#W	%W	Q	±	AAP	#W	%W	Q	±
FOR	18	0	-	0		17	0	-		
WPS	15	0	-	0		14	0	-		
RRA	8	0	-	0		8	0	-		
	41	0	0	0	-	39	0	0	-	
				0%				0%		
EC	29	1	3%	1.97	-1	19	0	-	1.29	-1
ENG+JP	53	10	18%	14.62	-5	35	2	5%	9.66	-8
HI	25	5	20%	3.32	+2	19	4	21%	2.52	+1
MFL	21	6	28%	7.20	-1	15	5	33%	5.14	-
PHI	11	0	-	1.04	-1	8	0	-	.76	-1
P.E.	22	1	4%	4.62	-4	15	1	6%	3.15	-2
PS	13	0	-	1.36	-1	11	0	-	1.15	-1
SOC+ANT	30	2	6%	6.70	-4	26	2	7%	5.46	-3
UNI	7	0	-	.84	-1	3	0	-	.36	-
	211	25	11%	41	-16	151	14	9%	29	-15
				19%				19%		
CH	36	2	5%	2.73	-1	31	0	-	2.35	-2
CSC	13	0	-	.58	-1	11	0	-	.49	-
GY	11	0	-	.68	-1	11	0	-	.68	-1
MA	63	4	6%	3.90	-	52	2	3%	3.22	-1
PY	28	1	3%	.70	-	25	0	-	.62	-1
ST	29	2	6%	1.82	-	28	1	3%	1.76	-1
	180	9	5%	10	-3	158	3	1%	9	-6
				5%				5%		
TXCH	11	0	-	-		10	0	-		
TXT	25	1	4%	-		20	0	-		
	36	1	2%	0%	-	30	0	0%	0%	-

17 15

5/12/71

Department	# positions	# women	%	% of total	# appointments	years '68 (1-4)
Gg Econ	49	1	2	<1	.5	6 '56 (2)
BAE	29	0	0	2	.6	8 (5)
Ag Infr	13	2	15	NA	—	1 '66, '64 (0)
ANS	46	0	0	3	1.4	4 (3)
RO	18	2	11	13	2.3	4 '69, '70 (4)
CS	47	0	0	<1	.5	6 (4)
ENT	34	0	0	4	1.4	7 (1)
FS	29	2	6	3	.9	9 '63, '63 (3)
GN	18	1	5	13	2.3	3 '70 (1)
HS	35	0	0	1	.4	4 (3)
PP	36	1	2	4	1.4	8 '55 (2)
PSC	22	0	0	12	2.6	6 (6)
SSC	38	0	0	0	—	7 (2)
ZO	20	2	10	16	3.2	6 '67, '68 (5)
MB	5	0	0	22	1	1 (1)
BCH	14	4	28	17	2.4	4 '69, '69, '70 (2)
	453	15	3	<del>4</del>	2.8	
ARC	21	1	4	6	1.3	6 '69 (6)
AED	14	2	14	14	2	(3) '64, '67 (2)
Ag ED	8	0	0	0	—	0
IA	11	0	0	1	.1	0
MSED	5	0	0	NA	.5	1 (1)
GPS	4	1	25	17	.7	1 '69 (1)
PSY	22	3	13	22	4.8	8 '69, '70, '69 (6)
	64	7	10	14	9	
CHE	13	0	0	<1	.1	3 (2)
CE	26	0	0	0	—	5 (4)
EE	29	0	0	<1	.3	8 (8)

EM	17	0	0	0	—	6	(5)
E Res	16	3	18	NA	—	5	'51, '64, '67 (0)
IE	19	0	0	0	—	7	(7)
MAE	27	0	0	0	—	3	(3)
MAT	11	0	0	NA	—	2	(1)
NE	14	0	0	0	—	3	(3)
IES	17	0	0	NA	—	3	0
	189	3	1	41	.5		
FOR	22	0	6	0	—	2	(0)
WPS	15	0	0	NA	—	3	(3)
RRA	8	0	0	0	—	1	(1)
	45	0	0	0	0		
EC	29	1	3	6	1.7	12	'65 (12)
ENG	55	10	18	30	16.5	19	(19)
HL	25	5	20	13	3.3	8	'66, '66, '66, '68, '69 (8)
MFL	21	6	28	34	7.1	7	'65, '66, '63, '67, '70, '71 (7)
PHI	11	0	0	9	1.0	3	(3)
PE.	23	2	8	<del>7</del>	4.6	7	'62, '69 (7)
UNI	10	0	0	<del>NA</del>	1.3	5	(5)
SOC	32	2	6	20	6.4	9	'66, '69 (9)
PS	13	0	0	10	1.3	6	(6)
	219	26	11	19	43		
CH	37	3	8	7	2.6	6	'60, '68, '69 (6)
ST	44	4	9	6	2.6	6	'67, '69, '69, '67 (2)
MA	64	4	6	6	4	12	'60, '53, '63, '43 (11)
DY	28	1	3	2	.6	2	'62 (2)

