

UNIT REPORTS

School of Agriculture and Life Sciences

through

School of Liberal Arts EDUCATION

AFFIRMATIVE ACTION PLAN
SCHOOL OF AGRICULTURE AND LIFE SCIENCES
of
NORTH CAROLINA STATE UNIVERSITY

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AFFIRMATIVE ACTION PLAN
SCHOOL OF AGRICULTURE AND LIFE SCIENCES
of
NORTH CAROLINA STATE UNIVERSITY

I. POLICY STATEMENT AND SCOPE

It is our policy that admission to, employment by, and promotion in the School of Agriculture and Life Sciences shall be on the basis of merit, and there shall be no discrimination on the basis of race, color, creed, religion, sex or national origin. Active support will be given the University's policy and program including the requirements of 41 CFR 60, Federal Executive Orders 11246 and 11375, any subsequent orders, and the laws of the State.

It is recognized that it is not enough to proclaim nondiscrimination in the above-mentioned areas. The School will take active measures to insure that this policy is effectively implemented and that an atmosphere of nondiscrimination is established throughout the School and in all its endeavors and activities.

II. DEPARTMENTAL RESPONSIBILITIES

It is the responsibility of each Department, and its Head, to continue affirmative application and vigorous enforcement of the equal opportunity policy of the University and the School. The continuing success of the program depends, however, largely on each member of the faculty and staff who must be alert to instances where discrimination has occurred or is occurring, and each should bring apparent cases to the attention of those responsible for corrective action.

Each department will keep appropriate records of action taken during recruitment, employment and promotion of all employees. These and other actions shall be regularly reported by the Head, or his representative, to the Dean or the School's Affirmative Action Committee. The Dean, or the Committee, will ask for regular reports of special efforts to implement the Affirmative Action Plan.

III. SCHOOL GOALS AND TIMETABLES

The School summaries for Faculty and EPA Non-Faculty were compiled from reports by the 19 departments and 3 administrative divisions listed below. These detailed reports are included in Appendices A and B. The information and projections for SPA employees were determined at the School level.

- *1. Administration
2. Adult and Community College Education
3. Agricultural Information
- *4. Extension Home Economics
- *5. Extension 4-H
6. Animal Science
7. Biochemistry
8. Biological and Agricultural Engineering
9. Botany
10. Crop Science
11. Economics
12. Entomology
13. Food Science
14. Genetics
15. Horticultural Science
16. Microbiology
17. Plant Pathology
18. Poultry Science
19. Sociology and Anthropology
20. Soil Science
21. Veterinary Science (not as of June 15, 1973)
22. Zoology

*Divisions

A. Faculty

Table I in this section gives the present workforce profile for the School faculty; Table II summarizes the reports by departments and divisions (Appendix A) as reasonable estimates of the profile for 1975-76. The availability percentages by race and sex in Table III are averages of availability percentages reported by departments and divisions. Anticipated remedial action is summarized in Table IV.

In addition to the departmental estimates of availability, the projections for 1975-76 are based on an approximate 10% faculty turnover plus a 6% expansion.

J. E. Legates, Dean

Base June 15, 1973

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to October 1973 Tabulation)
 June 15, 1973

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

	White		Black		Other		Total		//////	White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
FULL-TIME																	
Department Head	19	1	0	0	0	0	19	1		20	1					20	1
Professor	171	1	0	0	0	0	171	1		198 ⁺	4	1		1		200	4
Associate Professor	114	1	1	1	2	0	117	2		128	7	3	1	1		132	8
Assistant Professor	91	8	3	0	0	0	94	8		83	13	9	3	1		93	16
Instructor	20	2	0	0	0	0	20	2		8	2	1			1	9	3
Extension Specialist	29	19	3	3	0	0	32	22		27	13	2	3			29	16
Assoc. Geneticist	0	1	0	0	0	0	0	1			1						1
SUB-TOTAL	444	33	7	4	2	0	453	37		464	41	16	7	3	1	483	49
*PERMANENT PART-TIME																	
Professor	0	0	0	0	0	0	0	0									
Associate Professor	1	0	0	0	0	0	1	0		1						1	
Assistant Professor	0	0	0	0	0	0	0	0									
Instructor	1	0	0	1	0	0	1	1			1						1
Lecturer	0	1	0	0	0	0	0	1			1						1
Visiting	1	0	0	0	0	0	1	0		1						1	
SUB-TOTAL	3	1	0	1	0	0	3	2		2	2					2	2
TOTAL	447	34	7	5	2	0	456	39		466	43	16	7	3	1	485	51

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments.

+ One Visiting

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL ~~XXXXXXXXXX~~ Agriculture and Life Sciences

DATE January 23, 1974

COMPLETED BY _____

J. E. Legates, Dean

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table II

	Availability	Full Time		Part Time		Total		See Note (c)	Full Time		Part Time		Total	
	Percentages	No.	% (b)	No.	% (c)	No.	% (d)		No.	%	No.	%	No.	%
White Male	84.3	444	90.7	3	60.6	447	90.3	+	464	87.2	2	50	467	87.1
White Female	10.6	33	6.7	1	20.0	34	6.9	-	41	7.7	2	50	42	7.8
Black Male	2.2	7	1.4	0	-	7	1.4	-	16	3.0	0	0	16	3.0
Black Female	1.0	4	0.8	1	20.0	5	1.0	-	7	1.3	0	0	7	1.3
Other Male	1.8	2	0.4	0	-	2	0.4	-	3	0.6	0	0	3	0.6
Other Female	.2	0	0.0	0	-	0	0.0	-	1	0.2	0	0	1	0.2
TOTAL	100.1	490	100%	5	100%	495	100%		532	100%	4	100%	536	100%

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

B. EPA Non-Faculty

Essentially all Officials and Managers and Professionals in this job category are employed for functions at the School level. The turnover for these positions is normally very low.

Research Associates and Research Assistants are limited to departmental appointments. To a great extent these positions are short-term appointments for specific research salaried by temporary sources of funds.

Tables V, VI, VII and VIII summarize the analyses and projections in the unit reports (Appendix B)

COMPLETED BY _____

J. E. Legates, Dean

TABLE V
PRESENT NON-FACULTY COMPLEMENT
(According to June 15, 1973 Tabulation)

TABLE VI
PROJECTED NON-FACULTY COMPLEMENT
FOR ACADEMIC YEAR 1975-76
(Reflecting Anticipated Promotions
and your Projected Hiring Goals)

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Managers	14	5	3	2			17	7		14	5	3	2			17	7
Professionals	10	4	4	4		2	14	10		10	5	4	4	1	1	15	10
Technicians	0	0					0	0		0	0					0	0
Res. Associate	19	1					19	1		21	6	2	1	2		25	7
Res. Assistant	13	3					13	3		10	4	1				11	4
SUB-TOTAL	56	13	7	6		2	63	21		55	20	10	7	3	1	68	28
PERMANENT PART-TIME																	
Officials & Managers																	
Professionals																	
Technicians																	
SUB-TOTAL																	
TOTAL	56	13	7	6		2	63	21		55	20	10	7	3	1	68	28

B EPA Non Faculty

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/XXXXXXXXX Agriculture and Life Sciences

DATE January 23, 1974

COMPLETED BY _____

J. E. Legates, Dean

TABLE VII
TOTAL NON-FACULTY COMPLEMENT
(According to June 15, 1973 Tabulation)
See Table I

TABLE VIII
PROJECTED NON-FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table III

	Availability Percentages	Full Time		Part Time		Total ¹		Full Time		Part Time		Total	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
White Male	76.6	56	66.7			56	66.7	56	56			56	56
White Female	15.4	13	15.5			13	15.5	21	21			21	21
Black Male	2.6	7	8.3			7	8.3	11	11			11	11
Black Female	1.9	6	7.2			6	7.2	8	8			8	8
Other Male	3.2	0	0.0			0	0.0	3	3			3	3
Other Female	0.3	2	2.3			2	2.3	1	1			1	1
TOTAL	100.0	84	100%		100%	84	100%	100	100%		100%	100	100%

C. SPA

As shown in Table I, the SPA present work force includes all categories except Sales. (Numbers and percentages are given in Table III.) The two major categories are Technicians, with a male to female ratio of approximately 2 to 1, and Clerical of essentially all females. Presently, blacks make up 14.3% of our Technicians and 7.6% of our Clerical staff. These percentages are well on the plus side in comparison with Wake County labor force reported in the University Section of the Affirmative Action Plan. Because of the number of the new appointments per year (approximately 20%) resulting from resignations and new positions, we do not anticipate any problems developing in the Technician and Clerical staff.

Our analysis does point up problems of underutilization in the other categories of employment. White females, blacks and other minorities are not employed in accordance with their estimated availability as Officials and Managers; the same for blacks in the Professional category. While the turnover in these two categories are relatively slow, the goals indicated in Tables II, (1973-74, 1973-75 and 1973-76), are reasonable estimates toward correcting these problems.

Availability and utilization analyses identify that problems exist in the Craftsman and Operations (semi-skilled) categories. The time schedules in Tables II are goals for remedial action.

Considerable progress has been made over the past two years in the employment of blacks; a similar trend has been established for females in those job classifications that were predominantly open to men only. The SPA goals set forth in Tables II will enhance these desirable trends.

TABLE I
 PRESENT SPA COMPLEMENT

TABLE II
 PROJECTED SPA COMPLEMENT FOR
 ACADEMIC YEAR(S) 1973-74
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	WHITE		BLACK		OTHER		TOTAL			WHITE		BLACK		OTHER		TOTAL	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Managers	16	2	0	0	0	0	16	2		16	2	0	0	0	0	16	2
Professionals	9	9	0	0	0	1	9	10		9	9	0	0	0	1	9	10
Technicians	172	79	19	7	1	4	192	90		181	80	20	7	1	4	202	91
Sales	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Clerical	3	227	1	18	0	2	4	247		3	229	1	20	0	2	4	251
Craftsman	35	1	5	0	0	0	40	1		35	1	5	0	0	0	40	1
Operations (semi-skilled)	6	21	3	1	0	1	9	23		6	22	3	1	0	1	9	24
Laborers	18	3	25	3	0	0	43	6		18	3	25	3	0	0	43	6
Service Workers	0	0	0	3	0	0	0	3		0	0	0	3	0	0	0	3
SUB-TOTAL	259	342	53	32	1	8	313	382		268	346	54	34	1	8	323	388
*PART-TIME																	
Officials & Managers	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Technicians	2	0	0	0	0	0	2	0		2	0	0	0	0	0	2	0
Sales	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Clerical	0	37	0	0	0	0	0	37		0	43	0	0	0	0	0	43
Craftsman	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Operations (semi-skilled)	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Laborers	0	2	0	0	0	0	0	2		0	2	0	0	0	0	0	2
Service Workers	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
SUB-TOTAL	2	39	0	0	0	0	2	39		2	45	0	0	0	0	2	45
TOTAL	261	381	53	32	1	8	315	421		270	391	54	34	1	8	325	433

*SP in individuals working at least ½-time in a perman ly established position.

TABLE I
 PRESENT SPA COMPLEMENT

TABLE II
 PROJECTED SPA COMPLEMENT FOR
 ACADEMIC YEAR(S) 1974-75
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	WHITE		BLACK		OTHER		TOTAL			WHITE		BLACK		OTHER		TOTAL	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Managers	16	2	0	0	0	0	16	2		16	2	0	0	0	0	16	2
Professionals	9	9	0	0	0	1	9	10		9	10	0	0	0	1	9	11
Technicians	172	79	19	7	1	4	192	90		164	85	23	8	1	4	208	97
Sales	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Clerical	3	227	1	18	0	2	4	247		3	230	1	22	0	2	4	254
Craftsman	35	1	5	0	0	0	40	1		35	1	6	0	0	0	41	1
Operations (semi skilled)	6	21	3	1	0	1	9	23		6	22	4	2	0	1	10	25
Laborers	18	3	25	3	0	0	43	6		20	3	25	3	0	0	45	6
Service Workers	0	0	0	3	0	0	0	3		0	0	0	3	0	0	0	3
SUB-TOTAL	259	342	53	32	1	8	313	382		273	353	59	38	1	8	333	399
*PART-TIME																	
Officials & Managers	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Technicians	2	0	0	0	0	0	2	0		1	0	1	0	0	0	2	0
Sales	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Clerical	0	37	0	0	0	0	0	37		0	42	0	4	0	0	0	46
Craftsman	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Operations (semi skilled)	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Laborers	0	2	0	0	0	0	0	2		0	3	0	1	0	0	0	4
Service Workers	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
SUB-TOTAL	2	39	0	0	0	0	2	39		1	45	1	5	0	0	2	50
TOTAL	261	381	53	32	1	8	315	421		274	398	60	43	1	8	335	449

*SP in individuals working at least 1/2-time in a permanent established position.

