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FOREWARD

North Carolina State University's (NCSU) Affirmative Action Plan includes the three-year period of 1973-74, 1974-75, and 1975-76. The data included on the Exempt from the Personnel Act (EPA) faculty and EPA nonfaculty are taken from the latest update computer print-out as of June, 1973. The computer update on EPA faculty and EPA nonfaculty is completed annually in June.

Data on the Subject to the Personnel Act (SPA) personnel are updated as of October, 1973. Information on SPA employees is updated several times each year since the employment profile changes throughout the year. In contrast, data on EPA faculty and EPA nonfaculty normally have the greatest change in July and August each year just prior to the beginning of the fall semester.

In the future the EPA faculty, EPA nonfaculty, and SPA personnel data will be effective as of June each year.

I.

PREAMBLE

As Chancellor of North Carolina State University at Raleigh, it is my privilege to submit the Affirmative Action Plan of this University. The University is fully committed to the principles of equal opportunity and affirmative action. When HEW gives approval to our plan, a summary of it will be distributed to current employees, professional and nonprofessional, and to all new employees in the future.

It is the policy of the State of North Carolina that neither race, color, religion, sex, nor national origin is to be considered in the following:

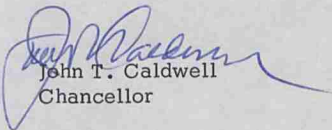
- recruitment and employment of new employees of the State
- promotion, demotion, transfer, lay-off, termination, or selection of employees of the State for training and development
- establishment of rates of pay including the awarding of salary adjustments and/or merit salary increments.

This formal policy, of course, governs the administration of North Carolina State University, a State institution.

Every basic unit of this campus has been involved in the development of our Affirmative Action Plan. As a result of this self-examination and setting of goals and timetables within the various units, it is believed a more thorough comprehension of, active interest in, and participation in attaining stated goals will be shared by more of our faculty, staff, and administration than if a small

central committee had prepared the plan.

The University adheres to the policy of equal opportunity not solely because of legal requirements but because such a policy has come to be recognized as morally right. Any other policy would be indefensible and inconsistent with the intellectual and moral objectives of higher education.



John T. Caldwell
Chancellor

II.

REAFFIRMATION OF EEO POLICY AND DEVELOPMENT OF PLAN

A. EQUAL EMPLOYMENT OPPORTUNITY POLICY

North Carolina State University is subject to the requirements of Executive Order 11246, as interpreted and administered by the Secretary of Labor and by the Department of Health, Education, and Welfare. This program of Federal regulation, designed to insure equality of employment opportunity without reference to considerations of race, color, religion, sex, or national origin, embodies two basic requirements. First, the University must insure the absence of discrimination in the formulation, statement, and application of all personnel policies and practices. Second, the University must undertake positive efforts designed to eliminate impediments to the full utilization of women and members of minority groups within the employee complement, whether or not such impediments are the product of past discriminatory practice or intent. This type of affirmative effort must address any demonstrated past underrepresentation or underutilization of women or members of minority groups.

Commitment to Nondiscriminatory Policies and Practices. In accordance with Section 103 of The Code of The University of North Carolina, North Carolina State University is committed, without reservation, to the principle that employees shall be identified initially and thereafter differentiated among only on the basis of good-faith assessments of individual professional merit. Therefore, University policy prohibits discrimination affecting all employees and prospective employees, and employment practices will operate to prevent discrimination.

The principle of equal employment opportunity shall apply with respect to all incidents of the employment relationship, including: (1) initial consideration for employment, (2) job placement and assignment of responsibilities, (3) evaluation of performance, (4) promotion and advancement, (5) compensation and fringe benefits, (6) access to training and other professional-development opportunities, (7) formulation

and application of personnel rules and regulations, (8) access to facilities, and (9) layoff, discipline, and termination.

The personnel policies and practices of the University will be monitored continuously to determine whether any individual or class has been or is being affected adversely, contrary to the principle of equal employment opportunity. In any case where discrimination based on race, color, religion, sex, or national origin is demonstrated, prompt remedial action will be taken.

All employees of the University are expected to support the principle of and contribute to the realization of equal employment opportunity. Any employee with responsibility and authority in the area of personnel relations who imposes any detriment on any other employee through failure or refusal to subscribe to the principle of equal employment opportunity shall be subject to appropriate internal disciplinary action.

Commitment to Increasing Employment Opportunity. North Carolina State University is committed to the elimination of any demonstrated underutilization of women and members of minority groups within its staff complement.

It is acknowledged that there is a national legacy of prejudice and ignorance which has curtailed unjustifiably the employment opportunities of women and members of minority groups, in both the public and private sectors of employment. In order to enhance significantly and promptly the employment opportunities of those who have suffered disadvantage in the past, it is necessary to do more than simply insure nondiscriminatory employment practices. Where there is reasonable evidence that members of a particular class have been underrepresented or underutilized within areas of the staff complement, specific goals and timetables designed to remedy that underrepresentation have been established.

As an institution which seeks to encourage excellence in all areas of endeavor, a university must with integrity maintain high standards in the

evaluation of employees and prospective employees. It must also apply those standards fairly and consistently. Thus, the conscientious search for and effort to employ additional women and members of minority groups pursuant to established goals and timetables shall not entail a reduction of premium on quality nor a conferral of advantage on any person because of race, color, religion, sex, or national origin. Rather, the affirmative efforts of the University shall be directed toward enlarging the opportunity for and incidence of fair competition, by qualified members of previously underrepresented groups, for available appointments, positions, and promotions.

B. PROCEDURE USED TO DEVELOP THE PLAN

Initial steps in the development of the present affirmative action plan were taken in early November, 1972, when it was determined that the most effective method of developing a functional and effective plan for this campus would be to follow the regular patterns of organization and administration. Accordingly, in November, 1972, the following affirmative action planning units were identified:

- ✓ School of Agriculture and Life Sciences
- ← School of Design
- School of Education
- ← School of Engineering
- ← School of Forest Resources
- ← School of Liberal Arts
- ← School of Physical and Mathematical Sciences
- School of Textiles
- ← Division of Student Affairs
- ← Library
- Office of Business Affairs
- ← University Extension
- Special Units.

Each unit was asked to establish a planning committee which was to develop plans applicable to that unit. In combination with the general statement on policy and descriptions of procedure, these plans constitute the Affirmative Action Plan for NCSU.

Approaching affirmative action planning in this manner had several advantages. First, it followed normal organizational patterns of the University rather than imposing a new structure for administration of the plan on the existing pattern. Second, this method of organization compelled each unit to conduct its own analysis of utilization and availability and to develop a plan that would work in that unit's context. Third, this approach meant that more individuals would be involved in developing affirmative action plans than would have been the case if a single central committee had been assigned this task. Wide participation is an important factor in the success of any endeavor in a ^{public-private} collegial institution like the university.

The central administration of North Carolina State University under the direction of the Equal Employment Opportunity Officer, Mr. William H. Simpson, worked with the General Administration of The University of North Carolina to provide data and other information to the planning units.

Because of major differences in our procedures and responsibilities for professional personnel (EPA) as contrasted to staff personnel (SPA), the plan includes separate goals, timetables, and procedures for these groups of personnel even within a single unit*. Such procedure is standard and practical and is accepted by all involved at the University.

- * EPA Nonfaculty - employees exempt from State Personnel Act without faculty rank (Example: Librarian)
EPA Faculty - employees exempt from State Personnel Act with faculty rank (Example: Assistant Professor)
SPA - employees subject to the State Personnel Act (Example: Secretary)

III.

PUBLICIZING THE PLAN AND POLICY

POLICY DISSEMINATION

The equal employment opportunity policy and this University's commitment to taking positive action is stated in Part II, Section A above. Specific efforts at dissemination will be as follows:

INTERNAL DISSEMINATION

	<u>Action</u>	<u>Date of Initiation</u>	<u>Schedule</u>	<u>Responsibility</u>
1.	EEO posters posted throughout campus on employee informational bulletin boards	Implemented	Continuous	Director of Personnel, EEO Officer
2.	Post summary of provisions of plan on employee informational bulletin boards	Date plan approved by HEW	Continuous	EEO Officer
3.	Maintain copies of full text of plan on file, to which all employees and applicants for employment shall have access upon request	Date plan approved by HEW	Continuous	EEO Officer
4.	EEO statement in <u>Faculty Handbook</u>	Implemented	Immediate	EEO Officer
5.	Periodic memoranda to supervisors	Continuing	Immediate	EEO Officer
6.	Discussion and review of affirmative action plan with Deans, directors, and department heads	Implemented	Annual	EEO Officer and Provost

	<u>Action</u>	<u>Date of Initiation</u>	<u>Schedule</u>	<u>Responsibility</u>
7.	Annual review of plan and progress with administration	Within 30 days after approval by HEW	Annual	EEO Officer and Chancellor
8.	Review of affirmative action plan with General Faculty	First General Faculty meeting after approval by HEW	Annual	Chancellor
9.	Review of affirmative action plan with Faculty Senate	First Faculty Senate meeting after approval by HEW	Annual	EEO Officer
10.	Review of affirmative action plan with Student Government	First Student Government meeting after approval by HEW	Annual	EEO Officer
11.	Discussion of plan and policy in new SPA employee orientation sessions	Implemented	Continuous	Director of Personnel, EEO Officer
12.	Summary of plan published for faculty and staff	Within 30 days after approval by HEW	Annual	EEO Officer
13.	Discussion of plan with appropriate university committees	Implemented	Continuous	EEO Officer
14.	Furnish summary of plan to all supervisory personnel for communication to all present and prospective employees	Within 30 days after approval by HEW	Continuous	EEO Officer
15.	EEO statement included on application routing sheets sent with application forms	Implemented	Continuous	Director of Personnel
16.	EEO statement included on notices of campus vacancies	Implemented	Continuous	Director of Personnel, EEO Officer

<u>Action</u>	<u>Date of Initiation</u>	<u>Schedule</u>	<u>Responsibility</u>
17. Publicize EEO developments, progress reports in campus publications	Immediate	Continuous, as periodically warranted	EEO Officer
18. Provide access to all employees for private counseling concerning problems related to EEO	Immediate	Continuous, at request of affected employee	EEO Officer

EXTERNAL DISSEMINATION

1. EEO policy statement included on all recruitment material and advertisements for students, staff, and faculty	Implemented	Continuous	Dean of Student Affairs, Director of Personnel, EEO Officer
2. EEO statement included on purchase orders, contracts, etc., as required by Executive Order 11246	Implemented	Continuous	Vice Chancellor for Finance and Business
3. Publicize adoption and contents of plan in public press and in office publications distributed externally	Within 30 days after approval by HEW	Continuous	EEO Officer
4. National and regional minority and women's organizations, institutions, and groups informed by letter of EEO policy	Within 30 days after approval by HEW		EEO Officer
5. Provide written notification of plan and basic contents to public and private organizations interested in employ-	Within 30 days after approval by HEW		EEO Officer

	<u>Action</u>	<u>Date of Initiation</u>	<u>Schedule</u>	<u>Responsibility</u>
	ment opportunities for women and minorities; community agencies and leaders; secondary schools, colleges, and technical and business institutes			
6.	Subcontractors, vendors, and suppliers notified in writing of EEO policy	Implemented	Continuous	Vice Chancellor for Finance and Business
7.	Publicize EEO progress, appointments of new personnel, promotions, etc., relating to EEO objectives, in public press and in office publications distributed externally.	Immediate	Continuous, as periodically warranted	EEO Officer

IV.

GENERAL RESPONSIBILITY FOR IMPLEMENTATION OF THE PLAN

Two basic levels of responsibility exist for implementing North Carolina State University's Affirmative Action Plan. At the broadest level, the responsibility rests on the central administration and oversight has been delegated to the Equal Employment Opportunity Officer (EEO Officer). Another level of responsibility is assigned to the planning "unit" level. Each unit's method of implementation and delegation of authority and responsibility is described in the unit's plan. The following paragraphs deal with responsibility at the campus-wide level.

In the fall of 1973, the Chancellor designated Mr. William H. Simpson Equal Employment Opportunity Officer for North Carolina State University. Responsibilities of the EEO Officer include the following activities:

- (a) staff assistance in developing policy statements, affirmative action programs, and internal and external communication techniques
 - (1) assist in the identification of problem areas
 - (2) assist line management in arriving at solutions to problems
 - (3) design and implement audit and reporting system that will
 - (i) measure effectiveness of the University's programs
 - (ii) indicate need for remedial action
 - (iii) determine the degree to which the University's goals and objectives have been attained
 - (4) serve as liaison between the University and enforcement agencies
 - (5) serve as liaison when appropriate between the University and minority organizations, women's organizations and community action groups concerned with employment opportunities of minorities and women
 - (6) keep management informed of latest significant developments

in the entire equal opportunity area.

- (b) line responsibilities include but not limited to the following:
- (1) assistance in the identification of problem areas and establishment of local and unit goals and objectives
 - (2) periodic audit of training programs, hiring and promotion patterns to recommend procedures to facilitate the attainment of goals and objectives
 - (3) regular discussions with Deans, department heads, directors, and employees to be certain the University's policies are being followed
 - (4) periodic review of transfers and promotions to insure that these are based on qualifications to insure that minorities and women are given full consideration
 - (5) encourage career counseling for all employees
 - (6) encourage periodic audit to insure that
 - (i) posters are properly displayed
 - (ii) all facilities which the University maintains for use and benefit of the employees are in fact desegregated, both in policy and use; and to insure that facilities such as dormitories, locker rooms, and rest rooms are comparable for both sexes
 - (iii) minority and female employees are afforded a full opportunity and are encouraged to participate in all University-sponsored educational, training, recreational, and social activities
 - (7) have supervisors understand that their work performance is being evaluated on the basis of their equal employment opportunity efforts and results, as well as other criteria

- (8) insure that supervisors prevent harassment of employees who have been placed through affirmative action efforts when such action is appropriate.

ANALYSIS OF UTILIZATION AND
IDENTIFICATION OF PROBLEM AREAS

A. METHODS OF ANALYSIS

Systematic analysis of potential problem areas related to equal opportunity on the North Carolina State University campus began in the fall of 1970 with a study of the salary of female faculty members. Until that time the University had mainly concentrated on reviewing employment totals in terms of race and sex. As a result of the salary analysis, adjustments were made in the salaries of several women and the review process has continued on an annual basis.

