A & LS/ED SC.(DL/DEPARTMENT Ad. & Com. Coll. Ed. C.PLLIED BY

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE ____January 9, 1974

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

TABLE VI PROJECTED NON-FACULT: COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Anticipated Fragiticus

| | | | | | 1.000 | | 1 | | - | | | | 5.40 | 000 | PTI | 01631 | ind t | 1 - 1 - | - (-7 | 5121 |
|--|-------|-------|--------|----|----------|--------|--------|--------|-------|---|--------|------|--------|-------|-------------|-------|-------|-------------|-------|---------------------------------------|
| | Whi | te l | Elac | ck | Ctl | le: | ITcta | 1 1 | | | | 1 | Whi | te | E1 . | acl: | CL | 1.0= | Tot | c1 |
| FULL-TIME | M | | M | F | 11 | F | N. | FI | | | | | M | F | | F | | | E | |
| - interest Table I for a second s | 1 | - | | | | | | - | | | | | | | -1- | | | | | |
| Officials & Managers | | | | | | | 1.00 | | | | | | | | | | | | | 2,655 |
| officials a managers | | | | | | | | | | | | - | | | | | | | | |
| | | . 1 | | | | | | 1 | | | | 1.13 | | 2.03 | | t. | | 1.1 | | |
| Professionals | | 4 | | | | _ | | - | | | | | 1 | | | | | | 1 | - |
| | | | | | | C 4 3 | 1.0 | [-, 1] | | | | 1.13 | 1.1 | | | 1 | | | | |
| Technicians | - | | | | | | | | - | | - | | | | | | | | | |
| | | | R . 18 | | | | | | | | | 196 | | | | | | | | |
| | 1.1 | | 1.1 | | | | | 100 | | | | | | | | | | | | |
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| | 1.8 | | | | | | 1 | 1.11 | | | | - 11 | | | | | | | | |
| | | | - | | i — | | 1- | | - | | | | | | | | - | - | | |
| CITE momily | | 1 | | | tion i | | 12.00 | 1 | | | | | 1 | 1. | 1.1 | 1.1 | | 1.0 | 1 | |
| SUB-TOTAL | | | | | - | | | | | | | | - | - | | | - | | | |
| | 182 | 112 J | 1.1 | | 123 | 13 | 1.00 | 101 | | | 1000 | - 1 | | | | 3.1 | | | 314 | - 18 Ag |
| PERMANENT PAPT-TIME | | | | | | | | | | | | | | | - | | | | | |
| | 1.1 | 18 | | | | | 1 . 13 | ALL P | | | | | | 123 | 1.3 | 10.1 | 197 | 131.0 | 3 13 | 医门的 |
| Officials & Managers | 1 | | | | | | | | 1 | 1 | | 1 | | | - | | | 14,14 | 1 | |
| | | | 1.1 | | | | 1.19 | 1.1 | 11.5 | | | 1 | | 100 | | 19.3 | 1.20 | | 12:33 | |
| Professionals | | 1.4 | 1 | | | | | | 1.1.2 | | | | | | | | 1.0 | 1.24 | 1 | Sec. Co |
| | | | | 17 | | | 1 | 10916 | 10.2- | | | - | | | | 1 | | | | |
| Technicians | 1.000 | Sec. | land. | | 6.1.5 | | 15-5-5 | 1 213 | 1000 | | | 1 | | 1.0 | | | | 1.1 | | 4 |
| recurreraits | - | | ii | | j — | | j | 1 | | | | 1 | | | | | 1- | | | |
| | | 1128 | | | 1 | 0.00 | 1.5 | | 81-1 | | | 1 | 1. | | 2 | | | 1.1 | | |
| | | | | | | | 1 | | | | | | - | | | | | | | |
| | | | | | | 12 J. | | 1 3 | | | | 1 | 1.18 | | | 1.3 | | 17.2 | | 1. Sec. |
| | 1 | | | _ | - | | ! | | | | | - | | | | | | | - | |
| | 1.3 | 1 21 | 1.1 | | 1 | 1.000 | 1 26 | 4 | | | | 1 | | 1.6.4 | | | 1.5 | | 1000 | |
| | 1 | | | | | 1 | | - | | | 1 - 70 | - | - | 1. 1 | | | | | | |
| | 1 | | | | | | 12 | 1 | | | | 1 | | | 1 | · 14 | 1.1 | 1 1 | 1.04 | 1.14 |
| SUL-TOTAL | 1.12 | | | | 1 2 3 | | | 1 | | | | | (1, 1) | | | | | | | 1. 1. s |
| the second s | 1- | 1 | 1-1 | | <u>j</u> | | 1 | 1 | 1 | | | 1 | 1- | 1 | 1 | 1 | 1 | | 12 12 | and a second |
| | | 1 | 34 | | | 1-1 | Pre Ta | 1 | | | | | 1 | | | | 1000 | 1 | 1 | By the late |
| TATET | 1 | 1 1 | | | 1000 | 100.00 | | 1 1 | 1000 | | | | 11 | | 1 | 1 | | 1. 1. 1. 1. | 1 1 | 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 |

AFFIRMATIVE ACTION FLAN EPA NON-FACULTY

Agriculture & Life Sci./Education

SCHOOL / DEPARTMENT

Adult & Community College Ed. DATE January 9, 1974

COMPLETED BY

E. J. Boone

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 | Full | Time | Part | Time | Tota | 1 | | Full 1 | Fime | Part ' | Time | Tatel | |
|--------------|--------------|------|------|------|------|------|------|------|--------|------|--------|-------|-------|------|
| | Percentages | No. | 7, | No. | 7. | No. | % | | No. | % | No | 1 %_1 | 12. | % |
| White Male | 75 | - | - | 0.15 | | - | - | | 1 | 100 | | | 1 | 100 |
| White Female | 15 | 1 | 100 | | | 1 | 100 | | | | | | | |
| Black Male | 7 | - | - | | | - | - | | | | | | | |
| Black Female | 3 | - | - | | | - | - | | | | | | | |
| Other Male | | | | |] | | | | | | | | | |
| Other Female | | | 1-6 | | | | | | | | | | | |
| TOTAL | | 1 | 1007 | | 100% | 1 | 100% | | 1 | 100% | | 100% | 1 | 100% |

A & LS/ED

| School/Department: | Adu | lt & | Com. | Coll. | Education | Form | No. | 2, |
|--------------------|-------|-------|------|--------|-----------|------|------|-----|
| Individual Complet | ing I | Form: | Ε. | J. Boo | one | | page | one |

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

- Outline below the basic educational and experiential requirements for appointment to your EPA non-faculty positions by functional category.
 N/A
- 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)

OFFICIALS AND MANAGERS

PROFESSIONALS

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | ¥ (12), |
| TOTAL | | 100% |

| | ·Number | Percent |
|--------------|---------|---------|
| White Male | 225 | 75 |
| White Female | 45 | 15 |
| Black Male | 21 | 7 |
| Black Female | 9 | 3 |
| Other Male | 1 | |
| Other Female | | |
| TOTAL | 300 | 100% |

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

A & LS/ED

School/Department: Adult & Community College Ed.

Individual Completing Form: E. J. Boone Form No. 2, page

- 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 Department has one EPA non-faculty position that is funded from soft money. It is difficult to attract persons outside of North Carolina, South Carolina and Virginia for this temporary position.

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

OFFICIALS AND MANAGERS

PROFESSIONAL

| | 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% |

three

| | Number | Percent |
|--------------|--------|---------|
| White Male | | D 103 |
| White Female | | |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | | 100% |

SCHOOL DEMARTMENT HE EXT HOME EC COMPLETED BY E. COFFE

\$7

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE 1-14.74

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

TABLE VI PROJECTED NON-FACULT: COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Anticipated Franchions

| | 1 | | | | | | | | | | | and | vou | r Pr | ojec | tell | Firi | (| nale) |
|----------------------|---|---|-----|-----|----|-----|------|-----|------|----|----------|-----|-----|------|------|------|---------|-----|-------|
| | | | Bla | | Gt | ne: | Teta | al | | | - | Whi | te | E1 | acl: | C | cl.e: | Tot | :cl |
| FULL-TIME | M | F | M | F | M | F | N. | F | | | | М | F | M | | M | 7 | E | F |
| Officials & Managers | | | | | | | - | | 1 | | | | | | | | | | |
| Professionals | | 1 | | | | | | | | ł. | | | 1 | | | - | | 4 | - |
| Technicians | | | | | | 5 | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | 41 | | | 1.5 | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | | |
| PERMANENT PART-TIME | | | | | | | | | | | 1 | | | | | | | | |
| Officials & Managers | - | | | | | | | | | | | | | | | | | | |
| Professionals | | | | 124 | | | | - | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | · | | | | | | | |
| | 1 | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | - | | 2.5 | | 1 | 1.35 | | | | | | 1 14 | | |
| SUT-TOTAL | | 1 | | | | | | | | | N. N. N. | | | | | | | | |
| TOTAL | | 1 | | | | | | | | 1 | | | 1 | | | | | | |

AFFIRMATIVE ACTION FLAN EPA NON-FACULTY

SCHOOL/DEPARTMENT <u>AC. EXT. HOME EC</u> COMPLETED BY <u>E. COFER</u>

DATE 1-14-74

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

3.

| | Availability | Full | Time | Part | Timy | 1 Cotts | ,1 F | Full | Time | Part ' | ring 1 | Total | |
|--------------|--------------|------|------|------|------|---------|-------|------------|------|--------|--------|-------|------|
| | Percentages | No. | 1 % | No. | 1 % | No. | 1 % 1 | No. | 1 % | No. | 1 % 1 | | _% |
| White Male | 23 | | | | | | | | | | | | |
| White Female | 66 | 1 | 100 | | | 1 | 100 | 1 | 100 | | | 1. | 100 |
| Black Male | 1 | - 4, | | | | | | | | | | | |
| Black Female | 10 | | | | | | | | | 12.23 | | 1, . | |
| Other Male | | | | | | | | | | | | | |
| Other Female | | | | | | | | | | | | | |
| TOTAL | 100 | 1 | 100% | | 100% | 1 | 100% | 11 | 100% | | 100% | 1 | 100% |



Individual Completing Form: Eloise Cofer

FART II - AVAILABLE FOOL OF PROSPECTIVE EPA NON-FACULTY PERSONNEL

 Outline below the basic educational and experiential requirements for appointment to your EPA non-faculty positions by functional category.

Pool from which appointments for EPA non-faculty positions are the same as for faculty positions. See Form One.

 How many people in the United States meet the basic educational and experiential requirements outlined in #1 above by functional category? (Complete charts below)

OFFICIALS AND MANAGERS

PROFESSIONALS

| | 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 | t lek i | |
| Other Female | | |
| TOTAL | | 100% |

| | Number | Percent |
|--|-------------------------|----------------------------|
| White Male | | |
| White Female | | |
| Black Male | | |
| Black Female | | |
| Other Male | A NET | |
| other Female. | | |
| TOTAL | | 1003 |
| A contract of the second s | and the second sections | and a summer of the second |



Echool/Department: Home Economics (Extension)

Individual Completing Form: Eloise Cofer

Form No. 2, page END

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

a. List sources of data: Estimate 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 Nan Evans - AAHE Research Project.

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

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

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

SCHOOL/DEPARTMENT Animal Science COMPLETED BY ____. D. Porterfield

SUT-TOTAL

TOTAL.

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE January 7, 1974

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 Fromotions and your Projected Firing Coals) White | Black Other | Total Other Total White | Black | MEIMEIME FM F M FM FULL-TIME M F Officials & Managers 0 Professionals 0.1 Technicians SUB-TOTAL PERMANENT PART-TIME Officials & Managers Professionals Technicians

AFFIRMATIVE ACTICH FLAN EPA NON-FACULTY

SCHOOL/DEFARTMENT Animal Science

DATE ____ January 7, 1974_

I. D. Porterfield COMPLETED BY

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 | Full | Time | Part | Ti-2 | 1 Tots | ,1 1 | Full | Time | Fart | Time | Total | 1 |
|--------------|---------------|------|------|------|------|--------|------|---------|------|------|-------|--------|------|
| | Percentages | No. | % | No. | % | No. | % | No. | 1 % | No. | 1 %_1 | J' > . | % |
| White Male | Not Available | 1 | 100 | 0 | 0 | 1 | 100 | 1 | 50 | 0 | 0 | 1 | 50 |
| White Female | | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 1 | 50 |
| Black Male | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Black Female | " | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Male | н | 0 | 0 | 0 | 0 | Ó | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Female | н | 0 | 0 | 0 | 0 | 0 : | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | | 1 | 100% | 0 | 100% | 1 | 100% | 2 | 100% | 0 | 0.07 | 2 | 100% |

Individual Completing Form: I. D. Porterfield

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.

Candidates must possess either a B. S. or M. S. or Ph.D. degree with a G.P.A. of not less than 3.0 (4.0 = A) in the major field (Animal Science), and have a working knowledge of beef cattle or dairy cattle or horses or swine, and have an interest and experience in either Agricultural Extension Service or Agricultural Experiment Station work.

General requirements for people in this category at North Carolina State University as stated in Faculty Handbook, p. V-1.

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)

OFFICIALS AND MANAGERS

PROFESSIONALS

| | 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 | . 54.4 | 100% 100.0 |

| Number | Percent |
|--------|---------|
| | |
| e | |
| | |
| e | |
| | |
| Le | |
| | 100% |
| | .e |

School/Department: Animal Science

Individual Completing Form: I. D. Porterfield

Form No. 2, page two

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

a. List sources of data:

American Society of Animal Science - Membership List, August 1973. p. 3

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

The above reference listed 3,238 professional members, 545 student affiliate members. The student affiliate members are simply given as a total number. Most students (graduate) who are majoring in either Animal Science or Dairy Science belong to this society. This is the only data available.

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

I would assume that this sample represents approximately 75% of those pursuing an advanced degree in either Animal or Dairy Science.

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

There is a paucity of information available relating to requested data in the areas of Animal or Dairy Science.

Individual Completing Form: I. D. Porterfield

Form No. 2, page three

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:

N/A

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

OFFICIALS AND MANAGERS

PROFESSIONAL

| - | |
|---|------|
| | |
| | - |
| | - |
| | 100% |
| | |

| | | Number | Percent |
|-------|---------|--------|---------|
| White | Male | | |
| White | Female | | |
| Black | Male | | |
| Black | Femal.e | | |
| Other | Male | | |
| Other | Female | | |
| TOTAL | | | 100% |

| | | Number | Percent |
|-------|--------|--------|---------|
| White | Male | | |
| Chite | Female | | |
| Black | Male | - | |
| Black | Female | | |
| Other | Male | - | |
| Other | Female | | |
| TOTAL | | | 100% |



AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE January 9, 1974

SCHOOL/DEPARTHENT Biochemistry COMPLETED BY __ Cennard Matrone.

TABLE V

TABLE VI PROJECTED NON-FACULTY COMPLEMENT

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-1

1

3

PRESENT NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1975-76 (According to June 15, 1973 Tabulation) (Reflecting Anticipated Fronstions White Black Other Total Other | Total White White | Black MENF M F м F FULL-TIME Officials & Managers 2 3 2 1 1 1 3 2 1 Professionals α. Technicians 2 8 2 1 1 1 2 1 3 SUB-TOTAL PERMANENT PART-TIME Officials & Managers Professionals Technicians

SUT-TOTAL 2 1 3 2 TOTAL.



AFFIRMATIVE ACTECH ILAN EPA NGH-FACULTY

SCHOOL/DEPARTMENT

Biochemistry

DATE ____ January 9, 1974

COMPLETED BY Gennard Matrone

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 | Fu11 | Tine | Pert | 71-2 | 1 Tate | . T } | 1 Ful1 | Time | Fart | Time | Tota | 1 |
|--------------|--------------|------|------|------|------|--------|-------|------------|------|--------|-----------------------------|------|------|
| | Percentages | No. | 1 % | No. | 1 % | No. | 1 % | No. | 1 % | 1 . 50 | and a feature of the second | | 1 % |
| White Male | 81.7 | 0 | 0 | | | 0 | 0 | 1 | 20 | | | 1 | 20 |
| White Female | 9.2 | 2 | 67 | | | 2 | 67 | 2 | 40 | | | 2 | 40 |
| Black Male | 0,8 | 0 | 0 | | | 0 | | | 0 | | | 0 | |
| Black Female | 0 | 0 | 0 | | | 0 | 0 | 0 | | | | | |
| Other Male | 8.1 | 0 | 0 | | | 0 | 0 | 1 | 20 | | | 1 | 20 |
| Other Female | 0.2 | 1 | 33 | | | 1 . | 33 | 1 | 20 | | | 1 | 20 |
| TOTAL | 100 | 3 | 100% | | 100% | 3 | 100% | 5 | 100% | | 100% | 5 | 100% |



Individual Completing Form: Gennard Matrone

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.

Research Associates or Postdoctorals: Ph.D. degree in Biochemistry.

Technicians: A. B. or B. S. degree in Chemistry or Biology or 2 years of college chemistry with one year of technical experience.

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)

OFFICIALS AND MANAGERS

PROFESSIONALS

(Research Associates)

| Number | Percent |
|--------|---------|
| | |
| | |
| | |
| | |
| | |
| • | |
| | 100% |
| | Number |

| | Number | Percent |
|--------------|--------|---------|
| White Male | 750 | 81.7 |
| White Female | 85 | 9.2 |
| Black Male | 7 | 0.8 |
| Black Female | 0 | 0 |
| Other Male | 75 | 8.1 |
| Other Female | 2 | 0.2 |
| TOTAL | 919 | 100% |

| | Number | Percent |
|--|--|---------|
| White Male | 12,000 | 71.3 |
| White Female . | 3,500 | 20.3 |
| Black Male | 700 | 4.1 |
| Black Female | 70 | 0.4 |
| Other Male | 600 | 3.5 |
| Other Female | 30 | 0.2 |
| TOTAL | 16,900 | 1.00% |
| CONTRACTOR AND A CONTRACTOR OF | and the second s | |

School/Department: Biochemistry

Individual Completing Form: Gennard Matrone

Form No. 2, page two

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

- a. List sources of data:
- U. S. Department of Commerce/Bureau of the Census Population Characteristics, Series P-20, No. 194, Feb. 19, 1970.
- 2. Data compiled by the American Chemical Society concerning numbers of graduates with A. B. and B. S. degrees in chemistry.
- 3. Data from the American Society of Biological Chemists.

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

For the number of potential technicians, the value for the number of A. B. and B. S. degrees in Chemistry (from data of A. C. S.) was multiplied by a factor of 2 to obtain the number of recent graduates in Chemistry and Biology (i.e., assumed that there are equal numbers of graduates in these fields).

For the number of professionals, the number is based on data from the American Society of Biological Chemists for the number of recent graduates with Ph.D. degrees.

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

Data for number of Ph.D. graduates in Biochemistry should be quite accurate. Data for the number of persons qualified for technical positions is a best estimate.

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

Firm data on number of graduates in Chemistry are available; this is not true for the number of graduates in Biology. School/Department: Biochemistry

. .

Individual Completing Form: Gennard Matrone

Form No. 2, page three

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 professional pool is drawn from the entire United States.

The technical pool size used herein was for the entire United States although in fact the majority in our Department are citizens of North Carolina.