TABLE I
 PRESENT SPA COMPLEMENT

TABLE II
 PROJECTED SPA COMPLEMENT FOR
 ACADEMIC YEAR(S) 1973-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	WHITE		BLACK		OTHER		TOTAL			WHITE		BLACK		OTHER		TOTAL	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Managers	16	2	0	0	0	0	16	2		15	2	1	0	0	0	16	2
Professionals	9	9	0	0	0	1	9	10		9	9	0	1	0	1	9	11
Technicians	172	79	19	7	1	4	192	90		185	87	26	9	1	4	212	100
Sales	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Clerical	3	227	1	18	0	2	4	247		3	230	2	26	0	2	5	258
Craftsman	35	1	5	0	0	0	40	1		33	1	8	0	0	0	41	1
Operations (semi-skilled)	6	21	3	1	0	1	9	23		6	18	6	6	0	1	12	25
Laborers	18	3	25	3	0	0	43	6		20	4	25	3	0	0	45	7
Service Workers	0	0	0	3	0	0	0	3		0	0	0	3	0	0	0	3
SUB-TOTAL	259	342	53	32	1	8	313	379		271	351	68	48	1	8	340	407
*PART-TIME																	
Officials & Managers	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Technicians	2	0	0	0	0	0	2	0		1	0	1	0	0	0	2	0
Sales	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Clerical	0	37	0	0	0	0	0	37		0	42	0	10	0	0	0	52
Craftsman	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Operations (semi-skilled)	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Laborers	0	2	0	0	0	0	0	2		0	3	0	3	0	0	0	6
Service Workers	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
SUB-TOTAL	2	39	0	0	0	0	2	39		1	45	1	13	0	0	2	58
TOTAL	261	381	53	32	1	8	315	421		272	396	69	61	1	8	342	465

*SPA individuals working at least 1/2-time in a permanently established position.

TABLE III
SPA TOTALS (Full-time)
October 1, 1973

SCHOOL Agriculture & Life Sciences
DATE COMPLETED _____

<u>Title</u>	<u>Total</u>	<u>White</u>		<u>Black</u>		<u>Other Minorities</u>	
		<u>Male (%)</u>	<u>Female (%)</u>	<u>Male (%)</u>	<u>Female (%)</u>	<u>Male (%)</u>	<u>Female (%)</u>
Officials & Managers	18	16 (88.9)	2 (11.1)				
Professionals	19	9 (47.4)	9 (47.4)				1 (5.2)
Technicians	282	172 (61)	79 (28)	19 (7)	7 (2.5)	1 (.4)	4 (1.5)
Sales							
Clerical	251	3 (1)	227 (90)	1 (.4)	18 (7)		2 (.8)
Craftsman	41	35 (85.4)	1 (2.4)	5 (12.2)			
Operations (semi-skilled)	32	6 (18.8)	21 (65.7)	3 (9.4)	1 (3.1)		1 (3.1)
Laborers	49	18 (36.7)	3 (6.1)	25 (51)	3 (6.1)		
Service Workers	3				3 (100)		
SCHOOL TOTALS	695	259 (37.3)	342 (49.2)	53 (7.6)	32 (4.6)	1 (.01)	8 (1.2)

(Part-time)

Officials & Managers	0						
Professionals	0						
Technicians	2	2 (100)					
Sales	0						
Clerical	37		37 (100)				
Craftsmans	0						
Operations (semi-skilled)	0						
Laborers	2		2 (100)				
Service Workers	0						
SCHOOL TOTALS	41	2 (5)	39 (95)				

COMPONENTS OF AFFIRMATIVE ACTION PLAN: ORDER NUMBER 4

A. Analyze: "Composition of the workforce by minority group status and sex."

The composition of the School's workforce is presented in this Plan as follows: EPA Faculty by departments and a School summary; EPA Non-Faculty and SPA in School summaries. These are broken down by academic rank and job categories.

B. Analyze: "Composition of applicant flow by minority group status and sex."

For EPA the composition of the applicant flow by minority group status and sex is reported by means of an affirmative action recruitment report filed with the Dean of the School and the University Affirmative Action Officer each time a position is filled.

For SPA the applicant flow is handled by the University Personnel Office and a report is filed with that office each time a position is filled.

C. Analyze: "The total selection process including position descriptions, position titles, worker specifications, application forms, interview procedures, test administration, test validity, referral procedures, final selection process, and similar factors."

1. "The selection process eliminates a significantly higher percentage of minorities or women than nonminorities or men."

The Faculty Handbook published by the University sets forth in terms of education and experience the overall requirements for a position by rank. These and the exact duties of the position are advertised in the seeking of applicants. Final selection is made through a composite judgment of departmental faculty and administrative personnel, all of whom are acutely aware of the responsibility of the University to give consideration to minorities.

SPA are recruited through the University Personnel Office. Applicants are recruited and selected in accordance with the duties of each position. No standardized testing is required at either the department or school levels.

2. "Application and related pre-employment forms not in compliance with Federal legislation."

Application and related forms are handled at the University level.

3. "Position descriptions inaccurate in relation to actual functions and duties."

Description of faculty and EPA non-faculty positions are written in the departments based on the Faculty Handbook and specific duties of each position. Each description is reviewed by the appropriate Associate Dean(s) and the School Dean before forwarding to the Provost for approval to recruit. Therefore, the position descriptions are screened initially as to their accuracy. Position descriptions for all other jobs are carefully reviewed each time a position is to be filled to be sure that they correctly reflect the needs of the job and that the requirements are not inflated.

4. "Tests and other selection techniques not validated as required by the OFCC Order on Employee Testing and other Selection Procedures."

No special tests are given at the department or school levels.

5. "Referral ratio of minorities or women to the hiring supervisor or manager indicates a significantly higher percentage are being rejected as compared to nonminority and male applicants."

Reported by the University.

- D. Analyze: "Transfer and promotion practices."

The University administration has addressed these practices as it applies to SPA employees. For EPA employees every effort is being made so as not to favor one group over another.

- E. Analyze: "Facilities, company sponsored recreation and social events, and special programs such as educational assistance."

The School does not have company sponsored recreation and social events. The School does encourage and provide financial assistance for professional development on an individual basis without regard for sex, race or ethnic group.

F. Analyze: "Seniority practices and seniority provisions of union contracts."

No unions among EPA or SPA employees.

G. Analyze: "Apprenticeship programs."

No apprentice programs as such. However, some Research Technicians, who have the education but are short of the experience requirements of the job classification, are appointed as a Trainee at a reduced salary until meeting the experience requirement. University administration will elaborate on this authorized practice.

H. Analyze: "All company training programs, formal and informal."

There are no formal training programs. As an informal training program employees may take one course per semester while working full time. The University administration will speak to this policy, which is applied without regard to race, sex or ethnic group.

I. Analyze: "Workforce attitude."

Each department has appointed an individual to nurture and enhance the aims and purpose of our Affirmative Action Plan. From these individuals the School maintains an Affirmative Action Committee that works with the Dean in the interest of Equal Employment Opportunities.

J. Analyze: "Technical phases of compliance, such as poster and notification to labor unions, retention of applications, notification to sub-contractors, etc."

1. "Posters not on display."

It is the responsibility of the individual identified in Section I to see that posters are appropriately displayed.

2. "Purchase orders do not contain EEO clause."

Handled by University administration.

3. "Labor unions and subcontractors not notified of their responsibilities."

Handled by University administration.

- K. In addition to the foregoing specific points which are treated correlatively in both section (a) and (b) of 60-2.23, the following miscellaneous "problems" are noted in 60-2.23(b) which, if they exist, should receive corrective attention:

1. "No formal techniques established for evaluating effectiveness of EEO programs."

The University will respond to this question.

2. "Lack of access to suitable housing inhibits recruitment efforts and employment of qualified minorities."

A central office of the University has this responsibility.

3. "Lack of suitable transportation (public or private) to the work place inhibits minority employment."

University administration will address this item.

- L. Various sections of the Revised Order No. 4, other than 60-2.23, and of the HEW Higher Education Guidelines treat "problem areas" which must be analyzed and which may require remedial action; they are treated here for purposes of comprehensive consideration of the total "self-analysis" exercise in which the institution must engage.

1. "Compliance of personnel policies and practices with the Sex Discrimination Guidelines of 41 CFR Part 60-20."

Responded to in the University Plan.

2. "In hiring decisions, assignment to a particular title or rank may be discriminatory. For example, in many institutions women are more often assigned initially to lower academic ranks than are men."

The University Plan will speak to this.

3. "Anti-nepotism policies."

See University Plan.

4. "Rights and Benefits-Salary"

Under University Plan.

APPENDIX A

FACULTY

AFFIRMATIVE ACTION PLAN
SEA FACULTY

A & LS/Ed
Ad. & Com. Coll. Ed.

WLE

January 9, 1974

E. J. Boone

TABLE III
TOTAL FACULTY COMPLEMENT
(As of October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table III

	Availability		Full Time		Part Time		Total		See Note(s)	Full Time		Part Time		Total	
	Percentages	No.	No.	%	No.	%	No.	%		No.	%	No.	%	No.	%
White Male	81.5	10	91.0	1	100.0	11	91.6	+	11	78.6	1	100	12	80.0	
White Female	16.0	1	9.0	-	-	1	8.4	-	1	7.1			1	6.6	
Black Male	3.0	0	-	0	-	0		-	1	7.1			1	6.6	
Black Female	.5	0	-	0	-	0		-	1	7.1			1	6.6	
Other Male	-	0	-	0	-	0		-							
Other Female	-	0	-	0	-	0		-							
Total	100.0	11	100%	1	100%	12	100%		14	100%	1	100%	15	100%	

(a) Percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.

(b) Percentages should be computed on the basis of total number of full-time.

(c) Percentages should be computed on the basis of total number of part-time.

(d) Percentages should be computed on the basis of total number of full-time plus part-time.

(e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

Base June 15, 1973

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to October 1973 Tabulation)
 June 15, 1973

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	White		Black		Other		Total		////////////////////	White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Department Head	1						1		////////////////////	1							1
Professor	3						3		////////////////////	3							3
Associate Professor	1						1		////////////////////	5	1						5 1
Assistant Professor	5	1					5 1		////////////////////	2		1	1				3 1
Instructor									////////////////////								
Lecturer									////////////////////								
SUB-TOTAL	10	1					10 1		////////////////////	11	1	1	1				12 2
PERMANENT PART-TIME									////////////////////								
Professor									////////////////////								
Associate Professor									////////////////////								
Assistant Professor									////////////////////								
Instructor									////////////////////								
Lecturer									////////////////////								
Visiting	1						1		////////////////////	1							1
SUB-TOTAL	1						1		////////////////////	1							1
TOTAL	11	1					11 1		////////////////////	12	1	1	1				13 2

PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a period of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments. The numbers which must be filled in here are not supplied in the October tabulation.

AFFIRMATIVE ACTION PLAN

A & LS/Ed

EPA FACULTY

SCHOOL/DEPARTMENT Ad. & Com. Coll. Ed.

DATE January 9, 1974

COMPLETED BY E. J. Boone

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

Availability Percentages	Full Time		Part Time		Total		See Note(e)	Full Time		Part Time		Total		
	No.	% (b)	No.	% (c)	No.	% (d)		No.	%	No.	%	No.	%	
White Male	81.5	10	91.0	1	100.0	11	91.6	A+	11	78.6	1	100	12	80.0
White Female	16.0	1	9.0	-	-	1	8.4	A-	1	7.1			1	6.6
Black Male	3.0	0	-	0	-	0		A-	1	7.1			1	6.6
Black Female	.5	0	-	0	-	0		A-	1	7.1			1	6.6
Other Male	-	0	-	0	-	0		A-						
Other Female	-	0	-	0	-	0		A-						
TOTAL	100.0	11	100%	1	100%	12	100%		14	100%	1	100%	15	100%

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table II

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
 (b) These percentages should be computed on the basis of total number of full-time.
 (c) These percentages should be computed on the basis of total number of part-time.
 (d) These percentages should be computed on the basis of total number of full-time plus part-time.
 (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

DATE: December 31, 1973

APPENDIX E

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

A & LS/ED

School/Department: Adult & Community College Education

Individual Completing Form: E. J. Boone

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

Faculty Handbook.

2. How many people in the United States meet the requirements in #1? (Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	965	80.4
White Female	193	16.1
Black Male	36	3.
Black Female	6	.5
Other Male		
Other Female		
TOTAL	1200	100%

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

Dissertation Abstracts International (1953-72)

Houle, Cyril O. "1972 Doctorates in Adult Education,"
Adult Leadership. Vol. 22, No. 2, June 1973,
pp. 77-78.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

Personal acquaintance with professional in the field of Adult and Community College Education in the U. S. A. enabled the recorder to discern the sex and race of professionals holding the doctorate in Adult and Community College Education as reported in Dissertation Abstracts International.

c. Evaluate the accuracy and/or completeness of the data you have used:

The data shown in Chart 1 is as accurate as can be computed for the field. These data (Chart 1) also correlate with the numbers who have earned doctorates in Adult and Community College Education at North Carolina State University during the past five (5) years.

d. Indicate particular problems encountered in trying to ascertain availability information:

1. The absence of a national directory of persons holding the doctorate in Adult and Community College Education.
2. The titles of degree programs in Adult and Community College Education vary considerably throughout the country.
3. The data available does not distinguish between degree holders in terms of sex and race.

School/Department: Agriculture & Life Sciences/Education
Adult & Community College Education

Individual Completing Form: E. J. Boone

Form No. 1, page
three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,
- a. Define that pool for each level and type of appointment you customarily make:

The U. S. A. is used as the pool for recruiting, selecting and employing faculty members at North Carolina State University.