In January, 1971, HEW initiated a compliance review which culminated in a visit to the campus during the fall of 1971. In preparation for this review, NCSU developed a series of computer-generated reports on all EPA and SPA personnel. These reports are updated annually for EPA personnel and more frequently for SPA personnel. Essential quantitative information contained in the reports includes name, sex, race, rank or classification, salary, years of service, and highest degree earned. These reports have served as the basis for utilization analyses. Copies of the computer print-out have been furnished HEW and are available to University administrators.

Another analysis of utilization and salary was conducted independently during the NCSU Self Study process which spanned the period 1971-1973. In that report the faculty recognized the University's need to make progress in providing equal opportunity when it recommended:

Present efforts to promote recruiting and recognition of faculty who are members of disadvantaged and/or minority groups should be encouraged and expanded.

(North Carolina State University Self Study Report,
Chapter 7, page 27, Recommendation 8.)

B. EPA PERSONNEL

Utilization of EPA Personnel. Tables 1a and 1b summarize the distribution

of EPA personnel at North Carolina State University as of June, 1973, by race and Tables 2a and 2b summarize by sex. The (a) tables present data on EPA nonfaculty and (b) tables present data on EPA faculty. Tables 3a through 15b contain the same information for each of the planning units by race. Tables 16a through 28b summarize this same information for each of the planning units by sex. These tables indicate that NCSU needs to develop goals that will provide an increase in the number of minority and female EPA employees at most ranks with particular emphasis being given to the upper faculty ranks where there are five minority professors and eight minority associate professors and two female professors and five female associate professors. The wide variation of utilization among planning units reflects availability rather than patterns of discrimination at NCSU. The clustering of females and minorities in the lower ranks generally indicates of these individuals that many have been employed only recently and have not had time to merit promotion. Past employment practices tended to lead to the employment of white males who now occupy the more senior positions.

Recruitment, Promotion, Salary, and Conditions of Work. Records that allow numerical analysis of EPA recruitment procedures in the past do not exist. This situation will be corrected for the present and future. Absence of records does not necessarily indicate lack of effort but only reflects the traditional University procedure of retaining only the records on individuals who were employed.

A comparison of promotion rates for the various academic ranks by race and sex suggests that in the past women may have experienced some discrimination in promotions. This conclusion, however, must remain tentative because in promotion decisions numerous intangible factors are weighed which cannot be read into the data. Nevertheless, it is clear that in the past it has taken females longer to gain promotion than men. Table 29 summarizes the data for departments with significant numbers of women.

Tables 30 and 31 contain salary comparisons by race (Table 30) and sex (Table 31) for selected academic departments. The data reveal no salary discrimination by race, but they do reflect superficially and slightly possible discrimination against females in the past.

Criteria for each rank as well as University policy on academic freedom and tenure, leave, and other benefits are explained in the Faculty Handbook. This handbook is distributed to all EPA personnel at the time of their arrival on campus. Evaluation for promotion and salary increase is based on subjective evaluation of individual merit related to the stated criteria. The primary evaluation occurs at the departmental level with reviews by the School Dean and the Provost.

As an illustration of the complexity of decisions on initial employment and promotion, the following outline shows the major factors the University identifies in making the decisions. The department head is responsible for the initial effective recommendation for appointment. Depending upon the organization of the department, the department head may consult as follows:

- a) Instructor - no one
a personnel committee
the entire department
the senior faculty
- b) Assistant Professor - an elected or appointed search committee
the entire department
a personnel committee
the senior faculty
- c) Associate Professor - an elected or appointed search committee
the entire department
a personnel committee
the senior faculty
- d) Professor - a search committee, perhaps with members from other
departments
senior faculty

The approval of School Deans and the Provost is required for all appoint-

ments. For assistant professors and above, interviews with the Deans and the Provost are required and the Graduate Dean is included if graduate faculty status is to be requested.

Rank is determined by the department head with the approval of the Dean and the Provost. Individuals appointed to fill assistant professor positions who do not have their doctorate are appointed with the rank of instructor until they receive their degree. Usually the probable rank of a position is determined before the search is begun, i.e., a department decides it will fill an associate professorship in a particular speciality and then begins to consider individuals. The minimum requirements are stated in the Faculty Handbook. The following factors are considered in making a specific offer:

- a) must meet the need of the department in terms of scholarly competence and interest
- b) evidence of ability and interest in teaching
- c) evidence of potential contributions to scholarship and research
- d) experience
- e) market conditions for discipline specialty
- f) salaries in the department
- g) quality of educational background—source of highest degree and sponsor or director of dissertation
- h) recommendations
- i) publications, quality of publications counted
- j) evidence of ability to participate in joint research projects
- k) evidence of interest in and ability for public service and extension activities
- l) compatability with other members of the department.

Depending on the mission of the department, criteria may be weighed differently. For instance, the Department of Entomology would emphasize research and extension while the Department of English would emphasize undergraduate

teaching since it does not have a doctorate level graduate program.

There is no obligation to award every faculty employee an increase, nor are there minimum criteria for allocating increases other than satisfactory performance of duties. Criteria which may be used include the following:

- a) teaching performance
- b) research contributions
- c) service to department, School, and University
- d) service to community, State, and Nation
- e) need to redress imbalances
- f) receipt of other offers
- g) market conditions for a particular field
- h) cost of living
- i) history of past increases
- j) general overall performance
- k) interpersonal relationships.

Workload for faculty is normally 12 credit hours of undergraduate teaching per semester. Wide variations from this norm allow for advanced graduate courses, research assignments, and the performance of other academic duties as departmental obligations permit or require. In essence workload is adjusted on an individual basis and there does not appear to be any evidence of discrimination on the basis of race or sex in this matter at NCSU.

C. SPA PERSONNEL

Placement, Promotion, Salary, and Conditions of Work. The placement of SPA employees throughout the campus depends upon vacancies at any particular time. The referral of qualified candidates is made without regard to race or sex. Selection of the appropriate individual is made by the hiring official. As noted elsewhere in this report, units needing help in recruiting minority or female applicants will be given special consideration through recruitment efforts of the Division of Personnel Services.

SPA promotions are normally handled at the School or department level and are supposed to be given without regard to race or sex. Records are kept on promotions in the Division of Personnel Services. There, records are available for audit to determine if promotions are being given in keeping with equal employment concepts.

Identification of Problem Areas. Each SPA position, which currently numbers some 2,000, has been assigned by sex and race to one of the nine categories indicated in the EEO-1 report. These data are also shown in percentage figures in Tables 1c (race) and 2c (sex). Comparing these figures with availability data on the work force for Wake County (area designated as primary recruiting area for SPA personnel, see Appendix A), one can readily see some disparity in the SPA work force as it pertains to these nine categories. Each of the unit plans, which altogether encompass the total NCSU Affirmative Action Plan, addresses these deficiencies and attempts to establish goals and time-tables to correct any deficiencies noted.

Another method of identifying problem areas is to analyze SPA job classifications in terms of racial and sexual mix. Currently, there are 339 job classifications; the majority are filled by whites, with fewer than five persons in any one classification. Some of the job classifications at the lower skill level are all minority; no minority is in a job classification receiving pay over \$9900. As one moves through the middle classifications and pay ranges into the upper job classifications and pay ranges, the race and sex of members occupying these classes show a predominance of white males.

Job classifications in which there are five or more minorities and no whites are as follows:

Housekeeping foreman
Mail clerk
Housekeeping supervisor.

Job classifications in which there are five or more whites and no minorities are as follows:

Statistical Aide
Administrative Secretary
Clerk IV
Accounting Clerk III
Carpenter II
Electrician II
Statistical Analyst
Administrative Assistant
Air Conditioning Mechanic
Research Mechanic II
Maintenance Mechanic IV
Computer Programmer I
Computer Programmer II
Electronic Technician II
Electronic Technician III
Instrument Maker II
Farm Superintendent II
Research Analyst
Consulting Engineer I.

It is interesting to note, however, that from January 1, 1973, until October 1, 1973 (date of most recent computer print-out listing all SPA positions by EEO job categories, race, and sex) minority group employees have been added to two formerly all-white classes, Maintenance Mechanic II and Grounds Foreman.

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Table 1a. Summary on present and projected academic year 1975-76 racial composition of North Carolina State University EPA personnel by job classifications (EPA nonfaculty) and by employment status.

EPA NONFACULTY						
Race	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
American Negro	Full-time	present	7 (6.3) ¹	18 (6.2)	0 (0.0)	25 (6.2)
		1975-76	9 (8.1)	30 (10.4)	0 (0.0)	39 (9.5)
	Part-time	present	N/A	1 (8.3)	N/A	1 (8.3)
		1975-76		0 (0.0)		0 (0.0)
Other minority groups	Full-time	present	0 (0.0)	2 (0.7)	0 (0.0)	2 (0.5)
		1975-76	0 (0.0)	5 (1.7)	0 (0.0)	5 (1.2)
	Part-time	present	N/A	0 (0.0)	N/A	0 (0.0)
		1975-76		0 (0.0)		0 (0.0)
Caucasians and Foreign Nationals	Full-time	present	104 (93.7)	268 (93.1)	3 (100.0)	375 (93.3)
		1975-76	102 (91.9)	263 (91.3)	3 (100.0)	368 (89.3)
	Part-time	present	N/A	11 (91.7)	N/A	11 (91.7)
		1975-76		8 (100.0)		8 (100.0)
Total	Full-time	present	111 (27.6) ²	288 (71.6)	3 (0.7)	402
		1975-76	111 (26.9)	298 (72.3)	3 (0.7)	412
	Part-time	present	N/A	12	N/A	12
		1975-76		8		8

¹ Values are number of employees and (percentage within this employment status group.)

² Percent of total in this job classification.

Table 1b. Summary on present and projected academic year 1975-76 racial composition of North Carolina State University EPA personnel by rank (EPA faculty) and by employment status.

EPA FACULTY											
Race	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total	
American Negro	Full-time	present 1975-76	0 (0.0) ¹ 0 (0.0)	0 (0.0) 3 (0.8)	3 (1.0) 9 (2.4)	4 (1.3) 22 (7.1)	4 (3.1) 9 (11.1)	0 (0.0) 0 (0.0)	1 (14.3) 1 (14.3)	12 (1.0) 44 (3.5)	
	Part-time	present 1975-76	—	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	2 (10.0) 0 (0.0)	1 (16.7) 0 (0.0)	0 (0.0) 0 (0.0)	3 (6.4) 0 (0.0)	
Other minority groups	Full-time	present 1975-76	1 (1.8) 1 (1.7)	5 (1.4) 6 (1.4)	5 (1.6) 9 (2.4)	4 (1.6) 2 (0.6)	0 (0.0) 2 (2.5)	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	15 (1.3) 20 (1.6)	
	Part-time	present 1975-76	—	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	
Caucasians and Foreign Nationals	Full-time	present 1975-76	56 (98.2) 57 (98.3)	346 (98.6) 407 (97.8)	301 (97.4) 356 (95.2)	304 (97.4) 287 (92.3)	126 (96.1) 70 (86.4)	1 (100.0) 1 (100.0)	6 (85.7) 6 (85.7)	1140 (97.7) 1184 (94.9)	
	Part-time	present 1975-76	—	6 (100.0) 3 (100.0)	5 (100.0) 7 (100.0)	5 (100.0) 4 (100.0)	18 (90.0) 5 (100.0)	5 (83.3) 3 (100.0)	5 (100.0) 3 (100.0)	44 (93.6) 25 (100.0)	
Totals	Full-time	present 1975-76	57 (4.9) ² 58 (4.6)	351 (30.1) 416 (33.3)	309 (26.5) 374 (30.0)	312 (26.7) 311 (24.9)	130 (11.1) 81 (6.5)	1 (0.1) 1 (0.1)	7 (0.6) 7 (0.6)	1167 1248	
	Part-time	present 1975-76	—	6 (12.8) 3 (12.0)	5 (10.6) 7 (28.0)	5 (10.6) 4 (16.0)	20 (42.6) 5 (20.0)	6 (12.8) 3 (12.0)	5 (10.6) 3 (12.0)	47 25	

^{1,2} See Table 1a. for explanation of superscripts.

Table 1c. Summary on present and projected academic year 1975-76 racial composition of North Carolina State University SPA and unclassified Student Supply Store personnel by job classifications and by employment status.

SPA & UNCLASSIFIED STUDENT SUPPLY STORE PERSONNEL							
Job Classification	Employment Status	Time Period	American Negro	Other Minority Groups	Caucasians and Foreign Nationals	Total	
Officials and Managers	Full-time	present	0 (0.0) ¹	0 (0.0)	58 (100.0)	58	(2.8)
		1975-76	2 (3.4)	0 (0.0)	56 (96.6)	58	(2.6)
	Part-time	present	N/A	N/A	N/A		N/A
		1975-76	N/A	N/A	N/A		N/A
Professionals	Full-time	present	2 (2.8)	2 (2.8)	67 (94.4)	71	(3.4)
		1975-76	6 (8.3)	2 (2.8)	64 (88.9)	72	(3.3)
	Part-time	present	N/A	N/A	N/A		N/A
		1975-76	N/A	N/A	N/A		N/A
Technicians	Full-time	present	37 (9.2)	6 (1.5)	357 (89.3)	400	(18.8)
		1975-76	49 (11.4)	6 (1.4)	375 (87.2)	430	(19.4)
	Part-time	present	0 (0.0)	0 (0.0)	3 (100.0)	3	(3.9)
		1975-76	0 (0.0)	1 (33.3)	2 (66.7)	3	(3.1)
Sales	Full-time	present	1 (1.8)	0 (0.0)	56 (98.2)	57	(2.7)
		1975-76	4 (6.2)	0 (0.0)	61 (93.8)	65	(2.9)
	Part-time	present	N/A	N/A	N/A		N/A
		1975-76	N/A	N/A	N/A		N/A
Clerical	Full-time	present	83 (10.8)	2 (0.3)	682 (88.9)	767	(36.1)
		1975-76	128 (16.1)	2 (0.2)	667 (83.7)	797	(36.0)
	Part-time	present	0 (0.0)	0 (0.0)	69 (100.0)	69	(89.6)
		1975-76	0 (0.0)	12 (14.1)	73 (85.9)	85	(87.6)
Craftsman	Full-time	present	59 (23.9)	0 (0.0)	188 (76.1)	247	(11.6)
		1975-76	76 (29.0)	0 (0.0)	186 (71.0)	262	(11.8)
	Part-time	present	N/A	N/A	N/A		N/A
		1975-76	N/A	N/A	N/A		N/A
Operations (semi-skilled)	Full-time	present	36 (32.7)	2 (1.8)	72 (65.5)	110	(5.2)
		1975-76	45 (39.1)	2 (1.7)	68 (59.1)	115	(5.2)
	Part-time	present	0 (0.0)	2 (66.7)	1 (33.3)	3	(3.9)
		1975-76	0 (0.0)	2 (66.7)	1 (33.3)	3	(3.1)
Laborers	Full-time	present	79 (63.7)	0 (0.0)	45 (36.3)	124	(5.8)
		1975-76	79 (62.2)	0 (0.0)	48 (37.8)	127	(5.7)
	Part-time	present	0 (0.0)	0 (0.0)	2 (100.0)	2	(2.6)
		1975-76	0 (0.0)	3 (50.0)	3 (50.0)	6	(6.2)
Service Workers	Full-time	present	246 (85.1)	1 (0.3)	42 (14.5)	289	(13.6)
		1975-76	247 (84.9)	1 (0.3)	43 (14.8)	291	(13.1)
	Part-time	present	N/A	N/A	N/A		N/A
		1975-76	N/A	N/A	N/A		N/A
Total	Full-time	present	543 (25.6) ²	13 (0.6)	1567 (73.8)	2123	
		1975-76	636 (28.7)	13 (0.6)	1568 (70.7)	2217	
	Part-time	present	0 (0.0)	2 (2.6)	75 (97.4)	77	
		1975-76	0 (0.0)	18 (18.6)	79 (81.4)	97	

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See Table 1a. for explanation of superscripts.