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

OFFICIALS AND MANAGERS

PROFESSIONAL

| | Number | Percent |
|--------------|--------|----------------|
| White Male | | |
| White Female | | - |
| Black Male | | - |
| Black Female | - | - |
| Other Male | | - |
| Other Female | | |
| TOTAL | | 100% |
| | | C. C. S. Balan |

| Number | Percent |
|--------|---------|
| | |
| | 1.0 |
| | |
| | |
| | - |
| | |
| | 100% |
| | Number |

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

SCHOOL/DEPARTMENT Biol. & Agr'l Engr. COMPLETED BY F. J. Hassler

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE January 8, 1974

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

TABLE VI PROJECTED NON-FACULT: COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Anticipated Franctions

| | Whi | te | Bla | ck | Ctl | ne: | ITct | a1 | | _ | | vhi | | acl: | | ther | | nala) |
|----------------------|-----|------|-----|----|-----|-----|------|----|----|-------|---|-----|------|------|---|------|---|-------|
| FULL-TIME | M | F | M | | M | | N | F | | | | M | | F | | | N | F |
| Officials & Managers | | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | _ | | | | | |
| Technicians | | | | | | - | | | | 5 | | | | | | | | |
| Research Associates | 4 | | _ | 1 | | - | 4 | | | 1 | 1 | 4 | | | 1 | 1 | 5 | |
| Research Assistants | 0 | | | _ | | _ | 0 | | | Ţ | | 1 | _ | | | | 1 | 3.0 |
| SUB-TOTAL | 4 | | | | | | 4 | | | | | 5 | | | 1 | | 6 | |
| PERMANENT PART-TIME | | _ | | | | | | | | | | | | | | | | |
| Officials & Managers | | ve)i | | | | _ | | | -1 | | | | | | | | | Man |
| Professionals | | | | | _ | | | · | | | | | | - | | | | |
| Technicians | - | | | | | | | | | | - | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| | | | | _ | _ | | | | | | | | | | | 1 | | |
| | | | | | _ | | | | | | | | | | | | | |
| SUT-TOTAL | | | | | | | | | | | | | | | | 1.0 | | |
| | 4 | | | | - | | 4 | | | | | 5 | | | 1 | | 6 | |



AFFIRMATIVE ACTICA ILAN EPA NON-FACULTY

SCHOOL/DEFARTMENT Biol. & Agr'l Engr.

DATE January 8, 1974

COMPLETED BY F. J. Hassler

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 | Ful1 | Tima | Part | | Cate | 1 1 | | Full | Time | Fart ' | ring 1 | Total | |
|--------------|--------------|------|------|------|------|------|------|------------------------------|------|------|--------|--------|---------|------|
| | Percentages | No. | % | No. | % | No. | % 1 | | No. | 1 % | No | 9_1 | <u></u> | _% |
| White Male | 96 | 4 | 100 | | | 4 | 100 | | 5 | 84 | | | 5 | 84 |
| White Female | | | | | | | | - | | | _ | | | |
| Black Male | | | | | | | - | | | | | | | |
| Black Female | | | | | 1 | _ | - | | | | | | | |
| Other Male | 4 | | | | | | | | 1 | 16 | | | 1 | 16 |
| Other Female | | | | | | | | TEAL PROPERTY AND ADDRESS OF | | | | | | |
| TOTAL | 100 | 4 | 100% | | 100% | 4 | 100% | | 6 | 100% | | 100% | 6 | 100% |

School/Department: Biological and Agricultural EngineeringForm No. 2, page one

Individual Completing Form: F. J. Hassler

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

1. Outline below the basic educational and experiential requirements for appointment to your EPA non-faculty positions by functional category.

- 1. A minimum of a Master's degree.
- 2. Evidence of potential in research
- 3. Principal disciplinary skill in one of the following:
 - (1) Electric Power and Processing
 - (2) Food Engineering
 - (3) Power and Machinery
 - (4) Soil and Water
 - (5) Structures and Environment

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)

(Not applicable)

OFFICIALS AND MANAGERS

PROFESSIONALS

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

| | Number | Percent |
|--------------|--------|---------|
| White Male | | 2 |
| 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% |

School/Department: Biological and Agricultural Engineering

Individual Completing Form: F. J. Hassler Form No. 2, page three

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:

Currently enrolled graduate students having completed the Master's degree and continuing to the Ph. D.

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

OFFICIALS AND MANAGERS

PROFESSIONAL

| Number | Percent |
|--------|---------|
| | |
| | |
| | |
| - | |
| | - |
| | |
| | 100% |
| | Number |

| | Number | Percent |
|--------------|--------|---------|
| White Male | 10 | 100 |
| White Female | 0 | 0 |
| Black Male | 0 | 0 |
| Black Female | 0 | 0 |
| Other Male | 0 | 0 |
| Other Female | 0 | 0 |
| TOTAL | 10 | 100% |

| | | Number | Percent |
|-------|----------|--------|---------|
| White | Male | | |
| White | Female . | | |
| Black | Male | - | - |
| Black | Female | | |
| Other | Male | | |
| Other | Female | | |
| TOTAL | | | 100% |

School/Department: Biological and Agricultural Engineering

Individual Completing Form: F. J. Hassler

Form No. 2, page four

- 5. Explain how you arrived at the figures in the charts on page three.
 - a. List sources of data: •

List of graduate students

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:

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:

None

SCHOOL/DEPARTHENT CROP SCIENCE COMPLETED BY Paul H. Harvey AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE January 9, 1974

TABLE V

TABLE VI

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

PROJECTED NON-FACULTI COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Anticipated Francisco

| | 1 | | 1 | | 1 | | | | | | | | vou | | | | | | |
|-----------------------|-----|---|---|-----|---|-----|-------|---|-----|-------|----|-----------|-----|------|-----------|-----------|---|------|--------------|
| | Whi | | | ack | | | Total | | Whi | White | | Black Oth | | ther | er! Total | | | | |
| FULL-TIME | M | F | M | F | M | F | M | F | | 2 | | M | F | M | F | M | 7 | M | F |
| Officials & Managers | 1.5 | - | | | | | | | | | | | | | | | | | |
| Professionals | 4 | | | | | 1 | 4 | 1 | Ċ. | | | 4 | 1 | 1 | | | | 5 | • |
| Technicians | | | | | | | | | | | | | | | | | | | |
| | _ | | | | _ | | | | | | _ | | - | | | | | | |
| and the second second | | | | - | | - | | | | | | | | - | | | - | - | |
| SUB-TOTAL | | _ | | | | _ | | | | | | | | | | | | | 10.2 |
| PERMANENT PART-TIME | - | - | | | - | 1.1 | | | | | | | | | | | | 14.6 | |
| Officials & Managers | - | | | | | | 1 | | | | | | 1 | | | | | | · · · |
| Professionals | - | | | | | | | - | 1 | | EI | | _ | | | - | | | |
| Technicians | - | - | | | - | - | - | 1 | | | | | | | | | | | |
| | - | - | | | - | | - | | 10. | | | | | 3 | | <u>ai</u> | | | |
| | - | _ | | | | - | | | | | | | | | - | | | | |
| | - | | 1 | | | | | | | • | | | | | | | | | - Talina |
| SUT-TOTAL | | | | | | - | | | | | | | | | - | | | | |
| TOTAL. | | | | | | | 151 | | | | | | | | | | | | |





AFFIRMATIVE ACTICH FLAN EPA NON-FACULTY

SCHOOL/DEPARTMENT

CROP SCIENCE

DATE ____ January 9, 1974

COMPLETED BY Paul H. Harvey

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 | Full | Time | Pert: | Ti-2 | Cate | 1 1 | | Full | Time | Fart | Time | Total | |
|--------------|--------------|------|------|------------|------|------|------|----|------|------|------|-------|-------|------|
| | Percentages | No. | 1 % | No. | 1 % | No. | % | | Mo. | 1 % | 10- | 1 %_1 | 12. | 7. |
| White Male | 85.7 | 4 | 80 | | | 4 | 80 | _1 | 4 | 67 | | | 4 | 67 |
| White Female | 2.4 | | | | | | | - | 1 | 16 | | | 1 | 16 |
| Black Male | 7.1 | 년 문 | | | | | | - | 1 | 17 | | | 1 | 17 |
| Black Female | 0.0 | | | | | | | - | | | | | | |
| Other Male | 2.4 | | | | | | | - | | | | | | |
| Other Female | 2.4 | 1 | 20 | | | 1. | 20 | + | | | | | | |
| TOTAL | 100.0 | 5 | 100% | - A. S. M. | 100% | 5 | 100% | | 6 | 100% | | 1002 | 6 | 100% |

With these small numbers percentages have very little meaning.

Individual Completing Form: Paul H. Harvey

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.

B.S. and/or M.S. degrees in Crop Science, Agronomy or closely related biological science training. Experience in research with crop science problems preferred. Functional category varies with position from field, greenhouse to laboratory research.

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)

OFFICIALS AND MANAGERS

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

PROFESSIONALS

| | Number | Percent |
|--------------|--------|---------|
| White Male | 2328 | 92.9 |
| White Female | 80 | 3.2 |
| Black Male | 28 | 1.1 |
| Black Female | 0 | 0.0 |
| Other Male | 65 | 2.6 |
| Other Female | 6 | .2 |
| TOTAL | 2507 | 100% |

| Number | Percent |
|--------|---------|
| | |
| | |
| | |
| | |
| | |
| | |
| | 100% |
| | Number |

School/Department: CROP SCIENCE

Individual Completing Form: Paul H. Harvey

Form No. 2, page two

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

a. List sources of data:

1972 Composite of Sex and Racial Composition of Potential Employees for Institutions with programs in Agronomy. Compiled from 48 Institutions offering Agronomy programs by J. Ritchie Cowan, Head, Agronomic Crop Science, Oregon State University, Corvallis, Oregon 97331.

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

Used data on B.S., M.S. and M.Ag. for year 1971-72. Did not include foreign nationals.

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

Survey covered over 90% of agronomy oriented students in USA.

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

School/Department: CROP SCIENCE

Individual Completing Form: Paul H. Harvey

Form No. 2, page three

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:

These non-faculty personnel are ordinarily obtained from graduates of North Carolina State University, but graduates of other North Carolina Institutions are contacted such as A&T in Greensboro, North Carolina Central in Durham, Meredith, etc.

b. How many people constitute that special pool by category? 42-

OFFICIALS AND MANAGERS

PROFESSIONAL

| Number | Percent |
|--------|---------|
| | |
| | 1 |
| | - |
| | |
| | |
| | - |
| | 100% |
| | Number |

| | Number | Percent |
|--------------|--------|---------|
| White Male | 36 | 85.7 |
| White Female | 1 | 2.4 |
| Black Male | 3 | 7.1 |
| Black Female | 0 | 0.0 |
| Other Male | 1 | 2.4 |
| Other Female | 1 | 2.4 |
| TOTAL | 42 | 100% |

| | | Number | Percent |
|---------|---------|--------|---------|
| White M | lale | | |
| White I | Female | | |
| Black N | tale | | |
| Black H | Fetnale | | |
| Other 1 | lale | | |
| Other 1 | Semale | | |
| TOTAL | | | 100% |

School/Department: CROP SCIENCE

Individual Completing Form: Paul H. Harvey

Form No. 2, page four

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

a. List sources of data:

Based on estimates and local figures for North Carolina State University.

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:

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

Estimates based on past experience.

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

Lack of information on sex and race in published lists.

SCHOOL/DEPARTED TY SALS - Economics COMPLETED BY .. Toussaint

FULT - TTY

SUP-TOTAL

Professionals Technicians

FERMANENT FART-TIME Officials & Managers

Professionals Technicians

Officials & Managers

1. 1. 1

AFFIRMATIVE ACTION PIAN EPA KJH-FACULTY

1

DATE _____ 1-4-74

TALLE V PRESENT NON-FACULTY CO (According to June 15, 197

| TY COMPLEMENT , 1973 Tabulation) | TABLE VI PROJECTED NON-FACULTY COMPLEMENT FOR ACADENIC YEAR 1975-76 | | | | | |
|-------------------------------------|---|--|--|--|--|--|
| hite Dlack Giner Total | (Reflecting Articipated Propositions | | | | | |
| F M F M F M F | M F L MER Geher Total | | | | | |
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SUT .. TOTAL

TOTAL.

AFFIRMATIVE ACTION FLAN EPA NON-FACULTY

SCHOOL/DEPARTMENT

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SALS - Economics

рате 1-4-74

COMPLETED BY

12

Toussaint

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 <u>IIF 777</u>

| | Availability | Ful1 | Time | Part | Timo | 1 Cati | . 1 | 5 | | | · | | 30 | |
|--------------|--------------|------|------|------|------|--------|------|--|-----------------|-------|---------|------|---------|------|
| | Percentages | No. | 1 % | No. | 1 % | No. | | | | Time | | Tim | | |
| White Male | ? | 1 | 100 | | | 1 | 100 | | <u>No.</u> 1 | 100 | <u></u> | - ?] | <u></u> | |
| white Female | | | | | | | | | | | | | | 100 |
| lack Male | 6.52. | | | | | | | | | | | | | |
| lack Female | | | | | | | | | | | | | | |
| ther Male | | | | | | | | | 1 | | | | | |
| ther Female | | | | | | | | | 1 | | **** | | | |
| OTAL | | 1 | 100% | | 100% | 1 | 100% | 10.000 million (10.000 million | 1 | 100% | | | | |
| | | | | | | | | | | 1100% | | 100% | 1 | 1100 |





Individual Completing Form: Toussaint

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.

We have one position (1/2 SALS and 1/2 LA) who is scheduling officer and assistant to the Department Head. Must be well organized, understand operations of a university and get along well with faculty and students.

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)

OFFICIALS AND MANAGERS

PROFESSIONALS

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

| | | Number | Percent |
|----------|-------|--------|---------|
| White Ma | ile | | |
| White Fe | emale | | |
| Black Ma | ile | | |
| Black Fo | amale | | |
| Other Ma | ale | | |
| Other Fo | male | | |
| TOTAL | | | 100% |

TECUNICIANS

| | Number | Percent |
|--|--------|--------------------|
| White Male | | |
| White Female | | |
| Elacit Male | | |
| Link Femile | 1 | |
| . ether Male | | |
| Diller Felletie | | |
| | | 1002 |
| A service and the service of the ser | | in a manage of the |

Have no knowledge. There must be many, but we don't expect a resignation. School/Department: Economics - SALS

Individual Completing Form: Toussaint

Form No. 2, page three

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, NA

a. Describe the pool by functional category:

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

OFFICIALS AND MANAGERS

PROFESSIONAL

| | Number | Percent |
|----------------------------|--------|---------|
| White Male | | 1.16.16 |
| White Female | | |
| Black Male | | |
| Black Fenale | - | |
| Other Male | | |
| Other Female | | |
| TOTAL | - | 100% |
| La martin des anno anno an | 1 | |

| | | Number | Percent |
|--------|--------|--------|---------|
| White | Male | | |
| White | Female | | |
| Black | Male | | |
| Black | Fenale | | |
| Other | Male | | |
| Other | Female | | |
| TOTAL. | | | 100% |
| | | | |

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| Unico Fei de | | |
| A and Male | | |
| W Fernie | | |
| Whee Bille | | |
| Other Lon 14 | | |
| Post 41 | | 100 |

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AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE January 7, 1974

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 Fromotions and your Projected Firing Coals) | | | | | | | | | | | |
|----------------------|-----|---|-----|---|---|---|-----|--|----------|------------|-------|------------|-----|-----|-----|---|------|-------|------|
| | Whi | | Bla | _ | | | Tot | al | | | | | ite | | ack | | | Tot | |
| FULL-TIME | M | F | M | F | M | F | M | F | | _ | | M | F | M | F | M | F | M | F |
| Officials & Managers | | | | | | | | | | | | | | | | | | | |
| Professionals . | | - | | _ | - | | | | | - - | | | | - | | | - | | |
| Technicians | | | | | | _ | | | | | v | | | | | | | er 44 | s T |
| Research Associates | 10 | | | | | | | 10 | 9 | - 1 | 1 | 8 | 1 | | | - | | 8 | 1 |
| Research Assistants | 5 | | | | | | | 5 | | | Ţ | 3 | | | | | | 3 | |
| SUB-TOTAL | 15 | | | | | | | 15 | | | | 11 | 1 | | | | | 11 | 1 |
| PERMANENT PART-TIME | | | | _ | | | | | | | 4 | | | | | | | - | |
| Officials & Managers | | | | | | | | | | | 1 | | | | | | | | |
| Professionals | | | | - | _ | | | <u> </u> | | | | | | | | | 族 | | |
| Technicians | - | | | | | | | | | | | | | | | | 1000 | 225 | |
| | | | | _ | | | | | 1.520 | | | | | | | | | | |
| | | _ | | - | | _ | _ | | | | | | | | | | | _ | |
| | - | | | 1 | - | | | | . | • | 1 1 1 | 1 | | | | | | - | -200 |
| SUP-TOTAL | | | | | | | | | | | | | | -11 | | | | | |
| TOTAL | | | | | | | | | | | 64 | The second | | | | 1 | | | |



AFFIRMATIVE ACTICN FLAN EPA NON-FACULTY

DATE 1/7/74

SCHOOL/DEPARTMENT

SALS/Entomology

COMPLETED BY K. L. Knight

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 | Ful1 | Time | Part | Timy | 1 - Tata | 1 1 | | Full | Time | Fart 7 | 100 | Tota | 1 |
|--------------|--------------|------|-------|------|------|----------|------|-------|------|------|--------|------|------|------|
| | Percentages | No. | 1 % | No. | % | No. | 1 % | | No. | 1 % | No | %_1 | 12. | 1_7 |
| White Male | 94.0 | 15 | 100.0 | | | 15 | 100. | + | 11 | 91.0 | | | 11 | 91.0 |
| White Female | 5.0 | 0 | 0.0 | | | 0 | 0.0 | - | 1 | 9.0 | 1 a. 1 | | 1 | 9.0 |
| Black Male | 0.6 | 0 | 0.0 | | | 0 | 0.0 | 1 - 1 | 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 | 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 | 100.0 | | 100% | 644 | 100% | | 100% | | | 100% | | 100% | | 100% |



| School/Department: SALS/Entomology | Form No. 2, page one |
|---|--|
| Individual Completing Form: K. L. Knight | Not applicable. No personnel in this category. |
| PART II - AVAILABLE POOL OF PROSPECTIVE EPA NON-FACULTY | |

1. Outline below the basic educational and experiential requirements for appointment to your EPA non-faculty positions by functional category.

 How many people in the United States meet the basic educational and experiential requirements outlined in #1 above by functional category? (Complete charts below)

OFFICIALS AND MANAGERS

PROFESSIONALS

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

| Number | Percent |
|--------|---------|
| | |
| | |
| | 1 S |
| | |
| | |
| | |
| 1 | 100% |
| | |

| | Number | Percent |
|--------|----------------------------------|--|
| Male | | |
| Female | 5 191.3 | |
| Male | | - |
| Female | | |
| Male | | |
| Female | | |
| | | 100% |
| | Female Male Female Male | Male Female Male Female Male |

School/Department: SALS/Entomology

Individual Completing Form: K. L. Knight

Form No. 2, page three

Not applicable 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:

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

OFFICIALS AND MANAGERS

PROFESSIONAL

| | Number | Percent |
|------------|--------|---------|
| White Male | | |
| White Fema | ile | |
| Black Male | | |
| Black Fema | le | |
| Other Male | | |
| Other Fema | le | |
| TOTAL | | 100% |

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | |
| Black Female | | |
| Other Male | | _ |
| Other Female | | |
| TOTAL | | 100% |

| | | Number | Percent |
|-------|--------|--------|---------|
| White | Male | 5. | |
| Unite | Female | | |
| Black | Male | | |
| Black | Female | | |
| Other | Male | | |
| Other | Female | | |
| TOTAL | | | 100% |



SCHOOL/DEPARTHEIT SALS - Food Science COMPLETED BY T. N. Blumer - M. M. Roberts AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE January 9, 1974

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

TABLE VI PROJECTED NON-FACULTY COMPLEMENT

| (according to June | 15, | 197: | 3 Tal | oulat | :ion) |) | | | | | FOR | ACA | DEMI | C TE | AR 19 | 75- | 76 |
|---------------------------|------|------|-------------|-------|-------|---------|-----|----|---|------|------|------|-------|------|-------|-----|-------------|
| | | | | | | | | | | (Ref | lect | ing. | Antio | inc. | ind. | ren | tions |
| | 15 i | ite | El: | ick_ | GE | ne: | Tet | al | | Whi | te | 61 | acl: | C | ther | Tel | 101 |
| EULT_TIMP | M_ | F | 1 <u>-M</u> | F | M | F | | F | | M | | | F | | | | |
| Officials & Managers | | | | | | | | | | | | | | | | | |
| Res. Assoc | | 1 | | | | | | •1 | | | 1 | | | . di | 19 | | 1 |
| RES. Asst. RXXXXXXXXXX | 2 | 3 | | | | | 2 | 3 | | 2 | 3 | | | | j | 2 | 3 |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | 1 | 1 | 1.44 |
| | | | | 5 | | | | | | | | | | | | | |
| SUB-TOTAL | 2 | 4 | | | | 15 | | | | | Ì | | | | | | |
| DUS-IOING | 4 | 4 | | | | | 2 | 4 | | 2 | 4 | | | | | 2 | 4 |
| PERMANENT PART-TIME | | | | | | | | | | | | | | | | | ्र . स ् |
| Officials & Managers | 1.0 | | | | | | | | | 1 | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | i |
| | | | | | | | | | | | | | | | | | 1.6.8.4 |
| | 1 | | | | | | | | | | | | | | | | |
| and the second second | 10.0 | | | 10 | | ******* | | | an angustang an angustang ang ang ang ang ang ang ang ang ang | | | | | W.Y. | | - | |
| _ <u>SUC-</u> TOTAL | - | | | | | | | | | | | | | | | | |
| <u></u> | | 1 | | | | ****** | | | | | | | | | | | |
| TOTAL. | 2 | 4. | | | | | 2 | 4 | | 2 | 4 | | | | Sue. | 2 | 4 |



APPIERSZIVE ACTICA LIAH EPA Koll-FACULTY

6/.Tr: January 9, 1974

SCHOOL/DIAMARAT SALS - Food Science

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

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

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

| | Availability Full Times Part Times | | (n+p1) | | | Foll | Time 1 | Fert | Ting Total | | | | | |
|--------------|--------------------------------------|-----|---------|-----|------|------|--------|-------------------|--------------|------|------------|------|------|--|
| | Percentroes | 10. | 7, | to. | 1 % | No. | 1 % 1 | aan in na ena per | | | | | 3'2. | · ···································· |
| Chice Male | 78,7 | 2 | 33.3 | | - | 2 | 33.3 | | 2 | 33,3 | | 1 | 2 | 33.3 |
| chite Venule | 13.4 | 4 | 66.7 | | | 4 | 66.7 | | 4 | 66,7 | | | 4 | 66.7 |
| Sleck Male | 3,4 | | | | | | | | | | | | | |
| Black Famile | 0.3 | | | | 1 | | | | | | | | | |
| Other Male | 4.0 | | | | | | | | | | | | | |
| Other Ferale | 0,1 | | - | | | | | | | | | | - | |
| TOTAL | 100.0 | 6 | 1997 | | 100% | 6 | 1007 | | 6 | 1007 | 7 F | 1007 | 6 | 100% |

Second Department of Food Science 201.