- b. Complete the following chart for each of the pools defined above:

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
Total		100%

Base June 15, 1973

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to ~~October 1973~~ Tabulation)
 June 15, 1973

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

	White		Black		Other		Total		//////	White		Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	
FULL-TIME																		
Department Head	1						1				1						1	
Professor																		
Associate Professor																		
Assistant Professor	3						3				6						6	
Instructor																		
Extension Specialist	8	2					8	2			6	2					6	2
SUB-TOTAL	12	2					8	2			13	2					13	2
*PERMANENT PART-TIME																		
Professor																		
Associate Professor																		
Assistant Professor																		
Instructor																		
Lecturer																		
Visiting																		
SUB-TOTAL																		
TOTAL	12	2					12	2			13	2					13	2

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments. The numbers will need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Agr. Information
COMPLETED BY W. L. Carpenter

DATE Jan. 14, 1974

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV *
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table III II

	Availability Percentages	Full Time		Part Time		Total		Sec Note(c)	Full Time		Part Time		Total	
		No.	% (b)	No.	% (c)	No.	% (d)		No.	%	No.	%	No.	%
White Male	70	12	86			12	86	/	13	87			13	87
White Female	20	2	14			2	14	-	2	13			2	13
Black Male	7													
Black Female	1													
Other Male	1													
Other Female	1													
TOTAL	100	14	100%	100%	14	100%			15	100%	100%	15	100%	

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
 (b) These percentages should be computed on the basis of total number of full-time.
 (c) These percentages should be computed on the basis of total number of part-time.
 (d) These percentages should be computed on the basis of total number of full-time plus part-time.
 (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

*Not included are 2 Extension information specialist positions added in the N. C. Agricultural Extension Service since June 15, 1973, one located at A & T State University, the other in the Dept. of Agr. Information. Funding for the two positions is not in the departmental budget. If these two positions were included in this table the numbers and percentages would be as follows: white male 13, 76%; white female 1, 18%; black female 1, 6%.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Agricultural InformationIndividual Completing Form: William L. Carpenter

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

All positions require training and/or experience in the specialized area of the position (i.e. print media, broadcast media, publications, photography, graphic arts.). It is desirable that personnel have some background in the particular subject matter area in which they operate, such as agriculture, home economics, youth, etc. At the minimum they must have an understanding of and appreciation for the area of work. A bachelor's degree is required; masters desired for all positions.

2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male		70
White Female	20	20
Black Male		7
Black Female	1	1
Other Male	1	1
Other Female	1	1
TOTAL		100%

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

- (1) "Agricultural Information Staffs in State Land Grant Universities," March 1973, U.S. Dept. of Agriculture.
- (2) Study of faculty members in journalism schools conducted by Assoc. for Educ. in Journalism.
- (3) HEW report on a survey of minorities and women receiving doctorates.
- (4) Current enrollment, UNC-Chapel Hill School of Journalism.
- (5) Analysis of applications received from individuals seeking employment in recent years.

b. ~~Describe the method(s) used for arriving at the figures~~ ^{Observations of personnel hired by commercial media in recent} recorded in the chart on page one. If you based your figures ^{years.} on a representative sample, please explain below:

Primarily judgment and estimates, based on a general awareness of conditions in the field for more than 20 years.

c. Evaluate the accuracy and/or completeness of the data you have used:

Have considerable confidence in the percentage figures listed, but no method available for judging actual numbers of individuals who might be available at any given time, or the size of the pool from which candidates might be drawn, as illustrated in Item d below.

d. Indicate particular problems encountered in trying to ascertain availability information:

- (1) The diverse backgrounds from which candidates come. For example, an editor may be trained through the journalism route with an interest in agriculture; or it may be a situation of an agricultural graduate who develops interest and exhibits proficiency in journalism. In 1969 there were 212 journalism degree programs in the country, with an additional 507 four-year institutions offering journalism courses.
- (2) Competition from commercial concerns. At this time all commercial media are under pressure to hire women and members of minority groups. If only token employment is required of these competing operations, a larger number will be available to universities than if a mix similar to the general population is required.

Base June 15, 1973

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to ~~October 1973~~ Tabulation)
 June 15, 1973

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	White		Black		Other		Total	//////	White		Black		Other		Total
	M	F	M	F	M	F	M		F	M	F	M	F	M	F
Department Head		1					1	//////		1					1
Professor								//////		1					1
Associate Professor	1			1			1 1	//////		1					1
Assistant Professor								//////	1	2		1			3
Instructor								//////				1			1
Lecturer <i>SPECIALIST</i>	1	15		2			1 17	//////	4	9		2			11
SUB-TOTAL							2 19	//////	5	13	0	4			5 17
*PERMANENT PART-TIME								//////							
Professor								//////							
Associate Professor								//////							
Assistant Professor								//////							
Instructor								//////							
Lecturer								//////							
Visiting								//////							
SUB-TOTAL								//////							
TOTAL	2	16	3				2 19	//////	5	13	0	4			5 17

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which...

School/Department: Agricultural Information

Individual Completing Form: William L. Carpenter

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

N/A

b. Complete the following chart for each of the pools defined above:

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Home Economics (Extension)Individual Completing Form: Eloise Cofer

PART 1 - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.
- Professor - Earned Ph. D. or equivalent experience and academic achievement
 Research experience, scholarly publications, Extension experience
- Associate Professor - Earned Ph. D. or academic achievement, teaching, research and/or Extension experience
- Assistant Professor - Earned Ph. D. or academic achievement and teaching, research and/or Extension experience.
- Specialist - Masters Degree in specialty

2. How many people in the United States meet the requirements in #1?
 (Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	218	23
White Female	624	66
Black Male	9	1
Black Female	95	10
Other Male	-	-
Other Female	-	-
TOTAL	1245	100%

Professors
 Associate Professors
 Assistant Professors

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT AG-EXT. HOME E.C.

DATE 1-14-74

COMPLETED BY E. COPEL

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table III

	* Availability Percentages	Full Time		Part Time		Total		Sec Note (e)	Full Time		Part Time		Total	
		No.	% (b)	No.	% (c)	No.	% (d)		No.	%	No.	%	No.	%
White Male	23%	2	10			2	10	-	5	23			5	23
White Female	66%	16	76			16	76	+	13	59			13	59
Black Male	1%	0	0			0	0	-	0	0			0	0
Black Female	10%	3	14			3	14	+	4	18			4	18
Other Male														
Other Female														
TOTAL			100%		100%		100%		22	100%		100%	22	100%

* ESTIMATES

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

School/Department: Home Economics (Extension)

Individual Completing Form: Eloise Cofer

Form No. 1, page two

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data: **Estimates for 1961-1971. There are no data available by race. Data estimates are based on earned doctorates - 1960-1969 and projections for 1972-1981 - U. S. Department of Health, Education and Welfare data by sex and Futures Market for Doctoral Graduates in Home Economics - Gay Nen Evans - AAHE Research Project.**

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:
Estimates based on available data.

c. Evaluate the accuracy and/or completeness of the data you have used:
So little data is available that accuracy is difficult to evaluate. There are no data available on total home economics available for employment or by race.

d. Indicate particular problems encountered in trying to ascertain availability information:
Data from different sources vary because methods used in collection are not the same.

School/Department: Home Economics (Extension)

Individual Completing Form: Eloise Cofer

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

Notice of vacancies are distributed throughout the United States, but may be more available to members of the personnel of the Land Grant Institutions than to private schools.

b. Complete the following chart for each of the pools defined above:

N/A

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to October-1973 Tabulation)
 June 15, 1973

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	White		Black		Other		Total		//////	White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Department Head									//////								
Professor									//////								
Associate Professor	1						1		//////	2							2
Assistant Professor	1						1		//////	1	1	1					2 1
Instructor									//////								
Ext. Specialist	6	2	1	1			7	3	//////	4	2	1	1				5 3
SUB-TOTAL	8	2	1	1			9	3	//////	7	3	2	1				9 4
PERMANENT PART-TIME									//////								
Professor									//////								
Associate Professor									//////								
Assistant Professor									//////								
Instructor									//////								
Lecturer									//////								
Visiting									//////								
SUB-TOTAL									//////								
TOTAL	8	2	1	1			9	3	//////	7	3	2	1				9 4

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major department. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own

AFFIRMATIVE ACTION PLAN
EPA FACULTY

DOOR/DEPARTMENT Ag. & Life Sciences--4-H

DATE January 8, 1974

COMPLETED BY Chester D. Black

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table III

	Availability Percentages	Full Time		Part Time		Total		See Note(e)	Full Time		Part Time		Total	
		No.	% (b)	No.	% (c)	No.	% (d)		No.	%	No.	%	No.	%
White Male	58	8	67			8	67	+	7	54			7	54
White Female	22	2	17			2	17	-	3	23			3	23
Black Male	15	1	8			1	8	-	2	15			2	15
Black Female	5	1	8			1	8	+	1	8			1	8
Other Male														
Other Female														
TOTAL	100	12	100%		100%	12	100%		13	100%		100%	13	100%

- a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- b) These percentages should be computed on the basis of total number of full-time.
- c) These percentages should be computed on the basis of total number of part-time.
- d) These percentages should be computed on the basis of total number of full-time plus part-time.
- e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Agriculture and Life Sciences--4-H OfficeIndividual Completing Form: Chester D. Black

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

- (a) Ph.D. preferred, with a minimum of a Master's Degree
- (b) Three to five years' experience in 4-H organizational methods
- (c) Demonstrated achievements in effectively and efficiently organizing and conducting 4-H educational programs

Specific Requirement:

- (a) To travel extensively in North Carolina with 40% of time in field work.
2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

* Not applicable because position level precludes out of state recruitment.

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

N/A

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

N/A

c. Evaluate the accuracy and/or completeness of the data you have used:

N/A

d. Indicate particular problems encountered in trying to ascertain availability information:

N/A

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make: Pool normally considered is the field staff of the N. C. Ag. Extension Services engaged in 4-H activities because:

1. Knowledge of unique and continuing program
2. Level of position in organization
3. Experience component necessary for successful job performance.

b. Complete the following chart for each of the pools defined above:

	Number	Percent
* White Male	35	58
White Female	13	22
Black Male	9	15
Black Female	3	5
Other Male	0	0
Other Female	0	0
TOTAL	60	100%

* Based on total survey

70 white males - 50% availability

18 black males - 50% availability

67 white females - 20% availability

12 black females - 20% availability

5. Explain how you arrived at the figures in the chart on page three.

a. List sources of data:

North Carolina Extension Field Staff Directory

b. Describe the method(s) used for arriving at the figures recorded in the chart on page three. If you based your figures on a representative sample, indicate how you justify this:

Estimated number with Masters Degree and Experience Qualifications

Considered recent experiences of recruiting field staff for state level positions.

c. Evaluate the accuracy and/or completeness of the data you have used:

Completeness based on consideration of total pool availability

Accuracy affected by completion of Masters Degree requirements, willingness to relocate and assume travel responsibilities.

d. Indicate particular problems encountered in trying to ascertain availability information:

Problem faced in ascertaining availability is the reluctance of women to relocate because of family ties and husband's employment. Another problem is the reluctance of women to travel extensively because of family responsibilities.

Recent advertisement of a position opening to total field staff resulted no applications from the female sex.

Appendix F

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to OCTOBER 1973 Tabulation)
 June 15, 1973

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	White		Black		Other		Total		//////////	White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Department Head	1	0	0	0	0	0	1	0	//////////	1	0	0	0	0	0	1	0
Professor	19	0	0	0	0	0	19	0	//////////	21	0	0	0	0	0	21	0
Associate Professor	17	0	0	0	0	0	17	0	//////////	14	0	1	0	0	0	15	0
Assistant Professor	4	0	1	0	0	0	5	0	//////////	5	1	2	0	0	0	7	1
Instructor Ext. Specialists	1	0	0	0	0	0	1	0	//////////	0	0	0	0	0	0	0	0
Lecturer	5	0	0	0	0	0	5	0	//////////	3	0	0	0	0	0	3	0
SUB-TOTAL	47	0	1	0	0	0	48	0	//////////	44	1	3	0	0	0	47	1
*PERMANENT PART-TIME									//////////								
Professor									//////////								
Associate Professor									//////////								
Assistant Professor									//////////								
Instructor									//////////								
Lecturer									//////////								
Visiting									//////////								
SUB-TOTAL									//////////								
TOTAL	47	0	1	0	0	0	48	0	//////////	44	1	3	0	0	0	47	1

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include job assignments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Animal Science

DATE January 7, 1974

COMPLETED BY I. D. Porterfield

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table ~~III~~ II

	Availability Percentages	Full Time		Part Time		Total		See Note(c)	Full Time		Part Time		Total	
		No.	% (b)	No.	% (c)	No.	% (d)		No.	%	No.	%	No.	%
White Male	86.8	47	97.9	0	0	47	97.9		44	91.6	0	0	44	91.6
White Female	2.0	0	0	0	0	0	0		1	2.1	0	0	1	2.1
Black Male	9.5	1	2.1	0	0	1	2.1		3	6.3	0	0	3	6.3
Black Female	1.7	0	0	0	0	0	0		0	0	0	0	0	0
Other Male	0	0	0	0	0	0	0		0	0	0	0	0	0
Other Female	0	0	0	0	0	0	0		0	0	0	0	0	0
TOTAL	100.0	48	100%	0	100%	48	100%		48	100%	0	100%	48	100%

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Animal Science

Individual Completing Form: I. D. Porterfield

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

Candidates for vacant positions at the Assistant Professor rank or higher must have a Ph.D. degree or its equivalent in one of the following disciplines: Animal Breeding, Animal Nutrition or Animal Physiology, with a working knowledge of one of the following species of animals--beef cattle, dairy cattle, horses or swine.

General requirements for all academic ranks at North Carolina State University as stated in the Faculty Handbook, pp. 1-2 (attached)..