Table 2a. Summary on present and projected academic year 1975-76 sexual composition of North Carolina State University EPA personnel by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Sex	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
Female	Full-time	present	11 (9.9) ¹	71 (24.7)	2 (66.7)	84 (20.9)
		1975-76	12 (10.8)	75 (25.2)	2 (66.7)	89 (21.6)
	Part-time	present	N/A	6 (50.0)	N/A	6 (50.0)
		1975-76		4 (50.0)		4 (50.0)
Male	Full-time	present	100 (90.1)	217 (75.3)	1 (33.3)	318 (79.1)
		1975-76	99 (89.2)	223 (78.4)	1 (33.3)	323 (78.4)
	Part-time	present	N/A	6 (50.0)	N/A	6 (50.0)
		1975-76		4 (50.0)		4 (50.0)
Total	Full-time	present	111 (27.6) ²	288 (71.6)	3 (0.7)	402
		1975-76	111 (26.9)	298 (72.3)	3 (0.7)	412
	Part-time	present	N/A	12	N/A	12
		1975-76		8		8

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See Table 1a. for explanation of superscripts.

Table 2b. Summary on present and projected academic year 1975-76 sexual composition of North Carolina State University EPA personnel by rank (EPA faculty) and by employment status.

EPA FACULTY										
Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
Female	Full-time	present	1 (1.8) ¹	2 (0.6)	5 (1.6)	31 (9.9)	27 (20.8)	0 (0.0)	1 (14.3)	67 (5.7)
		1975-76	1 (1.7)	8 (1.9)	22 (5.9)	57 (18.3)	24 (29.6)	0 (0.0)	2 (28.6)	114 (9.1)
	Part-time	present	N/A	0 (0.0)	0 (0.0)	0 (0.0)	6 (30.0)	1 (16.7)	1 (20.0)	8 (17.0)
		1975-76		0 (0.0)	0 (0.0)	1 (25.0)	4 (80.0)	1 (33.3)	1 (33.3)	7 (28.0)
Male	Full-time	present	56 (98.2)	349 (99.4)	304 (98.4)	281 (90.1)	103 (79.2)	1 (100.0)	6 (85.7)	1100 (94.3)
		1975-76	57 (98.3)	408 (98.1)	352 (94.1)	254 (81.7)	57 (70.4)	1 (100.0)	5 (71.4)	1134 (90.9)
	Part-time	present	N/A	6 (100.0)	5 (100.0)	5 (100.0)	14 (70.0)	5 (83.3)	4 (80.0)	39 (83.0)
		1975-76		3 (100.0)	7 (100.0)	3 (75.0)	1 (20.0)	2 (66.7)	2 (66.7)	18 (72.0)
Total	Full-time	present	7 (4.9) ²	351 (30.1)	309 (26.5)	312 (26.7)	130 (11.1)	1 (0.1)	7 (0.6)	1167
		1975-76	8 (4.6)	416 (33.3)	374 (30.0)	311 (24.9)	81 (6.5)	1 (.1)	7 (0.6)	1248
	Part-time	present	N/A	6 (12.8)	5 (10.6)	5 (10.6)	20 (42.6)	6 (12.8)	5 (10.6)	47
		1975-76		3 (12.0)	7 (28.0)	4 (16.0)	5 (20.0)	3 (12.0)	3 (12.0)	25

^{1,2} See Table 1a. for explanation of superscripts.

Table 2c. Summary on present and projected academic year 1975-76 sexual composition of North Carolina State University SPA personnel and unclassified Student Supply Store personnel by job classifications and by employment status.

Job Classification	Employment Status	Time Period	Female	Male	Total
Officials and Managers	Full-time	present	4 (6.9) ¹	54 (93.1)	58 (2.8)
		1975-76	4 (6.9)	54 (93.1)	58 (2.6)
	Part-time	present	N/A	N/A	N/A
		1975-76	N/A	N/A	N/A
Professionals	Full-time	present	38 (53.5)	33 (46.5)	71 (3.4)
		1975-76	39 (54.2)	33 (45.8)	72 (3.3)
	Part-time	present	N/A	N/A	N/A
		1975-76	N/A	N/A	N/A
Technicians	Full-time	present	125 (31.2)	275 (68.8)	400 (18.8)
		1975-76	136 (31.6)	294 (68.4)	430 (19.4)
	Part-time	present	1 (33.3)	2 (66.7)	3 (3.9)
		1975-76	1 (33.3)	2 (66.7)	3 (3.1)
Sales	Full-time	present	28 (49.1)	29 (50.9)	57 (2.7)
		1975-76	29 (44.6)	36 (55.4)	65 (2.9)
	Part-time	present	N/A	N/A	N/A
		1975-76	N/A	N/A	N/A
Clerical	Full-time	present	720 (93.9)	47 (6.1)	767 (36.1)
		1975-76	745 (93.5)	52 (6.5)	797 (36.0)
	Part-time	present	69 (100.0)	0 (0.0)	69 (89.6)
		1975-76	84 (98.8)	1 (1.2)	85 (87.6)
Craftman	Full-time	present	13 (5.3)	234 (94.7)	247 (11.6)
		1975-76	18 (6.9)	244 (93.1)	262 (11.8)
	Part-time	present	N/A	N/A	N/A
		1975-76	N/A	N/A	N/A
Operations (semi-skilled)	Full-time	present	65 (59.1)	45 (40.9)	110 (5.2)
		1975-76	75 (65.2)	40 (34.8)	115 (5.2)
	Part-time	present	0 (0.0)	3 (100.0)	3 (3.9)
		1975-76	0 (0.0)	3 (100.0)	3 (3.1)
Laborers	Full-time	present	6 (4.8)	118 (95.2)	124 (5.8)
		1975-76	7 (5.5)	120 (94.5)	127 (5.7)
	Part-time	present	2 (100.0)	0 (0.0)	2 (2.6)
		1975-76	6 (100.0)	0 (0.0)	6 (6.2)
Service Workers	Full-time	present	133 (46.0)	156 (54.0)	289 (13.6)
		1975-76	134 (46.0)	157 (54.0)	291 (13.1)
	Part-time	present	N/A	N/A	N/A
		1975-76	N/A	N/A	N/A
Total	Full-time	present	1132 (53.3) ²	991 (46.7)	2123
		1975-76	1187 (53.5)	1025 (46.2)	2217
	Part-time	present	72 (93.5)	5 (6.5)	77
		1975-76	91 (93.8)	6 (6.2)	97

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See Table 1a. for explanation of superscripts.

Table 3a. Summary on present and projected academic year 1975-76 racial composition of School of Agriculture and Life Sciences by job classifications (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Race	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
American	Full-time	present	5 (20.8) ¹	14 (12.2)	N/A	19 (13.7)
		1975-76	5 (20.8)	17 (14.4)		22 (15.5)
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				
Other minority groups	Full-time	present	0 (0.0)	2 (1.7)	N/A	2 (1.4)
		1975-76	0 (0.0)	4 (3.4)		4 (2.8)
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				
Caucasians and Foreign Nationals	Full-time	present	19 (79.2)	99 (86.1)	N/A	118 (84.9)
		1975-76	19 (79.2)	97 (82.2)		116 (81.7)
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				
Total	Full-time	present	24 (17.3) ²	115 (82.7)	N/A	139
		1975-76	24 (16.9)	118 (83.1)		142
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				

^{1,2}See Table 1a. for explanation of superscripts.

Table 3b. Summary on present and projected academic year 1975-76 racial composition of School of Agriculture and Life Sciences by rank (EPA faculty) and by employment status.
(EPA Faculty)

Race	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
American Negro	Full-time	Present 1975-76	0(0.0) ¹	0(0.0)	2(1.7)	3(2.9)	0(0.0)	N/A	-	5(1.1)
			0(0.0)	1(0.4)	4(2.9)	12(11.0)	1(8.3)	N/A	0(0.0)	18(3.7)
	Part-time	Present 1975-76	N/A	N/A	0(0.0)	N/A	1(50.0)	0(0.0)	0(0.0)	1(20.0)
			N/A	N/A	0(0.0)	N/A	0(0.0)	0(0.0)	0(0.0)	0
Other Minority Groups	Full-time	Present 1975-76	0(0.0)	0(0.0)	2(1.7)	0(0.0)	0(0.0)	N/A	-	2(0.5)
			0(0.0)	1(0.4)	1(0.7)	1(0.9)	1(8.3)	N/A	0(0.0)	4(0.8)
	Part-time	Present 1975-76	N/A	N/A	0(0.0)	N/A	0(0.0)	0(0.0)	0(0.0)	0(0.0)
			N/A	N/A	0(0.0)	N/A	0(0.0)	0(0.0)	0(0.0)	0(0.0)
Caucasians and Foreign Nationals	Full-time	Present 1975-76	20(100.0)	172(100.0)	115(96.6)	99(97.1)	22(100.0)	N/A	-	428(98.4)
			21(100.0)	201(99.2)	135(96.4)	96(88.1)	10(83.4)	N/A	1(100.0)	464(95.5)
	Part-time	Present 1975-76	N/A	N/A	1(100.0)	N/A	1(50.0)	1(100.0)	1(100.0)	4(80.0)
			N/A	N/A	1(100.0)	N/A	1(100.0)	1(100.0)	1(100.0)	4(100.0)
Total	Full-time	Present 1975-76	20(4.5) ²	172(39.6)	119(27.4)	102(23.4)	22(5.1)	N/A	-	435
			21(4.3)	203(41.8)	140(28.8)	109(22.4)	12(2.5)	N/A	1(0.2)	486
	Part-time	Present 1975-76	N/A	N/A	1(20.0)	N/A	2(40.0)	1(20.0)	1(20.0)	5
			N/A	N/A	1(25.0)	N/A	1(25.0)	1(25.0)	1(25.0)	4

^{1,2} See Table 1a for explanation of superscripts.

Table 4a. Summary on present and projected academic year 1975-76 racial composition of School of Design by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Race	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
American Negro	Full-time	present 1975-76				
	Part-time	present 1975-76	NOT APPLICABLE TO THIS SCHOOL			
Other minority groups	Full-time	present 1975-76				
	Part-time	present 1975-76				
Caucasians and Foreign Nationals	Full-time	present 1975-76				
	Part-time	present 1975-76				
Total	Full-time	present 1975-76				
	Part-time	present 1975-76				

Table 4b. Summary on present and projected academic year 1975-76 racial composition of School of Design by rank (EPA faculty) and by employment status.

(EPA Faculty)

Race	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
American Negro	Full-time	Present	0(0.0) ¹	0(0.0)	0(0.0)	0(0.0)	0(0.0)	N/A	1(33.3)	1(3.2)
		1975-76	0(0.0)	0(0.0)	0(0.0)	1(9.1)	0(0.0)	N/A	1(25.0)	2(6.2)
	Part-time	Present	N/A	0(0.0)	N/A	N/A	N/A	0(0.0)	0(0.0)	0(0.0)
		1975-76	N/A	0(0.0)	N/A	N/A	N/A	0(0.0)	0(0.0)	0(0.0)
Other Minority Groups	Full-time	Present	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	N/A	0(0.0)	0(0.0)
		1975-76	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	N/A	0(0.0)	0(0.0)
	Part-time	Present	N/A	0(0.0)	N/A	N/A	N/A	0(0.0)	0(0.0)	0(0.0)
		1975-76	N/A	0(0.0)	N/A	N/A	N/A	0(0.0)	0(0.0)	0(0.0)
Caucasians & Foreign Nationals	Full-time	Present	3(100.0)	3(100.0)	11(100.0)	9(100.0)	2(100.0)	N/A	2(66.7)	30(96.8)
		1975-76	3(100.0)	4(100.0)	9(100.0)	10(90.9)	1(100.0)	N/A	3(75.0)	30(93.8)
	Part-time	Present	N/A	2(100.0)	N/A	N/A	N/A	2(100.0)	0(0.0)	4(100.0)
		1975-76	N/A	1(100.0)	N/A	N/A	N/A	1(100.0)	0(0.0)	2(100.0)
Total	Full-time	Present	3(9.7) ²	3(9.7)	11(35.5)	9(29.0)	2(6.4)	N/A	3(9.7)	31
		1975-76	3(9.4)	4(12.5)	9(28.1)	11(34.4)	1(3.1)	N/A	4(12.5)	32
	Part-time	Present	N/A	2(50.0)	N/A	N/A	N/A	2(50.0)		4
		1975-76	N/A	1(50.0)	N/A	N/A	N/A	1(50.0)		2

^{1,2} See Table 1a for explanation of superscripts.