Liun I deplacing Form: Dr. T. N. Blumer - Dr. W. M. Roberts

PART IT - AWARLABLE POOL OF PROSPECTIVE EPA NON-FACULTY PERSONNEL

1. Satisfies below the basic educational and experiential requirements for appointment to your EPA non-faculty positions by functional category.

See Faculty Handbook. 1973. V, 4-5. (Res. Asst.*, Res. Assoc.**)

*B. S. or M. S. degrees required

**The Research Associates are recruited from the same pool as the EPA faculty.

 Now many people in the United States meet the basic educational and experiential requirements outlined in #1 above by functional category? (Complete charts below)

OFFI JIALS AND MANAGERS

PROFESSIONALS

| | Number | Parcent |
|--------------|--------|---------|
| White Male | | |
| White Faunke | | |
| Mack Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL * | 0 | 100% |

| | Number | Pere, at |
|--------------|--------|----------|
| White Male | 2064 | 78.7 |
| White Female | 352 | 13.4 |
| Black Male | 90 | 3.4 |
| Black Female | S | 0.3 |
| Other Male | 106 | 4.0 |
| Other Female | 2 | 0.1 |
| TOTAL | 2622 | 1001 |

TECONTCIANS

| | Number | Percent |
|---------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | |
| Black Femile | | |
| Other Male | | |
| wher Female . | | - |
| DOTAL | 0 | 1003 |



School/Department: SALS - Food Science

Individual Completing Form: T. N. Blumer - W. M. Roberts Form No. 2, page two

- 3. Explain how you arrived at the figures in the charts on page one.
 - a. List sources of data:
 - National Center for Educational Degrees conferred Higher Education: Earned degrees conferred
 - (2) Scientific manpower report (NIH)
 - (3) Minorities and women. U. S. Dept. H. E. W. 1960-1969
 - (4) Oregon State University Survey of 34 institutions with Food Science programs. 1970.

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

Figures were obtained from source (1) listed above. The percentages of blacks and other minority groups were determined by using a composite of numbers given in (2), (3), and (4) above.

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

Estimates may vary appreciably and only a small portion of those shown would be available to this locality. Also, the number of qualified persons available is unknown since salaries for non-faculty EPA would not be conducive per se in relocating from distant points to this area.

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

- 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) Only rough approximations of persons available for hire can be given from available data.

School/Department: SALS - Food Science

Individual Completing Form: T. N. Blumer - W. M. Roberts Form No. 2, page three

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:

Generally these persons are obtained from this county, However, their training may have been received from most anywhere in U.S. Some are temporary due to being the spouse of a student in this University or a locally employed individual.

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

OFFICIALS AND MANAGERS

PROFESSIONAL

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | |
| Black Femole | | |
| Other Male | | - |
| Other Female | | |
| TOTAL. | | 100% |
| | 4 | |

| | | rercent |
|--------------|----|---------|
| White Male | 60 | 76.9 |
| White Female | 12 | 15.4 |
| Black Male | 2 | 2.6 |
| Black Female | 1 | 1.3 |
| Other Male | 3 | 3.8 |
| Other Female | 0 | 0.0 |
| TOTAL | 78 | 100 |

| | | Number | Percent |
|---------|----------|--------|---------|
| Whit | e Male | | |
| White . | e Femile | | |
| Blac | k Male | | |
| Blue | k Femile | | |
| Othe | r Male | | |
| Othe | r Female | - | |
| TOTAL | | | 100.5 |
| 1 | | | |

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

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

a. List sources of data:

The figures are based on our records of application for positions that have been available in the past and the additional number projected from records of other departments on campus and graduates of other local universities.

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 method is described above. Also, figures are based on a recent response from 62 universities and this figure is about 3% of the figures listed on page 1 of this form.

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

These figures are reasonably accurate since our pool is necessarily restricted by salary levels and therefore to the scope of the area from which we could reasonably expect to recruit gualified personnel.

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

No specific information could be obtained except that listed above.

SCHOOL/DEPARTHENT A & LS - Genetics COMPLETED BY _____ D. F. Matzinger

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE January 7, 1974

TABLE V PRESENT NON-FACULTY COMPLEMENT

(According to June 15, 1973 Tabu

1

TABLE VI

| | 5, 1973 Tabulation) | | | | | | | | | FROJECTED KON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Anticipated Fromotion and your Projected Hiting Calls) | | | | | | | |
|----------|---------------------------|-----|---|---|---|-----|---|-----------|-----|--|---|-----|--|---|------|-------------|--|
| Whi | White Black Other Total | | | | | Whi | | | ack | | | | | | | | |
| <u>M</u> | F | M | F | M | F | M | F | | M | F | M | F | | 7 | | F | |
| | | | | | | _ | | | | | | | | | | | |
| _ | | | | | | | | | | | | | | | | 12 | |
| | 13 | | | | | | | | | 11 | - | | | 9 | | 1.13 | |
| 1 | | | | | | 1 | | | 1 | | | | | | 1 | | |
| - | - | | | | _ | | | | | | 3 | | | | | | |
| 1 | | | | | | 1 | | | 1 | | | | | | 1 | | |
| | 1.1 | 1.1 | | | | | | ALC N. D. | | 1.15 | | 141 | | | 1000 | C. Personal | |

SUB-TOTAL PERMANENT PART-TIME

Research Associate*

Officials & Managers

FULL-TIME

Professionals Technicians

Officials & Managers

Professionals Technicians

SUT-TOTAL

TOTAL.

* Terminated August 1973

AFFIRMATIVE ACTION FLAN EPA NON-FACULTY

DATE January 7, 1974

SCHOOL/DEPARTMENT _____ A & LS - Genetics

COMPLETED BY

D. F. Matzinger

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 | Ful1 | Time | Pert | Part Time Total | | | | Full Time | | | Part Time | | |
|--------------|--------------|------|------|------|-------------------|-----|------|---|-----------|------|-----|-----------|----------|-----|
| | Percentages | No. | % | No. | 1 % | No. | 1 % | | No. | 1 % | J'0 | % | <u> </u> | 7. |
| White Male | 94.0 | 1 | 100 | | | 1 | 100 | + | 1 | 100 | | | 1 | 100 |
| White Female | 5.3 | | | | | | | - | _ | | | | _ | |
| Black Male | 0.1 | | | | | | | - | _ | | | | | |
| Black Female | 0.0 | | | | | | | | | | | | | |
| Other Male | 0.5 | | | | | | | - | | | | | | |
| Other Female | 0.1 | | | - | | | | - | | | | | | |
| TOTAL | 100.0 | 1 | 100% | | 100% | 1 | 100% | | | 100% | | 100% | 1 | 100 |

...

Individual Completing Form: D. F. Matzinger

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.

The only positions anticipated in this category are Research Associates. The requirements and personnel pool are the same as for EPA Faculty.

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)

OFFICIALS AND MANAGERS

PROFESSIONALS

| | Numbe | er Percent |
|-----------|--------|------------|
| White Mal | le | |
| White Fer | nale | |
| Black Ma | le | |
| Black Fer | nale | |
| Other Ma | le | |
| Other Fe | male . | |
| TOTAL | | 100% |

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

| Number | Percent |
|--------|---------|
| | |
| | |
| | |
| | |
| | - |
| | |
| | 100% |
| | Number |

Individual Completing Form: D. F. Matzinger Form No. 2, page three

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:

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

OFFICIALS AND MANAGERS

NA

PROFESSIONAL

| Nut | mber Percent |
|------|--------------------|
| le | |
| male | |
| le | |
| male | |
| le | |
| male | |
| | 100% |
| | le male le mole le |

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | 1 | 100% |
| | - 1 | |

| | | Number | Percent |
|---------|---------|--------|---------|
| White ! | Male | | |
| White 1 | Female | | |
| Black 1 | Maie | | |
| Black 1 | Fetnale | | |
| Other 1 | lale | | |
| Other 1 | Female | | |
| TOTAL | | | 100% |

SCHOOL/DEPARTMENT NCSU, SALS, Hort. Science EPA NON-FACULTY COMPLETED BY Albert A: Banadyga

DATE January 9, 1974

NOT APPLICABLE

| PRESENT NON-FAC | | CON | | | tion |) | 26 | - | 1. A. B. B. | | FOR | ACA | ON-FA | YE/ | TT CO R 19 | 75-7 | EMENT 76 ptions |
|----------------------|-----|-----|-----|-----|------|-----|------|------|---------------|----|-----|-----|----------|-----|---------------|------|-----------------------|
| | Whi | ite | Bla | ick | Otl | ier | ITot | al | | | te | | acl | | her | | |
| FULL-TIME | M | F | M | F | M | F | M | F | | M | F | M | F | | | | F |
| Officials & Managers | | - |] | | | | | | |]_ | | | | | | | |
| Professionals | | | | - | | | | | | | | - | | | | | 100 |
| Technicians | | | | | | | | | 120.00 | | | | | | | | sil' |
| | 1.5 | | | 2 | 1 | | | | 555 States 1. | | | 1 | 1 | | | | 1.5 |
| | - | - | 1 | 1- | 1 | | 1 | 1 | | | | | | | | | |
| | | | | | 1. | | 10 | 1.2 | and and the | | | | | | | | 5127 |
| SUB-TOTAL | | 2 | | | İ | | | | | | j | | | | | | |
| PERMANENT PART-TIME | | 1 | | 1 | | | | | | | | | <u>e</u> | | | | |
| Officials & Managers | _ | - | | | - | | | - | | | | | | | | • | |
| Professionals | | - | - | | | - | | | 100 Harris | | | _ | - | | | _ | |
| Technicians | - | | | | | | 1 | 1990 | | 7 | | | 1 - 1 | | | 1 | |
| | | | | _ | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| SUT-TOTAL | 1 | | | | | | | | | | | | | | | | |
| | 1- | 1- | 1- | 1 | 1 | 1 | 1 | 1. | 1 | 1- | 1- | 1- | 1 | 1 | | | 1 |
| TOTAL. | | | 1.1 | 1 | | 1 | 1.0 | 135 | | 51 | | | 11. | | | | |





AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

SCHOOL/DEPARTMENT NCSU, SALS, Hort. Science

DATE January 9, 1974

COMPLETED BY _____ Albert A. Banadyga

NOT APPLICABLE

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 | | | | Time | Tota | 1 | | Full | Time | Part 1 | Fime | Total | | |
|--------------|--------------|-----|------|-----|-------|------|------|---------|------|------|--------|------|---------|------|--|
| | Percentages | No. | % | No. | % | No. | % | | No. | 1% | No. | 1_%_ | <u></u> | | |
| White Male | | | | 1. | 3 | | | | | | | | | | |
| White Female | | | | | | | | | | | | | | | |
| Black Male | | | | | | | | | | | | | | | |
| Black Female | | | | | 18.55 | | | | | | | | _ | | |
| Other Male | | | | | | | | | | | | | | | |
| Other Female | | | | | | | | | | | | | | _ | |
| TOTAL | | | 100% | | 100% | | 100% | . + - 4 | | 100% | | 100% | | 100% | |



SCHOOL/DEPARTMENT <u>Microbiology</u> COMPLETED EY <u>I. B. Evans</u>

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE _____12/21/73

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

TABLE VI PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Articipated Propositions

| | | | | | | | Sec. | | | | | and | VCII | r Pr | cien | ted l | livit | Gr Gr | aler |
|----------------------|-----|---|----------|----------|-----------------|---|------|----|-----|-------|---|-----|------|------|------|-------|-------|-------|------|
| | | | | | | | Tot | a1 | | | | Wni | te | B1 | ack | C. | ther: | Tot | :21 |
| FIILT-TTYP | м | F | M | F | M | F | M | FI | | | | M | F | M | F | M | | | F |
| Officials & Managers | | | | | а. ^н | | | | | | | | | | | | | | |
| Professionals | | | | <u>,</u> | | 3 | | | | | | | | | | 100 | | | 1 |
| Technicians | | | | | - | | | | | | | | | | | | 12 | | - |
| | - | | | - | | | | | | | | | | | | | - | _ | |
| | - | | | | - | | | | | | | | | | | - | | | |
| SUB-TOTAL | | | | | | | 0 | 0 | | | | | | | | | | 0 | 0 |
| PERMANENT PART-TIME | - | | - | | | | | | | | | | | | | | | | |
| Officials & Managers | | | | | | | | | | 1 | _ | | | | | | | | |
| Professionals | | | | | | | | | | 11.95 | | | | | | | - | | |
| Technicians | - | | | | | - | 1 | | 144 | | | | | | | | 1 | 10.5 | 22.5 |
| | - | | | | | | 1 | | | | | |] | | | | 2.4 | | |
| | _ | | <u> </u> | _ |] | 1 | 1 | | | | | | | | |] | | | |
| | - | | | | | | 1 | | | . 55 | | | | | | | | | |
| SUT-TOTAL | | | | | | 1 | _ | | | | | 4 | | | | | | 0 | 0 |
| TOTAL | i p | | | | | 1 | 0 | 0 | 1. | | | | | | | | | 0 | 0 |

AFFIRMATIVE ACTION PLAN

DATE January 9, 1974

SCHGOL/DEPARTMENT Plant Pathology, Agr & Life Sciences NON-FACULTY COMPLETED BY Robert Aycock, Head

NOT APPLICABLE

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

TABLE VI PROJECTED NON-FACULTI COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Anticipated Frontions

| | 1 | | | | | | | | | | vou | | | | | | |
|----------------------|---|------|-------|-----|------|-------|---------|-------|---|-------|-----|-----------|----------------|--------|-------------|-----|----------|
| | | | Blac | | | | ITct | | | Whi | te | 51 | ack: | Ci | 1.e=! | Tot | c1 |
| FULL-TIME | M | F | м | F | 2.0 | F | h' | T I | | | F | | | | | | |
| | | | | | | | | | | | - | - | | | | | |
| official to Manager | | | 1.00 | | | | 1.00 | | | | | | | | | | |
| Officials & Managers | | | - | | | | | | | | | | | | | | |
| | | | | | 5.64 | 1.1 | 1.00 | | | | | | | | | 8 | |
| Professionals | | | | | | 10.23 | | | | | | 6.70 | | | in. 1 | 8 (| |
| | | | | | | | 1 | 1000 | | | | - | | | | | |
| Technicians | | | | | | | | 10.10 | | 1.1 | | | | | | 100 | |
| reconicians | - | | | | - | | | - | | | | | | 1.1.1 | | | <u>1</u> |
| | | | | | | 1.1 | | | | | | | | | | | 1 |
| | | | | | | | 1.11.13 | a | | | | | | | | | |
| | | | | 1 | | | | | | | | - | - | | | - | |
| | | | | 144 | | | 1.00 | | | | | 1.1 | | 1.00 | 1 20 | | |
| | - | | | | | | | | | | - | - | | | | | |
| | | | | | 2.5 | | | | | | | | 6.54 | | | | 1000 |
| SUB-TOTAL | 1 | | | | | | | 1.000 | | | | | 1 | | | | |
| | 1 | | | - | | | 1 | - | | 1 | | | | | | | |
| PERMANENT PART-TIME | | 5 | 1. IN | | 1.00 | 1.1 | 1.0 | | | | | | | | - | | |
| FERRIADAY TANT-TIME | 1 | i | | - | | | | | | | | | | | - | - | - |
| | | | | | | | 1. 4 | | | | | | | | | 1 | |
| Officials & Managers | 1 | | | | | 1 | | | | | | | | 1.5 | | | |
| | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | 1.10 | 1000 | | 1 = 1 | | | J- 1. | 1.1 | 5.1 | | |
| Froressionals | | | | | - | | | | | | - | | - | | - | | |
| | | 1.00 | | | | | | | 1 | | | | | 100 | 1 - L - Š | | |
| Technicians | 1 | | | | | 1.00 | | | a second s | | | | | | | | |
| | | | | | - | | | | | 101 | | | | | | | |
| | | | | | | | | | | 100 | | | | | | | |
| | - | | | - | | | | | | | | | | - | - | | |
| | | | | | | | | | | 1. 1. | | | | | | | - Tes |
| | - | | | | | | | | | | | | | | | | - |
| | | | | | | | 1 | | | 1 | | | [542 Y | | | | |
| | | | | | | | | | | 1.4 | 1.1 | | | | , D. | | |
| | | | | - | | | 1 | 1 | | 1- | | | | - | - | | |
| | | | | | | | 1 - 1 | | | | | | | | | | |
| SUT-TOTAL | 1 | | | | | - | | | | | | _ | and the second | | | | |
| | 1 | | | | | 100 | | | | | | | | - | | | |
| | | | | | | | 1 | | | | | | 50 | | 1 | | |
| TOTAL. | 1 | | | | | | 100 | | | | 1 | | - | Sec. 1 | - | | |

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

SCHOOL/DEPARTMENT Plant Pathology, Agr & Life Sciences

DATE January 9, 1974

COMPLETED BY Robert Aycock, Head

NOT APPLICABLE

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 | Ful1 | Time | Part | Time | Tota | 1 - 1 | Full | Time | Part Time | | Total | |
|--------------|--------------|------|------|------|------|------|-------|---------|------|-----------|-------|----------|------|
| | Percentages | No. | % | No. | % | No. | % | No. | % | No. | 1 % | <u>.</u> | _% |
| White Male | Section 1 | | | | | | | | | - | | | |
| White Female | | | | | | | | | | | | | |
| Black Male | | | | | | | | | | | | | - |
| Black Female | | | | | | | | | | | | | |
| Other Male | | | | | | | | | | | | _ | |
| Other Female | | | | | | | | | | | | | |
| TOTAL | | | 100% | | 100% | | 100% | | 100% | 101 M | 1.00% | | 100% |



School/Department: Plant Pathology Department, A & LS Form No. 2, page one Individual Completing Form: Robert Aycock, Head

Not Applicable to this Department

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.

Not Applicable

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)

OFFICIALS AND MANAGERS

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

PROFESSIONALS

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

| | Number | Percent |
|--------|----------------------------------|--|
| Male | | |
| Female | | |
| Male | | |
| Female | | |
| Male | | |
| Female | | |
| | | 1.00% |
| | Female Male Female Male | Male Female Male Female Male |

School/Department: Plant Pathology Department, A & LS

Individual Completing Form: Robert Aycock, Head Form No. 2, page three

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:

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

OFFICIALS AND MANAGERS

PROFESSIONAL

| | | 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% |

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Ecuale | | |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | | 1002 |
| | | |



Individual Completing Form: R. E. Cook, Head

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.