2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	1,099	86.8
White Female	25	2.0
Black Male	120	9.5
Black Female	22	1.7
Other Male	--	--
Other Female	--	--
TOTAL	1,266	100% 100.0

School/Department: Animal Science

Individual Completing Form: I. D. Porterfield

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

N/A

b. Complete the following chart for each of the pools defined above:

N/A

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

Appendix 1

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to October 1973 Tabulation)

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	White		Black		Other		Total		/ / / / / / / / / /	White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Department Head	1						1		/ / / / / / / / / /	1						1	
Professor	6						6		/ / / / / / / / / /	6						6	
Associate Professor	1						1		/ / / / / / / / / /	2	1					2	1
Assistant Professor	1	1					1	1	/ / / / / / / / / /								
Instructor									/ / / / / / / / / /								
Lecturer									/ / / / / / / / / /								
SUB-TOTAL	9	1					9	1	/ / / / / / / / / /	9	1					9	1
*PERMANENT PART-TIME									/ / / / / / / / / /								
Professor									/ / / / / / / / / /								
Associate Professor									/ / / / / / / / / /								
Assistant Professor									/ / / / / / / / / /								
Instructor									/ / / / / / / / / /								
Lecturer									/ / / / / / / / / /								
Visiting									/ / / / / / / / / /								
SUB-TOTAL									/ / / / / / / / / /								
TOTAL	9	1					9	1	/ / / / / / / / / /	9	1					9	1

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include job assignments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Biochemistry

DATE January 9, 1974

COMPLETED BY Gennard Matrone

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table III- 2

	Availability Percentages	Full Time		Part Time		Total		See Note(c)	Full Time		Part Time		Total	
		No.	% (b)	No.	% (c)	No.	% (d)		No.	%	No.	%	No.	%
White Male	86.5	9	90	0	0	9	90	+	9	90	0	0	9	90
White Female	5.8	1	10	0	0	1	10	+	1	10	0	0	1	10
Black Male	0.5	0	0	0	0	0	0	-	0	0	0	0	0	0
Black Female	0.05	0	0	0	0	0	0	-	0	0	0	0	0	0
Other Male	6.8	0	0	0	0	0	0	-	0	0	0	0	0	0
Other Female	0.35	0	0	0	0	0	0	-	0	0	0	0	0	0
TOTAL	100%	10	100%	0	100%	10	100%		10	100%	0	100%	10	100%

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: BiochemistryIndividual Completing Form: Gennard Matrone

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

Instructor: Ph.D. degree in Biochemistry; minimum of 1 year of postdoctoral training in biochemistry preferred.

2. How many people in the United States meet the requirements in #1? (Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	3,200	86.1
White Female	225	6.1
Black Male	18	0.5
Black Female	2	0.05
Other Male	250	6.75
Other Female	20	0.5
TOTAL	3,715	100%

School/Department: Biochemistry

Individual Completing Form: Gennard Matrone

Form No. 1, page two

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data: Research was carried out by Dr. J. Logan Irvin, Head of Biochemistry and Nutrition Department, U. N. C., Chapel Hill. Information was obtained from Mr. Robert Harte, Executive Secretary, American Society of Biological Chemists, Bethesda, Maryland.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

Mr. Harte has compiled data from questionnaires sent to members of the American Society of Biological Chemists. Data for non-members of the Society were calculated from the assumption that the distribution by race is the same as that for members.

c. Evaluate the accuracy and/or completeness of the data you have used:

The data for members of the American Society of Biological Chemists are quite reliable since they are based on surveys. Data for non-members are estimates since they are based on assumptions as stated above.

d. Indicate particular problems encountered in trying to ascertain availability information:

Although the number of biochemists who are members of the American Society of Biological Chemists is known (3,432 members), the total pool size can only be estimated since there are no known sources for figures on non-members. In this document, the estimate for the total "pool" size of biochemists with Ph.D. degrees is 5,400. Another problem is finding source material which classifies biochemists in the categories (i.e., race, etc.) requested herein.

School/Department: Biochemistry

Individual Completing Form: Gennard Matrone

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

We did not draw from a smaller pool.

b. Complete the following chart for each of the pools defined above:

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to ~~XXXXX~~ 1973 Tabulation)
 June 15

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
FULL-TIME									////								
Department Head	1						1		////	1							1
Professor	4						4		////	8				1			9
Associate Professor	2				1		13		////	12							12
Assistant Professor	8						8		////	4							4
Instructor									////								
Lecturer									////								
SUB-TOTAL	25				1		26		////	25				1			26
*PERMANENT PART-TIME									////								
Professor									////								
Associate Professor									////								
Assistant Professor									////								
Instructor									////								
Lecturer									////								
Visiting									////								
SUB-TOTAL									////								
TOTAL	25				1		26		////	25				1			26

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include job appointments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Biol. & Agr'l Engr.

DATE January 8, 1974

COMPLETED BY F. J. Hassler

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table II

	Availability		Full Time		Part Time		Total		See Note(e)	Full Time		Part Time		Total	
	Percentages	No.	% (b)	No.	% (c)	No.	% (d)	No.		%	No.	%	No.	%	
White Male	96	25	96	0	0	25	96		25	96	0	0	25	96	
White Female	0														
Black Male	0														
Black Female	0														
Other Male	4	* 1	4			1	4		1	4			1	4	
Other Female	0														
TOTAL	100	26	100%	0	100%	26	100%		26	100%	0	100%	26	100%	

(a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.

(b) These percentages should be computed on the basis of total number of full-time.

(c) These percentages should be computed on the basis of total number of part-time.

(d) These percentages should be computed on the basis of total number of full-time plus part-time.

(e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

*Naturalized citizen of oriental origin.

School/Department: Biological and Agricultural Engineering

Individual Completing Form: F. J. Hassler

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS Assistant Professors and Research Associates

Evidence of ability or definite promise as a teacher, or research scholar, or extension worker.

A doctor's degree, substantial progress towards the degree, or equivalent professional experience.

Promise of independent achievement in the field of scholarship or creative activity.

Principal disciplinary skill in one of the following: (1) Electric Power and Processing, (2) Food Engineering, (3) Power and Machinery, (4) Soil and Water, and (5) Structures and Environment.

2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	48	96
White Female	0	0
Black Male	0	0
Black Female	0	0
Other Male	* 2	4
Other Female	0	0
TOTAL	50	100%

*Naturalized citizens of oriental origins.

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

(1) "Engineering and Technology Graduates", Manpower Commission of Engineers Joint Council -- A Report for 1970-71 Data, Preliminary Newsletter Report for 1972-73 Data.

(2) ASAE Summary of Sex and Racial Composition of Agricultural Engineering Graduates from 47 Institutions in the United States for the Period September 1, 1972 through August 31, 1973

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

Reference No. 2 above gives a breakdown by sex and race for the period indicated. These are consistent with the data reported in Reference No. 1. The figures reported in the chart is based on the number of inquiries about employment opportunities.

c. Evaluate the accuracy and/or completeness of the data you have used:

Agricultural Engineering enrollment of minorities and females is regularly discussed at national and regional meetings of ASAE. This exchange of information verifies that the data used is substantially accurate and complete.

d. Indicate particular problems encountered in trying to ascertain availability information:

School/Department: Biological and Agricultural Engineering

Individual Completing Form: F. J. Hassler

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

The long term Research Associate appointments, salaried from appropriated funds, are recruited nationally (1, 2 & 3 of Part I). However, for those employed on soft monies, primarily, by grants of 12 months or less, the Research Triangle Area constitutes the pool of candidates.

b. Complete the following chart for each of the pools defined above:

	Number	Percent
White Male	15	100
White Female	0	0
Black Male	0	0
Black Female	0	0
Other Male	0	0
Other Female	0	0
TOTAL	15	100%

School/Department: Biological and Agricultural Engineering

Individual Completing Form: F. J. Hassler

Form No. 1, page four

5. Explain how you arrived at the figures in the chart on page three.

a. List sources of data:

Recent Ph. D. graduates from NCSU.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page three. If you based your figures on a representative sample, indicate how you justify this:

Same as (a).

c. Evaluate the accuracy and/or completeness of the data you have used:

Accurate and complete

d. Indicate particular problems encountered in trying to ascertain availability information:

No record of Ph. D. graduates in Agricultural Engineering or equivalent from other universities living in the Research Triangle area that are available for temporary employment.

TABLE I
 PRESENT FACULTY COMPLEMENT
 (According to October 1973 Tabulation)
 June 15, 1973

TABLE II
 PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	White		Black		Other		Total		/////	White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Department Head	1						1		/////	1							1
Professor	3						3		/////	4							4
Associate Professor	3						3		/////	5							5
Assistant Professor	4		1				5		/////	2	1	2	2				4 1
Instructor		1					1		/////	1							1
Lecturer	1						1		/////								
SUB-TOTAL	12	1	1				13	1	/////	12	2	2					14 2
*PERMANENT PART-TIME									/////								
Professor									/////								
Associate Professor									/////								
Assistant Professor									/////								
Instructor									/////								
Lecturer									/////								
Visiting									/////								
SUB-TOTAL									/////								
TOTAL	12	1	1				13	1	/////	12	2	2					14 2

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include job assignments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

COMPLETED BY SALS-Boston
G.C. Wright
UJ

DATE 8 Jan. 1974

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table III 11

	Availability Percentages	Full Time		Part Time		Total		See Note (e)	Full Time		Part Time		Total	
		No.	% (b)	No.	% (c)	No.	% (d)		No.	%	No.	%	No.	%
White Male	81	12	86			12	86	+	12	75			12	75
White Female	14	1	7			1	7	-	2	12.5			2	12.5
Black Male	2.3	1	7			1	7	+	2	12.5			2	12.5
Black Female	0.5													
Other Male	1.5													
Other Female	0.7													
TOTAL	100%	14	100%		100%	14	100%		16	100%		100%	16	100%

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
 (b) These percentages should be computed on the basis of total number of full-time.
 (c) These percentages should be computed on the basis of total number of part-time.
 (d) These percentages should be computed on the basis of total number of full-time plus part-time.
 (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: SALS - BotanyIndividual Completing Form: G. R. Noggle

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

Professor - Ph.D. degree; 5-6 years academic experience; experience in directing graduate students; or research experience.

Assoc.Prof.- Ph.D. degree; 3-5 years academic experience or equivalent postdoctoral research experience; experience in directing graduate students; or experience in instructional programs.

Assist. Prof.- Ph.D. degree; evidence of promise in instruction or research.

Instructor- M.S. degree; evidence of promise in instructional programs.

2. How many people in the United States meet the requirements in #1? (Complete the chart below for each type of appointment described above.

Prof.; Assoc. Prof.; Asst. Prof.

	Number	Percent
White Male	2710	81
White Female	465	14
Black Male	70	2.3
Black Female	15	0.5
Other Male	50	1.5
Other Female	20	0.7
TOTAL	3330	100%

Instructor (Not included in above)

White Male	886	66
White Female	329	25
Black Male	27	2.0
Black Female	18	1.2
Other Male	50	3.6
Other Female	30	2.2
Total	1340	100%

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

Yearbook Botanical Society of America
Yearbook American Society of Plant Physiologists
AIBS - National Research Council Survey
Survey of J. B. Hanson, Dept. of Botany, Univ. of Illinois on students
in graduate study in botany, Jan. 1973

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

Yearbook figures give male and female.
Blacks estimated from AIBS Survey of Biomedical Manpower
Others estimated from own knowledge of botany departments in U.S.

c. Evaluate the accuracy and/or completeness of the data you have used:

Data is fairly complete. Yearbook information should be representative of botanists available.

d. Indicate particular problems encountered in trying to ascertain availability information:

There may be persons teaching in biology programs with a botanical interest. Unless these persons are members of a profession society they would not be identified.

School/Department: SALS - Botany

Individual Completing Form: G. R. Noggle

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

NA

b. Complete the following chart for each of the pools defined above:

NA

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL	15	100%

School/Department: SALS - Botany

Individual Completing Form: G. R. Noggle

Form No. 1, page four

5. Explain how you arrived at the figures in the chart on page three.

a. List sources of data:

NA

b. Describe the method(s) used for arriving at the figures recorded in the chart on page three. If you based your figures on a representative sample, indicate how you justify this:

c. Evaluate the accuracy and/or completeness of the data you have used:

d. Indicate particular problems encountered in trying to ascertain availability information:

Appendix 3

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to ~~XXXXXX~~ 1973 Tabulation)
 June 15,

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	White		Black		Other		Total		////////////////////	White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Department Head	1						1		////////////////////	1						1	
Professor	23						23		////////////////////	25						25	
Associate Professor	6						6		////////////////////	6						6	
Assistant Professor	7						7		////////////////////	6						6	
Instructor	3						3		////////////////////	3	1			1	4	1	
XXXXXX Ext. Spec.	2		2				4		////////////////////	3	1				4		
SUB-TOTAL	42		2				44		////////////////////	44	2			1	46	1	
*PERMANENT PART-TIME									////////////////////								
Professor									////////////////////								
Associate Professor									////////////////////								
Assistant Professor									////////////////////								
Instructor									////////////////////								
Lecturer									////////////////////								
Visiting									////////////////////								
SUB-TOTAL									////////////////////								
TOTAL	42		2				44		////////////////////	44	2			1	46	1	

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include job assignments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT CROP SCIENCE

DATE January 9, 1974

COMPLETED BY Paul H. Harvey

TABLE III
TOTAL FACULTY COMPLEMENT
(According to ~~XXXXXXX~~ 1973 Tabulation)
June 15, See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table III

	Availability		Full Time ^a		Part Time ^b		Total		Sec Note(c)	Full Time		Part Time		Total	
	Percentages	No.	% (b)	No.	% (c)	No.	% (d)	No.		%	No.	%	No.	%	
White Male	98.8	42	95			42	95	-	44	94			44	94	
White Female	.055							-							
Black Male	.045	2	5			2	5	+	2	4			2	4	
Black Female								0							
Other Male	.015							-							
Other Female	.005							-	1	2			1	2	
TOTAL	100.00		100%		100%		100%			100%		100%		100%	

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: CROP SCIENCEIndividual Completing Form: Paul H. Harvey

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

Ph.D. or equivalent through experience; experience depending on academic rank—full professor 8-10 years, associate professor 5-8 years, assistant professor 0-4 years. Instructors and extension specialists M.S. or equivalent. Expect all to have shown superior achievement in some area of Agronomy, Crop Science, or closely related field. Young individuals lacking experience must show potential for superior achievement in these areas.