Table 5a. Summary on present and projected academic year 1975-76 racial composition of School of Education by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Race	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
American Negro	Full-time	present 1975-76	0 (0.0) ¹ 0 (0.0)	0 (0.0) 0 (0.0)	N/A	0 (0.0) 0 (0.0)
	Part-time	present 1975-76	N/A	0 (0.0) 0 (0.0)	N/A	0 (0.0) 0 (0.0)
Other minority groups	Full-time	present 1975-76	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	N/A	0 (0.0) 0 (0.0)
	Part-time	present 1975-76	N/A	0 (0.0) 0 (0.0)	N/A	0 (0.0) 0 (0.0)
Caucasians and Foreign Nationals	Full-time	present 1975-76	2 (100.0) 2 (100.0)	7 (100.0) 6 (100.0)	N/A	9 (100.0) 8 (100.0)
	Part-time	present 1975-76	N/A	1 (100.0) 1 (100.0)	N/A	1 (100.0) 1 (100.0)
Total	Full-time	present 1975-76	2 (22.2) ² 2 (25.0)	7 (77.8) 6 (75.0)	N/A	9 8
	Part-time	present 1975-76	N/A	1 (100.0) 1 (100.0)	N/A	1 1

1,2 See Table 1a. for explanation of superscripts.

Table 5b. Summary on present and projected academic year 1975-76 racial composition of School of Education by rank (EPA faculty) and by employment status.

EPA FACULTY

Race	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
American Negro	Full-time	present 1975-76	0(0.0) ¹ 0(0.0)	0(0.0) 1(6.7)	0(0.0) 1(4.2)	0(0.0) 3(16.7)	0(0.0) 0(0.0)	N/A N/A	N/A N/A	0(0.0) 5(7.6)
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	0(0.0) 0(0.0)	N/A N/A	N/A N/A	0(0.0) 0(0.0)	0(0.0) 0(0.0)
Other minority groups	Full-time	present 1975-76	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	N/A N/A	N/A N/A	0(0.0) 0(0.0)
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	0(0.0) 0(0.0)	N/A N/A	N/A N/A	0(0.0) 0(0.0)	0(0.0) 0(0.0)
Caucasians & Foreign Nationals	Full-time	present 1975-76	6(100.0) 6(100.0)	12(100.0) 14(93.3)	13(100.0) 23(95.8)	20(100.0) 15(83.3)	7(100.0) 3(100.0)	N/A N/A	N/A N/A	58(100.0) 61(92.4)
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	1(100.0) 1(100.0)	N/A N/A	N/A N/A	3(100.0) 2(100.0)	4(100.0) 3(100.0)
Total	Full-time	present 1975-76	6(10.3) ² 6(9.1)	12(20.7) 15(22.7)	13(22.4) 24(36.4)	20(34.5) 18(27.3)	7(12.1) 3(4.5)	N/A N/A	N/A N/A	58 66
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	1(25.0) 1(33.3)	N/A N/A	N/A N/A	3(75.0) 2(66.7)	4 3

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See Table 1a. for explanation of superscripts.

Table 6a. Summary on present and projected academic year 1975-76 racial composition of School of Engineering by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY						
Race	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
American Negro	Full-time	present 1975-76	0 (0.0) ¹ 0 (0.0)	0 (0.0) 1 (2.2)	N/A	0 (0.0) 1 (2.0)
	Part-time	present 1975-76	N/A	0 (0.0) 0 (0.0)	N/A	0 (0.0) 0 (0.0)
Other minority groups	Full-time	present 1975-76	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	N/A	0 (0.0) 0 (0.0)
	Part-time	present 1975-76	N/A	0 (0.0) 0 (0.0)	N/A	0 (0.0) 0 (0.0)
Caucasians and Foreign Nationals	Full-time	present 1975-76	5 (100.0) 5 (100.0)	38 (100.0) 45 (97.8)	N/A	43 (100.0) 50 (98.0)
	Part-time	present 1975-76	N/A	3 (100.0) 3 (100.0)	N/A	3 (100.0) 3 (100.0)
Total	Full-time	present 1975-76	5 (11.6) ² 5 (9.8)	38 (88.4) 46 (90.2)	N/A	43 51
	Part-time	present 1975-76	N/A	3 3	N/A	3 3

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See Table 1a. for explanation of superscripts.

Table 6b. Summary on present and projected academic year 1975-76 racial composition of School of Engineering by rank (EPA faculty) and by employment status.

(EPA Faculty)

Race	Employment Status	Time Present	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
American Negro	Full-time	Present	0(0.0) ¹	0(0.0)	0(0.0)	0(0.0)	0(0.0)	N/A	0(0.0)	0(0.0)
		1975-76	0(0.0)	0(0.0)	1(2.2)	1(4.2)	1(11.1)	N/A	0(0.0)	3(2.0)
	Part-time	Present	N/A	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)
		1975-76	N/A	0(0.0)	0(0.0)	-	-	0(0.0)	-	0(0.0)
Other Minority Groups	Full-time	Present	0(0.0)	3(5.4)	2(4.5)	1(3.7)	0(0.0)	N/A	0(0.0)	6(4.0)
		1975-76	0(0.0)	3(5.2)	3(6.5)	0(0.0)	0(0.0)	N/A	0(0.0)	6(4.1)
	Part-time	Present	N/A	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)
		1975-76	N/A	0(0.0)	0(0.0)	-	-	0(0.0)	-	0(0.0)
Caucasians & Foreign Nationals	Full-time	Present	9(100.0)	53(94.6)	42(95.5)	26(96.3)	11(100.0)	N/A	4(100.0)	145(96.0)
		1975-76	9(100.0)	55(94.8)	42(91.3)	23(95.8)	8(88.9)	N/A	2(100.0)	139(93.9)
	Part-time	Present	N/A	1(100.0)	2(100.0)	1(100.0)	1(100.0)	2(100.0)	1(100.0)	8(100.0)
		1975-76	N/A	1(100.0)	3(100.0)	-	-	1(100.0)	-	5(100.0)
Total	Full-time	Present	9(6.0) ²	56(37.1)	44(29.1)	27(17.9)	11(7.3)	N/A	4(2.6)	151
		1975-76	9(6.1)	58(39.1)	46(31.1)	24(16.2)	9(6.1)	N/A	2(1.4)	148
	Part-time	Present	N/A	1(12.5)	2(25.0)	1(12.5)	1(12.5)	2(25.0)	1(12.5)	8
		1975-76	N/A	1(20.0)	3(60.0)	-	-	1(20.0)	-	5

^{1,2} See Table 1a for explanation of superscripts.

Table 7a. Summary on present and projected academic year 1975-76 racial composition of School of Forest Resources by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY						
Race	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
American Negro	Full-time	present 1975-76	N/A	0 (0.0) ¹ 0 (0.0)	N/A	0 (0.0) 0 (0.0)
	Part-time	present 1975-76	N/A	N/A	N/A	N/A
Other minority groups	Full-time	present 1975-76	N/A	0 (0.0) 0 (0.0)	N/A	0 (0.0) 0 (0.0)
	Part-time	present 1975-76	N/A	N/A	N/A	N/A
Caucasians and Foreign Nationals	Full-time	present 1975-76	N/A	5 (100.0) ² 5 (100.0)	N/A	5 (100.0) 5 (100.0)
	Part-time	present 1975-76	N/A	N/A	N/A	N/A
Total	Full-time	present 1975-76	N/A	5 (100.0) 5 (100.0)	N/A	5
	Part-time	present 1975-76	N/A	N/A	N/A	N/A

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See Table 1a. for explanation of superscripts.

Table 7b. Summary on present and projected academic year 1975-76 racial composition of School of Forest Resources by rank (EPA faculty) and by employment status.

EPA FACULTY

Race	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
American Negro	Full-time	present 1975-76	0(0.0) ¹ 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	N/A N/A	N/A N/A	0(0.0) 0(0.0)
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Other minority groups	Full-time	present 1975-76	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	N/A N/A	N/A N/A	0(0.0) 0(0.0)
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Caucasians & Foreign Nationals	Full-time	present 1975-76	3(100.0) 3(100.0)	14(100.0) 15(100.0)	16(100.0) 15(100.0)	9(100.0) 15(100.0)	8(100.0) 4(100.0)	N/A N/A	N/A N/A	50(100.0) 52(100.0)
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Total	Full-time	present 1975-76	3(6.0) ² 3(5.8)	14(28.0) 15(28.8)	16(32.0) 15(28.8)	9(18.0) 15(28.8)	8(16.0) 4(7.8)	N/A N/A	N/A N/A	50 52
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A

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See Table 1a. for explanation of superscripts.

Table 8a. Summary on present and projected academic year 1975-76 racial composition of School of Liberal Arts by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Race	Employment Status	Time Period	Officials and Managers			Technicians	Total
			Professionals				
American Negro	Full-time	present 1975-76	NOT APPLICABLE TO SCHOOL OF LIBERAL ARTS				
	Part-time	present 1975-76					
Other minority groups	Full-time	present 1975-76					
	Part-time	present 1975-76					
Caucasians and Foreign Nationals	Full-time	present 1975-76					
	Part-time	present 1975-76					
Total	Full-time	present 1975-76					
	Part-time	present 1975-76					

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See Table 1a. for explanation of superscripts.

Table 8b. Summary on present and projected academic year 1975-76 racial composition of School of Liberal Arts by rank (EPA faculty) and by employment status.

EPA FACULTY

Race	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
American Negro	Full-time	present	0(0.0) ¹	0(0.0)	1(2.0)	1(1.3)	3(5.1)	N/A	N/A	5(2.2)
		1975-76	0(0.0)	1(2.5)	3(4.1)	4(4.9)	5(13.9)	N/A	N/A	13(5.4)
	Part-time	present	N/A	0(0.0)	0(0.0)	0(0.0)	1(6.2)	1(100.0)	N/A	2(9.1)
		1975-76	N/A	-	0(0.0)	0(0.0)	0(0.0)	0(0.0)	-	N/A
Other minority groups	Full-time	present	1(12.5)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	N/A	N/A	1(0.4)
		1975-76	1(12.5)	0(0.0)	0(0.0)	1(1.2)	1(2.8)	N/A	N/A	3(1.3)
	Part-time	present	N/A	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	N/A	0(0.0)
		1975-76	N/A	-	0(0.0)	0(0.0)	0(0.0)	0(0.0)	-	N/A
Caucasians & Foreign Nationals	Full-time	present	7(87.5)	27(100.0)	50(98.0)	78(98.7)	56(94.9)	N/A	N/A	218(97.3)
		1975-76	7(87.5)	40(97.5)	70(95.9)	76(93.8)	30(83.3)	N/A	N/A	223(93.3)
	Part-time	present	N/A	1(100.0)	2(100.0)	2(100.0)	15(93.7)	0(0.0)	N/A	20(90.9)
		1975-76	N/A	-	3(100.0)	2(100.0)	3(100.0)	-	N/A	8(100.0)
Total	Full-time	present	8(3.6) ²	27(12.1)	51(22.8)	79(35.2)	59(26.3)	N/A	N/A	224
		1975-76	8(3.3)	41(17.2)	73(30.5)	81(33.9)	36(15.1)	N/A	N/A	239
	Part-time	present	N/A	1(4.5)	2(9.1)	2(9.1)	16(72.8)	1(4.5)	N/A	22
		1975-76	N/A	-	3(37.5)	2(25.0)	3(37.5)	-	N/A	8

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See Table 1a. for explanation of superscripts.

Table 9a. Summary on present and projected academic year 1975-76 racial composition of School of Physical and Mathematical Sciences by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Race	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
American Negro	Full-time	present 1975-76	N/A	0 (0.0) ¹	0 (0.0)	0 (0.0)
				0 (0.0)	0 (0.0)	0 (0.0)
	Part-time	present 1975-76	N/A	0 (0.0)	N/A	0 (0.0)
				0 (0.0)		0 (0.0)
Other minority groups	Full-time	present 1975-76	N/A	0 (0.0)	0 (0.0)	0 (0.0)
				0 (0.0)	0 (0.0)	0 (0.0)
	Part-time	present 1975-76	N/A	0 (0.0)	N/A	0 (0.0)
				0 (0.0)		0 (0.0)
Caucasians and Foreign Nationals	Full-time	present 1975-76	N/A	9 (100.0)	2 (100.0)	11 (100.0)
				10 (100.0)	2 (100.0)	12 (100.0)
	Part-time	present 1975-76	N/A	3 (100.0)	N/A	3 (100.0)
				1 (100.0)		1 (100.0)
Total	Full-time	present 1975-76	N/A	9 (81.8) ²	2 (18.2)	11
				10 (83.3)	2 (16.7)	12
	Part-time	present 1975-76	N/A	3 (100.0)	N/A	3
				1 (100.0)		1

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See Table 1a. for explanation of superscripts.

Table 9b. Summary on present and projected academic year 1975-76 racial composition of School of Physical and Mathematical Sciences by rank (EPA faculty) and by employment status.

EPA FACULTY

Race	Employment Status	Time Period	Department Head	Rank							Total
				Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other		
American Negro	Full-time	present	0(0.0) ¹	0(0.0)	0(0.0)	0(0.0)	1(5.6)	N/A	N/A	1(0.6)	
		1975-76	0(0.0)	0(0.0)	0(0.0)	1(2.2)	1(7.7)	N/A	N/A	2(1.1)	
	Part-time	present	N/A	0(0.0)	N/A	N/A	0(0.0)	N/A	N/A	0(0.0)	
		1975-76	N/A	0(0.0)	N/A	N/A	0(0.0)	N/A	N/A	0(0.0)	
Other minority groups	Full-time	present	0(0.0)	2(3.4)	1(2.6)	3(5.4)	0(0.0)	N/A	N/A	6(3.4)	
		1975-76	0(0.0)	2(2.9)	5(10.0)	0(0.0)	0(0.0)	N/A	N/A	7(3.8)	
	Part-time	present	N/A	0(0.0)	N/A	N/A	0(0.0)	N/A	N/A	0(0.0)	
		1975-76	N/A	0(0.0)	N/A	N/A	0(0.0)	N/A	N/A	0(0.0)	
Caucasians & Foreign Nationals	Full-time	present	6(100.0)	56(96.6)	37(97.4)	53(94.6)	17(94.4)	N/A	N/A	169(96.0)	
		1975-76	6(100.0)	67(97.1)	45(90.0)	44(97.8)	12(92.3)	N/A	N/A	174(95.1)	
	Part-time	present	N/A	2(100.0)	N/A	N/A	1(100.0)	N/A	N/A	3(100.0)	
		1975-76	N/A	1(100.0)	N/A	N/A	1(100.0)	N/A	N/A	2(100.0)	
Total	Full-time	present	6(3.4) ²	58(33.0)	38(21.6)	56(31.8)	18(10.2)	N/A	N/A	176	
		1975-76	6(3.3)	69(37.7)	50(27.3)	45(24.6)	13(7.1)	N/A	N/A	183	
	Part-time	present	N/A	2(66.7)	N/A	N/A	1(33.3)	N/A	N/A	3	
		1975-76	N/A	1(50.0)	N/A	N/A	1(50.0)	N/A	N/A	2	

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See Table 1a. for explanation of superscripts.