The Department does not have any EPA non-faculty positions.

 How many people in the United States meet the basic educational and experiential requirements outlined in #1 above by functional category? (Complete charts below)

OFFICIALS AND MANAGERS

PROFESSIONALS

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

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | - 1.5 |
| Black Female | | |
| Other Male | 6.15.= | |
| Other Female | | |
| TOTAL | | 100% |

| | | Number | Percent |
|---------|--------|--------|---------|
| White 1 | iale | | |
| White 1 | lemale | | |
| Black M | lale | | - |
| Black 1 | Female | | |
| Other 1 | Jale | | |
| Other 1 | Female | | |
| TOTAL | | | 100% |

| DL/DEPARTMENT SALS/SOLETED BY C. B. | | | | | | 1 | AFFIR EP | MATI A NO | VE ACTION PLAN N-FACULTY | | D | ATE | | anua | iry 3 | , 19 | 74 |
|---|---------------------|------|----------------|---------------|--------------|-------|-------------|--------------|---|-----|---------------|---------------|----------------------|----------|--------|-------|------|
| TA PRESENT NON-FAC (According to June | ABLE CULT 15, | Y CO | OMPLI 73 Ta | EHEN abul: | T (S atio | See / | Attac | :hmen | t "B") | PR | OJEC | TED | NON- | ABLE | LTT | Compi | .E10 |
| | Wh | ite | Тв | lack | 10 | ther | i Tel | | · · · · · · · · · · · · · · · · · · · | (Re | flec | ting ur P | ADEM Anti roje | cip | ated | Fren | oti |
| FULL-TIME | M | F | | | | F | M | F | | M | ite | Б | lack F | 1 | Cille: | To | tc1 |
| Officials & Managers | | | | | | | 6 | | See . | | | 7 | T | <u>]</u> | T | j | 1 |
| Professionals | _ | | | | | | 1. | | Sin Photon | | 1- | 1- | 1- | 1- | 1.50 | | 1 |
| Technicians | - | | | | | | | | | 1- | | 1- | | - | 1- | - | - |
| Research Associate | 4 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | | 5 | $\frac{1}{1}$ | 1- | 1- | - | 1- | - | |
| Research Assistant | 6 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | | 4 | | $\frac{1}{1}$ | 0 | 1 | 0 | 7 | - |
| SUE-TOTAL | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 0 | $= \frac{1}{15} \left(\frac{1}{10} + \frac{1}{10} + \frac{1}{10} \right)^{-1} = 1$ | 9 | 2 | 2 | 0 | 1 | 0 | 12 | - |
| PERMANENT PART-TIME | No | he | | | | | | | | No | 1- | | | 1- | 1 | 12 | - |
| Officials & Managers | | | | | | | | | | | - | 1 | | - | | | |
| Professionals | | | | _ | | | | | | | | | | - | | - 24 | |
| Technicians | | | | | | | | | | | | | | - | j — | | |
| | | | | | | | | | | | | | | 3 | 1 | | - |
| | | - | | - | - | | | | · · · · · · · · · · · · · · · · · · · | | | | | | | | |
| SUT - TOTAL | Nor | P | | | | | | | | | | | | 1.4 | | | |
| | | | 1 | | i | - | 1-1 | | | Non | e | | | | - | | 1.1 |
| TOTAL. | 10 | 0 | 0 | 0 | 0 | 0 | 10 | 0 | | 9 | 2 | 2 | ò | 1 | 0 | 12 | 2 |



AFFIEMATIVE ACTICI FLAN EPA NON-FACULTY

SCHOOL/DEFARTMENT S

_____SALS/Soil Science

DATE January 3, 1974

COMPLETED BY C. B. McCants

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

TABLE VIII PROJECTED NON+FACULTY COMPLEMENT (For Academic Year 1975-76) See Table III (should be Table VI - ?)

| | Availability | | 7=-3 | Part | er, mandreners | 1 Tale | 1 | Full | Time | Farr | Ting | Toto | 1 |
|--------------|--------------|-----|------|------|----------------|--------|-------|------------|------|------|------|------|------|
| | Percentages | No. | 7/2 | No. | % | No. | 1 % 1 | No. | . % | | | 1. | |
| White Male | 97 | 10 | 100 | 0 | 0 | 0 | 100 | 9 | 64 | 0 | 0 | 9 | 64 |
| White Female | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 14 | 0 | 0 | 2 | 14 |
| Black Male | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 14 | 0 | 0 | 2 | 14 |
| Black Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Male | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 8 | 0 | 0 | 1 | 8 |
| Other Female | 0 | 0 | 0 | 0 | 0 | 0 . | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 100 | 10 | 100% | 0 | 100% | 0 | 100% | 14 | 100% | 0 | 2007 | 14 | 100% |

1/ It is assumed that the availability pool for non-faculty is approximately the same, percentage-wise for qualified personnel, as it is for qualified faculty personnel. This is a valid assumption based on information available on the present and projected personnel base.

. .

0

Individual Completing Form: C. B. McCants

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.

Research Associate: Ph.D. in subject matter pertinent to the position responsibilities; tangible evidence of technical and personal qualifications for the position.

Research Assistant: M.S. in subject matter pertinent to the position responsibilities; tangible evidence of technical and personal qualifications for the position.

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) '

Research Associate

| | Number | Percent |
|--------------|----------------------|---------|
| White Male | No data available | 97 |
| White Female | | 1 |
| Black Male | н | 1 |
| Black Female | п | 0 |
| Other Male | н | 1 |
| Other Female | н | 0 |
| TOTAL | п | 100% |

XXXXXXXXXXXXXXXXXX . Research Assistant

| | | Number | Percent |
|-------|--------|----------------------|---------|
| White | Male | No data available | 97 |
| White | Female | n, | 1 |
| Black | Male | u I | 1 |
| Black | Female | II | 0 |
| Other | Male | 11 | 1 |
| Other | Female | и | 0 |
| TOTAL | | u | 100% |

| | | Number | Percent |
|--------|--------|--------|---------|
| White | Male | | |
| White | Female | | - |
| Black | Male | | |
| Black: | Female | | |
| Other | Male | | |
| Other | Female | | |
| TOTAL | | | 100.3 |
| | | | |



School/Department: Soil Science, SALS

Individual Completing Form: C. B. McCants

Form No. 2, page two

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

a. List sources of data:

The assumption is made that the distribution among classes for these positions is the same as for "Faculty".

See attachment for procedure for estimating "Faculty" distribution.

b. Describe the method(s) used for arriving at the figures recorded in the charts 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 considered to be reasonably accurate in that these positions are the progressions through which a person would go through to meet the qualifications for the Faculty positions.

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

No data published applicable to Soil Science.

School/Department: Soil Science, SALS

Individual Completing Form: C. B. McCants

Form No. 2, page three

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:

Not applicable. Non-faculty are recruited nationally.

b. How many people constitute that special pool by category? Not applicable OFFICIALS AND MANAGERS

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

| | Number | Percent |
|--------------|--------|---------|
| White Male | | 1.24 |
| White Female | B B WI | |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | | 100% |
| | | |

| | | Number | Percent |
|-------|----------|--------|---------|
| White | Male | | |
| White | Feuele | | |
| Black | Maie | | |
| Black | Feinerle | | |
| Other | lile | | |
| Other | Female | | |
| TOTAL | | | 100 |



AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE January 9, 1974

TABLE V

Dept. Veterinary Science

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

T. M. Curtin

TABLE VI

PROJECTED NON-FACULT: COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Anticipated Fragmenticity

| | 1 | 1 | | 1 | | | | - | | | | | | | | alr) |
|----------------------|-------|----------|----------|-----|-----|------|------|---------------------|-----|---|---|------|-----|-------|-----|------|
| | White | | | GER | le: | Tota | 21 ; | | Whi | | | acl: | | el.er | Tot | |
| FULL TIME | MF | M | F | M | F | N | FI | | M | F | M | F | M | 5 | 1: | F |
| Officials & Managers | | 1_ | | | | | | | - | - | - | - | - | - | - | -14 |
| Professionals | | | | | - | | _ | | - | | - | - | - 1 | - | - | - |
| Technicians | | | - | | | | _ | | - | - | - | - | - | - | - | - |
| Research Associates | | | | | | | | | 3 | 3 | 1 | 1 | 0 | 0 | 4 | 4 |
| | | | | | | | | | | | | | | | _ | |
| SUB-TOTAI. | | | | | | | | | 3 | 3 | 1 | 1 | 0 | 0 | 4 | 4 |
| PERMANENT PAPT-TIME | | | a de la | | | _ | | | 1- | | | | | | | |
| Officials & Managers | | | | | | | | | | | | | | 1 | | |
| Professionals | | -+ | | | | | | | 11 | | | | | | | |
| Technicians | | | A STATE | | - | | | and appropriate the | | - | - | | | | 1 | - |
| | | - | | | | | | | | | | | | - | | |
| | | | 1 | _ | - | | | | | | | - | | | | |
| | | | public - | - | 10 | - | | | 1 | | | | | | | |
| SUT-TATAL | | -astria. | | | _ | | | | | | | - | - | | | |
| TOTAL | | AL AND | | | | | | | 3 | 3 | 1 | 1 | 0 | ò. | 4 | 4 |



SCHOOL/DEPARTHENT

COMPLETED BY

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

T. M. Curtin COMPLETED BY TABLE VIII TABLE VII PROJECTED NON-FACULTY COMPLEMENT TOTAL NON-FACULTY COMPLEMENT (For Academic Year 1975-76) (According to June 15, 1973 Tabulation) See Table III See Table I Part Time Totel Full Time Full Time Part Time Total Availability No. 1% No 10 antages No 9/ No 9 No

| | Percentages | NO. | 10 | NO. | 10 | NO. | 10 | CONTRACTOR DE LA CONTRA | | | State State State | | | |
|--------------|-------------|-------|---------|-----|--------|-------|------|--|------|------|-------------------|------|---|------|
| White Male | 53.5 | - 4,5 | 1.2 | | | | | | 3 | 37.5 | - | - | 3 | 37.5 |
| White Female | 24.4 | | - | | | | | | 3 | 37.5 | _ | _ | 3 | 37.5 |
| Black Male | 4.1 | | | | | | | | 1 | 12.5 | | - | 1 | 12.5 |
| Black Female | 0.1 | | 100 | | 1.1 | | | | 1 | 12.5 | 1-1- | - | 1 | 12.5 |
| Other Male | 17.2 | | A State | | 1.1.29 | 22.15 | 1.0 | | 0 | - | - P | - | 0 | 1-1- |
| Other Female | 0.7 | | | | | | | 1 | 0 | - | - | - | 0 | - |
| TOTAL | 100.0 | | 100% | | 100% | | 100% | | 8 | 100% | - | 100% | 8 | 100% |

SCHOOL/DEPARTMENT

Dept. Veterinary Science

DATE January 9, 1974

School/Department: Dept. Veterinary Science Form No. 2, page one

Individual Completing Form: T. M. Curtin

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.

Officials & Managers - should have a minimum of a B.S. in Business Management or Accounting, etc. They should have at least 2 years experience in the NCSU system.

Professionals - do not anticipate using this category.

Technicians - education could range from a minimum of a high shool diploma without any experience to an M.S. degree with several years specialized experience.

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) UNKNOWN

OFFICIALS AND MANAGERS

1.14

PROFESSIONALS

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

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | 1 |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | | 100% |
| | | |

| | | Number | Percent |
|--|--------------|----------------------------|---------------------|
| and and a second | White Male | | |
| - | White Female | | |
| | Black Male | | |
| | Liech Female | | |
| | Ther Eal. | | |
| | other Ferdi | | |
| | TOTAL | | 100 |
| | A | and the second methods and | a summer in the set |

School/Department: Dept. Veterinary Science

Individual Completing Form: T. M. Curtin Form No. 2, page two

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

a. List sources of data:

U. S. Bureau of Census

b. Describe the method(s) used for arriving at the figures recorded in the charts 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



School/Department: Dept. Veterinary Science

Individual Completing Form: T. M. Curtin Form No. 2, page three

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:

In both categories, <u>Officials & Managers</u> and <u>Technicians</u>, the pool selected was the Raleigh, N. C. Community (Raleigh and surrounding Wake County).

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

OFFICIALS AND MANAGERS

PROFESSIONAL

| | Number | Percent | |
|--------------|--------|---------|--|
| White Male | 115 | 53.73 | |
| White Female | 77 | 35.82 | |
| Black Male | 10 | 4.48 | |
| Black Female | 4 | 1.79 | |
| Other Male | 6 | 2.69 | |
| Other Female | 3 | 1.49 | |
| TOTAL | 215 | 1003 | |
| | | | |

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | - |
| Black Female | | |
| Other Male | | |
| Other Female | 1 | - |
| TOTAL | | 100% |

| Number | Percent |
|--------|--|
| 24,540 | 52.32 |
| 12,620 | 26.91 |
| 3,500 | 7.47 |
| 4,560 | 9.72 |
| 90 | .02 |
| 90 | .02 |
| 45,400 | 100 |
| | 24,540 12,620 3,500 4,560 90 90 |

School/Department: .Dept. Veterinary Science

Individual Completing Form: T. M. Curtin Form No. 2, page four

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

a. List sources of data:

U. S. Census Bureau

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:

A conceptually modulated system was used to arrive at the figures reported in the tables, page 3. This system is based on 20 years of personal experience with veterinary technical personnel. Of those that express a willingness to perform, only about 1 in 5 will actually remain in the position and perform the duties requested.

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

Because the sample size is small and the populations sampled were from urban communities, the accuracy of the system is unknown.

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

See 5 b & c

| SCHOOL/DEPARTHENT SALS/ COMPLETED BY D. E. Davi | Zoology S | | A1 1- | | TE ACTION PLAN | DATE 1 | /14/74 |
|--|---------------------------------------|----------------------|------------|-------|----------------|---------------------|--|
| | | | • | | | | \$- \$- |
| PRESENT NON (According to (| TABLE V -FACULTY CO une 15, 197 | MPLEMENT 3 Tabula | tion) | | | FOR ACAI | TABLE VI DN-FACULTI COMPLEMENT DEMIC YEAR 1975-76 Anticipated Frepations Heated Fiving Comis |
| DULT OTHER | White M F | | | Total | | White Bla | ick Cther Total |
| FULL_TIME Officials & Mana Professionals | | <u>M</u> F | <u>M F</u> | N F | | <u>M</u> F M 2 1 | |
| Technicians | | | | | | | |
| | . 3 | | | 3 | | 21 | |
| SUB-TOTAL PERMANENT PART-T | | | | | | | 2/ |
| Officials & Mana | | | | | | | |
| Professionals | | | | | | | |
| Technicians | | | | | | | |
| | | | | | | | |
| SUT-TOTAL | | | | | | | |
| TOTAT. | 3 | | | 3 | | 21 | 21 |

0 0

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AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

SCHOOL/DEPARTMENT SALS/Zoology____

DATE 1/14/74

COMPLETED BY D. E. Davis

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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

| | | | | | | | | | | | | | | and the second second second | |
|-------------|--------------|-----|------|-----------|------|----------|------|-----------------------------|---|-----------|------------------|-----------|--------------------------|------------------------------|------------|
| | Availability | | | Part Time | | Tota! | | | | Full Time | | Part Time | | Total | |
| | Percentages | No. | % | No. | % | No. | % | | | No. | 1% | No. | J_%_ | No | <u>_7.</u> |
| hite Male | 82.6 | 3 | 100 | 0 | | 3 | 100 | | | 2. | 67 | | | 2. | 67 |
| hite Female | 12.8 | | | | | | | | | 1 | 34 | 2 | $\{ \ldots \}_{i=1}^{n}$ | 1 | 34 |
| lack Male | 2.4 | | | 1 | | | | | | | | | | -6 | |
| lack Female | 2.0 | | | | | 1 | | | | | | | | | |
| ther Male | .) .) | | | | 124 | | | | | | | | | | |
| ther Female | 0,1 | | | | | | | TO REFERENCE IN DAMA NO. 10 | T | 1 2 4 | d at all la s | | | | |
| OTAL | 100 | 3 | 100% | 0 | 100% | m | 100% | | T | 3 | 100% | | 100% | 3 | 100% |

). ()

Form No. 2, page one

Individual Completing Form: D. E. Davis

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.

Really are post-docs only. Use same figures as for assist prof.

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)

OFFICIALS AND MANAGERS

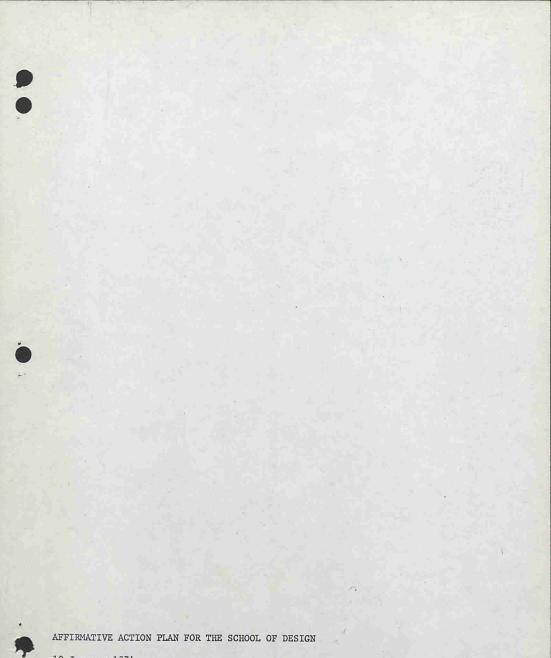
PROFESSIONALS See

See form 1 page 1

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

| | Number | Percent |
|--------------|-------------|---------|
| White Male | | |
| White Female | | 8 2 2 3 |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | 1. 1. 1. 1. | 100% |

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | • | |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | | 100% |



10 January 1974

AFFIRMATIVE ACTION PLAN FOR THE SCHOOL OF DESIGN

The School of Design is committed to the achievement of a diverse, multi-racial faculty, staff, and student body of both sexes. It is the School's firm belief that this diversity is beneficial to the education of the students, to the enrichment of the faculty, and will eventually lead to improvement of the professions represented by the School's departments: Architecture, Landscape Architecture, and Product Design.