2. How many people in the United States meet the requirements in #1? (Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	3952	98.8
White Female	22	.055
Black Male	18	.045
Black Female		
Other Male	6	.015
Other Female	2	.005
TOTAL		100%

¹Based on data supplied from ASA headquarters in Madison, Wisconsin, by Mrs. Thelma Pankow, January 3, 1974. She gave the following to Dr. McCants: Total membership in ASA 8,000, 3935 in Soil Science Society (Crop Science Society 3,000+). Based on questionnaire supplied with renewal subscriptions 4,000 received, 3/4 completed questionnaire show: 13 blacks, 18 women, 1 Spanish-American, 2 Chinese-American, 2 Japanese-American, and 1 American Indian. I increased numbers slightly to cover a pool of 4000. ASA intends to publish their data later in 1974 when renewals are more complete. We will up-date these figures then.

School/Department: CROP SCIENCE

Individual Completing Form: Paul H. Harvey

Form No. 1, page two

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

American Society of Agronomy and Crop Science Society of America, data unpublished. Appendix B Availability Data - Minorities and Women U. S. Department of Health, Education and Welfare 1960-69 period covered. Black doctorates given only in Biological Sciences--only small fraction of these could or would work in Crop Science. Women given in Agronomy, Field Crops, ~~ca~~ 5 in 10 year period or 0.52% National Research Council Survey-AIBS October 10, 1973, table 1 (table 7), table 2 and table 5.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

Given in footnote page 1.

c. Evaluate the accuracy and/or completeness of the data you have used:

As complete an estimate as present data permits.

d. Indicate particular problems encountered in trying to ascertain availability information:

The lack of identity of sex and race on most forms and lists.

School/Department: CROP SCIENCE

Individual Completing Form: Paul H. Harvey

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

We draw more heavily from eastern 2/3 of the nation but recruit from whole U. S. population.

b. Complete the following chart for each of the pools defined above:

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

Essentially same as on page 1.

TABLE I

APPENDIX F

PRESENT FACULTY COMPLEMENT
 (According to October 1973 Tabulation)

TABLE II
 PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
FULL-TIME									////								
Department Head (in 2 Schools)	1						1		////	1							1
Professor	17						17		////	19							19
Associate Professor	14						14		////	15							15
Assistant Professor	6	1					6	1	////	6							6
Instructor	1						1		////	1							1
Lecturer Vacant(3)									////								
SUB-TOTAL	39	1					39	1	////	42							42
PERMANENT PART-TIME									////								
Professor									////								
Associate Professor									////								
Assistant Professor									////								
Instructor									////								
Lecturer									////								
Visiting									////								
SUB-TOTAL									////								
TOTAL	39	1					39	1	////	42							42

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 2 months or more or for a stated term of academic year or more. This does not include joint appointments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will require records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT SALS - Economics

DATE 1-4-74

COMPLETED BY W. D. Toussaint

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table III

	Availability Percentages	Full Time		Part Time		Total		See Note (e)	Full Time		Part Time		Total	
		No.	% (b)	No.	% (c)	No.	% (d)		No.	%	No.	%	No.	%
White Male	98	39	98					/	42	100*				
White Female	1	1	2					/						
Black Male	1							/						
Black Female								/						
Other Male								/						
Other Female								/						
TOTAL	100	40	100%	0	100%	0	100%	/	42	100%	0	100%	0	100%

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
 (b) These percentages should be computed on the basis of total number of full-time.
 (c) These percentages should be computed on the basis of total number of part-time.
 (d) These percentages should be computed on the basis of total number of full-time plus part-time.
 (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

*We will attempt to employ a black and/or a woman Ph.D., but there are few available. We made an offer to the only woman I knew was available a year ago but failed to employ her because her husband did not get a suitable offer in our region.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Economics - SALSIndividual Completing Form: W. D. Toussaint

PART 1 - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

Ph.D. degree in agricultural economics (possibly economics or business administration). Ability in teaching, research or extension and potential for scholarly activity.

2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	2,000	98
White Female	20	1
Black Male	20	1
Black Female	0	0
Other Male	0	0
Other Female	0	0
TOTAL	2,040	100%

School/Department: Economics - SALS

Individual Completing Form: Toussaint

Form No. 1, page two

3. Explain how you arrived at the figures in the chart on page one.

- a. List sources of data: 1. Handbook of the American Journal of Agricultural Economics, Nov. 1972.
2. Listings of Ph.D. candidates from graduate schools in the U.S.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

There are over 3,000 members with about 2/3 having Ph.D.'s. I know of two women with agricultural economics Ph.D.'s and suspect 20 is an overestimate. Professor Bernard Anderson of the Black Caucus told us in December there are fewer than 100 black Ph.D.'s in all branches. Twenty is my estimate of those in agricultural economics.

c. Evaluate the accuracy and/or completeness of the data you have used:

I don't know of exact data anywhere. Membership in the Agricultural Economics Association is known, and I know many of those with Ph.D.'s. There are a few women with Ph.D.'s in other countries.

d. Indicate particular problems encountered in trying to ascertain availability information:

I have a list of most schools' present Ph.D. crop. There are few notations to indicate if they are women or black. We need better information, although blacks and women simply have not historically gone into agricultural economics. Black Ph.D.'s I know have excellent jobs and would not be available.

School/Department: Economics - SALS

Individual Completing Form: Toussaint

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

NA

b. Complete the following chart for each of the pools defined above:

NA

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

Appendix 3



TABLE I

PRESENT FACULTY COMPLEMENT
 (According to June 15 1973 Tabulation)

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Department Head	1						1		////	1							1
Professor	15						15		////	16							16
Associate Professor	7				1		8		////	5				1			6
Assistant Professor	3						3		////	4	1						5
Instructor Extension Research Specialists	4						4		////	4							4
SUB-TOTAL	30				1		31		////	30	1			1			32
*PERMANENT PART-TIME									////								
Professor									////								
Associate Professor									////								
Assistant Professor									////								
Instructor									////								
Lecturer									////								
Visiting									////								
SUB-TOTAL									////								
TOTAL									////								

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include job assignments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT SALS/Entomology
COMPLETED BY K. L. Knight

DATE 1/7/74

TABLE III
TOTAL FACULTY COMPLEMENT
(According to June 15, 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table II

	Availability Percentages	Full Time		Part Time		Total		See Note (e)	Full Time		Part Time		Total	
		No.	% (b)	No.	% (c)	No.	% (d)		No.	%	No.	%	No.	%
White Male	94.0	30	96.8			30	96.8	+	30	93.6			30	93.6
White Female	5.0	0	0.0			0	0.0	-	1	3.2			1	3.2
Black Male	0.6	0	0.0			0	0.0	-	0	0.0			0	0.0
Black Female	0.1	0	0.0			0	0.0	-	0	0.0			0	0.0
Other Male	0.2	1	3.2			1	3.2	+	1	3.2			1	3.2
Other Female	0.1	0	0.0			0	0.0	-	0	0.0			0	0.0
TOTAL	100.0	31	100%		100%	31	100%		32	100%		100%	32	100%

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
 (b) These percentages should be computed on the basis of total number of full-time.
 (c) These percentages should be computed on the basis of total number of part-time.
 (d) These percentages should be computed on the basis of total number of full-time plus part-time.
 (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: SALS/EntomologyIndividual Completing Form: K. L. Knight

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.
- Professor. PhD 7 or more years experience. 10 or more publications.
 - Associate professor. PhD 4 or more years experience. 5 or more publications.
 - Assistant professor. PhD 0-2 years experience. Thesis + 0-2 publications.
 - Research associate. PhD 0-1 years experience. Thesis.
 - Research assistant. MS-PhD 0 years experience.
2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	4,700	94.0
White Female	250	5.0
Black Male	30	0.6
Black Female	5	0.1
Other Male	10	0.2
Other Female	5	0.1
TOTAL	5,000	100%

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

(1) Total in pool - Membership of Entomological Society of America is 6,400. It is generally estimated that total pool of individuals engaged in entomological work is about 10,000 of which about 1/2 have PhD.

(2) % white females in pool - HEW Rept. (Append.B) Availability data for minorities and women. NRS-AIBS report.

(5) % others - Estimated

(3) % black males in pool - same.

(4) % black females in pool - same.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:
See a (1) above for computation of total number estimated to be available. The HEW report estimated that less than 1% of earned doctorates in country are possessed by blacks. Experience indicates that less than 20% of these are women.

This same report shows that 4.19% of PhD's in entomology are women. The AIBS report gives a figure of 5.8%. So, I estimated 5% as being representative.

c. Evaluate the accuracy and/or completeness of the data you have used:

I would estimate that the data used would have total confidence limits of about 10%.

d. Indicate particular problems encountered in trying to ascertain availability information:

No data was found for the category "Other."

School/Department: SALS/Entomology

Individual Completing Form: K. L. Knight

Form No. 1, page three

not applicable

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession, No

a. Define that pool for each level and type of appointment you customarily make:

b. Complete the following chart for each of the pools defined above:

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

TABLE I
 PRESENT FACULTY COMPLEMENT
 (According to October 1973 Tabulation)

TABLE II
 PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1974-75
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

	White				Black				Other				Total
	M	F	M	F	M	F	M	F	M	F	M	F	
FULL-TIME													
Department Head	1												1
Professor	10												10
Associate Professor	7												7
Assistant Professor	5	1											5
Visiting Asst. Prof. XXXXXXXXXX	1												1
Extension Spec. XXXXXXXXXX	2												2
SUB-TOTAL	26	1											27
PERMANENT PART-TIME													
Professor													
Associate Professor													
Assistant Professor													
Instructor													
Lecturer													
Visiting													
SUB-TOTAL													
TOTAL	26	1											27

PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SUBJECT/DEPARTMENT: SALS - Food Science

DATE: January 9, 1974

COMPLETED BY: T. N. Blumer - W. M. Roberts

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table ~~II~~

	Availability Percentages	Full Time		Part Time		Total		See Note (a)	Full Time		Part Time		Total	
		No.	% (b)	No.	% (c)	No.	% (d)		No.	%	No.	%	No.	%
White Male	88.9	26	96.3			26	96.3	+	27	96.4			27	96.4
White Female	5.4	1	3.7			1	3.7	-	1	3.6			1	3.6
Black Male	0.5													
Black Female	0.0													
Other Male	4.7													
Other Female	0.5													
TOTAL	100.0	27	100%		100%	27	100%		28	100%		100%	28	100%

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: SALS - Department of Food ScienceIndividual Completing Form: Dr. T. N. Blumer - Dr. W. M. Roberts

PART 1 - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

See Faculty Handbook. 1973. V, 1-3. (Asst. Professor, Assoc. Professor, Professor)

2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	511	88.9
White Female	31	5.4
Black Male	3	0.5
Black Female	0	0.0
Other Male	27	4.7
Other Female	3	0.5
TOTAL	575	100%

3. Explain how you arrived at the figures in the chart on page one.
From source material cited below.

a. List sources of data:

- (1) Agr. Handbook No. 305. December 1972. Professional workers in State Agricultural Experiment Stations and other cooperating state institutions.
- (2) Oregon State University Survey of 34 institutions with Food Science programs. 1970.
- (3) Minorities and Women. U. S. Dept. H. E. W. 1960-69.
- (4) AIBS. Education Review. 1973. (October 10).
- (5) National Center for Education Statistics. Higher Education: Earned Degrees Conferred (1963-1971).

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

In (a) above, the number of persons who were observed to be definitely listed as food science faculty were noted for each state and the total number tabulated. The average percentage of sex and minority groups was obtained from the sources listed above and the number for each category calculated from the total tabulated number.

c. Evaluate the accuracy and/or completeness of the data you have used:

The total number of females was determined by observing the first names of persons listed and by calculating the number based on percentage for females, blacks and minority groups where listed in the references. Estimates could vary considerably on a percentage basis. However, the numbers shown are probably reasonable in view of the information available.

d. Indicate particular problems encountered in trying to ascertain availability information:

- (1) No one source of information was available which listed all of the information required.
- (2) Blacks and other minority groups were seldom separated from totals of male and female personnel.
- (3) The number of persons available for hire is unknown. Data does not give this information. However, some indication may be obtained from AIBS. Education Review. 1973 (October 10). Only 0.78% of all Ph. D. degrees were awarded to Blacks. (Graduate Education and Black Americans in 1968, F. E. Crossland). Also, about 56% of these degrees were awarded in education and the social sciences. Only a very few (2 or 3) of the remainder are trained to fit into a food science program.