Table 10a. Summary on present and projected academic year 1975-76 racial composition of School of Textiles by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY						
Race	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
American Negro	Full-time	present 1975-76	0 (0.0) ¹ 0 (0.0)	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)
	Part-time	present 1975-76	N/A	0 (0.0) 0 (0.0)	N/A	0 (0.0) 0 (0.0)
Other minority groups	Full-time	present 1975-76	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)
	Part-time	present 1975-76	N/A	0 (0.0) 0 (0.0)	N/A	0 (0.0) 0 (0.0)
Caucasians and Foreign Nationals	Full-time	present 1975-76	4 (100.0) 4 (100.0)	6 (100.0) 6 (100.0)	1 (100.0) 1	11 (100.0) 11 (100.0)
	Part-time	present 1975-76	N/A	1 (100.0) 1 (100.0)	N/A	1 (100.0) 1 (100.0)
Total	Full-time	present 1975-76	4 (36.4) ² 4 (36.4)	6 (54.5) 6 (54.5)	1 (9.1) 1 (9.1)	11 11
	Part-time	present 1975-76	N/A	1 (100.0) 1 (100.0)	N/A	1 1

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See Table 1a. for explanation of superscripts.

Table 10b. Summary on present and projected academic year 1975-76 racial composition of School of Textiles by rank (EPA faculty) and by employment status.

EPA FACULTY

Race	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
American Negro	Full-time	present 1975-76	0(0.0) ¹ 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 1(100.0)	0(0.0) 0(0.0)	N/A N/A	0(0.0) 1(2.6)
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Other minority groups	Full-time	present 1975-76	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	N/A N/A	0(0.0) 0(0.0)
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Caucasians & Foreign Nationals	Full-time	present 1975-76	2(100.0) 2(100.0)	7(100.0) 9(100.0)	17(100.0) 17(100.0)	10(100.0) 8(100.0)	1(100.0) 0(0.0)	1(100.0) 1(100.0)	N/A N/A	38(100.0) 37(97.4)
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Total	Full-time	present 1975-76	2(5.3) ² 2(5.3)	7(18.4) 9(23.7)	17(44.8) 17(44.8)	10(26.3) 8(21.0)	1(2.6) 1(2.6)	1(2.6) 1(2.6)	N/A N/A	38 38
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A

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See Table 1a. for explanation of superscripts.

Table 11a. Summary on present and projected academic year 1975-76 racial composition of Administration and special units by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY						
Race	Employment Status	Time Period	Officials and Managers	Professional's	Technicians	Total
American Negro	Full-time	present 1975-76	0 (0.0) ¹ 2 (4.0)	0 (0.0) 1 (4.0)	N/A	0 (0.0) 3 (4.0)
	Part-time	present 1975-76	N/A	N/A	N/A	N/A
Other minority groups	Full-time	present 1975-76	0 (0.0) 0 (0.0)	0 (0.0) 0 (0.0)	N/A	0 (0.0) 0 (0.0)
	Part-time	present 1975-76	N/A	N/A	N/A	N/A
Caucasians and Foreign Nationals	Full-time	present 1975-76	50 (100.0) 48 (96.0)	25 (100.0) 24 (96.0)	N/A	75 (100.0) 72 (96.0)
	Part-time	present 1975-76	N/A	N/A	N/A	N/A
Total	Full-time	present 1975-76	50 (66.7) ² 50 (66.7)	25 (33.3) 25 (33.3)	N/A	75 75
	Part-time	present 1975-76	N/A	N/A	N/A	N/A

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See Table 1a. for explanation of superscripts.

Table 11b. Summary on present and projected academic year 1975-76 racial composition of Administrative and Special Units by rank (EPA faculty) and by employment status.

EPA FACULTY

Race	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
American Negro	Full-time	present	N/A	0(0.0) ¹	N/A	N/A	0(0.0)	N/A	N/A	0(0.0)
		1975-76	N/A	0(0.0)	N/A	N/A	0(0.0)	N/A	N/A	0(0.0)
	Part-time	present	N/A	N/A	N/A	0(0.0)	N/A	N/A	N/A	0(0.0)
		1975-76	N/A	N/A	N/A	0(0.0)	N/A	N/A	N/A	0(0.0)
Other minority groups	Full-time	present	N/A	0(0.0)	N/A	N/A	0(0.0)	N/A	N/A	0(0.0)
		1975-76	N/A	0(0.0)	N/A	N/A	0(0.0)	N/A	N/A	0(0.0)
	Part-time	present	N/A	N/A	N/A	0(0.0)	N/A	N/A	N/A	0(0.0)
		1975-76	N/A	N/A	N/A	0(0.0)	N/A	N/A	N/A	0(0.0)
Caucasians & Foreign Nationals	Full-time	present	N/A	2(100.0)	N/A	N/A	2(100.0)	N/A	N/A	4(100.0)
		1975-76	N/A	2(100.0)	N/A	N/A	2(100.0)	N/A	N/A	4(100.0)
	Part-time	present	N/A	N/A	N/A	1(100.0)	N/A	N/A	N/A	1(100.0)
		1975-76	N/A	N/A	N/A	1(100.0)	N/A	N/A	N/A	1(100.0)
Total	Full-time	present	N/A	2(50.0) ²	N/A	N/A	2(50.0)	N/A	N/A	4
		1975-76	N/A	2(50.0)	N/A	N/A	2(50.0)	N/A	N/A	4
	Part-time	present	N/A	N/A	N/A	1(100.0)	N/A	N/A	N/A	1
		1975-76	N/A	N/A	N/A	1(100.0)	N/A	N/A	N/A	1

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See Table 1a. for explanation of superscripts.

Table 12a. Summary on present and projected academic year 1975-76 racial composition of Division of Business Affairs by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Race	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
American Negro	Full-time	present 1975-76	NOT APPLICABLE TO DIVISION OF BUSINESS AFFAIRS			
	Part-time	present 1975-76				
Other minority groups	Full-time	present 1975-76				
	Part-time	present 1975-76				
Caucasians and Foreign Nationals	Full-time	present 1975-76				
	Part-time	present 1975-76				
Total.	Full-time	present 1975-76				
	Part-time	present 1975-76				

Table 13a. Summary on present and projected academic year 1975-76 racial composition of D. H. Hill Library by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Race	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
American Negro	Full-time	present 1975-76	N/A	0 (0.0) ¹ 2 (8.0)	N/A	0 (0.0) 2 (8.0)
	Part-time	present 1975-76	N/A	N/A	N/A	N/A
Other minority groups	Full-time	present 1975-76	N/A	0 (0.0) 1 (4.0)	N/A	0 (0.0) 1 (4.0)
	Part-time	present 1975-76	N/A	N/A	N/A	N/A
Caucasians and Foreign Nationals	Full-time	present 1975-76	N/A	22 (100.0) 22 (88.0)	N/A	22 (100.0) 22 (88.0)
	Part-time	present 1975-76	N/A	N/A	N/A	N/A
Total	Full-time	present 1975-76	N/A	22 (100.0) ² 25 (100.0)	N/A	22 25
	Part-time	present 1975-76	N/A	N/A	N/A	N/A

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See Table 1a. for explanation of superscripts.

Table 14a. Summary on present and projected academic year 1975-76 racial composition of Division of Student Affairs by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Race	Employment Status	Time Period	Officials and			Total
			Managers	Professionals	Technicians	
American Negro	Full-time	present	0 (0.0) ¹	3 (8.3)	N/A	3 (5.7)
		1975-76	0 (0.0)	6 (15.8)		6 (10.9)
	Part-time	present	N/A	1 (25.0)	N/A	1 (25.0)
		1975-76		0 (0.0)		0 (0.0)
Other minority groups	Full-time	present	0 (0.0)	0 (0.0)	N/A	0 (0.0)
		1975-76	0 (0.0)	0 (0.0)		0 (0.0)
	Part-time	present	N/A	0 (0.0)	N/A	0 (0.0)
		1975-76		0 (0.0)		0 (0.0)
Caucasians and Foreign Nationals	Full-time	present	17 (100.0)	33 (91.7)	N/A	50 (94.3)
		1975-76	17 (100.0)	32 (84.2)		49 (89.1)
	Part-time	present	N/A	3 (.75.0)	N/A	3 (75.0)
		1975-76		2 (100.0)		2 (100.0)
Total	Full-time	present	17 (32.1) ²	36 (67.9)	N/A	53
		1975-76	17 (30.9)	38 (69.1)		55
	Part-time	present	N/A	4 (100.0)	N/A	4
		1975-76		2 (100.0)		2

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See Table 1a. for explanation of superscripts.

Table 14b. Summary of present and projected academic year 1975-76 racial composition of Division of Student Affairs by rank (EPA faculty) and by employment status.

(EPA Faculty)

Race	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
American Negro	Full-time	Present 1975-76								
	Part-time	Present 1975-76								
Other Minority Groups	Full-time	Present 1975-76								
	Part-time	Present 1975-76								
Caucasians & Foreign Nationals	Full-time	Present 1975-76								
	Part-time	Present 1975-76								
Total	Full-time	Present 1975-76								
	Part-time	Present 1975-76								

NOT APPLICABLE

TO

DIVISION OF

STUDENT AFFAIRS

Table 15a. Summary on present and projected academic year 1975-76 racial composition of University Extension by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY						
Race	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
American Negro	Full-time	present	2 (22.2) ¹	1 (4.0)	N/A	3 (8.8)
		1975-76	2 (22.2)	2 (11.1)		4 (14.8)
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				
Other minority groups	Full-time	present	0 (0.0)	0 (0.0)	N/A	0 (0.0)
		1975-76	0 (0.0)	0 (0.0)		0 (0.0)
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				
Caucasians and Foreign Nationals	Full-time	present	7 (77.8)	24 (96.0)	N/A	31 (91.2)
		1975-76	7 (77.8)	16 (88.9)		23 (85.2)
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				
Total	Full-time	present	9 (26.5) ²	25 (73.5)	N/A	34
		1975-76	9 (33.3)	18 (66.7)		27
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				

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See Table 1a. for explanation of superscripts.

Table 16a. Summary on present and projected academic year 1975-76 sexual composition of School of Agriculture and Life Sciences by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Sex	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
Female	Full-time	present	7 (29.2) ¹	37 (32.2)	N/A	44 (31.7)
		1975-76	7 (29.2)	38 (32.2)		45 (31.7)
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				
Male	Full-time	present	17 (70.8)	78 (67.8)	N/A	95 (68.3)
		1975-76	17 (70.8)	80 (67.8)		97 (68.3)
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				
Total	Full-time	present	24 (17.3) ²	115 (82.7)	N/A	139
		1975-76	24 (16.9)	118 (83.1)		142
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				

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See Table 1a. for explanation of superscripts.

Table 16b. Summary on present and projected academic year 1975-76 sexual composition of School of Agriculture and Life Sciences by rank (EPA faculty) and by employment status.

EPA FACULTY

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
Female	Full-time	present	1(5.0) ¹	1(0.6)	2(1.7)	8(7.8)	2(9.1)	N/A	-	14(3.2)
		1975-76	1(4.8)	4(2.0)	8(5.7)	16(14.7)	3(25.0)	N/A	0(0.0)	32(6.6)
Female	Part-time	present	N/A	N/A	0(0.0)	N/A	1(50.0)	1(100.0)	0(0.0)	2(40.0)
		1975-76	N/A	N/A	0(0.0)	N/A	1(100.0)	1(100.0)	0(0.0)	2(50.0)
Male	Full-time	present	19(95.0)	171(99.4)	117(98.3)	94(92.2)	20(90.9)	N/A	-	421(96.8)
		1975-76	20(95.2)	199(98.0)	132(94.3)	93(85.3)	9(75.0)	N/A	1(100.0)	454(93.4)
Male	Part-time	present	N/A	N/A	1(100.0)	N/A	1(50.0)	0(0.0)	1(100.0)	3(60.0)
		1975-76	N/A	N/A	1(100.0)	N/A	0(0.0)	0(0.0)	1(100.0)	2(50.0)
Total	Full-time	present	20(4.5) ²	172(39.6)	119(27.4)	102(23.4)	22(5.1)	N/A	-	435
		1975-76	21(4.3)	203(41.8)	140(28.8)	109(22.4)	12(2.5)	N/A	1(0.2)	486
Total	Part-time	present	N/A	N/A	1(20.0)	N/A	2(40.0)	1(20.0)	1(20.0)	5
		1975-76	N/A	N/A	1(25.0)	N/A	1(25.0)	1(25.0)	1(25.0)	4

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See Table 1a. for explanation of superscripts.

Table 17a. Summary on present and projected academic year 1975-76 sexual composition of School of Design by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Sex	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
Female	Full-time	present 1975-76				
	Part-time	present 1975-76	NOT APPLICABLE TO SCHOOL OF DESIGN			
Male	Full-time	present 1975-76				
	Part-time	present 1975-76				
Total	Full-time	present 1975-76				
	Part-time	present 1975-76				

Table 17b. Summary on present and projected academic year 1975-76 sexual composition of School of Design by rank (EPA faculty) and by employment status.