The activities suggested by this plan are positive strategies aimed at the problems as they are discussed. Through the implementation of these strategies, the School seeks to change and enhance its scope and effectiveness. The tables which follow for each department within the School of Design and finally, as a summation, for the School itself indicate the utilization and availability of EPA Faculty, EPA Non-Faculty, and SPA Employees. The present composition of each of these groups and the projected goals are also indicated. Section II, "Identification of Additional Problem Areas", Part "A", "Composition of the Work Force by Minority Group Status and Sex", discusses many of the problems related to Blacks and women and the resource pool from which faculty can be drawn. XXXXXXX./DEPARTMENT of Architecture COMPLETED BY Roger H. Clark AFFIRMATIVE ACTION PLAN EPA FACULTY

DATE January 7, 1974

TABLE I

PRESENT FACULTY COMPLEMENT (According to 8888888 1973 Tabulation) June TABLE 11 PROJECTED FACULTY COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Anticipated Promotions and your Projected Hiring Coals)

| | Wh. | Take in F | W.T. Starting | the local of the second of | 1. 1. 2 Williams | ier [| | | 1111111111 | 111 | Whi | te | 81: | ick | Öti | ner | Tot | al |
|-----------------------|-----|-----------|--|----------------------------|------------------|-------|-----------|-----|---|--|-----------------|-----|---------|-----|------------|-----|-----|----|
| FULL-TIME | M | F | M | F | M | F | M | F | /////////////////////////////////////// | 111 | M | F | М | F | M | F | M | F |
| Department Head | 1 | - | 1 | t | | | _1 | | /////////////////////////////////////// | 111 | 1 | | | | | | 1 | |
| Professor | | | | | | | | | 111111111 | 111- | 2 | 1 | | | | | 2 | |
| Associate Professor | 5 | | | 1 | | | 5 | | 11111111 | 111 | 3 | | | | | | 3 | - |
| Assistant Professor | 4 | | | | | | 4 | | | 111 | 3 | 1 | 1 | | | | 4 | 1 |
| Instructor | | 1 | |] | - million | | | 1 | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | 111 | an tanan ta | | | | | | | |
| Lecturer | - | | | | | | | | | 111 | | | | | | | | |
| Visiting SUB-TOTAL | | 1 | 8 | | | | 1 | 1 | F | 111 | . 1 | 1 | 1 | | VILLE | | 2 | 1 |
| | 10 | 2 | 1 | 1.00 | 2 | | 11 | - 2 | H //////////////////////////////////// | | ⁺ 10 | - 2 | .2. | | 1 | | 12 | 2 |
| *FERMINET PART-TIME | Ĺ | | - | | | | | | | | Comments. | | | | | | | |
| Professor | 2 | | 12,3000 | | | | 2 | | | 111 | 1 | | | | | | 1 | |
| Associate Professor | | | A. C. Daniel | | | | | | 111111111 | 111 | | | | | (means of | | | |
| Assistant Professor | | | - | | A PROPERTY IN | | D-B (DAG) | | | 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | - | | | | | | | |
| Instructor | Γ | | | | | | | | 1////////////////////////////////////// | 111 | | | | | | | | |
| Lecturer | 2 | | Carcuns | | - | | 2 | | | 111 | 1 | | | 5 | 0 | | 1 | |
| | - | | | 1 | - | | - | | 1////////////////////////////////////// | 111 | | | | | | | | |
| Visiting | - | | <u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u></u> | | | | | | | 111 | | | | | | | - | |
| SUB-TOTAL | 4 | | | | | | 4 | | 111111111 | 111 | 2 | | A FRIDA | | C.M. | | 2 | |
| TOTAL | 14 | 2 | 1 | | A TIMAN . | | 15 | 2 | | 1. A. S. | 12 | 2 | 2 | | | | 14 | 2 |

APERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hird for a term of 12 months or more or for a stated term of one academic year or more. This does not include joint opintments which should be reported as full imp 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 XXXXXX/DEFARTMENT of Architecture CONSTLETED BY Roger H. Clark AFFIRMATIVE ACTION PLAN EPA FACULTY

DATE. January 7, 1974

WORK SHEET FOR TABLE II

| Fail THE | Estimated Number of Positions Expected to Become Vacant | Estimated Number of Newly Created Positions (1973-1976) | Total Positions to be filled (1973-76) | | (bas posi | ition | ed H on th ns to 973-1 | iring he to be 1976) | g Goa fil | | |
|----------------------|--|--|--|-----------|--------------|---|---------------------------------|-------------------------------|--------------|------|-----|
| linen 11ini | (1973-1976) | · | (1973-70) | | | | | | | M | |
| Department Head | | | | | | | | | | 1 | |
| Ficlessor | | | | 275 | | 1 | | 1 | | | |
| Associate Professor | | A State of the | | | | | | | | | |
| Assistant Professor | 1 | | 2 | - editate | 1 | 1 | | | | 1 | 1 |
| Instructor | 1** | | | - | | | | 1 | | Į | |
| Lecturer | | | | | | Contract of the second | | | | | |
| CXXXXXXXXX Visiting | | | 1 | 1 1 | | | | | | 1 | |
| TOTAL | 2 | 0. | В 3 | C Z | 2 | | 1 | | | - | 3 I |
| <u></u> | ////////////////////////////////////// | 8 | <u>1111111111111111111111111111111111111</u> | 1111 | 1111 | 111 | 1111 | 1111 | 1111 | 4111 | 111 |
| PERMANENT PART TIME* | | | _ | | | Cheveral | | | | 1 | |
| Frefessor | 1* | | | | | | | | 1 | | |
| Associate Professor | | | | | | Lange and Lange | | California | | | |
| Assistant Professor | | | 1.11.11 | | | | | | | | |
| Instructor | | 1 | | | | | | | | | |
| Lecturer | 1* | | | - | 14 | 3.5/6107 | | | | | |
| Visiting | | | | | | Loraldo | | and the second | | | |
| | | | 1. | 1 | | - | | - | 1 | 1 | 1 |
| SUB-TOTAL | | 8 | A | | | 6 | 3 K | 5 | 1 | 1 | |

demie year or more.

XXXXXXX DEPARTMENT of Architecture

DATE January 7, 1974

COMPLETED BY Roger H. Clark

TABLE III TOTAL FACULTY COMPLEMENT (According to XXXXX 1973 Tabulation) June Table I

TAELE IV PROJECTED FACULTY COMPLEMENT (For A cademic Year 1975-76) See Table III

| | Availability | Ful | 1 Timet | | Time" | Т | otal ! | See | | Fu11 | Tine | Part | Tine | To | 181 |
|--------------|--------------|-----|---------|-----|-------|-----|--------|---------|-------|------|------|------|------|-----|-----------|
| | Percentages | No. | %(b) | No. | %(c)[| No. | %(d)) | Note(c) | 11 | No. | | No. | 1% | No. | <u> %</u> |
| White Male | 88 | 10 | 76.9 | 4 | 100 | 14 | 82.3 | | 1 | 10 | 71.4 | 2 . | 100 | 12 | 75 |
| White Female | 8 | 2 | 15.4 | 0 | | 2 | 11.8 | + | 1 | 2 | 14.3 | | | 2 | 12.5 |
| Black Male | 4 | 1 | 7.7 | 0 | | 1 | 5.9 | + | 1 | 2 | 14.3 | 0 | | 2 | 12.5 |
| Black Female | | 0 | | 0 | | 0 | | | 1 | 0 | - | 0 | | 0 | |
| Other Male | | 0 | | 0 | | 0 | | | 1 | 0 | | 0 | | 0 | |
| Other Female | - | 0 | | 0 | | 0 | | | 1 | 0 | | 0 | | 0 | |
| TOTAL | 100 | 13 | 1007 | 4 | 100% | 17 | 1.00% | · | 2 and | 14 | 100% | 2 | 1007 | 16 | 100% |

(a) These percentages should be taken directly from the charts you completed in questions #2 gr #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.
- (c) 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.

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DATE ____ January 7, 1974

SUNNEL/DEPARTMENT of Architecture COMPLETED BY Roger H. Clark

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

TABLE VI PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC-YEAR 1975-76 (Reflecting Acticipated Promotions

| | , | | | | | | | | | | and | VCII | r"Pri | cient | End | livir | Gr Gr | ale |
|-------------------------|-----|---|---|---|---|---|-----|---|-----------------------|---|-----|------|------------|---------|-----|---------------------|-------|-------|
| | Whi | | | | | | Tot | | | | Whi | | B1 | ack | G | her | Tot | 13: |
| <u>דוון,ד,- ייזאי</u> ק | М | F | M | F | M | F | M | F | | | M | F | _ <u>M</u> | Ē | M | F | M | F |
| Officials & Managers | _ | | | | | - | 0 | 0 | | | 1 | | | | | | 0 | 0 |
| Professionals | _ | | | | | | 0 | 0 | | | | | | | | | 0 | 0 |
| Technicians | _ | - | | | | | 0 | 0 | | | | | | | | | 0 | 0 |
| | | | | | | | | | | | | | | | | | | |
| | | | | | | | 1 | | | | 1 | | | | | | | 1.000 |
| SUB-TOTAL | | | | | | | | | and the second second | 1 v Au mentra contacta an | | | | | | | | |
| PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | |
| Officials & Managers | | | | | | | 0 | 0 | ~~~~~ | | | | | | | | 0 | 0 |
| Professionals | | | | | | | 0 | 0 | | **** | | | | | | والمراجعة والمراجعة | 0 | 0 |
| Technicians | | | | | | | 0 | 0 | | | | | | | | | 0 | 0 |
| | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | \ | - 1 - 1 - 1 - 1 - 7 - 2 ^{- 1} - 12 - 1 | | | | de star | | | | |
| | | | | - | | | | | | | | | | | | | | - |
| SUT-TOTAL | | | | | | 1 | | | a-11-1-1400 | | | | | | | ***** | | |
| TOTAL | | | | | | | 0 | 0 | | | | | | | | . | 0 | 0 |

AFFIRMATIVE ACTION PLAN

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 of Architecture
 EPA NON-FACULTY

 CCMPLETED EV
 Roger H. Clark
 EPA NON-FACULTY

DATE January 7, 1974

WORK SHEET FOR TABLE VI

| | Estimated Number of Positions Expected to Become Vacant | Estimated Number of Newly Created Positions (1973-1976) | Total Positions to be filled | (P | based ositio (1 | on th ns to 973-1 | iring Go he total o be fil 1976) (OTHER | .1ed) | |
|--|--|--|---------------------------------------|----------------------------------|---|-------------------------|--|----------|----|
| FOLL-TIME | (1973-1976) | | (1973-76) | | | | M F | | |
| | | | | | | | | | - |
| Cfficials & Managers (Do not include Dept. Professionals | Reads) | | L 2 2 2 | | | | | | |
| Technicians | | | | | | | <u> </u> | | _ |
| | | | | | | | -CD-MA | | |
| | | | | | | | 100404 | | |
| SUE-TOTAL | | | | | | | | Razvieta | - |
| TOTAL | 0 | A E | 0 | | 1 | | - | 0 |)_ |
| | <u> </u> | <u>1,11111111111111111111111111111111111</u> | 1111111111 | 1,111 | 11111 | <u>1111</u> | <u>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u> | 11111 | 1 |
| REGAMENT PART TIME* | a subtraction | | | | | | cnais | -ti- | |
| | | | | | | | | Vineau | |
| | f | | | | | | | | |
| fficials & Managers | | | | | - | | 403455 | | |
| | | | | alacte da a transfe | | | 44-644 A 14-94 C 14- | | |
| rofessionals | | | | alampines interests and street | | | A TANK A MARKED A LANCE OF | | |
| rofessionals | | | | Andre La Provincia - Andre State | | | AD DALLAR A MUDALE DALLARD | | |
| rofessionals | | | | adudy da - Piterra - Paratry | | | | | |
| fficials & Monagers rofessionals cohnicians | | | | AND AL ADVITE AND AND ALL ADVIES | uningen, unitable sergicides analysistic, inseria and | | | | |
| rofessionals . | | | | | | | | | |

SGERONY DEPARTMENT of Architecture

DATE January 7, 1974

COMPLETED BY Roger H. Clark

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 | Full | Time | Part | Time | Tota | 1 | | Full | Time | Part ' | lime | Total | |
|--------------|--------------|------|------|------|------|---------|------|-------|----------|------|--------|------|----------|------|
| | Percentages | No. | % | No. | % | No. | % | | No. | % | No. | 1. % | No. | _% |
| 17.1.1.1.1. | | | 1. | | | | | | ie de la | | | | 1. J. I. | |
| White Male | | | | | | | | | | | | | | |
| White Female | | | | | | | | | | | | | | |
| Black Male | | | | | | · · · · | | | | | | | | |
| Black Female | | | | | 1 | | | | _ | | 1.000 | | | |
| Other Male | | | | | ļ | | | .s. 6 | | | | | | |
| Other Female | | | | | | | | | | | | | | |
| TOTAL | 75 | 0 | 100% | 0 | 100% | 0 | 100% | | 0 | 100% | 0 | 100% | 0 | 100% |





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EPA FACULTY

TABLE I

PRESENT FACULTY COMPLEMENT (According to stochobers 1973 Tabulation) June

TABLE 11 PROJECTED FACULTY COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Anticipated Promotions and your Projected Hiring Coals)

6

| | | te | Bla | ck | 01! | ier [| Tot | tal | 1//// | 111 | 1111 | | | | | | | | | |
|-----------------------|----|----|-----------|----|-----|-------|-----|-------------|-------------|-------------------|--|------|---|-------|---|---|--------|---|----|------|
| FULL-TIME | M | F | M | F | M | F | MI | F | 1/1/1 | 111, | 1111 | 1 | M | F | М | F | M | F | M | 7 |
| Department Head | 1 | | | | | | 1 | | 0 | | 1111 | / | 1 | | | | | | 1 | |
| Professor | 1 | | | | | | 1 | | 111 | | | | | | | | | | | _ |
| Associate Professor | 1 | | | | | | 1 | | 111 | 111 | 1111 | 1 | 1 | | | | | | 1 | |
| Assistant Professor | 3 | | | | | | 3 | | 1111 | | | / / | 4 | 1 | | | 1 | | 4 | 1 |
| Instructor | 0 | | | | | | 0 | | 1111 | 111 | 1111 | / | 4 | | | | - | | -4 | |
| Instructor | 10 | | | | - | - | | | 1//// | 111 | 11111 | / | | | | | | | | |
| Lecturer | 10 | | | | | | 0 | | 3 | | 1111 | 1_ | | | | | | | | |
| Visiting SUB-TOTAL | 1 | | | | 1 | | 1 | | <u>1///</u> | 111 | 1111 | / | | | | | | | | |
| | 17 | | 2 | | 1 | | .7 | 1 21 | 8 //// | 111 | ///// ; | / 6 | 6 | . 1 . | | | t ing | | 6. | ļ ļ. |
| *PERMANENT PART-TIME | İ | | | | | | | | 1111 | 111 | | / | | | | | 1 | | | |
| Professor | | | | | | | | | 1111 | 111 | 11111 | // | | L., | | | 1 | | | |
| Associate Professor | - | | | | 1 | | | • | 1111 | 111 | TIT | 7 | | | | | | | | |
| Associate Protessor | | | | | | | | | 1/1/ | 111 | | 4- | | | | | | | | |
| Assistant Professor | | | | | | | | | 1/// | 111 | 11111 | 1 | | | - | | - | | | |
| Instructor | | | | | 1 | | | | 1/// | 111 | [[[]] | 1 | | | 1 | | | | 1 | 3 |
| | - | | { | | | | - | | 6 1111 | $\frac{111}{111}$ | | 4 | | | | | | | | |
| Lecturer | | | Clark | | 1 | | | | 1111 | 111 | 1111 | 1 | | | | | - | | | |
| Visiting | | | | | | | | | | | | / | | | | | 1 | | | |
| SUB-TOTAL | | | 1. Second | | 1 | | | | 1111 | 111 | 1111 | 1 | | - | 1 | | 1 | | | |
| | 1- | | | | | | Ş= | .=: | 1 | 111 | 1111 | | | | | | 1 ==== | | | |
| TOTAL | 7 | | | | - | | 7 | | | S. A. S. J. | ;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;; | - C. | 6 | 1 | | | 1 | | 6 | 1 |

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

| H. Clark | EPA FACULTY | DATE | | Jan | uary | 7, | 1974 | | | |
|--|--|---|---|--|---|--|---|--|---|--|
| | WORK SHEET FOR | TABLE II | | | | | | | | |
| Estimated Number of Positions Expected to Become Vacant | Estimated Number of Newly Created Positions (1973-1976) | Total Positions to be filled | | (bas post | sed itio _(1 | cn th ns to 973- | he to be 1976) | tal fill | ed) | |
| (1973-1976) | 1 | (1973-76) | | | | | | | | |
| | 1 | - | 1 [—] | | | | | T I | | 1 |
| 1* | |) | 1 | | À | | | | | 1- |
| • 1* | | |] | | | | | | | 1 |
| | | 2 | 1 | 1 | | | | | 1 | 1 |
| | | | 1 | | 1 | | | | 1 | - |
| | | | - | | | | | | | |
| 2 | л в | 2 0 | 1 2 | 2 | 1 | | | | 1 | 2 1 |
| /////////////////////////////////////// | | 1111111111 | 1111 | 1111 | 111 | 1111 | 1111 | 11/11 | 1111 | 111 |
| | | 1 | | | - | | | | | |
| | · · · · · · · · · · · · · · · · · · · | | | | - | | [| | | |
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| | | • | 1 | | | | | | | |
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| | | Sec | | | | | 1 | | | |
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| | a | | | | | | | | | |
| | ΛŁ Ι | | | | | | 1 | | 1 | 1 |
| | of Positions Expected to Become Vacant (1973-1976) | of Positions Expected to Become Vacant (1973-1976) | of Positions Expected to Become Vacant (1973-1976) | of Positions Expected to Become Vacant (1973-1976) of Newly Created Positions (1973-1976) Positions to be filled (1973-76) - - 1* - 1* 2 2 1 2 1 2 1 2 1 2 2 | of Positions Expected to Become Vacant (1973-1976) - 1* 2 2 A 0 Become Vacant (1973-1976) Of Newly Created Positions (1973-1976) Positions (1973-1976) Compositions (1973-1976) Compositions (1973-76) Composition | of Positions Expected to Become Vacant (1973-1976) of Newly Created Positions (1973-1976) Positions to be filled (1973-76) (based position (1973-76) - - - - - 1* - - - 1* - - - 2 1 1 2 1 1 2 0 B 2 C | of Positions Expected to Become Vacant (1973-1976) of Newly Created Positions (1973-1976) Positions to be filled (1973-76) (based on the positions to (1973-76) - - - - - - 1* - - - - 1* 2 1 1 2 0 B 2 C | of Positions of Newly Created Positions (based on the topositions to be filled Become Vacant (1973-1976) (1973-1976) Witrz BLACK OII - - - - 1* - - - 1* 2 1 1 2 0 B 2 C 2 0 B 2 C 2 | of Positions Expected to Become Vacant (1973-1976) of Newly Created Positions (1973-1976) Positions to be filled (1973-76) (besed on the total positions to be fill (1973-1976) - - - - - - 1* - - - - 1* 2 1 - 2 1 - - 2 0 B 2 C | of Positions Expected to Become Vacant (1973-1976) of Newly Created Positions (1973-1976) Positions to be filled (1973-76) (based on the total positions to be filled) (1973-1976) - - - - - - 1* - - - - 1* 2 1 1 1 |

AFFIRMATUR ACTION DIAM

*Professor filled with Assistant Professor

DATE January 7, 1974

CONFILETED BY Roger H. Clark

SKNEWL/DEPARTMENT of Landscape Architecture

TABLE III TOTAL FACULTY COMPLEMENT (According to GXXXXVV 1973 Tabulation) See Table I TABLE IV PROJECTED FACULTY COMPLEMENT (For A cademic Year 1975-76) See Table III

| | Availability | F.17 | Time | Par | t Time" | T | otal ! | Sec | 14 | Fu3.1 | Tine | Part | Tinei | To | 121 |
|--------------|--------------|------|------|-----|---------|-----|--------|---------|--------------|-------|------|------|-------|-----|----------|
| | Percentages | Ko. | %(b) | No. | 72(c) | No. | %(a) | Note(c) | 1 | No. | 1% | No. | 1% | No. | <u>%</u> |
| White Male | 99 | 7 | 100 | 0 | | 7 | 100 | + | 1 | 6 | 85.7 | 0 | | 6 | 85.7 |
| White Female | 1 | 0 | | 0 | · · | 0 | - | | 1 | 1 | 14.3 | 0 | | 1 | 14.3 |
| Black Male | | 0 | | 0 | | 0 | | | 1 | 0 | | 0 | | 0 | |
| Black Female | | 0 | | 0 | | 0 | | | 1 | 0 | | 0 | | 0 | |
| Other Male | | 0 | | 0 | | 0 | | | / | 0 | | 0 | | 0 | |
| Other Female | | 0 | | 0 | | 0. | | | 4 | 0 | | 0 | | 0 | |
| TOTAL | 100% | 7 | 100% | 0 | 1002 | 7 | 100% | | a starting a | 7 | 1007 | 0 | 1.00% | 7 | 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 bacis of total number of full-time plus part-time.