School/Department: SALS - Department of Food Science

Individual Completing Form: T.N. Blumer - W. M. Roberts

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

Covers the entire U. S.

b. Complete the following chart for each of the pools defined above:

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

Appendix 7

TABLE I
 PRESENT FACULTY COMPLEMENT
 (According to October 1973 Tabulation)

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1						1	
Professor	10						10		13						13	
Associate Professor	2						2									
Assistant Professor	1						1		3						3	
Instructor	1						1									
Associate Geneticist		1					1			1					1	
SUB-TOTAL	15	1					15	1	17	1					17	1
*PERMANENT PART-TIME																
Professor																
Associate Professor																
Assistant Professor																
Instructor																
Lecturer																
Visiting																
SUB-TOTAL																
TOTAL	15	1					15	1	17	1					17	1

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include job assignments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT A &LS - Genetics

DATE January 7, 1974

COMPLETED BY D. F. Matzinger

TABLE III
TOTAL FACULTY COMPLEMENT
(According to ~~October~~ 1973 Tabulation)
June 15 See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table III ^{II}

	Availability Percentages		Full Time ^a		Part Time ^b		Total ^c		Sec Note(e)	Full Time		Part Time		Total	
	No.	% (b)	No.	% (c)	No.	% (d)	No.	%		No.	%	No.	%		
White Male	94.0	15	93.8					-	17	94.4			17	94.4	
White Female	5.3	1	6.2					+	1	5.6			1	5.6	
Black Male	0.1	0	0					-	0	0			0	0	
Black Female	0.0	0	0						0	0			0	0	
Other Male	0.5	0	0					-	0	0			0	0	
Other Female	0.1	0	0					-	0	0			0	0	
TOTAL	100.0	16	100%		100%		100%		18	100%		100%	18	100%	

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: A & LS - GeneticsIndividual Completing Form: D. F. Matzinger

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

All faculty ranks in the department require a Ph.D. degree in Genetics or in an allied field such as Agronomy or Animal Science where the major emphasis of the training was in the discipline of genetics. Persons recruited for teaching positions must have demonstrated performance as a teacher. Research candidates will be evaluated on past performance in research or potential in research as judged by their peers.

2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male		94.0
White Female		5.3
Black Male		.1
Black Female		0
Other Male		.5
Other Female		.1
TOTAL		100%

School/Department: A & LS - Genetics

Individual Completing Form: D. F. Matzinger

Form No. 1, page two

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

U.S. Dept. of HEW, Appendix B

Applications for opening in this department for a new head

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

Females: Appendix B Hew Report. $1/2 \left(\frac{\text{Agronomy} + \text{An. Sci.}}{2} + \text{Genetics} \right) = 1/2 \left(\frac{.52 + 2.41}{2} + 9.08 \right) = 5.3\%$

Blacks: Survey of faculty in Department concerning personal contacts and national meeting attendance can identify only 1 black male as Ph.D. geneticist.

Others: Estimate only

Additional Information: We have advertised in Genetics and Science for applications
c. Evaluate the accuracy and/or completeness of the data you (see reverse side) have used:

Information on females pertains only to Ph.D. degrees awarded from 1960-69. This number is probably greater than in earlier years, so may be an overestimate of availability.

Information on "others" is only an estimate.

d. Indicate particular problems encountered in trying to ascertain availability information:

Could not find any data on breakdown of "Other" category in Genetics.

In any listings of Genetics Ph.D.'s, there is a sizable percentage trained in the medical area. This department has no affiliation with a medical school and we do not recruit in this area. Our current efforts to recruit a new department head resulted in a number of applications from this area of genetics. It appears that the availability of candidates is much greater in this area than in the areas represented in our teaching and research programs.

3. b. Additional Information: (continued)

for a new department head. Over 40 applications received were all white males.

School/Department: A & LS - Genetics

Individual Completing Form: D. F. Matzinger

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

Use national pool

b. Complete the following chart for each of the pools defined above:

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT SALS - Hort. Science
 COMPLETED BY A. A. Banadyga

EPA FACULTY

DATE January, 1974

Appendix 3

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to October 1973 Tabulation)

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

	White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																
Department Head	1						1		1						1	
Professor	14						14		13						13	
Associate Professor	12						12		14						14	
Assistant Professor	6						6		5	1	1		1		7	1
Instructor	3						3		1						1	
Lecturer																
Ext. Specialists				1			1									
SUB-TOTAL	36			1			37		34	1	1		1		36	1
*PERMANENT PART-TIME																
Professor																
Associate Professor																
Assistant Professor																
Instructor																
Lecturer																
Visiting																
SUB-TOTAL																
TOTAL	36			1			37		34	1	1		1		36	1

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include job assignments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT NCSU, SALS, Hort. Science

DATE January 9, 1974

COMPLETED BY Albert A. Banadyga

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table III II

	Availability		Full Time		Part Time		Total		See Note (e)	Full Time		Part Time		Total	
	Percentages	No.	% (b)	No.	% (c)	No.	% (d)	No.		%	No.	%	No.	%	
White Male	95.4	36	97			36	97	+	34	91.9			34	91.9	
White Female	1.5							-	1	2.7			1	2.7	
Black Male	.1	1	3			1	3	+	1	2.7			1	2.7	
Black Female	0														
Other Male	3.0							-	1	2.7			1	2.7	
Other Female	0														
TOTAL	100.0	37	100%		100%	37	100%		37	100%			37	100%	

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: NCSU, SALS, Horticultural ScienceIndividual Completing Form: A. A. Banadyga

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

Instructor - M.S. in Horticulture or equivalent in professional experience, evidence of potential in his field, acceptable as a graduate school candidate.

Assistant Professor - Ph.D. in Horticulture or equivalent in professional experience, evidence of ability or definite promise in his field, promise of independent achievement.

Associate Professor - Ph.D. in Horticulture or equivalent in professional experience, distinction and recognition in his field, established professional reputation, ability to supervise appropriate programs.

Professor - Ph.D. in Horticulture or equivalent in professional experience, outstanding reputation in his field, demonstrated ability in institutional affairs established reputation within the profession, experience in supervision.

2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	2862	95.4
White Female	45	1.5
Black Male	3	.1
Black Female	0	0
Other Male	90	3.0
Other Female	0	0
TOTAL	3,000	100%

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

Letter from Cecil Blackwell, Executive Director, American Society of Horticultural Science.

Survey of personnel, HortScience, Vol. 8 (2), April 1973, p. 78.

Proportion of Doctorates Earned by Women, Appendix B, Availability Data Minorities and Women, U.S. Department of H.E.W., Office of the Secretary, Office of Civil Rights.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

Calculated the percentage of total available horticulturists (estimated at 3,000 by ASHS Executive Director) in each category (as per survey of personnel by Oregon State University and H.E.W.).

c. Evaluate the accuracy and/or completeness of the data you have used:

Data is as accurate as possible based on best estimates available at this time.

d. Indicate particular problems encountered in trying to ascertain availability information:

Availability figures are estimates since it is difficult to ascertain whether or not a person is available for one particular position if he or she already holds another position. Thus we assumed that all horticulturists are "available", which is not actually the case.

School/Department: NCSU, SALS, Horticultural Science

Individual Completing Form: Albert A. Banadyga

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

Whole U.S.

b. Complete the following chart for each of the pools defined above:

Not Applicable

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to October 1973 Tabulation)

Appendix I

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

	White		Black		Other		Total		//////	White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
FULL-TIME																	
Department Head	1						1			1							1
Professor	3						3			3							3
Associate Professor										1							1
Assistant Professor	1						1			1							1
Instructor																	
Lecturer																	
SUB-TOTAL	5						5		5	1							5 1
*PERMANENT PART-TIME																	
Professor																	
Associate Professor																	
Assistant Professor																	
Instructor																	
Lecturer																	
Visiting																	
SUB-TOTAL	0								0								0
TOTAL	5								5	1							5 1

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include part-time appointments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT MicrobiologyDATE December 21, 1973COMPLETED BY J. B. Evans

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table II

	Availability Percentages	Full Time		Part Time		Total		See Note(e)	Full Time		Part Time		Total	
		No.	% (b)	No.	% (c)	No.	% (d)		No.	%	No.	%	No.	%
White Male	82	5	100			5	100	+	5	83			5	83
White Female	16	0	0					-	1	17			1	17
Black Male	0.5	0	0						0	0			0	0
Black Female	0.5	0	0						0	0			0	0
Other Male	0.5	0	0						0	0			0	0
Other Female	0.5	0	0						0	0			0	0
TOTAL	100	5	100%		100%	5	100%		6	100%		100%	6	100%

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

DATE: January 17, 1974

Appendix E

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Microbiology

Individual Completing Form: J. B. Evans

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

An assistant professor should have a Ph.D. from a Dept. of Microbiology that provides broad basic training in the discipline and that has a record of research of high quality. The individual should have demonstrated the potential for excellence as a teacher and as an independent researcher capable of directing the research of graduate students.

Associate and Full Professors should have a record that demonstrates their capabilities in both teaching and research.

2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	760	82
White Female	145	16
Black Male	5	0.5
Black Female	5	0.5
Other Male	5	0.5
Other Female	5	0.5
TOTAL	925	100%

School/Department: Microbiology

Individual Completing Form: J. B. Evans

Form No. 1, page two

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

American Society for Microbiology News - October, 1973.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

The above report shows that of a total membership of 16,314 in the professional society for microbiologists there are approximately 7715 men and 1535 women holding doctoral degrees. For any one position we will be seeking someone specializing in one area of the discipline (e.g. virology, immunology, etc). It is estimated that 10% of those holding a doctorate would qualify in the desired area.

c. Evaluate the accuracy and/or completeness of the data you have used:

Although the specific number of qualified individuals in each category is at best an estimate, the relative or percent values should be quite accurate.

d. Indicate particular problems encountered in trying to ascertain availability information:

No specific figures on the racial composition are available. However, many years of attending professional meetings provide a good estimate of the proportion of scientific papers presented by various minority groups.

School/Department: Microbiology

Individual Completing Form: J. B. Evans

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

As indicated previously, we normally employ only at the Assist. Professor level and seek someone who has received doctoral or postdoctoral training from a Dept. of Microbiology that provides broad basic training in the discipline and that also has a strong research program. Also, in each individual instance we are seeking an individual with special competence in one particular sub-specialty.

b. Complete the following chart for each of the pools defined above:

	Number	Percent
White Male	760	82
White Female	145	16
Black Male	5	0.5
Black Female	5	0.5
Other Male	5	0.5
Other Female	5	0.5
TOTAL	925	100%

School/Department: Microbiology

Individual Completing Form: J. B. Evans

Form No. 1, page four

5. Explain how you arrived at the figures in the chart on page three.

a. List sources of data:

ASM News - October 1973

b. Describe the method(s) used for arriving at the figures recorded in the chart on page three. If you based your figures on a representative sample, indicate how you justify this:

The sample is based on membership in the American Society for Microbiology, the only professional society for all microbiologists in this country.

c. Evaluate the accuracy and/or completeness of the data you have used:

The figures for minority groups other than women are based on an estimate. No published figures are available. However, I am confident that the percentage figures are an accurate representation of the situation as it now exists.

d. Indicate particular problems encountered in trying to ascertain availability information:

The term "availability" is ambiguous. The number of minority group microbiologists that have the professional qualifications we seek is very small, and it is extremely doubtful if most of them are "available", if by that we mean that our position would be more attractive professionally than the positions they already hold.

Appendix 1

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to ~~October~~ 1973 Tabulation)
 June 15

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	White		Black		Other		Total		//////////	White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Department Head	1						1		//////////	1						1	
Professor	14	1					14	1	//////////	15	1					15	1
Associate Professor	7						7		//////////	8						8	
Assistant Professor	5						5		//////////	2		1			2	1	
Instructor									//////////								
Lecturer									//////////								
SUB-TOTAL	27	1					27	1	//////////	26	1				26	2	
*PERMANENT PART-TIME									//////////								
Professor									//////////								
Associate Professor									//////////								
Assistant Professor									//////////								
Instructor				1				1	//////////								
Lecturer									//////////								
Visiting									//////////								
SUB-TOTAL				1				1	//////////								
TOTAL	27	1		1			27	2	//////////	26	1	1			26	2	

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of the academic year or more. This does not include joint appointments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT: Plant Pathology, Agr. & LS

DATE January 9, 1974

COMPLETED BY Robert Aycock, Head

TABLE III
TOTAL FACULTY COMPLEMENT
(According to General 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table III

	Availability		Full Time		Part Time		Total		See Note (e)	Full Time		Part Time		Total	
	Percentages	No.	% (b)	No.	% (c)	No.	% (d)	No.		%	No.	%	No.	%	
White Male	90	27	96			27	94	+	26	94			26	94	
White Female	3	1	4			1	3	+	1	3			1	3	
Black Male	1							-							
Black Female	Less than 1/2 of 1%			1	100	1	3	+	1	3			1	3	
Other Male	5							-							
Other Female	1							-							
TOTAL	100%	28	100%	1	100%	29	100%		28	100%		100%	28	100%	

- (a) These percentages should be taken directly from the charts you completed in questions #2 IIIIIII of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORT FORMS

Form No. 1, page one

School/Department: Plant Pathology Department

Individual Completing Form: Robert Aycock, Head

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

For all academic ranks: Ph.D. in Plant Pathology; experience in research as a Ph.D. student in subject matter areas of plant pathology appropriate to particular job description; e.g., Ph.D. graduate whose major education in the specialized area of nematology would not be employed to work on foliage diseases of vegetables.

Assistant Professor: Excellent academic and research record and acceptable recommendations for the particular position described.

Associate Professor: Perhaps 5 or more years experience; 10 scientific publications in a refereed journal.

Professor: Perhaps 10 or more years experience; 20-25 publications in a refereed journal.