EPA FACULTY

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
Female	Full-time	present	0(0.0) ¹	0(0.0)	0(0.0)	0(0.0)	1(50.0)	N/A	1(33.3)	2(6.5)
		1975-76	0(0.0)	0(0.0)	0(0.0)	3(27.2)	0(0.0)	N/A	2(50.0)	5(15.6)
	Part-time	present	N/A	0(0.0)	N/A	N/A	N/A	0(0.0)	N/A	0
		1975-76	N/A	0(0.0)	N/A	N/A	N/A	0(0.0)	N/A	0
Male	Full-time	present	3(100.0)	3(100.0)	11(100.0)	9(100.0)	1(50.0)	N/A	2(66.7)	29(93.5)
		1975-76	3(100.0)	4(100.0)	9(100.0)	8(72.8)	1(100.0)	N/A	2(50.0)	27(83.4)
	Part-time	present	N/A	2(100.0)	N/A	N/A	N/A	2(100.0)	N/A	4(100.0)
		1975-76	N/A	1(100.0)	N/A	N/A	N/A	1(100.0)	N/A	2(100.0)
Total	Full-time	present	3(9.7) ²	3(9.7)	11(35.5)	9(29.0)	2(6.4)	N/A	3(9.7)	31
		1975-76	3(9.4)	4(12.5)	9(28.1)	11(34.4)	1(3.1)	N/A	4(12.5)	32
	Part-time	present	N/A	2(50.0)	N/A	N/A	N/A	2(50.0)	N/A	4
		1975-76	N/A	1(50.0)	N/A	N/A	N/A	1(50.0)	N/A	2

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See Table 1a. for explanation of superscripts.

Table 18a. Summary on present and projected academic year 1975-76 sexual composition of School of Education by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY						
Sex	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
Female	Full-time	present	1 (50.0) ¹	2 (28.6)	N/A	3 (33.3)
		1975-76	1 (50.0)	2 (28.6)		3 (33.3)
	Part-time	present	N/A	1 (100.0)	N/A	1 (100.0)
		1975-76		1 (100.0)		1 (100.0)
Male	Full-time	present	1 (50.0)	5 (71.4)	N/A	6 (66.7)
		1975-76	1 (50.0)	5 (71.4)		6 (66.7)
	Part-time	present	N/A	0 (0.0)	N/A	0 (0.0)
		1975-76		0 (0.0)		0 (0.0)
Total	Full-time	present	2 (22.2) ²	7 (77.8)	N/A	9
		1975-76	2 (22.2)	7 (77.8)		9
	Part-time	present	N/A	1 (100.0)	N/A	1
		1975-76		1 (100.0)		1

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See Table 1a. for explanation of superscripts.

Table 18b. Summary on present and projected academic year 1975-76 sexual composition of School of Education by rank (EPA faculty) and by employment status.

EPA FACULTY

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
Female	Full-time	present	0(0.0) ¹	0(0.0)	0(0.0)	3(15.0)	3(42.9)	N/A	N/A	6(10.3)
		1975-76	0(0.0)	0(0.0)	4(16.7)	5(27.8)	1(33.3)	N/A	N/A	10(15.2)
Female	Part-time	present	N/A	N/A	N/A	0(0.0)	N/A	N/A	1(33.3)	1(25.0)
		1975-76	N/A	N/A	N/A	1(100.0)	N/A	N/A	1(50.0)	2(66.7)
Male	Full-time	present	6(100.0)	12(100.0)	13(100.0)	17(85.0)	4(57.1)	N/A	N/A	52(89.7)
		1975-76	6(100.0)	15(100.0)	20(83.3)	13(72.2)	2(66.7)	N/A	N/A	56(84.8)
Male	Part-time	present	N/A	N/A	N/A	1(100.0)	N/A	N/A	2(66.7)	3(75.0)
		1975-76	N/A	N/A	N/A	0(0.0)	N/A	N/A	1(50.0)	1(33.3)
Total	Full-time	present	6(10.3) ²	12(20.7)	13(22.4)	20(34.5)	7(12.1)	N/A	N/A	58
		1975-76	6(9.1)	15(22.7)	24(36.4)	18(27.3)	3(4.5)	N/A	N/A	66
Total	Part-time	present	N/A	N/A	N/A	1(25.0)	N/A	N/A	3(75.0)	4
		1975-76	N/A	N/A	N/A	1(33.3)	N/A	N/A	2(66.7)	3

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See Table 1a. for explanation of superscripts.

Table 19a. Summary on present and projected academic year 1975-76 sexual composition of School of Engineering by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Sex	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
Female	Full-time	present	0 (0.0) ¹	1 (2.6)	N/A	1 (2.3)
		1975-76	0 (0.0)	1 (2.2)		1 (2.0)
	Part-time	present	N/A	1 (33.3)	N/A	1 (33.3)
		1975-76		1 (33.3)		1 (33.3)
Male	Full-time	present	5 (100.0)	37 (97.4)	N/A	42 (97.7)
		1975-76	5 (100.0)	45 (97.8)		50 (98.0)
	Part-time	present	N/A	2 (66.7)	N/A	2 (66.7)
		1975-76		2 (66.7)		2 (66.7)
Total	Full-time	present	5 (11.6) ²	38 (88.4)	N/A	43
		1975-76	5 (9.8)	46 (90.2)		51
	Part-time	present	N/A	3 (100.0)	N/A	3
		1975-76		3 (100.0)		3

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See Table 1a. for explanation of superscripts.

Table 19b. Summary on present and projected academic year 1975-76 sexual composition of School of Engineering by rank (EPA faculty) and by employment status.

EPA FACULTY

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
Female	Full-time	present	0(0.0) ¹	0(0.0)	1(2.3)	0(0.0)	0(0.0)	N/A	0(0.0)	1(0.7)
		1975-76	0(0.0)	0(0.0)	1(2.2)	2(8.3)	0(0.0)	N/A	0(0.0)	3(2.0)
Female	Part-time	present	N/A	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)	0(0.0)
		1975-76	N/A	0(0.0)	0(0.0)	-	-	0(0.0)	-	0(0.0)
Male	Full-time	present	9(100.0)	56(100.0)	43(97.7)	27(100.0)	11(100.0)	N/A	4(100.0)	150(99.3)
		1975-76	9(100.0)	58(100.0)	45(97.8)	22(91.7)	9(100.0)	N/A	2(100.0)	145(98.0)
Male	Part-time	present	N/A	1(100.0)	2(100.0)	1(100.0)	1(100.0)	2(100.0)	1(100.0)	8(100.0)
		1975-76	N/A	1(100.0)	3(100.0)	-	-	1(100.0)	-	5(100.0)
Total	Full-time	present	9(6.0) ²	56(37.1)	44(29.1)	27(17.9)	11(7.3)	N/A	4(2.6)	151
		1975-76	9(6.1)	58(39.1)	46(31.1)	24(16.2)	9(6.1)	N/A	2(1.4)	148
Total	Part-time	present	N/A	1(12.5)	2(25.0)	1(12.5)	1(12.5)	2(25.0)	1(12.5)	8
		1975-76	N/A	1(20.0)	3(60.0)	-	-	1(20.0)	-	5

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See Table 1a. for explanation of superscripts.

Table 20a. Summary on present and projected academic year 1975-76 sexual composition of School of Forest Resources by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Sex	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
Female	Full-time	present 1975-76	N/A	0 (0.0) ¹ 0 (0.0)	N/A	0 (0.0) 0 (0.0)
	Part-time	present 1975-76	N/A	N/A	N/A	N/A
Male	Full-time	present 1975-76	N/A	5 (100.0) 5 (100.0)	N/A	5 (100.0) 5 (100.0)
	Part-time	present 1975-76	N/A	N/A	N/A	N/A
Total	Full-time	present 1975-76	N/A	5 (100.0) ² 5 (100.0)	N/A	5 5
	Part-time	present 1975-76	N/A	N/A	N/A	N/A

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See Table 1a. for explanation of superscripts.

Table 20b. Summary on present and projected academic year 1975-76 sexual composition of School of Forest Resources by rank (EPA faculty) and by employment status.

EPA FACULTY

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
Female	Full-time	present 1975-76	0(0.0) ¹ 0(0.0)	0(0.0) 0(0.0)	0(0.0) 0(0.0)	0(0.0) 1(6.7)	0(0.0) 0(0.0)	N/A N/A	N/A N/A	0(0.0) 1(1.9)
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Male	Full-time	present 1975-76	3(100.0) 3(100.0)	14(100.0) 15(100.0)	16(100.0) 15(100.0)	9(100.0) 14(93.3)	8(100.0) 4(100.0)	N/A N/A	N/A N/A	50(100.0) 51(98.1)
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Total	Full-time	present 1975-76	3(6.0) ² 3(5.8)	14(28.0) 15(28.8)	16(32.0) 15(28.8)	9(18.0) 15(28.8)	8(16.0) 4(7.8)	N/A N/A	N/A N/A	50 52
	Part-time	present 1975-76	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A

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See Table 1a. for explanation of superscripts.

Table 21a. Summary on present and projected academic year 1975-76 sexual composition of School of Liberal Arts by job classification (EPA nonfaculty) and by employment status..

EPA NONFACULTY

Sex	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
Female	Full-time	present 1975-76	NOT APPLICABLE TO SCHOOL OF LIBERAL ARTS			
	Part-time	present 1975-76				
Male	Full-time	present 1975-76				
	Part-time	present 1975-76				
Total	Full-time	present 1975-76				
	Part-time	present 1975-76				

Table 21b. Summary on present and projected academic year 1975-76 sexual composition of School of Liberal Arts by rank (EPA faculty) and by employment status.

EPA FACULTY

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
Female	Full-time	present	0(0.0) ¹	1(3.7)	2(3.9)	16(20.3)	15(25.4)	N/A	N/A	34(15.2)
		1975-76	0(0.0)	3(7.3)	7(9.6)	21(25.9)	16(44.4)	N/A	N/A	47(19.7)
Female	Part-time	present	N/A	0(0.0)	0(0.0)	0(0.0)	5(31.2)	0(0.0)	N/A	5(22.7)
		1975-76	N/A	-	0(0.0)	1(50.0)	3(100.0)	-	N/A	4(50.0)
Male	Full-time	present	8(100.0)	26(96.3)	49(96.1)	63(79.3)	44(74.6)	N/A	N/A	190(84.8)
		1975-76	8(100.0)	38(92.7)	66(90.4)	60(74.1)	20(55.6)	N/A	N/A	192(80.3)
Male	Part-time	present	N/A	1(100.0)	2(100.0)	2(100.0)	11(68.8)	1(100.0)	N/A	17(77.3)
		1975-76	N/A	-	3(100.0)	1(50.0)	0(0.0)	-	N/A	4(50.0)
Total	Full-time	present	8(3.6) ²	27(12.1)	51(22.8)	79(35.2)	59(26.3)	N/A	N/A	224
		1975-76	8(3.3)	41(17.2)	73(30.5)	81(33.9)	36(15.1)	N/A	N/A	239
Total	Part-time	present	N/A	1(4.5)	2(9.1)	2(9.1)	16(72.8)	1(4.5)	N/A	22
		1975-76	N/A	-	3(37.5)	2(25.0)	3(37.5)	-	N/A	8

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See Table 1a. for explanation of superscripts.

Table 22a. Summary on present and projected academic year 1975-76 sexual composition of School of Physical and Mathematical Sciences by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Sex	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
Female	Full-time	present 1975-76	N/A	0 (0.0) ¹	2 (100.0)	2 (18.2)
				0 (0.0)	2 (100.0)	2 (16.7)
Male	Part-time	present 1975-76	N/A	0 (0.0)	N/A	0 (0.0)
				0 (0.0)		0 (0.0)
	Full-time	present 1975-76	N/A	9 (100.0)	0 (0.0)	9 (81.8)
				10 (100.0)	0 (0.0)	10 (83.3)
Total	Part-time	present 1975-76	N/A	3 (100.0)	N/A	3 (100.0)
				1 (100.0)		1 (100.0)
Total	Full-time	present 1975-76	N/A	9 (81.8) ²	2 (18.2)	11
				10 (83.3)	2 (16.7)	12
Total	Part-time	present 1975-76	N/A	3 (100.0)	N/A	3
				1 (100.0)		1

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See Table 1a. for explanation of superscripts.

Table 22b. Summary on present and projected academic year 1975-76 sexual composition of School of Physical and Mathematical Sciences by rank (EPA faculty) and by employment status.

EPA FACULTY

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
Female	Full-time	present	0(0.0) ¹	0(0.0)	0(0.0)	3(5.4)	6(33.3)	N/A	N/A	9(5.1)
		1975-76	0(0.0)	1(1.4)	1(2.0)	7(15.6)	4(30.8)	N/A	N/A	13(7.1)
Female	Part-time	present	N/A	0(0.0)	N/A	N/A	0(0.0)	N/A	N/A	0(0.0)
		1975-76	N/A	0(0.0)	N/A	N/A	0(0.0)	N/A	N/A	0(0.0)
Male	Full-time	present	6(100.0)	58(100.0)	38(100.0)	53(94.6)	12(66.7)	N/A	N/A	167(94.9)
		1975-76	6(100.0)	68(98.6)	49(98.0)	38(84.4)	9(69.2)	N/A	N/A	170(92.9)
Male	Part-time	present	N/A	2(100.0)	N/A	N/A	1(100.0)	N/A	N/A	3(100.0)
		1975-76	N/A	1(100.0)	N/A	N/A	1(100.0)	N/A	N/A	2(100.0)
Total	Full-time	present	6(3.4) ²	58(33.0)	38(21.6)	56(31.8)	18(10.2)	N/A	N/A	176
		1975-76	6(3.3)	69(37.7)	50(27.3)	45(24.6)	13(7.1)	N/A	N/A	183
Total	Part-time	present	N/A	2(66.7)	N/A	N/A	1(33.3)	N/A	N/A	3
		1975-76	N/A	1(50.0)	N/A	N/A	1(50.0)	N/A	N/A	2

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See Table 1a. for explanation of superscripts.

Table 23a. Summary on present and projected academic year 1975-76 sexual composition of School of Textiles by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Sex	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
Female	Full-time	present	0 (0.0) ¹	1 (16.7)	0 (0.0)	1 (9.1)
		1975-76	0 (0.0)	1 (16.7)	0 (0.0)	1 (9.1)
	Part-time	present	N/A	1 (100.0)	N/A	1 (100.0)
		1975-76		1 (100.0)		1 (100.0)
Male	Full-time	present	4 (100.0)	5 (83.3)	1 (100.0)	10 (90.9)
		1975-76	4 (100.0)	5 (83.3)	1 (100.0)	10 (90.9)
	Part-time	present	N/A	0 (0.0)	N/A	0 (0.0)
		1975-76		0 (0.0)		0 (0.0)
Total	Full-time	present	4 (36.4) ²	6 (54.5)	1 (9.1)	11
		1975-76	4 (36.4)	6 (54.5)	1 (9.1)	11
	Part-time	present	N/A	1 (100.0)	N/A	1
		1975-76		1 (100.0)		1

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See Table 1a. for explanation of superscripts.