(c) 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 7, 1974

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

SENERT/DEPARTMENT _______ f Landscape Architecture

TABLE VI PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Articipeted Promotions

| | Whi | te | E1a | ck | 1 0:1 | tor | Tet | -1 | | - in . | ven | | cient | | | | |
|----------------------|-----|-----|-----|----|-------|------------|------|------|---|--------|-----|---------------|-------|----|-----|-----|-----|
| דיאדיי דוווא | | F | M | F | IN | F | 100 | CI - | | Wni | | | ack _ | Co | her | Tet | 131 |
| | | - | 1 | | 1 | - <u>F</u> | 1-1- | - | | M | F | _ <u>N'</u> _ | _7_ | M | F | M | F |
| Officials & Managers | - | | | | | | 0 | 0 | | | | | | | | -σ | 0 |
| Professionals | | | | | | | 0 | 0 | | | | ł | | | | 0 | 0 |
| Technicians | _ | | | | | | 0 | 0 | | | | | | | | 0 | 0 |
| | | | | | | | | | | | | | | | | | |
| | | | | - | 1: | | | | | | | | | - | - | | |
| SUB-TOTAL | | | | | | | | | The first fille interview with other states and | ήΞ) | | | | | | | |
| FERTHEN PART-TIME | | . 1 | | | | | | | | | | | | | | | |
| Officials & Managers | | 1 | | - | | | 0 | 0 | | | | | | | | 0 | 0 |
| Professionals | | | | | | - | 0 | 0 | 5.95 | | | | | | | 0 | 0 |
| Technicians | | | | _ | | | 0 | 0 | | | • | | | | | 0 | 0 |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | | | 4 | | | | | | | | |
| | | | | | | | | | | | | - | | | | | |
| SUT-TOTAL | | | | | | | | | | רך | | | - | | | | - |
| TGTAL | | | | | | | 0 | 0 | | | - | | | | | 0 | |



| | | WORK SHEET FOR 7 | TABLE VI | | | | |
|--|---|--|--|---------------------|---|---|---------------|
| FULL-TIM2 | Estimated Number of Positions Expected to Decome Vacant (1973-1976) | Estimated Number of Newly Created Positions (1973-1976) | Total Positions to be filled (1973-76) | (ba pos WHITE | jected Hi sed on th itions to (1973-1) BLACK (| he total be fill <u>976)</u> OTHER | Led) 101 |
| | | | | | <u> M</u> F | MF | <u>l hi</u> |
| Cfficials & Managers (Do not include Dept. Frefessionals | licads) | | | | | | |
| Technicians | | | | | | | |
| | 1 / · · · | ilize extensione | | | | | |
| | | | | | | | - |
| SUE-TOTAL | | | | | | | AL YOUL |
| TOTAL | 0 | B | 0 | | | | |
| PERMANENT PART TIME* | <u> </u> | | | | | /////// | ///// |
| | | | | | | | warane - |
| Officials & Managers | | | | | | | |
| Professionals · | | | | | | | |
| Technicians | | | | | | | |
| | | | | | | | |
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| SUE-TOTAL | | A ¹ F | | C P | | X | 2 |

of Landscape Architecture SCHOOL/DEPARTMENT

DATE January 7, 1974

COMPLETED BY

Roger H. Clark

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 | Full | Time | Part | Time | Tota | 1 | | Full ' | Time | Part 1 | Fime | Total | |
|----------------|--------------|------------|------|------|------|------|------|--------|--------|------|--------|------|-------|----------|
| | Percentages | No. | % | No. | 7. | No. | % | | No. | 7, | No. | 1_% | No | |
| White Male | | | | | | I | | t și l | | | | | | |
| White Female | | | | | | | | | | | | | | |
| Black Male | | | | | | | | | | | | | | 3 |
| Black Female . | | | | | | | | | | | | | | |
| Other Male | | R 5 | | | | | | | | | | | | |
| Other Female | | | | | | · | | | | | | | | <u> </u> |
| TOTAL | | 0 | 100% | 0 | 100% | 0 | 100% | | 0 | 100% | 0 | 100% | 0 | 100% |

TABLE I

PRESENT FACULTY COMPLEMENT (According to Maxaxax 1973 Tabulation) June

TABLE 11 PROJECTED FACULTY COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Anticipated Promotions and your Projected Hiring Coals)

DATE January 7, 1974

| | Whi | ite. | B1: | ick J | 01 | her § | Tor | ail | 1111111111111 | Whil | te | 61: | ick | Öci | er | Tot | ai ang |
|-----------------------|-----|------|-----------|-------|----|-------|-----|-----|---|------|-----|-----|------|-----|-------|------|--------|
| -ULL-TIME | M | F | M | F | M | F | M | F | 1////////////////////////////////////// | M | F | M | F | M | FI | MI | F |
| Department Head | 1 | | - | | | | 1 | | 111111111111 | 1 | | | T | | | 1 | - |
| Professor | | | | | | | | | | | | | | | | | 1 |
| Associate Professor | 3 | | | | | | 3 | | | 3 | | | - | | | 3 | |
| Assistant Professor | 2 | | Kanali | | | | 2 | | | | 1 | | | | | | 1 |
| Instructor | 1 | | Toporta : | | | | 1 | | , <i>111111111111</i> , , <i>1111111</i> ,1111 | 1 | | | | | | | |
| Lecturer | | | | | | | | | | | | | | | | | |
| Visiting SUB-TOTAL | 7 | | | | [| - | 7 | | | - | 1 | | | | | | 1 |
| | 1 | 1 | 1 | | 1 | | | :23 | 1////////////////////////////////////// | 5 | - 2 | | | | ••••• | _5.1 | 2 |
| *PERMANENT PART-TIME | | | | | | | + | | | | | | | | | |] |
| Professor | - | | - | | | | | | <u></u> | | | | | | | | 1 |
| Associate Professor | _ | | - | | | | | | <u>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u> | | 1 | | | | | | |
| Vasistant Professor | L | | | | | | | | | | | | | | | | Vertex |
| Instructor | | | | | | | | | | | | | | | | | |
| Lecturer | - | | - | | - | | - | | | | -1 | | | | | | - |
| Visiting | _ | | - | | | | | | | | | | | 1 | | | |
| SUB-TOTAL | | | acadum. | | | | | | | | | | | | | | |
| TOTAL | . 7 | | | | - | | 7 | | | 5 | 2 | | 1.42 | - | | 5 | 2 |

EPA FACULTY

APERMANENT 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 the filled in here are not supplied in the object tabulation and will need to come from your of

XXXXXXXDUFARTMENT of Product Design CONFLICTED BY Roger H. Clark AFFIRMATIVE ACTION PLAN EPA FACULTY

DATE January 7, 1974

WORK SHEET FOR TABLE II

| TOLL THE | Estimated Number of Positions Expected to Become Vacant (1973-1976) | Estimated Number of Newly Created Positions (1973-1976) | Total Positions to be filled (1973-76) | WHI | (bas posi TE | tio (1 BL | ed H cn th ns to 973- ACK | iring he to be 1976) 011 | Goa fil ER | als led) i TOT | 'AL |
|-----------------------------------|---|--|--|----------------|--------------------|-----------------|---------------------------------------|--------------------------------------|------------------|----------------------|-----|
| Department Head | | | averan and and | MI | F | М | F | M | F | M | F |
| Ficíessor | | | { | 3 | | - | | | | | |
| Ascociate Professor | . 1* | | | | _ | | | | - | - | |
| Assistant Professor | 1 | | 1 | I I | 1 | | | - | E | 1 | 1 |
| Instructor | 1 | | 1 | 1 | | | | | | 1 | |
| Lecturer Visiting SNXXXXXXX | | | 1 | | 1 | | | | | | 1 |
| TOTAL | 3 | В | 3 C | 3 | | ******* | human | COMPANY OF A | CHEMILLE | | D |
| | /////////////////////////////////////// | 111111111111111111 | | 1111 | 1/1/1 | 1111 | 1111 | 11111 | 111 | 1111 | 111 |
| PERMANENT PART TIME* | | rta lar di si si | | | | | | | | | - |
| Frefessor | | | | | | | | | 41 | | |
| Associate Professor | | | | | | | | | | | |
| Assistant Professor | | | | | - | - | | | 5.4 | - | |
| Instructor | | | | | | | | | | 1 | |
| Lecturer | | | | | | | | | | | i |
| Visiting | | | | | | | | | | | |
| XXXXXXXXXXXX | | | 1000 | | | | | | | 1 | |
| TOTAL. | 0 | в | C O | | | | <u>'</u> | | | 0 | L |
| Moe OA O. e C C = D | *Individu hired fo demia w | als work y less thor a term of 12 mon | han full tim | e and or fo | 1 has | ina | paid | acco | ordi of | | 0 |

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SOMOON / DEPARTMENT of Product Design

DATE January 7, 1974

COMPLETED BY Roger H. Clark

TABLE III TOTAL FACULTY COMPLEMENT (According to Servetser 1973 Tabulation) See Table I TABLE IV PROJECTED FACULTY COMPLEMENT (For A cademic Year 1975-76) See Table III

| | Availability! | Full | Time | Part | : Time" | T | otal ! | See | 17: | Full | Ting | Part | Timei | To | 181 |
|--------------|---------------|------|------|------|---------|-----|--------|---------|-------|------|------|------|-------|-----|------|
| | Percentages | Ko. | %(b) | No. | %(c) | No. | %(à) | Note(c) | | No. | 12 | No. | 1% | No. | 7. |
| White Male | 90 | 7 | 100 | 0 | | 7 | 100 | - | 1 | 5 | 71.4 | 0 | | 5 | 71.4 |
| Mnite Female | | 0 | | 0 | | 0 | | + | 1/1 | 2 | 28.6 | 0 | | 2 | 28.6 |
| Black Male | | 0 | | 0 | | 0 | | | 1/1 | 0 | | 0 | | 0 | |
| Black Female | | 0 | | 0 | | 0 | | | 1 | 0 | | 0 | | 0 | |
| Other Male | | Ō | | 0 | | 0 | | | 1 | 0 | | 0 | | 0 | |
| Other Female | | 0 | | 0 | | 0. | | | / | 0 | | 0 | | 0 | |
| TOTAL | 100% | 7 | 100% | 0 | 100% | 7 | 100% | | and a | 7 | 1007 | 0 | 1.00% | 7 | 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-

(c) 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 7, 1974

SENERT of Product Design COMPLETED BY Roger H. Clark

TABLE V

PRESENT NON-FACULTY COMPLEMENT (According to June 15, 1973 Tabulation) TABLE VI PROJECTED NON-FACULTY COMPLEMENT FOR ACADENIC YEAR 1975-76 (Reflecting Articipated Prototions

| | T.P. : | 4.0 | Bla | -1- | 1 | | | | | and | VCII | | | | | | eler |
|---------------------------------------|--------|-------|------------|-----|---------|----|-----|------|--|-------|------|-----|-----|----|-----|-----|-----------|
| | WILL | Le | bra | СК | | | | | | Whit | ce | Dia | ack | Ge | her | Tet | ci l |
| FIII,T_TTYT | M | F | M | F | M | F | 7.1 | F | and the second se | M | FI | M | 7 | M | F | M | F |
| Officials & Managers Professionals | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | 1-1 | | | | - | | | |
| Technicians | | | | _ | | | | | and the second second | | | | | | | | 12.4 |
| | 1. | | | | | | | | | | | | | | | | |
| | | = | | | 14. | 2 | | | | | 1 | | | | | | ~ -1 |
| | | | | | | | | | Contraction of the Property of | i – I | | | | | | | |
| | | | | | | | | | 1. 1. Sec. 1. | | | | | | | | |
| | | | | | | | | | " a fans indentifieren wet event, an ook vanning | | | | | | | | |
| SUB-TOTAL | | | | | | | 0 | .0 | | | | | | | | | |
| | | | | | | | | alle | Hard Manager & Constant and the second second second second second second second second second second second s | 1- | | | | | | 0 | 0 |
| PERMANENT PART-TIME | | | | | | - | | | | | | | | | | | |
| | | | | | | 10 | | | | 11 | | | | | | - | |
| Officials & Managers | | | | | | | 1.1 | | | | | | | | | | |
| | | | | | | | | | | 1 | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | |
| | | | | | | | 1 | 1 | | i –i | | | | | | - | |
| Technicians | | | | | | | | | | | • | | | | | | |
| | | | | | | | | | | 1 | | | | | | | |
| | | | | | | | | î e | | | | | | | | | |
| | - | | | | | | | 1 | A CONTRACTOR AND AND A CONTRACTOR | 1-1 | | | | | | | |
| | | | | | | _ | | | 1994 - S. S. S. S. S. S. S. S. S. S. S. S. S. | | | | | 1 | | | |
| | | | | | 1 | | 1 | | Anterior Contract Contract State | 1.000 | | | - | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | 1 | | | i-i | | | | | | | |
| SUT-TOTAL | | 1 | | | | | | | | | | | | | | | |
| | 1 | | | | 1 | | | | A 12/1-100 | | | | | | | | |
| TOTAL | | 1.5.1 | | | | | | | | | 1 | 1. | | | | | |
| | | | | | | | 0 | 1_0_ | | | | | | | | 0 | 0 |



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AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE January 7, 1974

WORK SHEET FOR TABLE VI

| Fell-TINE | Estimated Number of Positions Expected to Decome Vacant (1973-1976) | Estimated Number of Newly Created Positions (1973-1976) | Total Positions to be filled (1973-76) | (ba pos | jected Hi sed on th itions to (1973-1) BLACK | ne total be fil 1976) | led) |
|--|---|--|--|--------------------|---|-----------------------------|----------------------|
| TOLL-TICKS | (1)/5-1)/0/ | 1 | 1 | | MIF | | IHIF |
| | | • | 1 | | | | |
| Cfficials & Managers (Do not include Dept.) Frefessionals | Heads) | | | | | | |
| Technicians | 0 | the state and | | | | | |
| | | 2-2-2-2-2-2- | 1.12 | | | | |
| | | | | | | | |
| | | · · · · · · · · · · · · · · · · · · · | 1 | | | | |
| SUE-TOTAL | | | | ! | | | 1 |
| TOTAL | 0 | A D E | 0 | | | | 0 |
| 111111111111111111111111111111111111111 | 111111111111111111 | <u>1,11111111111111111111111111111111111</u> | <u> </u> | 1,11111 | 11111111 | []]]]]] | <u>'///////</u> |
| PERMANENT PART TIME* | | | | | | CONS. | - |
| | | | | | | | |
| Officials & Managers | | | 1 | $\left \right $ | | | |
| Ufficials a managers | | | | | | | |
| Professionals | | | | press. | | 5 | |
| Technicians | | | | ADINE . | | | |
| | | 1 | | i | 1 | | |
| | | - | | | | | - |
| | and have the | | | | | neuti | |
| SUE-TOTAL | | | | | | | 11 12-19 |
| TOTAL | 0 | A 0 | E O | C | | X | 0 |
| How $B = C$ C = D | *Individ | ivals working less for a term of 12 mo | than full ti onths or more | ne and b cr for | eing pai a stated | d accord term of | ingly but one aca |

SCHOOL/DEPARTMENT _ of Product Design

DATE January 7, 1974

COMPLETED BY

Roger H. Clark

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 | Full | Time | Part | Time | Tota | 1 | Full | Time | Part | | Total | |
|---------------|--------------|------|------|------|------|------|------|---------|------|------|------|-------|-----|
| | Percentages | No. | % | No. | % | No. | % | No. | 1% | No. | 1_%_ | N'2. | |
| White Male | | | | - 1 | | | | | | | | | |
| hite Female | | | | | | | | | | | | | |
| lack Male | | | | | | | | | | - | | | |
| lack Female . | | _ | | | | | | - | | | | _ | |
| ther Male | | | | | | | | | | | | | |
| ther Female | | | | - | 1 | · | | | | | | - | - |
| OTAL | | 0 | 100% | 0 | 100% | 0 | 100% | 0 | 100% | 0 | 100% | 0 | 100 |

EPA FACULTY

TABLE I

PRESENT FACULTY COMPLEMENT (According to Garagar 1973 Tabulation)

June

TABLE 11 PROJECTED FACULTY COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Anticipated Promotions and your Projected Hiring Coals)

| | Publishen 1 | te l | William. | in the second of the second of the second second second second second second second second second second second | arrive. | ier | To | | | | | | 111 | | Wh | LC | 81: | nck. | Ör | ier. | Toi | an anna an A |
|----------------------|-------------|------|----------|---|---------|-----|-----|---|--------|-----------|-----|--------|-----|------|--------|----|-----|------|----|------|-----|--------------|
| FULL-TIME | M | F | M | F | M | F | M | F | 11 | 11 | 111 | 111 | 111 | 1 | М | F | М | F | M | F | M | Y |
| Department Head | 3 | | _ | | | | 3 | | | 2.20 | | 85 M | 111 | 1 | 3 | - | - | - | - | - | 3 | - |
| Professor — | 3 | | | | | | 3 | | | -+-+- | 11 | | 111 | 1 | 4 | - | - | - | _ | - | 4 | - |
| Associate Professor | 11 | | | | | | 11 | - | 1 | | 11 | Ш | 111 | 2. 8 | 9 | - | - | - | - | - | 9 | - |
| Assistant Professor | 9 | | | | MORE | | 9 | | 1 | 11 | 111 | | 111 | 1 | 7 | 3 | 1 | | | | 8 | 3 |
| | 1 | | | | 1 | | | | 1 | 111 | 11 | 111 | 111 | 1 | [| | | | | | 0 | |
| Instructor | 1 | 1 | | | | | 1 | 1 | ,1 | <u>ii</u> | 11 | L! I | 111 | 1 | 1 | - | - | - | - | - | 1 | - 1 |
| Lecturer | | | | | | | | | 1, | /// | 11 | | 111 | 1 | 1 | - | | | | | 1 | |
| Visiting | 1 | 1 | 1 | | 1 | | 2 | 1 | 17 | 111 | 11 | 111 | 111 | 1 | 1 | 2 | 1 | | | | 12 | 2 |
| SUB-TOTAL | 28 | 21 | 1 | | 1 | | 29 | 2 | | | | | | | 2.5 | 5 | | | 1 | | 27 | 5 |
| *PERMANENT PART-TIME | | | | | | | 1 | | | | | | 111 | | 1/4.90 | | - | | | | 1 | |
| Professor | 2 | | | | | | 2 | | 1 | 111 | 11 | 111 | 111 | 1 | 1 | | | | | | 1 | |
| Associate Professor | | | | | 1 | | | Ì | 1. | 111 | 11 | 111 | 111 | 1 | | | | | | | Î | |
| Ssistant Professor | | | | | | | | | 1. 2.1 | | 11 | 1.1.1. | 111 | 1 | | | | | | | | |
| Instructor | | | | | | | | | 1.1 | 111 | 11 | 111 | 111 | 1 | | | | | | | 1 | |
| Lecturer | 2 | | | - | | | 2 | | 1.1. | 111 | 11 | 111 | 111 | 17 | 1 | | | | | | 1 | |
| Visiting | | | | | | | - | | 1.1 | 111 | 11 | 111 | | 1 | | | | | | | | |
| SUB-TOTAL | 4 | | | | | | 4 | | 11 | 111 | 11. | 111 | 111 | 11 | 2 | | | | | | 2 | |
| TOTAL | 32 | _2_ | 1 | | | | 533 | 2 | 2 C | | | 1997 | 111 | | 2.7 | 5 | 2 | | 1 | | 29 | 5 |

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

SCHOOL/BEXEMINICANX OF DESIGN CONFLITED BY Roger H. Clark AFFIRMATIVE ACTION PLAN EPA FACULTY

DATE January 7, 1974

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WORK SHEET FOR TABLE II

| · · · · · · | Estimated Number of Positions Expected to Become Vacant | Estimated Number of Newly Created Positions (1973-1976) | Total Positions to be filled | (ba pos | ojected H ssed cn t sitions t (1973- | he total o be fil 1976) | 1ed) | |
|--|--|--|---------------------------------------|-------------------|---|-------------------------------|-------|-----|
| FULL THE | (1973-1976) | | (1973-76) | | BLACK | | | |
| Department Head | | | | Fil F | | | H M | r F |
| Freiessor | 1 | | | | H | 1 | 1 | - |
| Associate Professor | • 2 | | | | | | 1 | Í |
| Assistant Professor | 2 | | 5 | 1 3 | 1 | | 2 | 3 |
| Instructor | 2 | | 1 | 1 | - | | 1 | |
| Lecturer Visiting | | | 2 | | | | 1 | 1 |
| TOTAL | | В | 8 | 7 | 1 | | | 8 D |
| <u>:::::::::::::::::::::::::::::::::::::</u> | <u> </u> | | 1111111111 | []]]]]] | 1111111 | 1111111 | 11111 | 111 |
| PERMANENT PART TIME* | | 122234 | 1.7 | | | | 1 | |
| Frofessor | 1 | | | | - | | | |
| Associate Professor | | | | | | | - | |
| Assistant Professor | | | | | | | | |
| Instructor | | | | | | | | |
| Lecturer | 1 | | | | | | | |
| Visiting | | | | | | | | |
| ZKUXXNXXK | | | | | | | | |
| TOTAL | 2 | A B | 0 | 1 | 1 | 1 | 0 | L |
| $\frac{1}{C} = \frac{1}{C} + \frac{1}{C}$ | *Individ hired f | uals work less t or a term of 12 mor | than full tim ths or more | e and l or for | eing pai | d accord term of | inely | |

SCHOOL/MERARRARY OF DESTGN

DATE January 7, 1974

COMPLETED BY ____ Roger H. Clark

TABLE III TOTAL FACULTY COMPLEMENT (According to @XXXXXX 1973 Tabulation) JunSee Table I

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

| | Availability | Fell | Time | | t Time" | | otal ! | See | 17 | Pull | Tine | Part | Tinet | Toi | c1 1 |
|--------------|--------------|------|------|-----|---------|-----|--------|----------|----|------|------|------------|-------|-----|------|
| | Percentages | Ko. | %(b) | No. | %(c)i | No. | %(c)) | Note(c) | 1 | No. | 1% | No. | | No. | |
| White Male | 88.5 | 28 | 90.3 | 4 | 100 | 32 | 91.4 | <u>+</u> | 1 | 25 | 78.1 | 2 | 100 | 27 | 79.4 |
| White Female | 8.5 | 2 | 6.5 | | | 2 | 5.7 | | 1 | 5 | 15.6 | | | 5 | 14.7 |
| Black Male | 3.0 | 1 | 3.2 | - | - | 1 | 2.9 | - | 1 | 2 | 6.3 | - | | 2 | 5.9 |
| Black Female | | - | | | - | - | _ | | 1 | - F | _ | - <u>-</u> | - | _ | _] |
| Other Male | | | | | | | | | / | | | | | | |
| Other Female | | | | | | | | | / | | | | | | |
| TOTAL | 100 | 31 | 1002 | 4 | 1007 | 35 | 100% | · | | 32 | 1007 | 2 | 2002 | 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.
- (c) 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.