2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above)

	Number	Percent
White Male	2886	90
White Female	82	3
Black Male	30	1
Black Female	2	
Other Male	170	5
Other Female	30	1
TOTAL	3200	100%

Probably less than $\frac{1}{2}$ of 1%

School/Department: Plant Pathology Department

Individual Completing Form: Robert Aycock, Head Form No. 1, page two

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

- 1) Membership report of the American Phytopathological Society (Ann. Rept. Amer. Phytopathol. Soc. 1973. In Phytopathology NEWS, Vol. 7, No. 12, Dec. 1973, Publ. by Amer. Phytopathol. Soc., 3340 Pilot Knob Rd., St. Paul, Minn. 55121.)
- 2) Results of Amer. Institute of Biological Sciences Survey of Bio-Medical Manpower. (See memorandum from Office of Scientific Manpower, National Research Council dated October 19, 1973).
- 3) Availability data, minorities and women, USDHEW: A survey of black American doctorates by Jas. W. Bryant.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

Membership of American Phytopathological Society is 2,830. To account for a small number of recent graduates and others who may not be members, the total pool was estimated at 3,200. About 28% of biologists are women. Less than 1% of earned doctorals are held by Negroes. It was assumed that a disproportionate number of black Ph.D. plant pathologists would be male.

c. Evaluate the accuracy and/or completeness of the data you have used:

If the estimates reflected in cited documents are correct, the above estimates are reasonably correct.

d. Indicate particular problems encountered in trying to ascertain availability information:

No accurate figures which reflect the actual breakdowns asked for in the chart in Item 2 (Form No. 1) are available for plant pathologists in the U. S. Plant pathology is in itself a minority profession. The membership count, however, reflects almost completely the available talent from which our employees are hired.

The American Phytopathological Society is currently conducting a census of its membership according to minorities and women. The only limitations of this study are related to the fact that it will be based on voluntary reports by the membership.

School/Department: Plant Pathology Department, School of Agriculture & Life Sciences

Individual Completing Form: Robert Aycock, Head

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

Not Applicable

b. Complete the following chart for each of the pools defined above:

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

Not Applicable

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT Department of Poultry Science
COMPLETED BY R. E. Cook, Head

EPA FACULTY

DATE January 8, 1974

Appendix 2

TABLE I

PRESENT FACULTY COMPLEMENT
(According to October 1973 Tabulation)

4/15/73

TABLE II

PROJECTED FACULTY COMPLEMENT
FOR ACADEMIC YEAR 1975-76
(Reflecting Anticipated Promotions
and your Projected Hiring Goals)

✓only?

FULL-TIME	White		Black		Other		Total		//////////	White		Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	
Department Head	1				1				//////////	1							1	
Professor	6				6				//////////	7							7	
Associate Professor	4				4				//////////	4							4	
Assistant Professor	4				4				//////////	5	1						5	1
Instructor	1				1				//////////	1							1	
Ext. Specialist Lecturer	1				1				//////////	1							1	
SUB-TOTAL	17				17				//////////	19	1						19	1
*PERMANENT PART-TIME									//////////									
Professor									//////////									
Associate Professor									//////////									
Assistant Professor									//////////									
Instructor									//////////									
Lecturer									//////////									
Visiting									//////////									
SUB-TOTAL	17				17				//////////	19	1						19	1
TOTAL									//////////									

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include job assignments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Department of Poultry Science

DATE January 8, 1974

COMPLETED BY R. E. Cook, Head

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table II

	Availability		Full Time		Part Time		Total		Sec Note(e)	Full Time		Part Time		Total	
	Percentages	No.	% (b)	No.	% (c)	No.	% (d)	No.		%	No.	%	No.	%	
White Male	94.0	17	100			17	100	+	19	95			19	95	
White Female	3.0								1	5			1	5	
Black Male	0.5														
Black Female	0.0														
Other Male	2.5														
Other Female	0.0														
TOTAL	100.	17	100%		100%	17	100%		20	100%			20	100%	

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Poultry ScienceIndividual Completing Form: R. E. Cook, Head

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

New faculty members starting at the assistant professor level must possess a Ph.D. in any of the basic disciplines including Genetics, Physiology, Nutrition, Microbiology and Pathology and be willing to apply their disciplinary skills to the avian species with economic importance.

Advancement to the associate professor and full professor rank follows the guidelines outlined in the Faculty Handbook of North Carolina State University under section V, pages V-1 - V-3.

2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	1027	62.5
White Female	289	17.6
Black Male	13	0.8
Black Female	3	0.2
Other Male	260	15.8
Other Female	52	3.2
TOTAL	1644	100%

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

1. AIBS Survey of Biomedical Manpower, by Thomas H. Curry of the Office of Scientific Personnel, National Research Council, 2101 Constitution Ave., Washington, D. C. (Oct. 19, 1973)
2. Availability Data - Minorities and Women, U. S. Department of Health, Education and Welfare, Office of the Secretary, Office for Civil Rights Appendix B.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

The total was obtained by pooling all individuals with Ph.D.s in the disciplines listed in Part I, No. 1 above from Table 5 of the AIBS Survey of Biomedical Manpower. The numbers and percentages of females and other minorities were obtained by assuming that 1% were blacks and 20% of the total as other minorities as indicated in Table E 3.

c. Evaluate the accuracy and/or completeness of the data you have used:

The data presented in the chart on page 1 are undoubtedly inaccurate for Poultry Science as all Ph.D.s from the 5 disciplines are included. The unknown factors are the number from the disciplines with experience or willingness to work with the avian species and if the same percentages would hold for those interested in the avian species. From experience we would estimate much lower percentages for Poultry or Avian Science.

d. Indicate particular problems encountered in trying to ascertain availability information:

The majority of faculty members in Poultry Science obtain their educational training in one of the basic disciplines rather than in Poultry Science per se; therefore, the number available from the basic disciplines with an interest in Poultry Science is extremely variable.

School/Department: Department of Poultry Science

Individual Completing Form: R. E. Cook, Head

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

Faculty is drawn from the total population that has an interest in the economically important avian species. This pool is estimated to be approximately 10% of the total pool listed in Table 1.

b. Complete the following chart for each of the pools defined above:

	Number	Percent
White Male	150	94.0
White Female	5	3.0
Black Male	1	0.5
Black Female	0	0.0
Other Male	4	2.5
Other Female	0	0.0
TOTAL	160	100%

5. Explain how you arrived at the figures in the chart on page three.

a. List sources of data:

Availability Data, Minorities and Women, U, S. Department of Health, Education and Welfare, Office of the Secretary, Office of Civil Rights.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page three. If you based your figures on a representative sample, indicate how you justify this:

Ten per cent of the available pool (from Table 1, Page 1) was used for estimating the numbers presented in the Table, Page 3. The percentages for female and black Ph.D.s from the reference in 5a above were used to estimate the number of individuals in these categories.

c. Evaluate the accuracy and/or completeness of the data you have used:

The data are believe to be reasonable estimates of the supply of personnel available based upon personal experience and knowledge of the field.

d. Indicate particular problems encountered in trying to ascertain availability information:

Data are not available from the Poultry Science professional associations to accurately document the number of people in various categories. Estimates must be extrapolated from other disciplines.

Appendix 3

✓ only

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to ~~October~~ 1973 Tabulation)
 June

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
FULL-TIME																	
Department Head	(1)						(1)			(1)						(1)	
Professor	5						5			7	1	1				8	1
Associate Professor	7		1				8			11	1	1				12	1
Assistant Professor	13	4	1				14	4		13	4					13	4
Instructor	7	1					7	1		-	-					-	-
Lecturer																	
SUB-TOTAL	32	5	2				34	5		31	6	2				33	6
PERMANENT PART-TIME																	
Professor																	
Associate Professor							1			1						1	
Assistant Professor	1																
Instructor							1				1						1
Lecturer																	
Visiting																	
SUB-TOTAL	2						2			1	1					1	1
TOTAL	34	5	2				36	5		32	7	2				34	7

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of the academic year or more. This does not include joint appointments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Sociology and Anthropology,

DATE January 1974

School of Liberal Arts and School of Agriculture and Life Sciences

COMPLETED BY Selz C. Mayo

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1974-75)
See Table III - II

Availability Percentages	Full Time		Part Time		Total		See Note(s)	Availability		Part Time		Total		
	No.	% (a)	No.	% (b)	No.	% (c)		No.	%	No.	%	No.	%	
White Male	77.3	32	82.1	2	100	34	82.9	+	31	79.5	1	50.0	32	78.0
White Female	19.5	5	12.8			5	12.2	-	6	15.4	1	50.0	7	17.1
Black Male	2.1	2	5.1			2	4.9	+	2	5.1			2	4.9
Black Female	.4							-						
Other Male	.6							-						
Other Female	.1							-						
TOTAL	100%	39	100%	2	100%	41	100%		39	100%	2	100%	41	100%

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

DATE: January 1974

Appendix E

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Sociology and Anthropology--School of Liberal Arts and
School of Agriculture and Life Sciences
Individual Completing Form: Selz C. Mayo

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

Entry level of Assistant Professor requires completion of the doctorate, Ph.D. for Sociology and Anthropology. (In the past, some exceptions have been made provided all work for the doctorate had been completed except the dissertation.) For Social Work the M.S.W. is required--the pool with the doctorate is small. See pp. V-1, V-6 of Official Handbook for criteria for advancement in rank.

2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

Sociology

	Number	Percent
White Male	5,412	77.3
White Female	1,365	19.5
Black Male	148	2.1
Black Female	25	.4
Other Male	40	.6
Other Female	10	.1
TOTAL	7,000	100%

For additional information concerning the supply of sociologists, anthropologists and social workers, see the attachments.

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

1. Letter from the Executive Officer of the American Sociological Association.
2. American Science Manpower Report for 1970--Sociology and Anthropology.
3. For Anthropology, see attached memorandum from Prof. Nickerson.
4. American Sociologist, Vol. 8, No. 3, August, 1973. Footnotes, Dec. 1973.
5. Telephone call to the National Association of Social Workers, Washington, D. C.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

Data for sociologists were obtained from the Executive Officer of the American Sociological Association.

Attachments show data for anthropology and sources of data are cited; and the data relative to social workers came via a telephone call to the National Office.

c. Evaluate the accuracy and/or completeness of the data you have used:

Data presented on p. 1 and in the attachments are the very best available from any source. These data for Sociologists and Anthropologists are relatively complete and accurate--a few percentage points in either direction. The data for Social Workers are less complete as one study shows that 25-35% of the social workers are not NASW members.

d. Indicate particular problems encountered in trying to ascertain availability information:

The detailed data requested are not a part of the "social bookkeeping" system of the professional associations in sociology, anthropology, and social work. Each association maintains a directory of members but some professionals are not members of the national associations. The data presented are the very best available at this time.

Appendix 1

TABLE I

PRESENT FACULTY COMPLEMENT (See attachment "A")
 (According to ~~XXXXXXXXXXXXXXXXXXXX~~)
 June 15, 1973 Tabulation

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Department Head	1	0	0	0	0	0	1	0	////	1	0	0	0	0	0	1	0
Professor	11	0	0	0	0	0	11	0	////	14	0	0	0	0	0	14	0
Associate Professor	10	0	0	0	0	0	10	0	////	12	0	0	0	0	0	12	0
Assistant Professor	9	0	0	0	0	0	9	0	////	6	0	1	0	0	0	8	0
Instructor	1	0	0	0	0	0	1	0	////	0	0	0	0	0	0	0	0
Lecturer	0	0	0	0	0	0	0	0	////	0	0	0	0	0	0	0	0
SUB-TOTAL	32	0	0	0	0	0	32	0	////	33	0	1	0	0	0	34	0
*PERMANENT PART-TIME	None																
Professor																	
Associate Professor																	
Assistant Professor																	
Instructor																	
Lecturer																	
Visiting																	
SUB-TOTAL																	
TOTAL																	

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include job appointments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT: SALS/Soil Science

DATE: January 3, 1974

COMPLETED BY: C. B. McCants

TABLE III
TOTAL FACULTY COMPLEMENT
June, 1973
(According to XXXXXXXXXX Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table IIX

	Availability Percentages	Full Time		Part Time		Total		See Note(s)	Full Time		Part Time		Total	
		No.	%	No.	%	No.	%		No.	%	No.	%	No.	%
White Male	97	32	100	0	0	32	100	+	33	97	0	0	33	97
White Female	1	0	0	0	0	0	0	-	0	0	0	0	0	0
Black Male	1	0	0	0	0	0	0	-	1	3	0	0	1	3
Black Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Male	1	0	0	0	0	0	0	-	0	0	0	0	0	0
Other Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	100	32	100	0	0	32	100		34	100	0	0	34	100

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Soil Science, SALSIndividual Completing Form: C. B. McCants

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank. 1/

- Assistant Professor: Ph.D. degree; one to three years' experience in work related to position; publications or other tangible evidence of technical qualifications; evidence of personality qualities to work in a team program.
- Associate Professor: Ph.D. degree; three to five years' experience in work related to the position; publications or other tangible evidence of technical qualifications; evidence of personality qualities to work in a team program.
- Professor: Ph.D. degree; eight to ten years' experience in work related to the position; publications or other tangible evidence of technical qualifications; evidence of personality qualities to work in a team program.

1/ In addition to general qualifications set forth by the University policies.

2. How many people in the United States meet the requirements in #1?

(Complete the chart below for each type of appointment described above.

	Number	Percent
White Male	3,946	97
White Female	24	1
Black Male	17	1
Black Female	0	0
Other Male	8	1
Other Female	0	0
TOTAL	3,995	100%

School/Department: Soil Science, SALS

Individual Completing Form: C. B. McCants

Form No. 1, page two

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

See attachment

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

See attachment

c. Evaluate the accuracy and/or completeness of the data you have used:

The data are consistent with my personal observations and experiences during the past 20 years as a student, professional soil scientist engaged in teaching, research and extension, and three years as an administrator of soil science programs.

Contacts with other soil scientists with experience equal to or greater than mine have confirmed the conclusion that the data accurately reflect the general situation.

d. Indicate particular problems encountered in trying to ascertain availability information:

Lack of published data appropriate to Soil Science.

School/Department: Soil Science, SALS

Individual Completing Form: C. B. McCants

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

Not applicable.
Faculty are recruited nationally.

b. Complete the following chart for each of the pools defined above:

Not applicable

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

Base June 15, 1973

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to October 1973 Tabulation)
 June 15, 1973

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

	White		Black		Other		Total		//////////	White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
FULL-TIME									//////////								
Department Head									//////////	1	-	-	-	-	-	1	-
Professor									//////////	3*	-	-	-	-	-	3	-
Associate Professor									//////////	2	1	1	-	-	-	3	1
Assistant Professor									//////////	2	1	-	-	-	-	2	1
Instructor									//////////	-	-	-	-	-	-	-	-
Lecturer									//////////	-	-	-	-	-	-	-	-
SUB-TOTAL									//////////	8	2	1	-	-	-	9	2
*PERMANENT PART-TIME									//////////								
Professor									//////////								
Associate Professor									//////////								
Assistant Professor									//////////								
Instructor									//////////								
Lecturer									//////////								
Visiting									//////////								
SUB-TOTAL									//////////								
TOTAL									//////////	8	2	1	-	-	-	9	2

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but employed for a term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments.

*One Visiting

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Dept. Veterinary Science

DATE January 9, 1974

COMPLETED BY T. M. Curtin

TABLE III
TOTAL FACULTY COMPLEMENT
(According to October 1973 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table ~~III~~ **II**

	Availability	Full Time		Part Time		Total		See Note(c)	Full Time		Part Time		Total	
	Percentages	No.	% (b)	No.	% (c)	No.	% (d)		No.	%	No.	%	No.	%
White Male	95.9							/	8	72.7	-	-	8	72.7
White Female	2.8							/	2	18.2	-	-	2	18.2
Black Male	1.3							/	1	9.1	-	-	1	9.1
Black Female	-							/	-	-	-	-	-	-
Other Male	-							/	-	-	-	-	-	-
Other Female	-							/	-	-	-	-	-	-
TOTAL			100%		100%		100%		11	100%	-	100%	11	100%

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Department of Veterinary ScienceIndividual Completing Form: T. M. Curtin

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

All shall possess either: the D.V.M. preferably with an advanced degree; a Ph.D. in one of the biological disciplines which may or may not have been received from a veterinary department, but which must have definite veterinary orientation; a D.V.M. with "board certification" is accepted in lieu of advanced degrees.

Requirements for each rank are to be consistent with competence, responsibility and experience of North Carolina State University.

2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	27,815	95.89
White Female	789	2.72
Black Male	377	1.31
Black Female	3	.01
Other Male	16	.07
Other Female	0	0
TOTAL	29,000	100%

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

Information on minorities was presented to Deans of Veterinary Colleges by I. C. Bell Past-Vice President AVMA in Washington, D.C. in December 1973.

Information on females was cited in the Missouri Veterinary Medical Association Newsletter, March 1973, and quoted from Bonnie G. Beaver, President, Women's Veterinary Medical Association.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

Taken directly from sources listed above. These represent the pool and not availability data.

c. Evaluate the accuracy and/or completeness of the data you have used:

I estimate the above data is 95% accurate; inaccuracy being due to minor changes with time.

d. Indicate particular problems encountered in trying to ascertain availability information:

Compilations of personnel statistics within the profession have previously not included race and sex data. The rapid expansion of class size in Veterinary Schools plus increasing opportunity outside of academic Veterinary Medicine reduces "availability" to less than 5% of the "pool".

School/Department: Dept. Veterinary Science

Individual Completing Form: T. M. Curtin

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

Pool is much smaller than total number of D.V.M.s in U.S. One must consider academic Veterinary Medicine as a speciality which requires both training and experience. In 1969, the AVMA Council on Education estimated less than 1,500 held either/or both M.S. and Ph.D. degrees in addition to the D.V.M. degree. Fellowship programs have been discontinued since then so that about 300 additional D.V.M.s have earned research degrees since 1969. In addition, about 500 non-DVM candidates have received advanced degrees from veterinary departments.

b. Complete the following chart for each of the pools defined above:

	Number	Percent
White Male	1122	53.43
White Female	512	24.38
Black Male	87	4.14
Black Female	3	0.14
Other Male	362	17.24
Other Female	14	0.67
TOTAL	2100	100%

School/Department: Dept. Veterinary Science

Individual Completing Form: T. M. Curtin

Form No. 1, page four

5. Explain how you arrived at the figures in the chart on page three.

a. List sources of data:

American Association of Veterinary Medical Colleges
Annual Reports

b. Describe the method(s) used for arriving at the figures recorded in the chart on page three. If you based your figures on a representative sample, indicate how you justify this:

Values were taken directly from the reports listed in 5.a., and extrapolated on the basis of graduate students expected to complete advanced degree programs in U.S. veterinary departments by June 1973.

c. Evaluate the accuracy and/or completeness of the data you have used:

- (1) the demand for veterinary faculty has increased at a much greater rate than new faculty has become available; and
- (2) attrition of young, promising faculty from academic veterinary medicine has been rapid because of the greater degree of opportunity, challenge and reward in nonacademic positions.

d. Indicate particular problems encountered in trying to ascertain availability information:

See 5.b & c above

Appendix F

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to October 1973 Tabulation)
 June 15, 1973

before promotions

TABLE II

PROJECTED FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	White		Black		Other		Total		//////	White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Department Head	1						1		//////	1							1
Professor	9						9		//////								1
Associate Professor	2	1					2	1	//////	10	1						10
Assistant Professor	5						5		//////	2							2
Instructor	2	1					2	1	//////	8	1	1					9
Lecturer									//////	2	1						2
SUB-TOTAL	19	1					19	1	//////	23	3	1					24
*PERMANENT PART-TIME									//////								
Professor									//////								
Associate Professor									//////								
Assistant Professor									//////								
Instructor									//////								
Lecturer <i>J. Lee</i>		1					1		//////	1							1
Visiting									//////								
SUB-TOTAL		1					1		//////	1							1
TOTAL	19	2					19	2	//////	23	4						24

Bradbury

*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments. The numbers which need to be filled in here are not supplied in the October tabulation and will need to come from your own records.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT SALS/Zoology

DATE 1/14/74

COMPLETED BY XSS166X D. E. Davis

TABLE III
TOTAL FACULTY COMPLEMENT *Jan 15*
(According to October 1973 Tabulation).
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table II

	Availability Percentages		Full Time ^a		Part Time ^b		Total ^c		See Note(e)	Full Time		Part Time		Total	
	No.	%	No.	%	No.	%	No.	%		No.	%	No.	%	No.	%
White Male	82	18	90				19	86	+	21	84			21	80
White Female	14	1	5	1	100		2	10	-	2	8	1	100	3	12
Black Male	18								-	1	4			1	4
Black Female	2								-						
Other Male	0.1	1	5				1	4	+	1	4			1	4
Other Female	0.1								-						
TOTAL	100	20	100%	1	100%		21	100%		25	100%	1	100%	26	100%

- (a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I. *Appendix E*
- (b) These percentages should be computed on the basis of total number of full-time.
- (c) These percentages should be computed on the basis of total number of part-time.
- (d) These percentages should be computed on the basis of total number of full-time plus part-time.
- (e) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: ZoologyIndividual Completing Form: D. E. Davis

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

	degree	experience	public	research support
Prof.	Ph.D.	10+	15+	25000+
Assoc. Prof.	Ph.D.	5-10	5-15	10000-25000
Assist. Prof.	Ph.D.	0-3	0-5	0-10000
Instructor	M.S.	0	0-2	0

2. How many people in the United States meet the requirements in #1?
(Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	40500	84.4
White Female	6900	14.4
Black Male	500	1.0
Black Female	100	0.2
Other Male	?	
Other Female	?	
TOTAL	48000	100%

School/Department: SATS/Zoology

Individual Completing Form: D. E. Davis

Form No. 1, page two

3. Explain how you arrived at the figures in the chart on page one.

a. List sources of data:

A/BS survey of unemployment

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

Calculated from above - see sheet

c. Evaluate the accuracy and/or completeness of the data you have used:

Replete with sampling errors

d. Indicate particular problems encountered in trying to ascertain availability information:

No real data on number of biologists

School/Department: SALS/Zoology

Individual Completing Form: D. E. Davis

Form No. 1, page three

4. If you ordinarily draw your faculty members from a smaller pool of candidates than the whole United States population in the profession,

a. Define that pool for each level and type of appointment you customarily make:

N/A

b. Complete the following chart for each of the pools defined above:

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL	125	100%

APPENDIX B

EPA NON-FACULTY

J. E. Legates, Dean

TABLE V
 PRESENT NON-FACULTY COMPLEMENT
 (According to June 15, 1973 Tabulation)

TABLE VI
 PROJECTED NON-FACULTY COMPLEMENT
 FOR ACADEMIC YEAR 1975-76
 (Reflecting Anticipated Promotions
 and your Projected Hiring Goals)

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Managers	13	5	3	2	-	-	16	7		13	5	3	2	-	-	16	7
Professionals	2	0	4	4	-	-	6	4		2	0	4	4	-	-	6	4
Technicians																	
SUB-TOTAL	15	5	7	6	-	-	22	11		15	5	7	6	-	-	22	11
PERMANENT PART-TIME																	
Officials & Managers																	
Professionals																	
Technicians																	
SUB-TOTAL																	
TOTAL	15	5	7	6	-	-	22	11		15	5	7	6	-	-	22	11

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/ ~~REPRESENTATIVE~~ SALES - Administration

DATE January 23, 1974

COMPLETED BY J. E. Legates, Dean

TABLE VII
TOTAL NON-FACULTY COMPLEMENT
(According to June 15, 1973 Tabulation)
See Table I

TABLE VIII
PROJECTED NON-FACULTY COMPLEMENT
(For Academic Year 1975-76)
See Table III

	Availability Percentages	Full Time		Part Time		Total		Full Time		Part Time		Total	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
White Male	77.3	15	45.5			15	45.5	15	45.5			15	45.5
White Female	15.0	5	15.2			5	15.2	5	15.2			5	15.2
Black Male	3.8	7	21.2			7	21.2	7	21.2			7	21.2
Black Female	3.4	6	18.1			6	18.6	6	18.1			6	18.1
Other Male	0.4	0	0.0			0	0.0	0	0.0			0	0.0
Other Female	0.1	0	0.0			0	0.0	0	0.0			0	0.0
TOTAL		33	100%		100%	33	100%	33	100%		100%	33	100%

Individual Completing Form: J. E. Legates, Dean

PART II - AVAILABLE POOL OF PROSPECTIVE EPA NON-FACULTY PERSONNEL

1. Outline below the basic educational and experiential requirements for appointment to your EPA non-faculty positions by functional category. Persons available as Officials and Managers will need to have the PH.D or equivalent and extensive experience in teaching, research and/or extension. In addition they must have extensive experience in administration of Land-Grant programs in agriculture and related biological and social services.

Persons available as Professionals must have the equivalent of the Masters or above in a related agricultural discipline, plus experience in agricultural extension programs.

2. How many people in the United States meet the basic educational and experiential requirements outlined in #1 above by functional category? (Complete charts below) Potentially faculty in the Schools of Agriculture and Life Sciences in the U. S. would meet these requirements. A tabulation of these is not available and our realistic pool is more restrictive (See page three).

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

TECHNICIANS

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

J. E. Legates, Dean

4. If you ordinarily draw your EPA non-faculty personnel from a smaller pool of candidates than the whole United States population noted under #2,

a. Describe the pool by functional category:

The pool for Officers and Managers ordinarily drawn from is the faculty complement throughout the School of Agriculture and Life Sciences via promotion from those with ability and experience within the ranks.

The pool for professionals in the Administrative group is the field extension staff in the Agricultural Extension Service as a part of the School of Agriculture and Life Sciences.

b. How many people constitute that special pool by category?

OFFICIALS AND MANAGERS

PROFESSIONAL

	Number	Percent
White Male	444	90.2
White Female	33	6.7
Black Male	8	1.6
Black Female	4	0.8
Other Male	3	0.6
Other Female	0	0.0
TOTAL	492	100%

	Number	Percent
White Male	287	47.4
White Female	204	34.2
Black Male	53	8.8
Black Female	57	9.4
Other Male	1	0.1
Other Female	1	0.1
TOTAL	606	100%

TECHNICIANS

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

5. Explain how you arrived at the figures in the charts on page three.

a. List sources of data:

1. Faculty of School of Agriculture and Life Sciences, NCSU
2. Extension Specialists, North Carolina Agricultural Extension Service

b. Describe the method(s) used for arriving at the figures recorded in the charts on page three. If you based your figures on a representative sample, indicate how you justify this:

The data represent tabulations and actual counts of the faculty in the School of Agriculture and Life Sciences and the professional specialist of the North Carolina Agricultural Extension Service.

c. Evaluate the accuracy and/or completeness of the data you have used:

These data are as accurate as can be obtained. They have been checked against our employment rolls and should be considered in the 99 percent accuracy range.

d. Indicate particular problems encountered in trying to ascertain availability information:

All that can be gleaned from the tabular data is that these persons meet the basic educational requirements. Neither their desire nor capability for administration can be determined. Particularly in regard to the Professionals, the need to change their work station may influence their availability.