Table 23b. Summary on present and projected academic year 1975-76 sexual composition of School of Textiles by rank (EPA faculty) and by employment status.

EPA FACULTY

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
Female	Full-time	present	0(0.0) ¹	0(0.0)	0(0.0)	1(10.0)	0(0.0)	0(0.0)	N/A	1(2.6)
		1975-76	0(0.0)	0(0.0)	1(5.9)	2(25.0)	0(0.0)	0(0.0)	N/A	3(7.9)
	Part-time	present	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		1975-76	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Male	Full-time	present	2(100.0)	7(100.0)	17(100.0)	9(90.0)	1(100.0)	1(100.0)	N/A	37(97.4)
		1975-76	2(100.0)	9(100.0)	16(94.1)	6(75.0)	1(100.0)	1(100.0)	N/A	35(92.1)
	Part-time	present	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		1975-76	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	Full-time	present	2(5.3) ²	7(18.4)	17(44.8)	10(26.3)	1(2.6)	1(2.6)	N/A	38
		1975-76	2(5.3)	9(23.7)	17(44.8)	8(21.0)	1(2.6)	1(2.6)	N/A	38
	Part-time	present	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		1975-76	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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See Table 1a. for explanation of superscripts.

Table 24a. Summary on present and projected academic year 1975-76 sexual composition of Administrative and Special Units by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Sex	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
Female	Full-time	present	2 (4.0) ¹	0 (0.0)	N/A	2 (2.7)
		1975-76	2 (4.0)	0 (0.0)		2 (2.7)
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				
Male	Full-time	present	48 (96.0)	25 (100.0)	N/A	73 (97.3)
		1975-76	48 (96.0)	25 (100.0)		73 (97.3)
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				
Total	Full-time	present	50 (66.7) ²	25 (33.3)	N/A	75
		1975-76	50 (66.7)	25 (33.3)		75
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				

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See Table 1a. for explanation of superscripts.

Table 24b. Summary on present and projected academic year 1975-76 sexual composition of Administrative and Special Units by rank (EPA faculty) and by employment status.

EPA FACULTY

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
Female	Full-time	present	N/A	0(0.0) ¹	N/A	N/A	0(0.0)	N/A	N/A	0(0.0)
		1975-76	N/A	0(0.0)	N/A	N/A	0(0.0)	N/A	N/A	0(0.0)
	Part-time	present	N/A	N/A	N/A	0(0.0)	N/A	N/A	N/A	0(0.0)
		1975-76	N/A	N/A	N/A	0(0.0)	N/A	N/A	N/A	0(0.0)
Male	Full-time	present	N/A	2(100.0)	N/A	N/A	2(100.0)	N/A	N/A	4(100.0)
		1975-76	N/A	2(100.0)	N/A	N/A	2(100.0)	N/A	N/A	4(100.0)
	Part-time	present	N/A	N/A	N/A	1	N/A	N/A	N/A	1(100.0)
		1975-76	N/A	N/A	N/A	1	N/A	N/A	N/A	1(100.0)
Total	Full-time	present	N/A	2(50.0) ²	N/A	N/A	2(50.0)	N/A	N/A	4
		1975-76	N/A	2(50.0)	N/A	N/A	2(50.0)	N/A	N/A	4
	Part-time	present	N/A	N/A	N/A	1(100.0)	N/A	N/A	N/A	1
		1975-76	N/A	N/A	N/A	1(100.0)	N/A	N/A	N/A	1

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See Table 1a. for explanation of superscripts.

Table 25a. Summary on present and projected academic year 1975-76 sexual composition of Division of Business Affairs by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY						
<u>Sex</u>	<u>Employment Status</u>	<u>Time Period</u>	<u>Officials and Managers</u>	<u>Professionals</u>	<u>Technicians</u>	<u>Total</u>
Female	Full-time	present. 1975-76				
	Part-time	present 1975-76	NOT APPLICABLE TO DIVISION OF BUSINESS AFFAIRS			
Male	Full-time	present 1975-76				
	Part-time	present 1975-76				
Total	Full-time	present 1975-76				
	Part-time	present 1975-76				

Table 26a. Summary on present and projected academic year 1975-76 sexual composition of D. H. Hill Library by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Sex	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
Female	Full-time	present 1975-76	N/A	14 (63.6) ¹	N/A	14 (63.6)
				17 (68.0)		17 (68.0)
	Part-time	present 1975-76	N/A	N/A	N/A	N/A
Male	Full-time	present 1975-76	N/A	8 (36.4)	N/A	8 (36.4)
				8 (32.0)		8 (32.0)
	Part-time	present 1975-76	N/A	N/A	N/A	N/A
Total	Full-time	present 1975-76	N/A	22 (100.0) ²	N/A	22
				25 (100.0)		25
	Part-time	present 1975-76	N/A	N/A	N/A	N/A

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See Table 1a. for explanation of superscripts.

Table 27a. Summary on present and projected academic year 1975-76 sexual composition of Division of Student Affairs by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Sex	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
Female	Full-time	present	1 (5.9) ¹	10 (27.8)	N/A	11 (20.8)
		1975-76	2 (11.8)	14 (36.8)		16 (29.1)
	Part-time	present	N/A	3 (75.0)	N/A	3 (75.0)
		1975-76		1 (50.0)		1 (50.0)
Male	Full-time	present	16 (94.1)	26 (72.2)	N/A	42 (79.2)
		1975-76	15 (88.2)	24 (63.2)		39 (70.9)
	Part-time	present	N/A	1 (25.0)	N/A	1 (25.0)
		1975-76		1 (50.0)		1 (50.0)
Total	Full-time	present	17 (32.1) ²	36 (67.9)	N/A	53
		1975-76	17 (30.9)	38 (69.1)		55
	Part-time	present	N/A	4 (100.0)	N/A	4
		1975-76		2 (100.0)		2

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See Table 1a. for explanation of superscripts.

Table 27b. Summary on present and projected academic year 1975-76 sexual composition of Division of Student Affairs by rank (EPA faculty) and by employment status.

Sex	Employment Status	Time Period	Department Head	EPA Faculty						Total
				Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	
Female	Full-time	Present 1975-76								
	Part-time	Present 1975-76								
Male	Full-time	Present 1975-76								
	Part-time	Present 1975-76								
Total	Full-time	Present 1975-76								
	Part-time	Present 1975-76								

NOT APPLICABLE

TO

DIVISION OF

STUDENT AFFAIRS

Table 28a. Summary on present and projected academic year 1975-76 sexual composition of Division of University Extension by job classification (EPA nonfaculty) and by employment status.

EPA NONFACULTY

Sex	Employment Status	Time Period	Officials and Managers	Professionals	Technicians	Total
Female	Full-time	present	0 (0.0) ¹	6 (24.0)	N/A	6 (17.6)
		1975-76	0 (0.0)	2 (11.1)		2 (7.4)
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				
Male	Full-time	present	9 (100.0)	19 (76.0)	N/A	28 (82.4)
		1975-76	9 (100.0)	16 (88.9)		25 (92.6)
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				
Total	Full-time	present	9 (26.5) ²	25 (73.5)	N/A	34
		1975-76	9 (33.3)	18 (66.7)		27
	Part-time	present	N/A	N/A	N/A	N/A
		1975-76				

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See Table 1a. for explanation of superscripts.

Table 28b. Summary on present and projected academic year 1975-76 sexual composition of Division of University Extension by rank (EPA faculty) and by employment status.
(EPA Faculty)

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other	Total
Female	Full-time	Present 1975-76								
	Part-time	Present 1975-76								
Male	Full-time	Present 1975-76			NOT APPLICABLE					
	Part-time	Present 1975-76			TO					
Total	Full-time	Present 1975-76			DIVISION OF					
	Part-time	Present 1975-76			UNIVERSITY EXTENSION					

Table 29. Comparison of years of service prior to promotion for female and male employees within the same academic department or the same schools.

Year of promotion	Ranks		Academic Units	Sex	Number	Average Years of Service
	Promoted to	Promoted from				
<u>1968</u>	Professor	Associate	Department	Female	1	6
				Male	1	5
	Assistant Professor	Instructor	Department	Female	1	4
				Male	2	4
<u>1969</u>	Assistant Professor	Instructor	Department	Female	1	1
				Male	1	3
<u>1970</u>	Assistant Professor	Instructor	Department	Female	1	3
				Male	2	3
	Assistant Professor	Instructor	School ¹	Female	2	3.5
				Male	2	3
<u>1971</u>	No possible comparison					
<u>1972</u>	No possible comparison					
<u>1973</u>	Associate Professor	Assistant Professor	Schools	Female	2	5.5
				Male	3	4
	Assistant Professor	Instructor	Department	Female	2	8.5
				Male	1	6

¹Includes individuals in 1969 department comparison.

Table 30. Comparison of salaries from departments which have both minority and caucasian full-time faculty employees who have similar graduate degrees and years of employment.

Number of Departments	Race	Highest Degree	Faculty Level	Number	Average Salaries
2	American Negro	Masters	Instructor	2	\$ 9,500
	Caucasian	Masters	Instructor	5	\$ 9,500
2	American Negro	Doctorate	Assistant Professor	2	\$14,950
	Caucasian	Doctorate	Assistant Professor	2	\$15,000

Table 31. Comparison of salaries from departments which have both female and male full-time faculty employees who have similar graduate degrees and years of employment.

Number of Departments	Sex	Highest Degree	Faculty Level	Number	Average Salaries
3	Female	Masters	Instructor	5	\$ 9,340
	Male	Masters	Instructor	7	\$ 9,907
3	Female	Doctorate	Assistant Professor	3	\$12,667
	Male	Doctorate	Assistant Professor	4	\$13,300

VI.

DEVELOPMENT AND EXECUTION OF CORRECTIVE AND REMEDIAL PROGRAMS

A. EPA PERSONNEL

Availability. The cornerstone of affirmative action planning is knowledge of availability upon which goals can be based. Special attention has been given to developing sound, valid data by each of the planning units and this effort is reflected in unit plans. A summary for the entire University provides an overview of the problem of availability that is reflected herein in great detail.

Since faculty recruitment at North Carolina State University is conducted on a national basis and since the doctorate or its equivalent remains a basic requirement for faculty appointment, the data in Table 1 on doctoral degrees awarded in fields emphasized at NCSU provides an approach to assessing the availability of faculty.

There are no comparable data on minorities. All discussion about availability must be based on estimates which suggest that although about one to two percent of doctorates are held by minorities, great variation appears among disciplines, as Table 2 shows. Clearly there is a very limited supply of both minorities and females in many of the fields in which this University recruits faculty.

Table 3 provides a more detailed review of females awarded doctorates nationally in terms of the specific disciplines offered at NCSU. The lack of availability of females in certain of these specific fields can reasonably be expected to be true also for minorities although systematic detailed data are not available.

Another method of determining availability is to use census data. Table 4 summarizes pertinent information for North Carolina and reveals that the problem that exists on a national level exists also at the State level.

Closely related to availability of faculty is the question of availability of graduate students. Table 5 shows the number of females and minorities who received bachelor's degrees in North Carolina over a four-year period in selected disciplines closely related to the academic programs at North Carolina State University. Looking at this data, one can estimate the pool of potential graduate students in North Carolina. If one assumes that about ten percent of bachelor's degree holders will pursue graduate study in the field of the undergraduate major, the number of potential minority graduate students is very small except in the social sciences; and the number of potential female graduate students is small except in mathematics and the biological and social sciences. Because of the increased out-of-State tuition rate imposed by the 1971 General Assembly and the decline in Federal support of graduate study and research, this campus has to rely more upon in-State students to fill its programs. If few women and minorities are available as potential graduate students, it is difficult to predict that we will be highly successful in attracting more female and minority graduate students in order to develop more potential female and minority faculty.

By way of summary of the availability data related to faculty, comments from various Schools offer confirmation and insight about the problem.

The relative scarcity of both minorities and women in Architecture, Landscape Architecture, and Product Design, the three departments that make up the School of Design, seriously affects the potential pool for recruiting faculty. An example is that of the 33,000 registered architects in this country, it is estimated about four percent are women and no percent minority. The total membership of the American Institute of Architects (AIA) is around 24,000. Women constitute about 1.2 percent of these and minorities about 1 percent.

The School of Forest Resources reports that females, blacks, and other minorities are less than one percent in the professional disciplines of the School.

Data on availability in the School of Liberal Arts varies from some thirty percent in languages to less than four percent in religion. Minorities are even more scarce. No department has identified a potential minority male employee pool larger than four percent (Physical Education) and some departmental estimates approach zero. Minority females in the professional labor force are even more rare with only one department (Physical Education) estimating a pool larger than one percent of the total labor force.

The D. H. Hill Library's availability search indicates approximately 5.5 percent minority female and one percent minority male librarians.

In addition to physical or quantitative availability, other factors must be considered in determining whether NCSU can reasonably expect that it can attract such potential faculty. First, in disciplines where few female or minority faculty are available, factors such as academic reputation of the institution and salary emerge more importantly in considerations to the potential employee. As AAUP figures show, NCSU is unfortunately not among national leaders in salary or compensation. Further, the ACE Rating of Graduate Education in standard disciplines does not give NCSU highest academic prestige. Thus, it is not at all certain that this campus can attract its pro rata share of scarce, high quality females or minorities as a matter of course.

Another factor taken into account in determining goals was the uncertainty about the availability of positions for adding faculty or other new personnel. General economic uncertainty in the nation is reflected in several aspects of university life and no campus can be sure of even a standstill budget.

Availability Compared with Present Utilization. Table 6 provides a comparison between availability and utilization of minorities and female faculty in the eight Schools of NCSU. This data was developed by combining the availability for the various disciplines comprising a School and stating this as a single percentage. By this method it is possible to discuss present utilization in terms of our actual planning units. When viewed from this perspective, two facts become evident. First, because of the mix of disciplines on this campus, it is invalid to speak of a University-wide utilization rate for female

faculty on the national average of around twelve percent. At best it appears that the NCSU composite rate of utilization based on availability should be about half the national average. Although utilization of females for some planning units will be higher, the campus as a whole will for an indefinite period appear to be predominantly male. Table 6 emphasizes that this appearance reflects availability more than discrimination.

Of course, NCSU recognizes that one of the primary objections of affirmative action planning on a national basis is an increase in the number of females who pursue what have been in the past "male" careers. Our efforts are pointed in this same direction and we look forward to the day when our recruitment efforts find more qualified women engineers, foresters, and textile scientists.

Summary of Goals. Our goals are more than numbers, but numbers provide a useful means of summarizing the potential impact of this plan on the racial and sexual composition of University EPA personnel. Table 7 summarizes present utilization and goals for 1976 for each planning unit by race and sex. The table is self-explanatory. Overall, the University projects a 2.5 percent increase in the number of minority faculty and a 3.4 percent increase in the number of female faculty. More detailed descriptions of these goals are available in each unit's plan.

In establishing these goals the planning units were not asked to supply "pie in the sky" goals which would be impossible to accomplish. Instead units were requested to examine availability, assess their particular needs, and to develop goals that they believe they can attain with special efforts. These goals, then, represent the results of a realistic assessment at NCSU. It is this kind of process to which we refer in stating that we have made a "good faith" effort, and it is what we understand the expression means to HEW as well. This kind of good faith effort has been the base of our planning.

Specific Components of the Plan. In addition to numerical goals for employment of EPA personnel, other elements have been given special attention as indicated in the following paragraphs.

Recruitment Procedures. University recruitment procedures will be modified in several ways to insure affirmative action is taken in the process of recruiting. The following list represents steps all units must be able to show that they take in recruitment.

- use Equal Employment Opportunity slogan on all descriptions of vacancies
- advertise the vacancies in ways that would reasonably lead to application* by minorities and females
- review files of previous applications to determine if qualified minorities or females are in these files
- through official communication notify potential candidates on campus who may wish to be considered for vacant positions
- explain why the final candidate was chosen by means of an explicit comparison with other individuals considered
- maintain complete records of the search process including correspondence with those candidates who decline, withdraw, or are not offered the position
- ✓ - keep all applications on file for a period of two years. 3 years

The Provost has the responsibility for insuring that this procedure is followed and he is assisted by the Equal Employment Opportunity Officer who must stipulate the EEO procedure has been followed before an appointment can be made.

Annually, all School and other affirmative action planning units will submit reports on their recruitment efforts which shall summarize the recruitment contacts for each position filled. Appendix A contains a reporting form which will be used.

Increasing the Supply of Potential EPA Personnel. N. C. State University recognizes that one solution to this problem of lack of available female and

* Throughout this plan the term "application" in the context of EPA personnel refers to some form of written request to be considered for a position.

minority faculty is the development of potential faculty through training. For this reason several unit plans emphasize recruitment of students, especially graduate students. This emphasis is considered a major aspect of our affirmative action planning because it represents the best long-range positive action possible and such recruitment is considered a major element of our goals. Simultaneously it will improve the national picture.

Nepotism Policy. On April 13, 1973, the Board of Governors of The University of North Carolina adopted a new nepotism policy for EPA employees which extends the permissible employment of close relatives so long as no supervisory relationship is involved. Faculty and staff have been informed of this new policy. A copy of the policy is included as Appendix B.

Placement, Promotions, and Salary. In order to insure that affirmative action will occur, the Provost will require each Dean to be able to produce an explanation in writing for any personnel action taken. If in the process of review of salary increases, for example, the Provost has concerns about the increase given one individual in comparison with another, he can ask for explanations of both actions. If the explanation does not appear to be satisfactory, appropriate action will be taken. Because N. C. State University recognizes the need to provide female and minority faculty the opportunity for advancement to higher ranks, reviews of promotions will be conducted with this need in mind. Similarly, salary increases will be reviewed by the EEO Officer in order to prevent differences arising that may be related to sex discrimination.

Grievance Procedure. N. C. State University has an established grievance procedure for faculty personnel. The procedure is described in the Faculty Handbook. It has already been used to hear one grievance related to sex discrimination. In addition to this grievance procedure, several unit affirmative action plans provide for a process of handling grievances through the unit equal opportunity officer or committee.

Unit Plans. The core and heart of this Affirmative Action Plan are the individual unit plans which reveal a variety of methods for attaining goals. Each plan is adapted to the unit's situation. As a result each unit must serve the most rigorous taskmaster of all - its own conscience - and successful attainment by means of good faith efforts is likely to occur.

B. SPA PERSONNEL

SPA Work Force Estimates and Availability. Although our nonacademic personnel recruitment area is generally considered to be local, it is informative to look at the data in Table 8 which show production of trained manpower on a state-wide basis for 1971-72 by the State's technical institutes and community colleges. The data on occupational programs which show that except for the office technologies and trade and industry vocations neither minorities nor females appear to be available in significant numbers. If these data are typical, then NCSU should expect to encounter difficulty in locating minorities and females qualified for many of its SPA classifications in agriculture, the sciences, and engineering. Tables 9 and 10 provide a framework for assessing availability of potential SPA personnel locally.

Although minorities are estimated to comprise about 19 percent of the work force in Wake County, the information in Tables 9 and 10 suggests that the qualified workers in every job category who are minorities do not represent 19 percent of the work force in each category. Availability at the SPA level varies as much by type of position as does EPA availability by academic discipline.

Summary of Goals and Present Utilization. Table 11 summarizes present utilization and goals for utilization of SPA employees in each planning unit by race and sex. The table reveals that for the University as a whole our goals, if attained, would result in an increase of 4 percent of minority and 0.2 percent of female SPA employees over the next three years. Further details concerning the goals are contained in each unit's plan.



Specific Plans. In order to help eliminate or revise any policy or practice which in effect is discriminatory, the Division of Personnel Services commits itself to assist all campus departments through good personnel management to utilize the skills of minorities and women at all levels of classified employment in keeping with their capability and potential for development. To accomplish these tasks, efforts will continuously be made to identify and use existing talent and potential through upgrading and promoting present employees and by broadening the search for useable talent outside the University. The following specific affirmative action efforts will substantiate this commitment. All of these activities will be undertaken in cooperation with the campus EEO Officer.

<u>Affirmative Action</u>	<u>Responsibility</u>	<u>Target Date</u>
Continue to work toward goal of identifying all underutilization of minority and female employees.	Director, Division of Personnel Services	Continuing
Make available to campus departments availability and work force data on recruiting area to be used for determining proper employee mix.	Director, Division of Personnel Services	Continuing
Implement a continuous review and as necessary make recommendations to Office of State Personnel to revise job specifications, especially minimum qualification requirements to achieve consistency with actual needs of the positions.	Director, Division of Personnel Services	Continuing
Prompt posting of all vacancies with attendant qualifications on weekly basis campus-wide in conspicuous places accessible to all employees, to include language that clearly informs candidates that commensurate job experience will be considered in filling of vacancies.	Director, Division of Personnel Services	Effective immediately and continuing



<u>Affirmative Action</u>	<u>Responsibility</u>	<u>Target Date</u>
Publication and notification to all staff employees of training programs (both formal and O-J-T) available to upgrade skills.	Training Officer	On an as needed basis
Training sessions at least twice a year to brief supervisors on subject of increased utilization of minorities and women at all levels of the staff work force and inclusion of the subject in all orientation sessions for new employees.	Training Officer	Continuing
All departmental tests given to staff employees to demonstrate fitness to perform job, when required or appropriate, shall be approved by Division of Personnel Services, and shall in all cases be job-related.	Director, Division of Personnel Services	Continuing
Campus policy on nepotism will be carried out according to approved policy passed by State Personnel Board.	Vice Chancellor for Finance and Business	Continuing
Each list of referrals made for staff job openings in campus departments where apparent underutilization of minority and female employees exists shall include the name of at least one minority and/or one female candidate for consideration if such candidates are available.	Director, Division of Personnel Services	Effective immediately and continuing
Each referral will be accompanied by an application routing sheet which must be returned to Personnel Services with written justification why particular applicant was selected or why other applicants were not selected.	Director, Division of Personnel Services	Continuing



<u>Affirmative Action</u>	<u>Responsibility</u>	<u>Target Date</u>
<p>A comprehensive recruitment program will be expanded and implemented as designed specifically to attract minority group members and women, and will include the following activities:</p> <ul style="list-style-type: none">a. Increase on-campus recruitment activity at predominantly black colleges and universities to recruit research technicians, and at predominantly female colleges and universities to recruit females.b. Increase advertisements in media with predominantly minority circulation or audiences.c. Control all advertisements for staff centrally by Division of Personnel Services.	<p>Director, Division of Personnel Services</p>	<p>Effective immediately</p>
<p>Interview, select, and refer in accordance with equal employment concept, including continuous review of recruitment procedures to assure that barriers to successful recruitment do not exist, (i.e., negative attitudes of the interviewer, assumptions about applicants' interest and presumptions of employment stability, and referral procedures that tend to channel applicants to jobs that are thought of as "female" jobs, "male" jobs, and "minority" jobs).</p>	<p>Director, Division of Personnel Services and EEO Officer</p>	<p>Continuing</p>
<p>Monitor departmental selection, promotion, demotion, transfer, disciplinary and layoff practices through internal audit and reporting system.</p>	<p>Director, Division of Personnel Services</p>	<p>Continuing</p>



<u>Affirmative Action</u>	<u>Responsibility</u>	<u>Target Date</u>
Campus visitation program in which the Personnel Director visits all School Deans for the purposes of discussing present equal employment policies and procedures (<u>i.e.</u> , location and posting of "Personnel Notes" and EEO posters, past employment practices of departments) and of gaining suggestions as to how the Division of Personnel Services can better serve in helping units to attain affirmative action goals.	Director, Division of Personnel Services	Continuing
Follow-up on minority referral by phone and/or visit to determine why individuals are hired or not hired.	Director, Division of Personnel Services	Immediate and Continuing
Distribute letters under the Chancellor's signature encouraging minority and female employees to apply for promotional opportunities as they appear in "Personnel Notes." The letter will include a statement which requests that employees who do not have access to "Personnel Notes" notify the Division of Personnel Services so that copies can be made available to them.	Director, Division of Personnel Services	Within 30 days after approval by HEW
With the goal of increasing job performance and enhancing promotional opportunities, the University will continue to provide supervisory development training programs for first-line and intermediate level supervisors. Adult basic education courses which have already been conducted on campus during work hours for employees with less than eighth-grade level education will be continued	Training Officer	Continuing



<u>Affirmative Action</u>	<u>Responsibility</u>	<u>Target Date</u>
<p>as need arises. Approved apprenticeship training programs have been established in the Print Shop and in the Physical Plant Division to be used for training purposes. Employees are eligible for and encouraged to attend, at no cost, job-related courses on campus or at other Raleigh area colleges and universities.</p>		

Recruitment Procedures. Several steps have been taken toward centralized control of personnel actions by the Division of Personnel Services in order to more effectively provide equal opportunity. This Division has formalized a procedure to insure that female and minority applicants are given due consideration in filling vacancies. The basic mechanism used for this purpose is the application routing sheet which accompanies the personal information for each candidate. A copy of the routing sheet is attached as Appendix C. Each unit filling a position is required to supply the requested information for each applicant referred to them before the position can be filled. Units having deficiencies in their SPA employment profiles will be supplied with a higher percentage of minority and female referrals when possible. In cases where units appear to be reluctant to hire qualified minority and female applicants to improve employment profiles, these units will be brought to the attention of the University Equal Employment Opportunity Officer for administrative attention. In addition, through a memorandum, the Chancellor has required all vacancies to be listed with the Division of Personnel Services and all advertising to be placed by that office. A copy of this directive is attached as Appendix D. In order to provide opportunities for upward mobility for females and minorities already on campus, it has been for several years NCSU's policy that all staff vacancies be listed with the Division of Personnel Services and posted campus-wide five work days before outside applicants can be considered. The Division of Personnel

Services has also encouraged present minority staff members to stimulate other qualified individuals to apply at NCSU when vacancies arise.

In order to set an example for equal employment opportunity and to meet its legal and moral obligations, the Division of Personnel Services has recently made several staff changes which reflect adherence to affirmative action concepts:

- (1) promotion of a female staff member to Assistant Director for Classification and Pay
- (2) hiring of a female to fill additional professional position of personnel analyst for Classification and Pay section
- (3) hiring of another female to fill additional interviewer position in Recruiting and Placement section
- (4) promotion of a staff member to a newly created Employee Relations/ Training Officer for SPA employees. Duties include (a) designing and implementing training programs which will aid upward mobility of minority group members and females who have traditionally been "locked" into low level jobs; (b) function as the Equal Employment Opportunity Officer for SPA personnel, working closely with and assisting the University Equal Employment Opportunity Officer.

External actions are also planned to recruit females and minorities for staff positions. The following statements indicate positive action already taken and continuing.

<u>Affirmative Action</u>	<u>Responsibility</u>	<u>Target Date</u>
Place recruitment advertising with newspapers having predominantly minority or female circulation. All advertisements to include tagline "An Equal Opportunity Employer."	Director, Division of Personnel Services	Continuing
Maintain close working relationships with officers of various community manpower programs including W.I.N. (Work Incentive Program), Wake	Director, Division of Personnel Services	Continuing

<u>Affirmative Action</u>	<u>Responsibility</u>	<u>Target Date</u>
Opportunities, New Careers, and N. C. Manpower Development Program. Also furnish these offices lists of current job openings ("Personnel Notes").		
On a continuing basis, maintain close working relationships with local predominantly black institutions resulting in the exchanging of vacancies and subsequent employment of minorities at North Carolina State University.	Director, Division of Personnel Services	Continuing
Annually conduct on-campus recruitment at various predominantly black colleges and universities in North Carolina.	Director, Division of Personnel Services	Continuing
Periodically mail "status" letters inviting inactive minority applicants to reply with the University.	Director, Division of Personnel Services	Continuing
Further advertise staff vacancies through Wake Opportunities Manpower Pilot Program throughout the local minority community.	Director, Division of Personnel Services	Continuing
Verbally reaffirm periodically our interest in employing minorities to current recruitment sources including Employment Security Commission, Office of State Personnel, manpower agencies, business schools, technical institutes, and Lion's Club Industries for the Blind.	Director, Division of Personnel Services	Continuing

These plans should attract more female and minority candidates for staff positions at NCSU thereby creating a pool of talent from which campus units may recruit to reach stated goals. In addition, the upward mobility of females and

minority members already on campus should be stimulated by these processes.

Nepotism Policy. For staff personnel the State nepotism policy has recently been revised to make it consistent with Federal regulations. A copy of this policy is attached as Appendix E.

Grievance Procedure. Staff employees have a grievance procedure available to them which is described in Appendix F.