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DATE ____January 7, 1974

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

COMPLETED BY -

TABLE VI PROJECTED NOL-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1975-76 (Reflecting Articipated Promotions

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| | 1 | | | | | | | | | and | VCU | r Pri | c.ien | EFU I | livir | GC | riera |
|----------------------|-----|----|----------|----|----------|-----|-----|----|--|---------|-----|-------|-------|-------|-------|-----|-------|
| | Whi | te | <u> </u> | ck | 1 Oc | ner | Tot | e1 | 1 | Wni | te | E1. | ack | C. | ther | Tet | e1 |
| FULT_TY? | М | F | M | F | M | F | 1.1 | F | | M | F | M | F | IM | FI | M | F |
| Officials & Managers | _ | | | | | | | | | | | | | | | | |
| Professionals | - | | | | ļ | | | | | | | | | | | | |
| Technicians | | | | | | | _ | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | : | | | | To Take BADDAD TO THE RUN | | | | | | | | |
| SUB-TOTAL | | 1 | | | | | 0 | 0 | | | | | | | | 0 | 0 |
| FERMANENT PART-TIME | | | | | | | | | | | | | | | | | |
| Officials & Managers | | | | | | | | | | | | | | | | | |
| Professionals | | | | | <u> </u> |] | | ` | | | | | | | | | |
| Technicians | | | | | | | | | de la composición de la compos | | | | | | | | |
| | | | | |] | | |] | | | | | | | | | |
| | | | | | | | | | |] | | | | | | | |
| | | | | | | | | | | | | | | | | Ĩ | |
| SUT-TOTAL | | | | | | | 0 | 0 | | | | | | | | 0 | 0 |
| TOTAI, | | | | | | | 0 | 0 | | | | | | | | 0 | 0 |

| XXXXXXXXXXX . Onto | OF DES | SIG | N |
|--------------------|--------|-----|------|
| CHELECES LY | Roger | Н. | Clar |

DATE January 7, 1974

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WORK SHEET FOR TABLE VI

| FULL-TINE | Estimated Number of Positions Expected to Decome Vacant (1973-1976) | Estimated Number of Newly Created Positions (1973-1976) | Total Positions to be filled (1973=76) | (bai pos -EHITE | sed on t itions t (1973= ELACK | I OTHER | led) 1 TOTAL |
|--|---|--|--|-----------------------|---|---------|-----------------|
| | | | [| MIF | MIF | MF | 1 hi 1 h |
| | | | | | | | |
| Cfficials & Managers (Do not include Dept. Frefessionals | Heads) | | | | | | |
| Technicians | | 120405-255 | [| | | | |
| | | | [| | | 8 | 1 |
| | | | | | | - | |
| | | | | | | 244 | |
| SUD-TOTAL | | | | | | 1 | |
| TOTAL | | В | 0 | | | - | 1 |
| ////////////////////////////////////// | 0 | * | - as asso and disease on seave | 1111111 | 1111111 | * | 3 0 |
| | { | | i de la la la la la la la la la la la la la | A Contraction | 1 | | 1 1 |
| ER GAMENT PART TIME* | | | | | | | |
| | 1 | | | - | | 1 | - |
| Officials & Managers | | | | | | 41245 | |
| Professionals · | | 1 | | | | | 1 |
| TOLESSIONALS | 1 | | | | 1 | 1 | · |
| Technicians | | | | - and | | | |
| | | 1 | | 1 | | | |
| | | | | | | | |
| | | | | | | | |
| SUE-ZOZAL | | | | L'annu | | 1. | |
| | State of the second state of the second | A | 2 | CA | 1 | 1 | 1 |
| TOTAL | 0 | 0 | 1 0 | - k | | | 0 |

January 7, 1974 DATE

SCHOOL/DEFARAMENT _OF DESIGN

COMPLETED BY Roger H. Clark

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 | Full | Time | Part | Time | Tota | 1 | Ful1 | Time | Part 1 | lime | Total | |
|--------------|--------------|------|------|------|------|------|-------|----------|------|--------|------|--------|------|
| | Percentages | No. | 1 % | No. | % | No. | % | No. | 7. | No. | 1_1_ | N'2. | |
| White Male | | | | | | | , É l | | | | | | |
| wille hale | | | | | | 199 | | | | | | | |
| White Female | | | | | | | | | | | | | |
| Black Male | | | | | | | | | - | | - | | |
| Black Female | | | | | | | | | | 5.35 | | | |
| Other Male | | | | | | | | | | | 2.0 | | |
| | | | - | | | | | | | | 1.5 | - i Fi | 100 |
| Other Female | | | | | | | | | | | | | |
| TOTAL | | 0 | 100% | 0 | 100% | 0 | 100% | | 100% | 0 | 100% | 0 | 100% |

| IOOL | Design |
|-----------|-----------------|
| PLETED BY | R. H. Clark |
| 2E | January 7, 1974 |

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N. C. STATE UNIVERSITY AFFIRMATIVE ACTION PLAN SPA PERSONNEL

TABLE II

TABLE I

PRESENT SPA COMPLEMENT

PROJECTED SPA COMPLEMENT FOR ACADEMIC YEAR(S) 1973-74 (Reflecting Anticipated Promotions

and your Projected Hiring Goals)

| | WHI | TE | BL | CK | OTH | IER | TC | TAL | 111111111111111 | WH | ITE | BLA | .CK | OTI | IER | TOT | AL |
|---------------------------|-----|----|----|-----|-----|-----|----|-----|---|-----|-------|------|------|-----|-----|-----|----|
| FULL-TIME | М | F | M | F | M | F | М | F | 111111111111111111111111111111111111111 | M | F | М | F | M | F | М | F |
| Officials & Managers | | | | | | | | | /////////////////////////////////////// | | | 1- 1 | | | 3. | | |
| Professionals | 1 | | | | | | | | | | | | | | | | |
| Technicians | 2 | | | | · | | 2 | | | 2 | | | | | | 2 | |
| Sales | | | | | | | | | | | | | | | | | |
| Clerical | | 7 | | | | | | 7 | | | 7 | | | | | | 7 |
| Craftsman | | | | | | | | | | | | R. | | | | | |
| Operations (semijed) | | | | | | | | | | | | | | | | | |
| Laborers | | | | | | | | | | 1 | | | | | | | |
| Service Workers | | | | - 2 | | | | | | | | | | | | | |
| SUB-TOTAL | 2 | 7 | | | | | 2 | 7 | | 2 | 7 | | | | | 2 | 7 |
| *PART-TIME | | | | ×. | | | | | | | | | | | - | | |
| Officials & Managers | 1 | | | | | | | | 4444444444444444 | | | | | | | | |
| Professionals | | | | | | | | | | | | | -4-1 | | | | |
| Technicians | | | | | | | | | 4444444444444444444444444444444444444 | | | | | | | | |
| Sales | | | | | | | | | 444444444444444444444444444444444444444 | | | | | | | | |
| Clerical | | | | | | | | | 4444444444444 | é r | | | | | | | |
| Craftsman | | | | | | | | | 444444444444444444444444444444444444444 | | | | | | | 35. | |
| Operations (semi skilled) | | | | | | | | | | | | | | | | | |
| Laborers | | | | | | | | | 4444444444444 | | | | | | | | |
| Service Workers | | | | | | | | | 44444444444444 | | | | | | | | |
| SUB-TOTAL | | | | | | | | | 444444444444 | | | | | | | | |
| | | | | | | | | | | | a e Z | | | | | | |
| TOTAL | 2 | 7 | | | | | 2 | 7 | | 2 | 7 | | | | | 2 | 7 |

duals working at least ½-time in a permanenty established position.

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Design CHOOL COMPLETED BY R. H. Clark

DATE January 7, 1974

WORK SHEET FOR TABLE II

| | Estimated Number of Positions Expected to Become Vacant | Estimated Number of Newly Created Positions | Total Positions to Be Filled | | to l | on be f | the tilled | ng Go total d) 974) | pos | itio | ns |
|--|--|---|---------------------------------------|----------|------|------------|------------|-------------------------------|-----|----------|-----|
| FULL-TIME | (1973 - 1974) | (1973 - 197 4) | (1973-1974) | WH. M | TEF | BL. M | ACK F | OTH | | TO: M | TAL |
| Officials & Managers Professionals Technicians Sales Clerical Craftsman Operations (semi-skilled) Laborers Service Workers SUB-TOTAL | | | | | | | | | | | |
| TOTAL | 0 | 0 | 0 | | | | | | | 0 | 0 |
| PERMANENT PART-TIME Officials & Managers Professionals Technicians Sales Clerical Craftsman Operations (semi-skilled) Laborers Service Workers SUB-TOTAL | | | | | | | | | | | |
| TOTAL | 0 | 0 | 0 | | | | | | | 0 | 0 |

C = D





| HOOL | | Design |
|--------|----|-----------------|
| PLETED | BY | R. H. Clark |
| PE | | January 7, 1974 |

TABLE II

TABLE I

PRESENT SPA COMPLEMENT

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

| | WHI | TE | BLACK | | OTHER | TC | TAL | 11111111111111 | WH | ITE | BLA | CK | | IER | TOT | AL |
|----------------------|-----|-------|-------|---|-------|----|-----|--|-----|-----|-----|----|---|-----|-----|----|
| FULL-TIME | М | F | M F | 1 | M F | M | F | 111111111111111 | М | F | М | F | М | F | М | F |
| Officials & Managers | | | | | | 1 | | | - 6 | | | | | | | |
| Professionals | | | | | | | | 1.4.4.4.4.4.4.4.4.4.4.4.4.4.4.4.4.4.4.4 | | | | | | | | |
| Technicians | 2 | | | | | 2 | | 444444444444444444444444444444444444444 | 2 | | | | | | 2 | |
| Sales | | | | | | | | 444444444444444444444444444444444444444 | | | | | | | | |
| Clerical | | 7 | | | | 1 | 7 | 4. | | 7 | | | | | | 7 |
| Craftsman | | | | | | | | | | | | | | | | |
| Operations (semijed) | | | | | | | - | 1. | | | | | | | | |
| Laborers | | | | | | | | | | | | | | - | | |
| Service Workers | | 2 - 1 | | | | | | | | | | | | | | |
| SUB-TOTAL | 2 | 7 | | | | 2 | 7 | | 2 | 7 | | | | | 2 | 7 |
| *PART-TIME | | | | | | | | 1444444444444444444444444444444 | | | | | | | | |
| Officials & Managers | | | | | | | | 144444444444444444 | | | | | | | | |
| Professionals | 1 | | | | | | | 144444444444444444444444444444444444444 | | | | | | | 1.1 | |
| Technicians | | | | | | | | 1444444444444444444444444444444444444 | | | | | | | | |
| Sales | | | • | | | | | 144444444444444444444444444444444444444 | | | | | | | | |
| Clerical | | | | | - | | | 11. 11. 11. 11. 11. 11. 11. 11. 11. 11. | | | | | | | | |
| Craftsman | | | | | | | | 1, | | | | - | | | | |
| Operations (semiied) | | | | | | | | 1. | | | | | | | | |
| Laborers | | | | | 1 | | | 1. | | | | | | | - | |
| Service Workers | | | | | | | | 11.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1 | | | | | | | | |
| SUB-TOTAL | | | | | | | | 144444444444444444 | | | | | | | | |
| TOTAL | 2 | 7 | | | | 2 | 7 | | 2 | 7 | | | | | 2 | 7 |

*SP

Design CHOOL

COMPLETED BY R. H. Clark

DATE January 7, 1974

WORK SHEET FOR TABLE II

| | Estimated Number of Positions Expected to Become Vacant | Estimated Number of Newly Created Positions | Total Positions to Be Filled | | to 1 | on be f | the ille | ng Go total 1) 07 5) | | itio | ns |
|--|--|---|---------------------------------------|---------|----------|------------|----------|-------------------------------|----|------|-----|
| FULL-TIME | (1974 - 1975) | (1974 1975) | (1974-1975) | WH M | ITE F | BL. M | ACK | OTH | ER | TO | TAL |
| Officials & Managers Professionals Technicians Sales Clerical Craftsman Operations (semi-skilled) Laborers Service Workers SUB-TOTAL | | | | | | | | | | | |
| TOTAL | 0 | 0 | 0 | | | | | | | 0 | 0 |
| PERMANENT PART-TIME Officials & Managers Professionals Technicians Sales Clerical Craftsman Operations (semi-skilled) Laborers Service Workers SUB-TOTAL | | | | | | | | | | | |
| TOTAL | 0 | 0 | 0 | | | T | | | | 0 | 10 |

C = D



| HOOL | | | Des | sign | n | | |
|--------|----|---|-----|------|----|-----|------|
| PLETED | BY | - | R. | Н. | CI | arl | c |
| PE | | | Jai | nua | ry | 7, | 1974 |

TABLE II

TABLE I

LIUTTER DIACE OTHER TOTAL

PRESENT SPA COMPLEMENT

PROJECTED SPA COMPLEMENT FOR ACADEMIC YEAR(S) 1975-76 (Reflecting Anticipated Promotions

and your Projected Hiring Goals)

| | WHI | | BLACK | OTHI | ER | TOT | | 11111111111111111 | | ITE | BLACK | OTHER | TOT | AL |
|-----------------------|-----|---|-------|------|----|-----|---|---|-----|-----|-------|-------|-----|----|
| FULL-TIME | M | F | M F | M | F | М | F | 11111111111111 | М | F | M F | M F | М | F |
| Officials & Managers | | | | | | - 1 | | /////////////////////////////////////// | | | | | | |
| Professionals | | | | | | | | | | | | | | |
| Technicians | 2 | | | | | 2 | | | 2 | | | | 2 | |
| Sales | | | | | | | | | | | | | | |
| Clerical | | 7 | | | | | 7 | | - 1 | 7 | | | | 1 |
| Craftsman | | | | | | | | | | | | | | |
| Operations (semiiled) | | | | | | | | | | | | | | |
| Laborers | | | | | | | | | -1 | | | | | |
| Service Workers | | | | | | | | | | | | | 77 | |
| SUB-TOTAL | 2 | 7 | | | | 2 | 7 | | 2 | 7 | | | 2 | 7 |
| *PART-TIME | | | | | | | - | | | | | | | |
| Officials & Managers | | | | | | | | 14444444444444444444444444444 | E | - | | | | |
| Professionals | | | | | | | | 444444444444444444 | | | | | | |
| Technicians | | | | | | | | | | | | | 1 | |
| Sales | | | | | | | | | | | | | | |
| Clerical | | | | | | | - | | | | | | | |
| Craftsman | | | | | | | | 444444444444444 | | | | | | |
| Operations (semiied) | | | | | | | | | | | | | | |
| Laborers | | | | | | | | 44444444444444 | | | | | | |
| Service Workers | | | | - | | | | 444444444444444 | | | | | | |
| SUB-TOTAL | | | | | | | | 1444444444444444444 | | | | | | |
| TOTAL | 2 | 7 | | | | 2 | 7 | | 2 | 7 | | | 2 | 7 |

*SP/

ndi

| Ν. | C. | STATE | UNIVER | SITY |
|-----|------|-------|--------|------|
| AFF | IRM/ | TIVE | ACTION | PLAN |
| | SPA | PERSC | NNEL | |

SCHOOL Design COMPLETED BY R. H. Clark

DATE January 7, 1974

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WORK SHEET FOR TABLE II

| | Estimated Number of Positions Expected to Become Vacant | Estimated Number of Newly Created Positions | Total Positions to Be Filled | Pro (ba | to 1 | on be f | Hirin the f illed - 19 | total 1) | . pos | itio | ns |
|---|--|---|---------------------------------------|------------|------|------------|---------------------------------|-------------|-------|------|-----|
| FULL-TIME | (1975 - 1976) | (1975 - 1976) | (1975-1976) | WHI | | | ACK | OTH | | | TAL |
| Officials & Managers Professionals Technicians Sales Clerical Craftsman Operations (semi-skilled) Laborers Service Workers SUB-TOTAL | | | | | F | M | F | M | F | M | F |
| TOTAL | 0 | 0 | 0 | | | | | | | 0 | 0 |
| *PERMANENT PART-TIME Officials & Managers Professionals Technicians Sales Clerical Craftsman Operations (semi-skilled) Laborers Service Workers SUB-TOTAL | | | | | | | | | | | |
| TOTAL | 0 | 0 | 0 | | | | | | | 0 | 0 |

Note: A + B = C

C = D

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



IDENTIFICATION OF ADDITIONAL PROBLEM AREAS

A. COMPOSITION OF THE WORK FORCE BY MINORITY GROUP STATUS AND SEX

The School of Design is a professional school with Departments of Architecture, Landscape Architecture, and Product Design. A vast majority of the faculty resources available to the School must necessarily come from these three professions. Unfortunately, then, the problems each of these professions has relative to Blacks and women has a direct influence on the composition of the faculty of the School of Design. The relative scarcity of both Blacks and women in these professions seriously affects the potential pool for recruiting faculty.

Of interest relative to women is the aptitude measurement of the Johnson O'Connor Research Foundation and its Human Engineering Laboratory, which has tested 300,000 people over the past 50 years. Of 22 distinct aptitudes, men and women are equal in 14, women excel in 6, and men excel in 2. These two aptitudes are grip, or physical strength, and "structural visualization", or the ability to visualize things in three dimensions - an ability which seems central to the professions represented by the School of Design. Although fewer women than men possess this aptitude, at least one woman in four does. A paper on "The Potential of Women" by the Human Engineering Laboratory of Boston, Massachusetts, suggests that only cultural bias keeps these professions from even remotely approaching a 25 percent female population. While this study suggests a potential maximum proportion of women who might have an aptitude for these professions, there is no similar study available on Blacks.

Each profession has its own set of information and, therefore, each will be discussed separately:

Architecture

Sources of information:

- 1) American Institute of Architects (AIA)
- 2) Association of Collegiate Schools of Architecture (ACSA)
- 3) National Council of Architectural Registration Boards (NCARB)

There are approximately 33,000 registered architects in this country. It is estimated that about 4 percent of these are women. There are no figures about the percentage of Black architects.

The total membership in the AIA is around 24,000. Women constitute about 1.2 percent of these and Blacks about 1 percent.