CSC	13	0	0	NA	-	6	(6)
GY	11	0	0	6	.7	6	(6)
FSAMPES	5	5	100	NA	-	5	69, 70, 70, 70 (5)
	202	17	8	5	11		

TXCH	13	1	7	NA	-	2	54 (2)
TXT	29	1	3	NA	-	8	63 (8)
TXRES + EX	4	0	0	NA	-	1	1
	46	2	4	0	0		

CONTED	27	3	11	NA	-	12	69, 70, 70 (0)
Library	26	15	57	NA	-		



Date 5/17/71

PROVOST'S OFFICE

TO: Dr. Harry C. Kelly  
 ~~Dr. N. N. Winstead~~ *new*  
 ~~Mr. W. H. Simpson~~ *wht*  
~~Dr. C. L. Jenkins~~  
 ~~Dr. Tony Mobley~~ *TH*

Charlotte Hughes \_\_\_\_\_  
Gloria Johnson \_\_\_\_\_  
Sarah McGinnis \_\_\_\_\_  
Bobbi Moore \_\_\_\_\_  
Elsie Stephens \_\_\_\_\_  
Mary Strickland \_\_\_\_\_  
Siew Tan \_\_\_\_\_

After document has been approved/initialed, please

Return to Christon Jenkins

Return for filing \_\_\_\_\_

NORTH CAROLINA STATE UNIVERSITY

Raleigh, N. C.

OFFICE OF PROVOST

HOLLADAY HALL

5/13/71

Date

TO: Chancellor

ACTION REQUESTED ON ATTACHED:

- Note and Return  Please draft reply for my signature (return attachments)
- For your information (need not return)  Please give me your comments (return attachments)
- Please handle  Requires your approval
- Please answer; furnish me copy

We can use statistics too.

*HCK*

*Excellent work!*

FROM: HCK

How many women should we have at NCSU in EPA positions in eight schools?

Method

- 1) determine number of PHD's awarded women in each discipline in 1968-69 (year for which latest national data available)
- 2) from print out given HEW determine number of EPA personnel and number of women
- 3) Calculate percentage of women EPA actually existing in each department
- 4) use national PHD percentages to calculate number of women who should be hired if we were to adhere to national percentage
- 5) determine difference by School between actual and national average

School	ACTUAL			NATIONAL AVERAGE		Difference
	Total EPA	Number women	Percentage women	Percentage should have	Number women	
ALS	453	15	3%	4%	201	-56
DSN	32	1	3%	5%	2	-1
EDN	64	76	10%	14%	9	-23
ENGR	189	3	1%	less than 1%	1	+2
FR	45	0	0	0	0	---
LA	219	26	11%	19%	43	-17
PAMS	202	17	8	5	11	+6
.TX	46	2	4	0	0	+2
UNIVERSITY	1250	710	5%	6%	867	-157

February 18, 1971

HEW

Copy on data  
not

MEMORANDUM

TO: Harry C. Kelly, Provost

FROM: Clauston Jenkins

SUBJECT: Our Compliance with HEW Letters, etc. (for interview with Perry Safran of the Technician on 2/18/71)

WJ

WHS

JN

MR

We are handling all of this through President Friday's Office which issues a report for the entire University of North Carolina system. Since ~~with~~ this involves many details on minor points, it would be difficult to speak in general about it.

We can show specific improvement in our recruitment and hiring of black faculty. But before we talk about numbers, it is important to realize the difficulties that we increasingly encounter due to our particular academic programs. For instance, only about 2 percent of all engineers that graduate are black and few of these go on to graduate education, so our pool of black engineering faculty is limited indeed; and in the same vein, a recent survey of forestry shows that there are no black foresters in the United States. The same would probably be true for textiles, though I do not know for sure.

Another problem which we ought to realize that NCSU faces is that these black faculty are in demand. This is an extremely competitive situation. We are facing institutions such as MIT, Harvard, etc. for the same faculty. Quite often this and salary expectations that black faculty may have sometimes places us at a disadvantage.

Move to discussion to attached chart on recruitment efforts to show that contacts have been made, but that efforts were not very successful overall.

Discuss data on actual numbers we have on campus. (Chart attached).

CJ:ss

Name of Institution: N. C. State University at Raleigh, N. C.

Name and Title of Person Responding: Mary M. Strickland, Administrative Assistant

Please list total number of faculty members, including graduate assistants, by race and by academic rank. Indicate below the term for which you are reporting.

1970-71 Academic Year

Check one:

Winter Quarter: \_\_\_\_\_

Spring Semester:   x  

RETURN NO LATER THAN FEB 15 1971  
TO: N. C. BOARD OF HIGHER EDUCATION  
P. O. BOX 71007  
RALEIGH, N. C. 27685

NUMBER OF FACULTY MEMBERS

	<u>Professor</u>		<u>Assoc. Prof.</u>		<u>Ass't. Prof.</u>		<u>Instructor</u>		<u>Graduate Assistants (ESTIMATED)</u>	
	<u>Full-</u>	<u>Part-</u>	<u>Full-</u>	<u>Part-</u>	<u>Full-</u>	<u>Part-</u>	<u>Full-</u>	<u>Part-</u>	<u>Full-</u>	<u>Part-</u>
	<u>Time</u>	<u>Time</u>	<u>Time</u>	<u>Time</u>	<u>Time</u>	<u>Time</u>	<u>Time</u>	<u>Time</u>	<u>Time</u>	<u>Time</u>
American Indian	-	-	1	-	-	-	0	-	-	4*
Negro	-	1	1	-	1	1	4	5	-	39*
Oriental	-	-	1	-	-	-	-	-	-	6*
Spanish Surnamed American	-	-	-	-	-	-	-	-	-	9*
All Others	373	5	310	-	307	5	153	63	-	725*
TOTAL	373	6	313	-	308	6	157	68	-	783

Note: If exact figures are not readily available, please give your best estimate and so indicate by using asterisks.

EFFORTS AT RECRUITING BLACK FACULTY - 1970

	INTERVIEWS	OFFERS	ACCEPTANCES	REFUSALS	NCSU FACULTY WORKING AT BLACK SCHOOLS	TOTAL BLACK CURRENTLY EMPLOYED
Agriculture and Life Sci.	8	1	1	0	21**	7
Professional Extension Agents at County Level and Agri. Extension Specialists at A & T State Univ.						120
Design	0	0	0	0	0	0
Education	2	3	2	1	0	2
Engineering	1	1	0	1	2	0
Forest Resources	0	0	0	0	0	0
Liberal Arts	7	7	3 *	4	0	3
PAMS	2	2	2	0	0	2
Textiles	0	0	0	0	0	0
Student Affairs	2	2	0	2	0	2
University Extension	1	1	1	0	0	1
Library	1	1	1	0	0	1
Fort Bragg Branch	4	4	4	0	5	4
TOTALS	23	22	14	8	28	144

\* One has joint School appointment with Agriculture and Life Sciences

\*\* NCSU personnel who work closely with the extension, teaching, and research programs at A & T State University in Greensboro

% Women holding PhD's several years past

1965-70	1968-69	1967-68	1966-67	1965-66
13%	13%	12%	11%	11%

All EPA Positions

School	Total	# W	% W	# W should have	% should	diff
ALS	453	15	3%	21	4%	-6
DSN	32	1	3%	2	6%	-1
EDN	64	6	9%	9	14%	-3
ENGR	189	3	1%	1	<1%	+2
FR	45	0	0%	0	0%	-
LA	219	26	11%	43	19%	-17
PAMS	202	17	8%	11	5%	+6
TX	46	2	4%	0	0%	+2
Total	1250	70	5%	87	6%	-17

both groups include visitors

Instructors, Asst Prof, Assoc. Prof, Prof

School	Total	# W	% W	# W should have	% should	difference
ALS	392	9	2%	19	4%	-10
DSN	23	1	4%	1	6%	-
EDN	54	4	7%	7	12%	-3
ENGR	145	0	0	0	0	-
FR	41	0	0	0	0	-
LA	211	25	11%	41	19%	-16
PAMS	180	9	5%	10	5%	-1
TX	36	1	2%	0	0	+1
Total	1082	49	4%	78	7%	-29

Assistants, Associate, Professors

ALS	372	7	1%	18	4%	-11
DSN	22	1	4%	1	6%	-
EDN	49	4	8%	6	12%	-2
ENGR	141	0	0	0	0	-
FR	39	0	0	0	0	-
LA	151	14	9%	29	19%	-15
PAMS	158	3	1%	9	5%	-6
TX	30	0	0	0	0	-
Total	962	29	3%	63	6%	-34