Currently there are 29,000 students of architecture in the 97 architecture programs in the U.S. and Canada. Twenty-four hundred, or 8.3 percent, of these are women, and about 4 percent of these are Blacks. There are two important things relative to these figures; first, the number of women and Blacks in architectural schools is increasing, thus, it can be assumed that eventually the available pool of Blacks and women qualified to teach will increase. The total enrollment for women in 1968-69 was 5.7 percent. Relative to teaching, though, is the number of Master's candidates. In 1972-73, there were 312 women enrolled in graduate architectural programs. While education beyond a Master's

level is not normal in architecture, between 1960-69 there were 50 doctorates awarded in architecture - 4 (8 percent) of these were women. It is also interesting to note that of the 2,905 candidates who took architectural registration exams in December, 1972, 3.3 percent were women. Also, of the NCARB certificate holders, 14.2 percent, or about 1,500, have Master's degrees.

In 1972-73, there were 2,114 full-time equivalent faculty teaching in architecture. ACSA statistics indicate that 2.3 percent of these are Black and 5.4 percent are women.

Apparently there is no relief for increasing the women and Blacks through part-time faculty. The North Carolina Board of Architecture indicates there are 605 resident registered architects. Of these, only 4 (0.67 percent) are Black and 5 (0.8 percent) are women.

Landscape Architecture

Source of information:

1) American Society of Landscape Architects (ASLA)

There are approximately 4,000 members of the ASLA. Less than 5 percent of these are women, and about 0.25 percent are Blacks.

Currently there are 3,650 students in the 28 accredited landscape architecture programs. Three hundred sixteen (8.6 percent) of these are women students, and 30 (0.8 percent) are Black. The number of women students in landscape architecture has increased siginificantly in the past two years. It is estimated, though, that the total number of Blacks that have received landscape architecture degrees is 20. The ASLA also reports that there are about 100-150 job opportunities for Blacks in landscape architecture which cannot be filled.

There are about 200 full-time and 100 part-time faculty teaching in accredited landscape architecture programs. While there have been women faculty in previous years, there currently are no women teaching on a full-time basis in landscape architecture. Of the nine known Black landscape architects, four are currently teaching. However, three of these four are teaching in predominantly Black architecture programs. Therefore, only one Black is currently teaching in a landscape architecture program.

Product Design:

Source of information:

1) Industrial Designers Society of America (IDSA)

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The IDSA has a membership of 725. Women constitute 1.2 percent of the members, and there are no Blacks in the membership.

In the 41 schools that offer programs in industrial (product) design, there are 2,000 students. Three hundred sixty-three (18.1 percent) of these are women. No information is available on Black students excepting that since 1968 there have only been ten Black students who have graduated from industrial design programs. There are 184 full-time and 129 part-time faculty in industrial design programs. At this time there are two women teaching full time in these programs, and there is no indication of any Blacks who are teaching.

In each profession there is an apparent increase in the percentage of women and Blacks enrolled as students. This is encouraging for increasing the available pool of qualified women and Blacks for staffing faculty positions. Unfortunately, the time when this increase will be felt is at least three to five years away. The School of Design has also taken steps to ensure an increase in the Blacks and women students in the School. Recruitment brochures are currently in the process of being produced; an effort will be made to contact high schools to attempt to change the image in the students' eyes that the professions are white, male strongholds; and an effort to increase the availability of financial assistance is underway. Also, a Black student who has recently transferred to the School has agreed to aid in our recruitment efforts.

B. COMPOSITION OF APPLICANT FLOW BY MINORITY GROUP STATUS AND SEX

One primary reason the School of Design has not had better representation of Blacks and women on the faculty--besides the apparent scarcity of qualified persons -- is that previously utilized recruiting procedures did not produce the names of Blacks and women. Our analysis of this problem has resulted in more rigorous recruiting which recently has included advertising in professional journals and newsletters, soliciting names of applicants from similar departments throughout the country (including Black schools), soliciting applicants from major firms in the country, and by building a file of potential applicants. These procedures have only recently been utilized and, at this time, no definitive information is available about its success. However, our efforts in these initial attempts have not been as successful as had been hoped. These procedures take a great deal more time to implement than those used previously, and we have not in each case allowed enough time for these new procedures to have an effect. This suggests that personnel decisions will have to be made earlier so that more time is available for recruitment.

- C. THE TOTAL SELECTION PROCESS INCLUDING POSITION DESCRIPTIONS, POSITION TITLES, WORKER SPECIFICATIONS, APPLICATION FORMS, INTERVIEW PROCEDURES, TEST ADMINISTRATION, TEST VALIDITY, REFERRAL PROCEDURES, FINAL SELEC-TION PROCESS, AND SIMILAR FACTORS
 - The selection process as a discriminatory act is not a problem. Our difficulties rest in not having available a large pool from which to recruit and not being very successful in tapping the pool. When a Black or woman is identified and qualified for a position, the person has an equal opportunity of being hired.

2. The general campus submission addresses this point.

3. Our examination of position descriptions indicates accuracy to actual functions and duties. In order to effect uniformity, the

School has recently started publishing the position description and distributing it in all announcements of the position.

- No formal testing is utilized for EPA positions in the School of Design. The general campus submission addresses this point for other positions.
 - 5. The general campus submission addresses this point.
- D. TRANSFER AND PROMOTION PRACTICES

The School of Design has had only limited experience with Blacks and women on its faculty. This experience has been too short to indicate whether discriminatory practices occur with regard to transfer and promotion. It is observable that all the women and Blacks currently on the faculty carry "visiting" before their title. This is currently a normal practice for all new appointments and rather than indicating discrimination, it indicates that Blacks and women are new members of the faculty. On the positive side, it indicates new hiring policies in the School.

- E. FACILITIES, COMPANY SPONSORED RECREATION AND SOCIAL EVENTS, AND SPECIAL PROGRAMS SUCH AS EDUCATIONAL ASSISTANCE
 - The women and Black on the faculty are not excluded from any of facilities, recreation and social programs, or special programs of the School of Design. One of the women was given special funding last summer to attend a computer workshop at M.I.T. The women and Black have also had available to them travel funds to aid their education on an equal basis to other faculty members.
 - There is no evidence of de-facto segregation in School of Design facilities.
- F. SENIORITY PRACTICES AND SENIORITY PROVISIONS OF UNION CONTRACTS Not applicable.
- G. APPRENTICESHIP PROGRAMS

The general campus submission addresses this point.

H. ALL COMPANY TRAINING PROGRAMS, FORMAL AND INFORMAL

The general campus submission addresses this point.

I. WORKFORCE ATTITUDE

The attitude in the School of Design has generally been positive toward desegregation. In particular, the people involved in recruiting and screening and selection have been selected with a

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concern toward eliminating bias. The Affirmative Action Officer in the School is an active participant in these procedures as well as in procedures of promotion. One of the roles of this person is to ensure that bias does not occur in these procedures.

- J. TECHNICAL PHASES OF COMPLIANCE, SUCH AS POSTERS AND NOTIFICATION TO LABOR UNIONS, RETENTION OF APPLICATIONS, NOTIFICATION TO SUBCONTRACTORS, ETC.
 - Posters announcing position openings and that the University is an Equal Opportunity Employer are posted in one central place within the School of Design.
 - 2. The general campus submission addresses this point.
 - 3. The general campus submission addresses this point.

K. MISCELLANEOUS PROBLEMS

- 1. The general campus submission addresses this point.
- 2. The general campus submission addresses this point.
- 3. The general campus submission addresses this point.

L. PROBLEM AREAS

- 1. The general campus submission addresses this point.
- 2. The general campus submission addresses this point.
- 3. The general campus submission addresses this point.
- 4. The general campus submission addresses this point.

DATE: January 7, 1974

0

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

A.

School/Department:_____Architecture

Individual Completing Form: Roger Clark

PART 1 - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

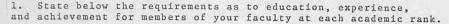
1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.

See attached description of requirements which pertain to the School of Design.

2. Now 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 | 1000 | |
| White Female | 1232 | 88% |
| MILLE FEMBLE | 112 | 8% |
| Black Male | 56 | 4% |
| Black Female | 0 | 0 |
| Other Male | 0 | 0 |
| Other Female | 0 | 0 |
| TOTAL | 1400 | 100% |

PART I



Instructor:

- . A master's degree or substantial progress towards the degree
- . Evidence of potential in teaching, or in research, or in other scholarly or germane creative activity

Assistant Professor: CRITERIA:

- . A master's degree or equivalent experience and recognition
- . Evidence of ability or definite promise as a teacher, or research scholar, or extension worker
- Promise of independent achievement in the field of scholarship or creative activity
- At least one year of experience in teaching or professional practice

Associate Professor: CRITERIA:

- . A master's degree or equivalent experience and recognition
- . Distinction and recognition as a teacher, or independent researcher, or extension specialist
- . Established professional reputation in a recognized field
- . Ability to supervise teaching, graduate study, research, or extension programs
- . Prior approval by the Dean of the Graduate School
- . At least five years of experience in teaching or professional work
- . At least one publication or recognition by peers of significant creative work

Professor:

CRITERIA:

- . A master's degree or equivalent experience and recognition
- . Outstanding reputation as a teacher, or independent research scholar, or recognized extension contributor
- . Demonstrated ability in and willingness to participate in institutional affairs
- . Established reputation within the profession as a scholar, or in other learned or professional activities
- . Experience in supervising teaching, graduate study, research, or extension programs
- . Prior approval of the Graduate School
- . Extensive professional publications, including creative works
- . Invited lectureships and critic assignments

School/Department:

Architecture

Individual Completing Form: Roger Clark

Form No. 1, page two

Str.

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

a. List sources of data:

Professional organizations related to architecture:

- 1. American Institute of Architects (AIA)
- 2. Association of Collegiate Schools of Architecture (ACSA)
- 3. National Council of Architectural Registration

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 number is based upon a recent NCARB survey which indicated that 14.2% of 11,000 NCARB certificate holders had master's degrees. Generally, most master degree holders would also hold NCARB certificates. The assumed number of master degree holders was adjusted downward to reflect assumed interest and availability. The percent was based upon the percent of each category which are now teaching with an upward adjustment to reflect trends.

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

Our information is only as accurate as that collected by the professional organizations and the recording procedures they use. The information will become more accurate as procedures are improved. Information related to blacks is the least accurate; however, the AIA has the most accurate information of the School's departments because of requirements for professional registration.

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

It is never clear what people are actually available. Information related to blacks has been especially difficult since blacks have been reluctant to provide the required information. -School/Department: Architecture

Individual Completing Form: Roger Clark

Form No. 1, page three

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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 | | |
| Mnite Female | | |
| Black Male | | - |
| Black Female | | |
| Other Male | 1 | - |
| Other Female | | |
| TOTAL | | 1.00% |
| | N/A | |



School/Department:

Architecture

Individual Completing Form: School of Design

Form No. 1, page four

A.

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

a. List sources of data:
 N/A

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:

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:

-Selvol/Department: Architecture

Form No. 2, page one

Individual Completing Form: Roger Clark

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.

This department has no EPA non-faculty positions.

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)

OFFICIALS AND MANAGERS

PROFESSIONALS

| | Number | Percent |
|--------------|--------|------------|
| White Male | | |
| White Female | - | |
| Black Male | - | - <u> </u> |
| Black Female | | |
| Other Male | | |
| Other Female | - | |
| TOTAL | N/A | 100% |

| | Number | Percent |
|--------------|--------|---------|
| White Male | | 1 |
| White Female | | 1 |
| Black Male | | 1 |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | · N/A | 100% |

TECHNICIANS

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | - | |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | N/A | 1002 |

School/Department: Architecture

Individual Completing Form: Roger Clark Form No. 2, page two

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

a. List sources of data: N/A

b. Describe the method(s) used for arriving at the figures recorded in the charts 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:

*School/Department: Architecture

Individual Completing Form: Roger Clark

Form No. 2, page three

1.1

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:

N/A

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

OFFICIALS AND MANAGERS

PROFESSIONAL

| | Number | Percent |
|--------------|----------|---------|
| White Male | File - C | |
| White Female | | |
| Black Male | | |
| Black Female | | - |
| Other Male | | - |
| Other Female | | |
| TOTAL | N/A | 100% |

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | N/A | 100% |

TECHNICIANS

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | N/A | 100% |

School/Department: Architecture

Individual Completing Form: Roger Clark Form No. 2, page four

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

a. List sources of data: N/A

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:

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:

DATE: January 7, 1974

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

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Seives1/Department: Product Design

Individual Completing Form: Roger Clark

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.

See attached description of requirements which pertain to the School of Design.

2. Now 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 | 67 | 90% |
| White Female | 8 | 10% |
| Black Male | 0 | 0 |
| Black Female | 0 | 0 |
| Other Male | 0 | 0 |
| Other Female | 0 | 0 |
| TOTAL | 75 | 100% |

PART I



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

Instructor:

CRITERIA:

- . A master's degree or substantial progress towards the degree
- . Evidence of potential in teaching, or in research, or in other scholarly or germane creative activity

Assistant Professor: CRITERIA:

- . A master's degree or equivalent experience and recognition
- . Evidence of ability or definite promise as a teacher, or research scholar, or extension worker
- . Promise of independent achievement in the field of scholarship or creative activity
- . At least one year of experience in teaching or professional practice

Associate Professor: CRITERIA:

- . A master's degree or equivalent experience and recognition
- . Distinction and recognition as a teacher, or independent researcher, or extension specialist
- . Established professional reputation in a recognized field
- . Ability to supervise teaching, graduate study, research, or extension programs
- . Prior approval by the Dean of the Graduate School
- . At least five years of experience in teaching or professional work
- . At least one publication or recognition by peers of significant creative work

Professor: CRITERIA:

- . A master's degree or equivalent experience and recognition
- . Outstanding reputation as a teacher, or independent research scholar, or recognized extension contributor
- . Demonstrated ability in and willingness to participate in institutional affairs
- . Established reputation within the profession as a scholar, or in other learned or professional activities
- . Experience in supervising teaching, graduate study, research, or extension programs
- . Prior approval of the Graduate School
- . Extensive professional publications, including creative works
- . Invited lectureships and critic assignments



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Product Design

Individual Completing Form:

Roger Clark

Form No. 1, page two

11

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

a. List sources of data:

Professional organization related to industrial design: 1. Industrial Design Society of America (IDSA)

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:

IDSA information adjusted by the significant number of women currently enrolled in schools.

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

The IDSA is less organized toward gathering of the needed data than either the AIA or the ASLA. It is assumed, then, this data is less accurate except with regard to blacks. In this case, there are essentially no blacks in the profession.

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

Most of the problems relate to IDSA and their lack of data and reporting methods.

Seinel/Department:_____ Product Design

Individual Completing Form: Roger Clark

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 Fema | le | 1 1.21 |
| Black Male | | |
| Black Fema | le | |
| Other Male | | |
| Other Fema | le | |
| TOTAL | N/A | 1.00% |

Seite-ol/Department: Product Design

Individual Completing Form: Roger Clark Form No. 1, page four

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

a. List sources of data:

N/A

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:

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:

Select 1/Department: Product Design Form No. 2, page one

Individual Completing Form: Roger Clark

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.

This department has no EPA non-faculty positions.

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)

OFFICIALS AND MANAGERS

Number Percent White Male White Female Black Male Black Female Other Male Other Female 100% TOTAL N/A

PROFESSIONALS

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | dif. |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | N/A | 100% |

11

TECHNICIANS

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | - |
| Black Female | | |
| Other Male | | - |
| Other Female | | - |
| ΤΟΤΛΙ. | N/A | 100% |

Stimel/Department: Product Design

Individual Completing Form: Roger Clark Form No. 2, page two

- 3. Explain how you arrived at the figures in the charts on page one.
 - a. List sources of data:

N/A

b. Describe the method(s) used for arriving at the figures recorded in the charts 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:

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Product Design

Individual Completing Form: Roger Clark Form No. 2, page three

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:

N/A

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

OFFICIALS AND MANAGERS

PROFESSIONAL

| | Number | Percent |
|--|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | - | 100% |
| and the second second second second second second second second second second second second second second second | N/A | 1. |

| Number | Percent |
|--------|---------|
| | |
| | |
| | |
| | 1 |
| | |
| | |
| N/A | 100% |
| | Number |

TECHNICIANS

| Number | Percent |
|--------|---------|
| 4 | |
| | |
| | |
| | |
| | |
| | |
| N/A | 100% |
| | Number |

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49

Seimel/Department: Product Design

Individual Completing Form: Roger Clark

Form No. 2, page four

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

a. List sources of data:

N/A

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:

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:

: . DATE: January 7, 1974

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department:_____Landscape Architecture

Individual Completing Form: Roger Clark

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.

See attached description of requirements which pertain to the School of Design.

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

| | Nümber | Percent |
|--------------|--------|---------|
| White Male | 360 | 99% |
| White Female | 40 | 1% |
| Black Male | 0 | 0 |
| Black Female | 0 | 0 |
| Other Male | 0 | 0 |
| Other Female | 0 | 0 |
| TOTAL | 400 | 300% |

PART I



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

Instructor:

CRITERIA:

- . A master's degree or substantial progress towards the degree
- . Evidence of potential in teaching, or in research, or in other scholarly or germane creative activity

Assistant Professor: CRITERIA:

- . A master's degree or equivalent experience and recognition
- . Evidence of ability or definite promise as a teacher, or research scholar, or extension worker
- . Promise of independent achievement in the field of scholarship or creative activity
- . At least one year of experience in teaching or professional practice

Associate Professor: CRITERIA:

- . A master's degree or equivalent experience and recognition
- . Distinction and recognition as a teacher, or independent researcher, or extension specialist
- . Established professional reputation in a recognized field
- . Ability to supervise teaching, graduate study, research, or extension programs
- . Prior approval by the Dean of the Graduate School
- . At least five years of experience in teaching or professional work
- . At least one publication or recognition by peers of significant creative work

Professor: CRITERIA:

- . A master's degree or equivalent experience and recognition
- . Outstanding reputation as a teacher, or independent research scholar, or recognized extension contributor
- . Demonstrated ability in and willingness to participate in institutional affairs
- . Established reputation within the profession as a scholar, or in other learned or professional activities
- . Experience in supervising teaching, graduate study, research, or extension programs
- . Prior approval of the Graduate School
- . Extensive professional publications, including creative works
- . Invited lectureships and critic assignments

Individual Completing Form: Roger Clark

Form No. 1, page twoy

1

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

a. List sources of data:

Professional organization related to landscape architecture: 1. American Society of Landscape Architects

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:

From ASLA membership and knowledge of interest. Many of the women are not yet qualified as they have recently graduated.

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

As most landscape architects are not required to be registered, reporting channels are not always clear or complete. Information related to blacks is accurate.

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

Most problems relate to ASLA and their lack of completeness in reporting methods.

Individual Completing Form: Roger Clark 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 | N/A | .1.00% |

Individual Completing Form: Roger Clark

Form No. 1, page four

13

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

a. List sources of data:

N/A

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:

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:

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-Selevel/Department: Landscape Architecture

Form No. 2, page one

Individual Completing Form: Roger Clark

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.

This department has no EPA non-faculty positions.

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)

OFFICIALS AND MANAGERS

PROFESSIONALS

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | |
| Black Female | | 1987 |
| Other Male | | _ |
| Other Female | | |
| TOTAL | N/A | 100% |

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | | |
| TOTAL | . N/A | 100% |

TECHNICIANS

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | - |
| Black Female | | |
| Other Male | | |
| Other Female | | - |
| TOTAL | N/A | 100% |

Individual Completing Form: Roger Clark

Form No. 2, page two

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

a. List sources of data:

N/A

b. Describe the method(s) used for arriving at the figures recorded in the charts 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:

Individual Completing Form: Roger Clark Form No. 2, page three

11

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:

N/A

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

OFFICIALS AND MANAGERS

PROFESSIONAL

| and the second second second second second second second second second second second second second second second | Number | Percent |
|--|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | |
| Black Femole | | |
| Other Male | | |
| Other Female | | |
| TOTAL | N/A | 100% |

| | Number | Percent |
|--------------|--------|----------|
| White Male | | <u>}</u> |
| White Female | | |
| Black Male | | - |
| Black Female | | |
| Other Male | | |
| Other Female | | 1 |
| TOTAL - | N/A | 100% |

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TECHNICIANS

| | Number | Percent |
|--------------|--------|---------|
| White Male | | |
| White Female | | |
| Black Male | | |
| Black Female | | |
| Other Male | | |
| Other Female | - | |
| TOTAL | N/A | 100% |

Individual Completing Form: Roger Clark

Form No. 2, page four

18 a

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

a. List sources of data: N/A

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:

N/A

5 - 1

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: