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PREAMBLE

As Chancellor of North Carolina State University at Raleigh, it is my privilege to submit the 1976 revision of our Affirmative Action Plan. This plan supersedes the Affirmative Action Plan dated January, 1974. Our University is fully committed to the principles of equal opportunity and affirmative action. We are making every effort to ensure that the University community remains aware of our goals and obligations for the provision of equal opportunity.

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

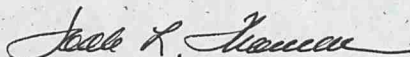
- recruitment and employment of new employees of the State;
- promotion, demotion, transfer, lay-off, termination, or selection of employees of the State for training and development;
- establishment of rates of pay including the awarding of salary adjustments and/or merit salary increments.

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

Each of the major units of this campus has been involved in the compilation of our Revised Affirmative Action Plan. This process of self-examination and establishment of goals and time-tables within the various units provides a more thorough evaluation, interest, and participation in attaining the stated goals, than

would a centrally prepared plan.

The University adheres to a policy of equal opportunity not solely because of legal requirements but because such a policy is morally right. Any other policy would be indefensible and inconsistent with the intellectual and moral objectives of this institution.

A handwritten signature in cursive script, reading "Joab L. Thomas".

Joab L. Thomas
Chancellor

II

REAFFIRMATION OF EEO POLICY AND
DEVELOPMENT OF PLAN

A. EQUAL EMPLOYMENT OPPORTUNITY POLICY

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

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

University policy prohibits discrimination affecting all employees, and employment practices will operate to prevent discrimination.

The principle of equal employment opportunity shall apply with respect to all incidents of the employment relationship, including: (1) initial consideration for employment, (2) job placement and assignment of responsibilities, (3) evaluation of performance, (4) promotion and advancement, (5) compensation and fringe benefits, (6) access to training and other professional-development opportunities, (7) formulation and application of personnel rules and regulations, (8) access to facilities, and (9) layoff, discipline, and termination.

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

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

Commitment to Increasing Employment Opportunity. North Carolina State University is committed to the elimination of any demonstrated

underutilization of women and members of minority groups within its staff complement.

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

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

B. PROCEDURE USED TO DEVELOP THE PLAN

Initial steps in the development of the revised affirmative action plan were taken in early October, 1975, when it was determined that the most effective method of developing a functional and effective revision for this campus would be to follow the regular patterns of organization and administration. Accordingly, in October, 1975, the following affirmative action planning units were identified:

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

Each unit was asked to develop revised plans applicable to that unit. In combination with the general statement on policy and descriptions of procedure, these plans constitute the Affirmative Action Plan 1976 Revision for NCSU.

Approaching affirmative action planning in this manner had several advantages. First, it followed normal organizational patterns of the University rather than imposing a new structure for administration of the plan on the existing pattern. Second, this method of organization compelled each unit to conduct its own analysis of utilization and availability and to develop a plan that would work in that unit's context. Third, this approach

meant that more individuals would be involved in developing affirmative action plans than would have been assigned this task. Wide participation is an important factor in the success of any endeavor in a multi-purpose institution like the university.

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

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

III
PUBLICIZING THE PLAN AND POLICY

POLICY DISSEMINATION

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

INTERNAL DISSEMINATION

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

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

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

EXTERNAL DISSEMINATION

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

<u>Action</u>	<u>Date of Initiation</u>	<u>Schedule</u>	<u>Responsibility</u>
5. Provide written notification of plan and basic contents to public and private organizations interested in employment opportunities for women and minorities; community agencies and leaders; secondary schools, colleges, and technical and business institutes	Within 30 days after approval by HEW		EEO Officer
6. Subcontractors, vendors, and suppliers notified in writing of EEO policy	Implemented	Continuous	Vice Chancellor for Finance and Business
7. Publicize EEO progress, appointments of new personnel, promotions, etc., relating to EEO objectives, in public press and in office publications distributed externally.	Immediate	Continuous, as periodically warranted	EEO Officer

IV

GENERAL RESPONSIBILITY FOR
IMPLEMENTATION OF THE PLAN

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

In July, 1974, the Chancellor designated Dr. Lawrence M. Clark, Equal Employment Opportunity Officer for North Carolina State University. Responsibilities of the EEO Officer include the following activities:

- (a) staff assistance in developing policy statements, affirmative action programs, and internal and external communication techniques
 - (1) assist in the identification of problem areas
 - (2) assist line management in arriving at solutions to problems
 - (3) design and implement audit and reporting system that will
 - (i) measure effectiveness of the University's programs
 - (ii) indicate need for remedial action

- (iii) determine the degree to which the University's goals and objectives have been attained
 - (4) serve as liaison between the University and enforcement agencies
 - (5) serve as liaison when appropriate between the University and minority organizations, women's organizations and community action groups concerned with employment opportunities of minorities and women.
 - (6) keep management informed of latest significant developments in the entire equal opportunity area.
- (b) line responsibilities include but not limited to the following:
- (1) assistance in the identification of problem areas and establishment of local and unit goals and objectives
 - (2) periodic audit of training programs; hiring and promotion patterns and to recommend procedures to facilitate the attainment of goals and objectives
 - (3) regular discussions with Deans, department heads, directors, and employees to be certain the University's policies are being followed
 - (4) periodic review of transfers and promotions to insure that these are based on qualifications to insure that minorities and women are given full consideration

- (5) encourage career counseling for all employees
- (6) encourage periodic audit to insure that
 - (i) posters are properly displayed
 - (ii) all facilities which the University maintains for use and benefit of the employees are in fact desegregated, both in policy and use; and to insure that facilities such as dormitories, locker rooms, and rest rooms are comparable for both sexes
 - (iii) minority and female employees are afforded a full opportunity and are encouraged to participate in all University-sponsored educational, training, recreational, and social activities
- (7) have supervisors understand that their work performance is being evaluated on the basis of their equal employment opportunity efforts and results, as well as other criteria
- (8) insure that supervisors prevent harassment of employees who have been placed through affirmative action efforts when such action is appropriate.

ANALYSIS OF UTILIZATION AND
IDENTIFICATION OF PROBLEM AREAS

A. METHODS OF ANALYSIS

A singular concentration on employment totals of minorities and women on the University campus would fail to satisfy the concept and purpose of the equal opportunity laws. Equality of opportunity is reflected in all fundamental job-related areas including, but not limited to, salaries, promotion and tenure, etc. Recognizing this, potential problem areas, such as those listed above, have been subjected to a systematic analysis since the fall of 1970.

North Carolina State University has designed a computer program to provide University Administrators with the necessary data that forms the basis of our utilization reports. Developed early in 1971, in preparation for an HEW Compliance review, the data bank contains essential quantitative information including name, sex, race, rank or classification, salary, years of service and highest degree earned, on all EPA and SPA personnel. This data is updated annually for EPA Personnel and more frequently for SPA.

The University recognizes a need for progress in providing equal opportunity for disadvantaged and minority groups. We wish to encourage and expand present efforts on campus to recruit and promote members of the groups.

B. EPA PERSONNEL

Utilization of EPA Personnel. Tables 1a and 1b summarize the distribution of EPA Personnel at North Carolina State University

as of June, 1976, by race and Tables 2a and 2b summarized by sex. The (a) tables present data on EPA nonfaculty and (b) tables present data on EPA faculty. Tables 3a through 15b contain the same information for each of the planning units by race. Tables 16a through 28b summarize this same information for each of the planning units by sex. These tables indicate that NCSU has developed goals that will provide an increase in the number of minority and female EPA employees at most ranks with particular emphasis being given to the upper faculty ranks where there are six minority professors, fourteen minority associate professors, two female professors and sixteen female associate professors. The wide variation of utilization among planning units reflects availability rather than patterns of discrimination at NCSU. The clustering of females and minorities in the lower ranks generally indicate of these individuals that many have been employed only recently and have not had time to merit promotion. Past employment practices tended to lead to the employment of white males who now occupy the more senior positions.

Recruitment, Promotion, Salary, and Conditions of Work. A comparison of promotion rates for the various academic ranks by race and sex suggests that in the past women may have experienced some discrimination in promotions. This conclusion, however, must remain tentative because in promotion decisions numerous intangible factors are considered which cannot be translated into quantitative numerical data. It is clear that in the past it has taken some females longer to gain promotion than men. The administration is conscious of this potential problem and is making a concerted effort to insure that promotion decisions are based on performance.

Table 29 summarizes the data for departments with significant numbers of women.

An analysis of salary data revealed no salary discrimination based on race. Several years ago it became evident that some female faculty members' salaries were lower than many males at the same faculty rank and experience within the same department. Additional funds were made available to the numerous Schools to remedy individual inequities where they existed. Each year department heads and Deans are reminded to check for any situations and give such cases special attention. Where any differentials exist, these administrators are requested to justify them on the basis of performance.

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

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

department, the department head may consult as follows:

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

The approval of school Deans and the Provost is required for all appointments. For assistant professors and above, interviews with the Deans and the Provost are required and the Graduate Dean is included if graduate faculty status is to be requested.

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

- a) Must meet the need of the department in terms of scholarly competence and interest
- b) evidence of ability and interest in teaching

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

Depending on the mission of the department, criteria may be weighed differently. For instance, the Department of Entomology would emphasize research and extension while the Department of English would emphasize undergraduate teaching since it does not have a doctorate level graduate program.

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

- a) teaching performance
- b) research contributions
- c) service to department, School, and University
- d) service to community, State, and Nation

- e) need to redress imbalances
- f) receipt of other offers
- g) market conditions for a particular field
- h) cost of living
- i) history of past increases
- j) general overall performance
- k) interpersonal relationships

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

C. SPA PERSONNEL

Placement, Promotion, Salary, and Conditions of Work. The placement of SPA employees throughout the campus depends upon vacancies at any particular time. The referral of qualified candidates is made without regard to race or sex. Selection of the appropriate individual is made by the hiring official. However, commitments may not be made by hiring officials until applications and Application Routing Forms of all candidates have been reviewed by the Employment Section of the Division of Personnel Services. The review by Employment personnel is to assure that each employment decision is nondiscriminatory. As noted elsewhere in this report, units needing help in recruiting minority or female applicants will be given special consideration through recruitment

efforts of the Division of Personnel Services.

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

Identification of Problem Areas. Each SPA position, which currently numbers some 2,400 has been assigned by sex and race to one of the six categories indicated in the EEO-6 report. These data are also shown in percentage figures in Tables 1c (race) and 2c (sex). Comparing these figures with availability data on the work force for Wake, Johnson and Franklin counties (area designated as primary recruiting area for SPA personnel, see Table 9), one can readily see some disparity in the SPA work force as it pertains to these six categories. Each of the unit plans, which altogether encompass the total NCSU Affirmative Action Plan, addresses these deficiencies and attempts to establish goals and timetables to correct any deficiencies noted.

Another method of identifying problem areas is to analyze SPA job classifications in terms of racial and sexual mix. Currently, there are 350 job classifications; the majority are filled by whites. Job classifications at the lower skill levels are filled predominately by minority group members. As one moves through the middle classifications and pay ranges into the upper job classifications and pay ranges, the race and sex of members occupying these classes show a predominance of white males.

Job classifications in which there are five or more minorities

and no whites are as follows:

Housekeeping Foreman
Mail Clerk
Housekeeping Supervisor

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

Administrative Secretary
Clerk IV
Accounting Clerk III
Electrician II
Statistical Analyst
Administrative Assistant
Air Conditioning Mechanic IV
Research Mechanic II
Maintenance Mechanic IV
Computer Programmer I
Computer Programmer II & III
Electronic Technician II
Electronic Technician III
Instrument Maker II
Farm Superintendent II
Research Analyst I
Univ. Lab Mech. II
Painter
Plumber
Art. II
Accounting Clerk V
Boiler Operator III
Consulting Engineer II

Table
1 a

Summary on present and projected academic year 1978-1979 racial composition of
North Carolina State University by job classifications (EPA nonfaculty)
and by employment status.

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	127 (92.70) ¹	213 (89.87)	5 (100.00)	53 (82.81)	398 (89.84)
		1978-1979	129 (91.48)	208 (87.02)	4 (100.00)	49 (81.67)	390 (87.84)
	Part-time	Present	1 (100.00)	19 (95.00)	2 (100.00)	0 (0.00)	22 (95.65)
		1978-1979	1 (100.00)	15 (88.24)	0 (0.00)	0 (0.00)	16 (88.88)
Black	Full-time	Present	9 (6.57)	21 (8.86)	0 (0.00)	1 (1.56)	31 (7.00)
		1978-1979	11 (7.81)	27 (11.30)	0 (0.00)	3 (5.00)	41 (9.23)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	1 (5.88)	0 (0.00)	0 (0.00)	1 (5.56)
Hispanic	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	1 (1.56)	1 (0.22)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	1 (1.66)	1 (0.22)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Asian & Pacific Is.	Full-time	Present	1 (0.73)	3 (1.27)	0 (0.00)	9 (14.07)	13 (2.94)
		1978-1979	1 (0.71)	4 (1.68)	0 (0.00)	9 (11.67)	12 (2.71)
	Part-time	Present	0 (0.00)	1 (5.00)	0 (0.00)	0 (0.00)	1 (4.35)
		1978-1979	0 (0.00)	1 (5.88)	0 (0.00)	0 (0.00)	1 (5.56)
American Indian	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Total	Full-time	Present	137 (30.93) ²	237 (53.50)	5 (1.13)	64 (14.44)	443
		1978-1979	141 (31.75)	239 (53.82)	4 (0.92)	60 (13.51)	444
	Part-time	Present	1 (4.35)	20 (86.95)	2 (8.70)	0 (0.00)	23
		1978-1979	1 (5.56)	17 (94.44)	0 (0.00)	0 (0.00)	18

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

²Percent of total in this job classification

Table
1b Summary on present and projected academic year 1978-1979 racial composition
of North Carolina State University by rank (EPA faculty) and by employment status.

Race	Empl. Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
White	PFT	Pres. 78-79	60(98.36) 59(98.33)	374(98.42) 430(97.29)	333(95.97) 343(94.75)	233(95.10) 276(88.46)	86(92.47) 71(87.66)	3(100.00) 4(100.00)	1089(96.46) 1183(93.81)
	VFT	Pres. 78-79	N/A N/A	2(66.67) 1(100.00)	5(83.33) 6(100.00)	23(85.18) 13(81.25)	35(92.11) 16(100.00)	2(100.00) 2(100.00)	67(88.16) 38(92.68)
	PT	Pres. 78-79	N/A N/A	17(100.00) 23(100.00)	10(90.91) 11(91.67)	12(85.72) 15(93.75)	74(92.50) 68(89.47)	43(100.00) 39(86.67)	156(94.54) 156(90.70)
Black	PFT	Pres. 78-79	0(0.00) 0(0.00)	0(0.00) 2(0.45)	6(1.73) 11(3.04)	8(3.27) 26(8.33)	4(4.30) 8(9.88)	0(0.00) 0(0.00)	18(1.59) 47(3.73)
	VFT	Pres. 78-79	N/A N/A	0(0.00) 0(0.00)	0(0.00) 0(0.00)	2(7.41) 2(12.50)	1(2.63) 0(0.00)	0(0.00) 0(0.00)	3(3.95) 2(4.88)
	PT	Pres. 78-79	N/A N/A	0(0.00) 0(0.00)	1(9.09) 1(8.33)	1(7.14) 1(6.25)	5(6.25) 7(9.21)	0(0.00) 6(13.33)	7(4.24) 15(8.72)
Hisp.	PFT	Pres. 78-79	1(1.64) 1(1.67)	1(0.26) 2(0.45)	3(0.86) 2(0.55)	0(0.00) 2(0.65)	1(1.08) 1(1.23)	0(0.00) 0(0.00)	6(0.53) 8(0.63)
	VFT	Pres. 78-79	N/A N/A	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 1(6.25)	2(5.26) 0(0.00)	0(0.00) 0(0.00)	2(2.63) 1(2.44)
	PT	Pres. 78-79	N/A N/A	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	1(1.25) 1(1.32)	0(0.00) 0(0.00)	1(0.61) 1(0.58)
Asian & Pac. Is.	PFT	Pres. 78-79	0(0.00) 0(0.00)	5(1.32) 8(1.81)	5(1.44) 6(1.66)	4(1.63) 8(2.56)	2(2.15) 1(1.23)	0(0.00) 0(0.00)	16(1.42) 23(1.83)
	VFT	Pres. 78-79	N/A N/A	1(33.33) 0(0.00)	1(16.67) 0(0.00)	2(7.41) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	4(5.26) 0(0.00)
	PT	Pres. 78-79	N/A N/A	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)
Amer. Ind.	PFT	Pres. 78-79	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)
	VFT	Pres. 78-79	N/A N/A	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)
	PT	Pres. 78-79	N/A N/A	0(0.00) 0(0.00)	0(0.00) 0(0.00)	1(7.14) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	1(0.61) 0(0.00)
Total	PFT	Pres. 78-79	61(5.40) 60(4.76)	380(33.66) 442(35.05)	347(30.74) 362(28.71)	245(21.70) 312(24.74)	93(8.23) 81(6.42)	3(0.27) 4(0.32)	1129 1261
	VFT	Pres. 78-79	N/A N/A	3(3.95) 1(2.44)	6(7.89) 6(14.64)	27(35.53) 16(39.02)	38(50.00) 16(39.02)	2(2.63) 2(4.88)	76 41
	PT	Pres. 78-79	N/A N/A	17(10.30) 23(13.37)	11(6.67) 12(6.98)	14(8.48) 16(9.30)	80(48.48) 76(44.19)	43(26.07) 45(26.16)	165 172

¹values are number of employees and (percentage within this employment status group)
²percent of total in this job classification

PFT = Permanent Full-time
VFT = Visiting Full-time
PT = Part-time

Summary on present and projected academic year 1978-1979 racial composition of North Carolina State University SPA personnel by job classifications and by employment status.

Race	Employment Status	Time Period	Exec., Admin., Mgr'l.	Professionals	Clerical Secretaries	Technicians & Paraprofessionals	Skilled Crafts	Service/Maintenance	Total
White	Full-time	Present	21(100.00)	108(99.08)	762(88.60)	473(90.61)	200(89.29)	90(18.63)	1654(74.54)
		1978-1979	23(100.00)	111(94.07)	745(82.14)	485(86.45)	207(76.38)	119(22.08)	1690(69.85)
	Part-time	Present	N/A	3(100.00)	70(95.89)	8(88.89)	1(50.00)	7(63.64)	89(90.82)
		1978-1979	N/A	2(100.00)	64(91.43)	9(90.00)	1(50.00)	7(63.64)	83(87.37)
Black	Full-time	Present	0(0.00)	1(0.92)	93(10.81)	42(8.05)	24(10.71)	393(81.37)	553(24.91)
		1978-1979	0(0.00)	7(5.93)	159(17.53)	69(12.30)	64(23.62)	417(77.37)	716(29.60)
	Part-time	Present	N/A	0(0.00)	3(4.11)	0(0.00)	1(50.00)	4(36.36)	8(8.16)
		1978-1979	N/A	0(0.00)	6(8.57)	1(10.00)	1(50.00)	4(36.36)	12(12.63)
Hispanic	Full-time	Present	0(0.00)	0(0.00)	3(0.35)	2(0.38)	0(0.00)	0(0.00)	5(0.23)
		1978-1979	0(0.00)	0(0.00)	2(0.00)	2(0.36)	0(0.00)	0(0.00)	4(0.47)
	Part-time	Present	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Asian & Pacific Is.	Full-time	Present	0(0.00)	0(0.00)	1(0.12)	5(0.96)	0(0.00)	0(0.00)	6(0.27)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	5(0.89)	0(0.00)	0(0.00)	5(0.21)
	Part-time	Present	N/A	0(0.00)	0(0.00)	1(11.11)	0(0.00)	0(0.00)	1(1.02)
		1978-1979	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
American Indian	Full-time	Present	0(0.00)	0(0.00)	1(0.12)	0(0.00)	0(0.00)	0(0.00)	1(0.05)
		1978-1979	0(0.00)	0(0.00)	1(0.11)	0(0.00)	0(0.00)	3(0.55)	4(0.17)
	Part-time	Present	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Total	Full-time	Present	0(0.00)	109(4.91)	860(38.76)	522(23.52)	224(10.09)	483(21.77)	2219
		1978-1979	0(0.00)	118(4.88)	907(37.49)	561(23.19)	271(11.03)	539(22.28)	2419
	Part-time	Present	N/A	3(3.06)	73(74.49)	9(9.18)	2(2.04)	11(11.22)	98
		1978-1979	N/A	2(2.11)	70(73.68)	10(10.53)	2(2.11)	11(11.57)	95

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

²Percent of total in this job classification

Table
2 a

Summary on present and projected academic year 1978-1979 sexual composition of
North Carolina State University by job classification (EPA nonfaculty)
and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present	13 (9.48) ¹	67 (28.27)	3 (60.00)	9 (14.06)	92 (20.76)
		1978-1979	14 (9.92)	69 (28.87)	2 (50.00)	19 (16.16)	95 (21.44)
	Part-time	Present	0 (0.00)	5 (25.00)	2 (100.0)	0 (0.00)	7 (30.43)
		1978-1979	"	5 (29.41)	0 (0.00)	"	5 (27.77)
Male	Full-time	Present	124 (90.52)	170 (71.73)	2 (40.00)	55 (85.94)	351 (79.24)
		1978-1979	127 (90.08)	170 (71.13)	2 (50.00)	50 (83.34)	349 (78.56)
	Part-time	Present	1 (100.0)	15 (75.00)	0 (0.00)	0 (0.00)	16 (69.57)
		1978-1979	1 (100.0)	12 (70.59)	"	"	13 (72.23)
Total	Full-time	Present	137 (30.93) ²	237 (53.50)	5 (1.13)	64 (14.44)	443
		1978-1979	141 (31.75)	239 (53.82)	4 (0.92)	60 (13.51)	444
	Part-time	Present	1 (4.35)	20 (86.95)	2 (8.70)	0 (0.00)	23
		1978-1979	1 (5.56)	17 (94.44)	0 (0.00)	"	18

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

²Percent of total in this job classification

Table
2b

Summary on present and projected academic year 1978-1979 sexual composition of
North Carolina State University by job classification (EPA faculty)
and by employment status.

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
Female	Permanent Full-time	Present 1978-1979	2(3.28)	2(0.53)	16(4.61)	30(12.24)	26(27.96)	1(33.33)	77(6.82)
			2(3.33)	8(1.81)	26(7.18)	65(20.83)	24(29.63)	1(25.00)	126(9.99)
	Visiting Full-time	Present 1978-1979	N/A	0(0.00)	1(16.67)	5(18.52)	15(39.47)	0(0.00)	21(27.63)
N/A			1(100.00)	1(16.67)	6(37.50)	6(37.50)	0(0.00)	14(34.15)	
Part-time	Present 1978-1979	N/A	0(0.00)	1(9.09)	2(14.29)	17(21.25)	11(25.58)	31(18.79)	
			N/A	1(4.35)	1(8.33)	7(43.75)	25(32.89)	12(26.67)	46(26.74)
Male	Permanent Full-time	Present 1978-1979	59(96.72)	378(99.47)	331(95.39)	215(87.76)	67(72.04)	2(66.67)	1052(93.18)
			58(96.67)	434(98.19)	336(92.82)	247(79.17)	57(70.37)	3(75.00)	1135(90.01)
	Visiting Full-time	Present 1978-1979	N/A	3(100.00)	5(83.33)	22(81.48)	23(60.53)	2(100.00)	55(72.37)
N/A			0(0.00)	5(83.33)	10(62.50)	10(62.50)	2(100.00)	27(65.85)	
Part-time	Present 1978-1979	N/A	17(100.00)	10(90.91)	12(85.71)	63(78.75)	32(74.42)	134(81.21)	
			N/A	22(95.65)	11(91.67)	9(56.25)	51(67.11)	33(73.33)	126(73.26)
Total	Permanent Full-time	Present 1978-1979	61(5.40)	380(33.66)	347(30.74)	245(21.70)	93(8.23)	3(0.27)	1129
			60(4.76)	442(35.05)	362(28.71)	312(24.74)	81(6.42)	4(0.32)	1261
	Visiting Full-time	Present 1978-1979	N/A	3(3.95)	6(7.89)	27(35.53)	38(50.00)	2(2.63)	76
N/A			1(2.44)	6(14.64)	16(39.02)	16(39.02)	2(4.88)	41	
Part-time	Present 1978-1979	N/A	17(10.30)	11(6.67)	14(8.48)	80(48.48)	43(26.07)	165	
			N/A	23(13.37)	12(6.98)	16(9.30)	76(44.19)	45(26.16)	172

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

²Percent of total in this job classification

Table
2c

Summary on present and projected academic year 1978-1979 sexual composition of North Carolina State University SPA personnel by job classification and by employment status.

Sex	Employment Status	Time Period	Exec., Admin., Mgr'l.	Professionals	Clerical Secretaries	Technicians & Paraprofessionals	Skilled Crafts	Service/Maintenance	Total
Female	Full-time	Present	11(52.38)	24(22.02)	800(93.02)	156(29.89)	14(6.25)	153(31.68)	1158(52.16)
		1978-1979	12(52.17)	33(27.97)	847(93.38)	180(32.09)	23(8.49)	198(36.73)	1293(53.48)
Female	Part-time	Present	0(0.00)	2(66.67)	73(100.00)	7(77.78)	0(0.00)	6(54.55)	88(89.80)
		1978-1979	0(0.00)	2(100.00)	70(100.00)	10(100.00)	0(0.00)	6(54.55)	88(92.63)
Male	Full-time	Present	10(47.62)	85(77.98)	60(6.98)	366(70.11)	210(73.75)	330(68.32)	1061(47.81)
		1978-1979	11(47.83)	85(72.03)	60(6.62)	381(67.91)	248(91.51)	341(63.27)	1126(46.58)
Male	Part-time	Present	0(0.00)	1(33.33)	0(0.00)	2(22.22)	2(100.00)	5(45.45)	10(10.26)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	2(100.00)	5(45.45)	7(7.33)
Total	Full-time	Present	21(0.95)	109(4.91)	860(38.76)	522(23.52)	224(10.09)	483(21.77)	2219
		1978-1979	23(0.95)	118(4.88)	907(37.49)	561(23.19)	271(11.20)	539(22.29)	2419
Total	Part-time	Present	0(0.00)	3(3.06)	73(74.49)	9(9.18)	2(2.04)	11(11.23)	98
		1978-1979	0(0.00)	2(2.11)	70(73.67)	10(10.53)	2(2.11)	11(11.58)	95

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

²Percent of total in this job classification

Table
3 a

Summary on present and projected academic year 1978-1979 racial composition of
Agriculture and Life Science by job classifications (EPA nonfaculty)
and by employment status.

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	20 (76.92) ¹	64 (86.49)	1 (100.0)	47 (81.04)	132 (83.02)
		1978-1979	20 (71.42)	55 (83.33)	0 (0.00)	43 (79.63)	118 (79.73)
	Part-time	Present	0 (0.00)	3 (100.0)	"	0 (0.00)	3 (100.0)
		1978-1979	"	2 (100.0)	"	"	2 (100.0)
Black	Full-time	Present	6 (23.08)	10 (13.51)	"	1 (01.72)	17 (10.69)
		1978-1979	8 (28.57)	10 (15.15)	"	3 (05.56)	21 (14.19)
	Part-time	Present	0 (0.00)	0 (0.00)	"	0 (0.00)	0 (0.00)
		1978-1979	"	"	"	"	"
Hispanic	Full-time	Present	"	"	"	1 (01.72)	1 (00.63)
		1978-1979	"	"	"	1 (01.85)	1 (00.68)
	Part-time	Present	"	"	"	0 (0.00)	0 (0.00)
		1978-1979	"	"	"	"	"
Asian & Pacific Is.	Full-time	Present	"	"	"	9 (15.52)	9 (05.66)
		1978-1979	"	1 (01.52)	"	7 (12.96)	8 (05.40)
	Part-time	Present	"	0 (0.00)	"	0 (0.00)	0 (0.00)
		1978-1979	"	"	"	"	"
American Indian	Full-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
	Part-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
Total	Full-time	Present	26 (16.35) ²	74 (46.54)	1 (00.63)	58 (36.48)	159
		1978-1979	28 (18.92)	66 (44.59)	0 (0.00)	54 (36.49)	148
	Part-time	Present	0 (0.00)	3 (100.0)	"	0 (0.00)	3
		1978-1979	"	2 (100.0)	"	"	2

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

² Percent of total in this job classification

Table
3 bSummary on present and projected academic year 1978-1979 racial composition of the School
of Agriculture and Life Sciences by rank (EPA faculty) and by employment status.

Race	Emplt. Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
White	PFT	Pres. 78-79	21(100.00) ¹	174(98.86)	120(95.24)	68(95.77)	11(100.00)	0(0.00)	394(97.28)
			21(100.00)	198(98.51)	121(93.08)	82(90.11)	9(81.82)	"	431(94.94)
	VFT	Pres. 78-79	N/A	0(0.00) 1(100.00)	3(75.00) 3(100.00)	5(100.00) 5(71.42)	3(100.00) 2(100.00)	"	11(91.67) 11(84.62)
Black	PFT	Pres. 78-79	0(0.00)	0(0.00)	4(3.18) 7(5.38)	2(2.82) 7(7.69)	0(0.00) 2(18.18)	"	6(1.48) 16(3.52)
			"	"	"	"	"	"	"
	VFT	Pres. 78-79	N/A	"	0(0.00)	0(0.00) 1(14.29)	0(0.00) "	"	0(0.00) 1(7.69)
Hispanic	PFT	Pres. 78-79	0(0.00)	1(0.57) 2(1.00)	1(0.79) 0(0.00)	"	"	"	2(0.49) 2(0.44)
			"	"	"	"	"	"	"
	VFT	Pres. 78-79	N/A	0(0.00)	"	" 1(14.29)	"	"	0(0.00) 1(7.69)
Asian & Pac. Is.	PFT	Pres. 78-79	0(0.00)	1(0.56)	1(0.79)	1(1.41)	"	"	3(0.75)
			0(0.00)	1(0.50)	2(1.54)	2(2.20)	"	"	5(1.10)
	VFT	Pres. 78-79	N/A	0(0.00)	1(25.00) 0(0.00)	0(0.00) "	"	"	1(8.33) 0(0.00)
Amer. Ind.	PFT	Pres. 78-79	0(0.00)	"	"	"	"	"	0(0.00)
			"	"	"	"	"	"	0(0.00)
	VFT	Pres. 78-79	N/A	"	"	"	"	"	0(0.00)
Total	PFT	Pres. 78-79	21(5.19) ²	176(43.46)	126(31.11)	71(17.52)	11(2.72)	"	405
			21(4.63)	201(44.27)	130(28.63)	91(20.04)	11(2.43)	"	454
	VFT	Pres. 78-79	N/A	0(0.00) 1(7.69)	4(33.33) 3(23.08)	5(41.67) 7(53.85)	3(25.00) 2(15.38)	"	12 13
PT	Pres. 78-79	"	"	2(40.00) 2(50.00)	1(20.00) 0(0.00)	1(20.00) 0(0.00)	1(20.00) 2(50.00)	"	5 4

¹Values are number of employees and (percentage within this employment status group)²Percent of total in this job classificationPFT = Permanent Full-time
VFT = Visiting Full-time
PT = Part-time

Table
4a

Summary on present and projected academic year 1978-1979 racial composition of
School of Design by job classifications (EPA nonfaculty)
and by employment status.

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	0(0.00) ¹	0(0.00)	1(100.00)	0(0.00)	1(100.00)
		1978-1979	0(0.00)	0(0.00)	2(100.00)	0(0.00)	2(100.00)
	Part-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Black	Full-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	Part-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Hispanic	Full-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	Part-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Asian & Pacific Is.	Full-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	Part-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978- 1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
American Indian	Full-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	Part-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Total	Full-time	Present	0(0.00) ²	0(0.00)	1(100.00)	0(0.00)	1
		1978-1979	0(0.00)	0(0.00)	2(100.00)	0(0.00)	2
	Part-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0

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

²Percent of total in this job classification

Table Summary on present and projected academic year 1978-1979 racial composition
 4b of School of Design by rank (EPA faculty) and by employment status.

Race	Empl. Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
White	PFT	Pres. 78-79	4(100.00)	5(100.00)	6(100.00)	9(90.00)	3(100.00)	0(0.00)	27(96.43)
			4(100.00)	10(100.00)	9(100.00)	10(76.92)	1(100.00)	1(100.00)	35(92.11)
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	3(100.00)	0(0.00)	1(100.00)	4(100.00)
Black	PFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	11(100.00)	11(100.00)
			N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	8(100.00)	8(100.00)
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Hispanic	PFT	Pres. 78-79	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Asian & Pac. Is.	PFT	Pres. 78-79	0(0.00)	0(0.00)	0(0.00)	1(10.00)	0(0.00)	0(0.00)	1(3.57)
			0(0.00)	0(0.00)	0(0.00)	1(7.69)	0(0.00)	0(0.00)	1(2.63)
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Amer. Ind.	PFT	Pres. 78-79	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Total	PFT	Pres. 78-79	4(14.29)	5(17.86)	6(21.43)	10(35.71)	3(10.71)	0(0.00)	28
			4(10.53)	10(26.32)	9(23.68)	13(34.21)	1(2.63)	1(2.63)	38
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	3(75.00)	0(0.00)	1(25.00)	4
Total	PFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	1(50.00)	1(50.00)	2
			N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	11(100.00)	11
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	8(100.00)	8

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

²Percent of total in this job classification

PFT = Permanent Full-time

VFT = Visiting Full-time

PT = Part-time

Table
5a

Summary on present and projected academic year 1978-1979 racial composition of
School of Education by job classifications (EPA nonfaculty)
and by employment status.

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	0 (0.00) ¹	6 (100.0)	2 (100.0)	0 (0.00)	8 (100.0)
		1978-1979	0 (0.00)	3 (75.00)	0 (0.00)	0 (0.00)	3 (75.00)
	Part-time	Present	0 (0.00)	0 (0.00)	1 (100.0)	0 (0.00)	1 (100.0)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Black	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	1 (25.00)	0 (0.00)	0 (0.00)	1 (25.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Hispanic	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Asian & Pacific Is.	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
American Indian	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Total	Full-time	Present	0 (0.00) ²	6 (75.00)	2 (25.00)	0 (0.00)	8
		1978-1979	0 (0.00)	4(100.0)	0 (0.00)	0 (0.00)	4
	Part-time	Present	0 (0.00)	0 (0.00)	1 (100.0)	0 (0.00)	1
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0

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

²Percent of total in this job classification

Table
5b Summary on present and projected academic year 1978-1979 racial composition of the School
of Education by rank (EPA faculty) and by employment status.

Race	Emplt. Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
White	PFT	Pres. 78-79	7 (100.00) ¹	10(100.00)	19 (100.00)	18 (94.74)	5 (100.00)	0 (0.00)	59 (98.33)
			7 (100.00)	11 (100.00)	19 (90.48)	21 (80.77)	6 (85.71)	0 (0.00)	64 (88.89)
	VFT	Pres. 78-79	N/A	0 (0.00)	0 (0.00)	1 (100.00)	1 (100.00)	0 (0.00)	2 (100.00)
			"	0 (0.00)	0 (0.00)	1 (100.00)	0 (0.00)	0 (0.00)	1 (100.00)
	PT	Pres. 78-79	"	0 (0.00)	0 (0.00)	1 (100.00)	1 (100.00)	0 (0.00)	2 (100.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	3 (60.00)	0 (0.00)	3 (60.00)
Black	PFT	Pres. 78-79	0 (0.00)	0 (0.00)	0 (0.00)	1 (5.26)	0 (0.00)	0 (0.00)	1 (1.67)
			0 (0.00)	0 (0.00)	2 (9.52)	5 (19.23)	1 (14.29)	0 (0.00)	8 (11.11)
	VFT	Pres. 78-79	N/A	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	PT	Pres. 78-79	"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	2 (40.00)	0 (0.00)	2 (40.00)
Hispanic	PFT	Pres. 78-79	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	VFT	Pres. 78-79	N/A	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	PT	Pres. 78-79	"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Asian & Pac. Is.	PFT	Pres. 78-79	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	VFT	Pres. 78-79	N/A	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	PT	Pres. 78-79	"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Amer. Ind.	PFT	Pres. 78-79	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	VFT	Pres. 78-79	N/A	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	PT	Pres. 78-79	"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Total	PFT	Pres. 78-79	7 (11.67) ²	10 (16.67)	19 (31.67)	19 (31.67)	5 (8.32)	0 (0.00)	60
			7 (9.72)	11 (15.28)	21 (29.17)	26 (36.11)	7 (9.72)	0 (0.00)	72
	VFT	Pres. 78-79	N/A	0 (0.00)	0 (0.00)	1 (50.00)	1 (50.00)	0 (0.00)	2
			"	0 (0.00)	0 (0.00)	1 (100.00)	0 (0.00)	0 (0.00)	1
	PT	Pres. 78-79	"	0 (0.00)	0 (0.00)	1 (50.00)	1 (50.00)	0 (0.00)	2
			"	0 (0.00)	0 (0.00)	0 (0.00)	5 (100.00)	0 (0.00)	5

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

²Percent of total in this job classification

PFT = Permanent Full-time
VFT = Visiting Full-time
PT = Part-time

Table
6 a

Summary on present and projected academic year 1978-1979 racial composition of
School of Engineering by job classifications (EPA nonfaculty)
and by employment status.

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	5 (100.0) ¹	25 (100.0)	N/A	N/A	30 (100.0)
		1978-1979	5 (100.0)	25 (92.6)	N/A	N/A	30 (93.7)
	Part-time	Present	0 (0.0)	7 (100.0)	N/A	N/A	7 (100.0)
		1978-1979	0 (0.0)	7 (100.0)	N/A	N/A	7 (100.0)
Black	Full-time	Present	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
		1978-1979	0 (0.0)	2 (7.4)	N/A	N/A	2 (6.3)
	Part-time	Present	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
		1978-1979	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
Hispanic	Full-time	Present	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
		1978-1979	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
	Part-time	Present	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
		1978-1979	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
Asian & Pacific Is.	Full-time	Present	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
		1978-1979	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
	Part-time	Present	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
		1978-1979	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
American Indian	Full-time	Present	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
		1978-1979	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
	Part-time	Present	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
		1978-1979	0 (0.0)	0 (0.0)	N/A	N/A	0 (0.0)
Total	Full-time	Present	5 (16.7) ²	25 (83.3)	N/A	N/A	30
		1978-1979	5 (15.6)	27 (84.4)	N/A	N/A	32
	Part-time	Present	0 (0.0)	7 (100.0)	N/A	N/A	7
		1978-1979	0 (0.0)	7 (100.0)	N/A	N/A	7

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

²Percent of total in this job classification

Table Summary on present and projected academic year 1978-1979 racial composition of the School
 6 b of Engineering by rank (EPA faculty) and by employment status.

Race	Empl. Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
White	PFT	Pres. 78-79	11(100.00) 10(100.00)	62(98.41) 60(96.77)	41(95.34) 36(97.30)	20(95.24) 26(92.86)	9(100.00) 8(100.00)	0(0.00) 0(0.00)	143(97.28) 140(96.55)
	VFT	Pres. 78-79	N/A "	2(100.00) 0(0.00)	0(0.00) 0(0.00)	1(100.00) 0(0.00)	2(100.00) 0(0.00)	1(100.00) 1(100.00)	6(100.00) 1(100.00)
	PT	Pres. 78-79	" "	3(100.00) 5(100.00)	6(100.00) 6(85.71)	9(90.00) 7(87.50)	" "	0(0.00) "	18(94.74) 18(90.00)
Black	PFT	Pres. 78-79	0(0.00) "	0(0.00) "	0(0.00) "	1(4.76) 1(3.57)	" "	" "	1(0.68) 1(0.69)
	VFT	Pres. 78-79	N/A "	" "	" "	0(0.00) "	" "	" "	0(0.00) 0(0.00)
	PT	Pres. 78-79	" "	" "	" 1(14.29)	1(10.00) 1(12.50)	" "	" "	1(5.26) 2(10.00)
Hisp.	PFT	Pres. 78-79	0(0.00) "	" "	1(2.33) 1(2.70)	0(0.00) "	" "	" "	1(0.68) 1(0.69)
	VFT	Pres. 78-79	N/A "	" "	0(0.00) "	" "	" "	" "	0(0.00) "
	PT	Pres. 78-79	" "	" "	" "	" "	" "	" "	" "
Asian & Pac. Is.	PFT	Pres. 78-79	0(0.00) "	1(1.59) 2(3.23)	1(2.33) 0(0.00)	" 1(3.57)	" "	" "	2(1.36) 3(2.07)
	VFT	Pres. 78-79	N/A "	0(0.00) "	0(0.00) "	0(0.00) "	" "	" "	0(0.00) "
	PT	Pres. 78-79	" "	" "	" "	" "	" "	" "	" "
Amer. Ind.	PFT	Pres. 78-79	0(0.00) "	" "	" "	" "	" "	" "	" "
	VFT	Pres. 78-79	N/A "	" "	" "	" "	" "	" "	" "
	PT	Pres. 78-79	" "	" "	" "	" "	" "	" "	" "
Total	PFT	Pres. 78-79	11(7.48) 10(6.90)	63(42.86) 62(42.76)	43(29.25) 37(25.51)	21(14.29) 28(19.31)	9(6.12) 8(5.52)	" "	147 145
	VFT	Pres. 78-79	N/A "	2(33.33) 0(0.00)	0(0.00) "	1(16.67) 0(0.00)	2(33.33) 0(0.00)	1(16.67) 1(100.00)	6 1
	PT	Pres. 78-79	" "	3(15.79) 5(25.00)	6(31.58) 7(35.00)	10(52.63) 8(40.00)	" "	0(0.00) "	19 20

¹ Values are number of employees and (percentage within this employment status group)
² Percent of total in this job classification

PFT = Permanent Full-time
 VFT = Visiting Full-time
 PT = Part-time

Table
7 a

Summary on present and projected academic year 1978-1979 racial composition of
School of Forest Resources by job classifications (EPA nonfaculty)
and by employment status.

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	0 (0.00) ¹	7 (87.50)	0 (0.00)	0 (0.00)	7 (87.50)
		1978-1979	0 (0.00)	6 (85.71)	0 (0.00)	0 (0.00)	6 (85.71)
	Part-time	Present	"	0 (0.00)	"	"	0 (0.00)
		1978-1979	"	"	"	"	"
Black	Full-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
	Part-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
Hispanic	Full-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
	Part-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
Asian & Pacific Is.	Full-time	Present	"	1 (12.50)	"	"	1 (12.50)
		1978-1979	"	1 (14.29)	"	"	1 (14.29)
	Part-time	Present	"	0 (0.00)	"	"	0 (0.00)
		1978-1979	"	"	"	"	"
American Indian	Full-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
	Part-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
Total	Full-time	Present	0 (0.00) ²	8 (100.0)	"	"	8
		1978-1979	0 (0.00)	7 (100.0)	"	"	7
	Part-time	Present	"	"	"	"	0
		1978-1979	"	"	"	0	

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

²Percent of total in this job classification

Table 7 b Summary on present and projected academic year 1978-1979 racial composition of the School of Forest Resources by rank (EPA faculty) and by employment status.

Race	Emplt. Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
White	PFT	Pres. 78-79	3(100.00) ¹	20(100.00)	15(93.75)	8(100.00)	8(100.00)	0(0.00)	54(98.18)
			3(100.00)	23(100.00)	14(93.33)	11(91.67)	6(100.00)	"	57(96.62)
	VFT	Pres. 78-79	N/A "	0(0.00) "	0(0.00) "	0(0.00) "	0(0.00) "	0(0.00) "	0(0.00) "
Black	PFT	Pres. 78-79	0(0.00)	0(0.00)	"	0(0.00)	"	"	0(0.00)
			0(0.00)	"	"	1(8.33)	"	"	1(1.69)
	VFT	Pres. 78-79	" "	" "	" "	0(0.00) "	" "	" "	0(0.00) "
Hispanic	PFT	Pres. 78-79	0(0.00)	"	"	"	"	"	"
			0(0.00)	"	"	"	"	"	"
	VFT	Pres. 78-79	" "	" "	" "	" "	" "	" "	" "
Asian & Pac. Is.	PFT	Pres. 78-79	0(0.00)	"	1(6.25)	"	"	"	1(1.82)
			0(0.00)	"	1(6.67)	"	"	"	1(1.69)
	VFT	Pres. 78-79	" "	1(100.00) 0(0.00)	0(0.00)	"	"	"	1(0.00) 0(0.00)
Amer. Ind.	PFT	Pres. 78-79	0(0.00)	"	"	"	"	"	"
			0(0.00)	"	"	"	"	"	"
	VFT	Pres. 78-79	" "	" "	" "	" "	" "	" "	" "
Total	PFT	Pres. 78-79	3(5.45) ²	20(36.36)	16(29.09)	8(14.55)	8(14.55)	"	55
			3(5.08)	23(38.98)	15(25.42)	12(20.34)	6(10.18)	"	59
	VFT	Pres. 78-79	N/A "	1(100.00) 0(0.00)	0(0.00) "	0(0.00) "	0(0.00) "	" "	1 0
Total	PT	Pres. 78-79	"	1(100.00)	"	"	"	"	1
			"	1(100.00)	"	"	"	"	1

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

²Percent of total in this job classification

PFT = Permanent Full-time
VFT = Visiting Full-time
PT = Part-time

Table
8 a

Summary on present and projected academic year 1978-1979 racial composition of
Liberal Arts by job classifications (EPA nonfaculty)
and by employment status.

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	2 (100.0) ¹	N/A	N/A	N/A	2 (100.0)
		1978-1979	2 (100.0)	"	"	"	2 (100.0)
	Part-time	Present	N/A	"	"	"	N/A
		1978-1979	"	"	"	"	"
Black	Full-time	Present	0 (0.00)	"	"	"	0 (0.00)
		1978-1979	0 (0.00)	"	"	"	0 (0.00)
	Part-time	Present	N/A	"	"	"	N/A
		1978-1979	"	"	"	"	"
Hispanic	Full-time	Present	0 (0.00)	"	"	"	0 (0.00)
		1978-1979	0 (0.00)	"	"	"	0 (0.00)
	Part-time	Present	N/A	"	"	"	N/A
		1978-1979	"	"	"	"	"
Asian & Pacific Is.	Full-time	Present	0 (0.00)	"	"	"	0 (0.00)
		1978-1979	0 (0.00)	"	"	"	0 (0.00)
	Part-time	Present	N/A	"	"	"	N/A
		1978-1979	"	"	"	"	"
American Indian	Full-time	Present	0 (0.00)	"	"	"	0 (0.00)
		1978-1979	0 (0.00)	"	"	"	0 (0.00)
	Part-time	Present	N/A	"	"	"	N/A
		1978-1979	"	"	"	"	"
Total	Full-time	Present	2 (100.0) ²	"	"	"	2
		1978-1979	2 (100.0)	"	"	"	2
	Part-time	Present	N/A	"	"	"	N/A
		1978-1979	"	"	"	"	"

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

²Percent of total in this job classification

Table 8 b Summary on present and projected academic year 1978-1979 racial composition of School of Liberal Arts by rank (EPA faculty) and by employment status.

Race	Empl. Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
White	PFT	Pres. 78-79	8 (88.89) ¹ 8 (88.89)	31 (100.00) 47 (95.92)	63 (95.45) 74 (94.87)	70 (94.89) 80 (89.89)	35 (87.50) 31 (88.57)	2 (100.00) 2 (100.00)	209 (94.57) 242 (92.37)
	VFT	Pres. 78-79	N/A "	0 (0.00) "	2 (100.00) 1 (100.00)	5 (71.42) 1 (50.00)	23 (88.46) 12 (100.00)	1 (100.00) 0 (0.00)	31 (86.10) 14 (93.33)
	PT	Pres. 78-79	N/A "	" "	0 (0.00) "	0 (0.00) "	69 (90.78) 58 (89.23)	" "	69 (90.78) 58 (89.23)
Black	PFT	Pres. 78-79	0 (0.00) "	" 2 (4.08)	2 (3.03) 2 (2.57)	3 (4.11) 7 (7.87)	4 (10.00) 3 (8.57)	" "	9 (4.07) 14 (5.34)
	VFT	Pres. 78-79	N/A "	0 (0.00) "	0 (0.00) "	1 (14.29) 1 (50.00)	1 (3.85) 0 (0.00)	" "	2 (5.56) 1 (6.67)
	PT	Pres. 78-79	N/A "	" "	" "	0 (0.00) "	5 (6.58) 5 (7.69)	" "	5 (6.58) 5 (7.69)
Hisp.	PFT	Pres. 78-79	1 (11.11) 1 (11.11)	" "	1 (1.52) 1 (1.28)	" 2 (2.24)	1 (2.50) 1 (2.86)	" "	3 (1.36) 5 (1.91)
	VFT	Pres. 78-79	N/A "	" "	0 (0.00) "	0 (0.00) "	2 (7.69) 0 (0.00)	" "	2 (5.56) 0 (0.00)
	PT	Pres. 78-79	N/A "	" "	" "	" "	1 (1.32) 1 (1.54)	" "	1 (1.32) 1 (1.54)
Asian & Pac. Is.	PFT	Pres. 78-79	0 (0.00) "	" "	" 1 (1.28)	" "	0 (0.00) "	" "	0 (0.00) 1 (0.38)
	VFT	Pres. 78-79	N/A "	" "	0 (0.00) "	1 (14.29) 0 (0.00)	" "	" "	1 (2.78) 0 (0.00)
	PT	Pres. 78-79	N/A "	" "	" "	" "	1 (1.32) 1 (1.54)	" "	1 (1.32) 1 (1.54)
Amer. Ind.	PFT	Pres. 78-79	0 (0.00) "	" "	" "	" "	0 (0.00) "	" "	0 (0.00) "
	VFT	Pres. 78-79	N/A "	" "	" "	" "	" "	" "	" "
	PT	Pres. 78-79	N/A "	" "	" "	" "	" "	" "	" "
Total	PFT	Pres. 78-79	9 (4.07) ² 9 (3.44)	31 (14.03) 49 (18.70)	66 (29.86) 78 (29.77)	73 (33.03) 89 (33.97)	40 (18.10) 35 (13.36)	2 (0.91) 2 (0.76)	221 262
	VFT	Pres. 78-79	N/A "	0 (0.00) "	2 (5.56) 1 (6.67)	7 (19.44) 2 (13.33)	26 (72.22) 12 (80.00)	1 (2.78) 0 (0.00)	36 15
	PT	Pres. 78-79	N/A "	" "	0 (0.00) "	0 (0.00) "	76 (100.00) 65 (100.00)	" "	76 65

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

²Percent of total in this job classification

PFT = Permanent Full-time

VFT = Visiting Full-time

PT = Part-time

Table
9a

Summary on present and projected academic year 1978-1979 racial composition of
PAMS by job classifications (EPA nonfaculty)
and by employment status.

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	1 (100.0) ¹	9 (100.0)	1 (100.0)	6 (100.0)	17 (100.0)
		1978-1979	1 (100.0)	8 (100.0)	2 (100.0)	6 (100.0)	17 (100.0)
	Part-time	Present	0 (0.00)	0 (0.00)	1 (100.0)	0 (0.00)	1 (50.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Black	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Hispanic	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Asian & Pacific Is.	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	1 (100.0)	0 (0.00)	0 (0.00)	1 (50.00)
		1978-1979	0 (0.00)	1 (100.0)	0 (0.00)	0 (0.00)	1 (100.00)
American Indian	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Total	Full-time	Present	1 (6.00) ²	9 (53.00)	1 (6.00)	6 (35.0)	17
		1978-1979	1 (6.00)	8 (47.00)	2 (12.0)	6 (35.0)	17
	Part-time	Present	0 (0.00)	1 (50.00)	1 (50.00)	0 (0.00)	2
		1978-1979	0 (0.00)	1 (100.00)	0 (0.00)	0 (0.00)	1

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

²Percent of total in this job classification

Table 9b Summary on present and projected academic year 1978-1979 racial composition of the School of PAMS by rank (EPA faculty) and by employment status.

Race	Emplt. Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
White	PFT	Pres. 78-79	6 (100.00) ¹	60 (95.24)	51 (96.23)	34 (91.89)	13 (86.67)	0 (0.00)	164 (94.25)
			6 (100.00)	66 (92.96)	52 (96.30)	40 (85.11)	8 (80.00)	0 (0.00)	172 (91.49)
	VFT	Pres. 78-79	N/A	0 (0.00)	0 (0.00)	8 (80.00)	5 (100.00)	0 (0.00)	13 (86.67)
			"	0 (0.00)	1 (100.00)	5 (100.00)	0 (0.00)	0 (0.00)	6 (100.00)
	PT	Pres. 78-79	"	7 (100.00)	1 (100.00)	0 (0.00)	1 (100.00)	1 (100.00)	10 (100.00)
			"	11 (100.00)	0 (0.00)	0 (0.00)	0 (0.00)	1 (100.00)	12 (100.00)
Black	PFT	Pres. 78-79	0 (0.00)	0 (0.00)	0 (0.00)	1 (2.7)	0 (0.00)	0 (0.00)	1 (0.58)
			0 (0.00)	0 (0.00)	0 (0.00)	3 (6.38)	1 (10.00)	0 (0.00)	4 (2.13)
	VFT	Pres. 78-79	N/A	0 (0.00)	0 (0.00)	1 (10.00)	0 (0.00)	0 (0.00)	1 (6.67)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	PT	Pres. 78-79	"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Hisp.	PFT	Pres. 78-79	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	VFT	Pres. 78-79	N/A	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	PT	Pres. 78-79	"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Asian & Pac. Is.	PFT	Pres. 78-79	0 (0.00)	3 (4.76)	2 (3.77)	2 (5.41)	2 (13.33)	0 (0.00)	9 (5.17)
			0 (0.00)	5 (7.04)	2 (3.70)	4 (8.51)	1 (10.00)	0 (0.00)	12 (6.38)
	VFT	Pres. 78-79	N/A	0 (0.00)	0 (0.00)	1 (10.00)	0 (0.00)	0 (0.00)	1 (6.67)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	PT	Pres. 78-79	"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Amer. Ind.	PFT	Pres. 78-79	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	VFT	Pres. 78-79	N/A	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	PT	Pres. 78-79	"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
			"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Total	PFT	Pres. 78-79	6 (3.45) ²	63 (36.21)	53 (30.46)	37 (21.26)	15 (8.62)	0 (0.00)	174
			6 (3.19)	71 (37.77)	54 (28.72)	47 (25.00)	10 (5.32)	0 (0.00)	188
	VFT	Pres. 78-79	N/A	0 (0.00)	0 (0.00)	10 (66.67)	5 (33.33)	0 (0.00)	15
			"	0 (0.00)	1 (16.67)	5 (83.33)	0 (0.00)	0 (0.00)	6
	PT	Pres. 78-79	"	7 (70.00)	1 (10.00)	0 (0.00)	1 (10.00)	1 (10.00)	10
			"	11 (91.67)	0 (0.00)	0 (0.00)	0 (0.00)	1 (8.33)	12

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

²Percent of total in this job classification

PFT = Permanent Full-time
VFT = Visiting Full-time
PT = Part-time

Table
10 a

Summary on present and projected academic year 1978-1979 racial composition of
School of Textiles by job classifications (EPA nonfaculty)
 and by employment status.

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	5 (100.0) ¹	6 (85.71)	N/A	N/A	11 (91.67)
		1978-1979	5 (100.0)	8 (100.0)	"	"	13 (100.0)
	Part-time	Present	0 (0.00)	1 (100.0)	"	"	1 (100.0)
		1978-1979	"	1 (100.0)	"	"	1 (100.0)
Black	Full-time	Present	"	1 (14.29)	"	"	1 (08.33)
		1978-1979	"	0 (0.00)	"	"	0 (0.00)
	Part-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
Hispanic	Full-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
	Part-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
Asian & Pacific Is.	Full-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
	Part-time	Present	"	"	"	"	"
		1978- 1979	"	"	"	"	"
American Indian	Full-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
	Part-time	Present	"	"	"	"	"
		1978-1979	"	"	"	"	"
Total	Full-time	Present	5 (41.67) ²	7 (58.33)	"	"	12
		1978-1979	5 (38.46)	8 (61.54)	"	"	13
	Part-time	Present	0 (0.00)	1 (100.0)	"	"	1
		1978-1979	"	1 (100.0)	"	"	1

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

²percent of total in this job classification

Table 10 b Summary on present and projected academic year 1978-1979 racial composition of School of Textiles by rank (EPA faculty) and by employment status.

Race	Emplt. Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
White	PFT	Pres. 78-79	2(100.00) ¹	10(100.00)	17(100.00)	5(100.00)	1(100.00)	1(100.00)	36(100.00)
			2(100.00)	12(100.00)	18(100.00)	4(100.00)	2(66.67)	1(100.00)	39(97.50)
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	PT	Pres. 78-79	"	"	"	1(100.00)	"	"	1(100.00)
Black	PFT	Pres. 78-79	0(0.00)	"	"	0(0.00)	1(33.33)	"	0(0.00)
			"	"	"	"	"	1(2.50)	
	VFT	Pres. 78-79	N/A	"	"	"	0(0.00)	"	0(0.00)
	PT	Pres. 78-79	"	"	"	"	"	"	"
Hisp.	PFT	Pres. 78-79	0(0.00)	"	"	"	"	"	"
			"	"	"	"	"	"	
	VFT	Pres. 78-79	N/A	"	"	"	"	"	"
	PT	Pres. 78-79	"	"	"	"	"	"	"
Asian & Pac. Is.	PFT	Pres. 78-79	0(0.00)	"	"	"	"	"	"
			"	"	"	"	"	"	
	VFT	Pres. 78-79	N/A	"	"	"	"	"	"
	PT	Pres. 78-79	"	"	"	"	"	"	"
Amer. Ind.	PFT	Pres. 78-79	0(0.00)	"	"	"	"	"	"
			"	"	"	"	"	"	
	VFT	Pres. 78-79	N/A	"	"	"	"	"	"
	PT	Pres. 78-79	"	"	"	"	"	"	"
Total	PFT	Pres. 78-79	0(5.56) ²	10(27.78)	17(47.22)	5(13.88)	1(2.78)	1(2.78)	36
			2(5.00)	12(30.00)	18(45.00)	4(10.00)	3(7.50)	1(2.50)	40
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0
	PT	Pres. 78-79	"	"	"	1(100.00)	"	"	1

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

²Percent of total in this job classification

PFT = Permanent Full-time
VFT = Visiting Full-time
PT = Part-time

Table
11a

Summary on present and projected academic year 1978-1979 racial composition of
Div. of Student Affairs by job classifications (EPA nonfaculty)
and by employment status.

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	14(93.33) ¹	44(86.28)	N/A	N/A	58 (87.88)
		1978-1979	14(93.33)	44(83.02)	N/A	N/A	58 (85.29)
	Part-time	Present	0(0.00)	5(100.00)	N/A	N/A	5 (100.00)
		1978-1979	0(0.00)	5(83.33)	N/A	N/A	5 (83.33)
Black	Full-time	Present	0(0.00)	6(11.76)	N/A	N/A	6 (09.09)
		1978-1979	0(0.00)	8(15.09)	N/A	N/A	8 (11.76)
	Part-time	Present	0(0.00)	0(0.00)	N/A	N/A	0 (0.00)
		1978-1979	0(0.00)	1(16.66)	N/A	N/A	1 (16.66)
Hispanic	Full-time	Present	0(0.00)	0(0.00)	N/A	N/A	0 (0.00)
		1978-1979	0(0.00)	0(0.00)	N/A	N/A	0 (0.00)
	Part-time	Present	0(0.00)	0(0.00)	N/A	N/A	0 (0.00)
		1978-1979	0(0.00)	0(0.00)	N/A	N/A	0 (0.00)
Asian & Pacific Is.	Full-time	Present	1(06.67)	1(01.96)	N/A	N/A	2 (03.03)
		1978-1979	1(06.67)	1(01.89)	N/A	N/A	2 (02.95)
	Part-time	Present	0(0.00)	0(0.00)	N/A	N/A	0 (0.00)
		1978- 1979	0(0.00)	0(0.00)	N/A	N/A	0 (0.00)
American Indian	Full-time	Present	0(0.00)	0(0.00)	N/A	N/A	0 (0.00)
		1978-1979	0(0.00)	0(0.00)	N/A	N/A	0 (0.00)
	Part-time	Present	0(0.00)	0(0.00)	N/A	N/A	0 (0.00)
		1978-1979	0(0.00)	0(0.00)	N/A	N/A	0 (0.00)
Total	Full-time	Present	15(22.73) ²	51(77.27)	N/A	N/A	66
		1978-1979	15(22.05)	53(77.95)	N/A	N/A	68
	Part-time	Present	0(0.00)	5(100.00)	N/A	N/A	5
		1978-1979	0(0.00)	6(100.00)	N/A	N/A	6

¹Values are number of employees and (percentage within this employment status group)
²Percent of total in this job classification

Table 11b Summary on present and projected academic year 1978-1979 racial composition of Special Units - University Studies rank (EPA faculty) and by employment status.

Race	Emplt. Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
White	PFT	Pres. 78-79	1(100.00)	2(100.00)	1(100.00)	1(100.00)	1(100.00)	0(0.00)	6(100.00)
			1(100.00)	3(100.00)	0(0.00)	2(100.00)	0(0.00)	0(0.00)	6(100.00)
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	1(100.00)	1(100.00)	0(0.00)	2(100.00)
			N/A	0(0.00)	0(0.00)	1(100.00)	1(100.00)	0(0.00)	2(66.67)
	PT	Pres. 78-79	N/A	4(100.00)	3(100.00)	2(100.00)	2(100.00)	31(100.00)	42(100.00)
			N/A	4(100.00)	5(100.00)	7(100.00)	5(100.00)	30(83.33)	51(89.47)
Black	PFT	Pres. 78-79	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			N/A	0(0.00)	1(100.00)	0(0.00)	0(0.00)	0(0.00)	1(33.33)
	PT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	6(16.67)	6(10.53)
Hispanic	PFT	Pres. 78-79	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	PT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Asian & Pac. Is.	PFT	Pres. 78-79	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	PT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Amer. Ind.	PFT	Pres. 78-79	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	PT	Pres. 78-79	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Total	PFT	Pres. 78-79	1(16.67)	2(33.32)	1(16.67)	1(16.67)	1(16.67)	1(16.67)	6
			1(16.67)	3(50.00)	0(0.00)	2(33.33)	0(0.00)	0(0.00)	6
	VFT	Pres. 78-79	N/A	0(0.00)	0(0.00)	1(50.00)	1(50.00)	0(0.00)	2
			N/A	0(0.00)	1(33.33)	1(33.33)	1(33.34)	0(0.00)	3
	PT	Pres. 78-79	N/A	4(9.52)	3(7.15)	2(4.76)	2(4.76)	31(73.81)	42
			N/A	4(7.02)	5(8.77)	7(12.28)	5(8.77)	36(63.16)	57

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

²Percent of total in this job classification

PFT = Permanent Full-time
VFT = Visiting Full-time
PT = Part-time

Table
12 a

Summary on present and projected academic year 1978-1979 racial composition of
Chancellor/Library by job classifications (EPA nonfaculty)
and by employment status.

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	0 (0.00)	21 (87.50) ¹	0 (0.00)	0 (0.00)	21 (87.50)
		1978-1979	0 (0.00)	21 (87.50)	"	"	21 (87.50)
	Part-time	Present	"	0 (0.00)	"	"	0 (0.00)
		1978-1979	"	0 (0.00)	"	"	0 (0.00)
Black	Full-time	Present	"	2 (8.30)	"	"	2 (8.30)
		1978-1979	"	2 (8.30)	"	"	2 (8.30)
	Part-time	Present	"	0 (0.00)	"	"	0 (0.00)
		1978-1979	"	0 (0.00)	"	"	0 (0.00)
Hispanic	Full-time	Present	"	0 (0.00)	"	"	0 (0.00)
		1978-1979	"	0 (0.00)	"	"	0 (0.00)
	Part-time	Present	"	0 (0.00)	"	"	0 (0.00)
		1978-1979	"	0 (0.00)	"	"	0 (0.00)
Asian & Pacific Is.	Full-time	Present	"	1 (4.20)	"	"	1 (4.20)
		1978-1979	"	1 (4.20)	"	"	1 (4.20)
	Part-time	Present	"	0 (0.00)	"	"	0 (0.00)
		1978-1979	"	0 (0.00)	"	"	0 (0.00)
American Indian	Full-time	Present	"	0 (0.00)	"	"	0 (0.00)
		1978-1979	"	0 (0.00)	"	"	0 (0.00)
	Part-time	Present	"	0 (0.00)	"	"	0 (0.00)
		1978-1979	"	0 (0.00)	"	"	0 (0.00)
Total	Full-time	Present	"	24 (100.00) ²	"	"	24
		1978-1979	"	24 (100.00)	"	"	24
	Part-time	Present	"	0 (0.00)	"	"	0
		1978-1979	"	0 (0.00)	"	"	0

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

²Percent of total in this job classification

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	2 (100.00) ¹	0 (0.00)	0 (0.00)	0 (0.00)	2 (100.00)
		1978-1979	2 (100.00)	0 (0.00)	0 (0.00)	0 (0.00)	2(100.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Black	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Hispanic	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Asian & Pacific Is.	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978- 1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
American Indian	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Total	Full-time	Present	2 (100.00) ²	0 (0.00)	0 (0.00)	0 (0.00)	2
		1978-1979	2 (100.00)	0 (0.00)	0 (0.00)	0 (0.00)	2
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0

¹Values are number of employees and (percentage within this employment status group)²Percent of total in this job classification

Table
14 a

Summary on present and projected academic year 1978-1979 racial composition of
University Extension by job classifications (EPA nonfaculty)
and by employment status.

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	7 (78.00)	14 (100.00) ¹	0 (0.00)	0 (0.00)	21 (91.30)
		1978-1979	7 (78.00)	18 (100.00)	0 (0.00)	0 (0.00)	25 (92.60)
	Part-time	Present	0 (0.00)	3 (100.00)	0 (0.00)	0 (0.00)	3 (100.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Black	Full-time	Present	2 (22.00)	0 (0.00)	0 (0.00)	0 (0.00)	2 (8.70)
		1978-1979	2 (22.00)	0 (0.00)	0 (0.00)	0 (0.00)	2 (7.40)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Hispanic	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Asian & Pacific Is.	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
American Indian	Full-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Total	Full-time	Present	9 (36.50)	14 (63.50) ²	0 (0.00)	0 (0.00)	23
		1978-1979	9 (33.33)	18 (66.66)	0 (0.00)	0 (0.00)	27
	Part-time	Present	0 (0.00)	3 (100.00)	0 (0.00)	0 (0.00)	3
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0

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

²Percent of total in this job classification

Summary on present and projected academic year 1978-1979 racial composition of
Special Units by job classifications (EPA nonfaculty)
and by employment status.

Race	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
White	Full-time	Present	71(98.61) ¹	17(89.47)	0(0.00)	0(0.00)	88(96.70)
		1978-1979	73(98.64)	20(83.33)	0(0.00)	0(0.00)	93(94.89)
	Part-time	Present	1(100.00)	0(0.00)	0(0.00)	0(0.00)	1(100.00)
		1978-1979	1(100.00)	0(0.00)	0(0.00)	0(0.00)	1(100.00)
Black	Full-time	Present	1(1.39)	2(10.53)	0(0.00)	0(0.00)	3(3.30)
		1978-1979	1(1.36)	4(16.67)	0(0.00)	0(0.00)	5(5.11)
	Part-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Hispanic	Full-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	Part-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Asian & Pacific Is.	Full-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	Part-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
American Indian	Full-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	Part-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Total	Full-time	Present	72(79.12) ²	19(20.88)	0(0.00)	0(0.00)	91
		1978-1979	74(75.51)	24(24.49)	0(0.00)	0(0.00)	98
	Part-time	Present	1(100.00)	0(0.00)	0(0.00)	0(0.00)	1
		1978-1979	1(100.00)	0(0.00)	0(0.00)	0(0.00)	1

¹Values are number of employees and (percentage within this employment status group)²Percent of total in this job classification

Table
16a

Summary on present and projected academic year 1978-1979 sexual composition of
Agriculture and Life Sciences by job classification (EPA nonfaculty)
and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present	9 (34.62) ¹	27 (36.49)	0 (0.00)	7 (12.07)	43 (27.04)
		1978-1979	10 (35.72)	25 (37.88)	"	7 (12.96)	42 (28.38)
	Part-time	Present	0 (0.00)	0 (0.00)	"	0 (0.00)	0 (0.00)
		1978-1979	"	"	"	"	"
Male	Full-time	Present	17 (65.38)	47 (63.51)	1 (100.00)	51 (87.93)	116 (72.96)
		1978-1979	18 (64.28)	41 (62.12)	0 (0.00)	47 (87.04)	106 (71.62)
	Part-time	Present	0 (0.00)	3 (100.00)	"	0 (0.00)	3 (100.00)
		1978-1979	"	2 (100.00)	"	"	2 (100.00)
Total	Full-time	Present	26 (16.35) ²	74 (46.54)	1 (00.63)	58 (36.48)	159
		1978-1979	28 (18.92)	66 (44.59)	0 (0.00)	54 (36.49)	148
	Part-time	Present	0 (0.00)	3 (100.0)	"	0 (0.00)	3
		1978-1979	"	2 (100.0)	"	"	2

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

²Percent of total in this job classification

Table
16 b

Summary on present and projected academic year 1978-1979 sexual composition of
Agriculture and Life Sciences by job classification (EPA faculty)
and by employment status.

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
Female	Permanent Full-time	Present	1 (4.76) ¹	1 (0.57)	4 (3.17)	3 (4.23)	2 (18.18)	N/A	11 (2.72)
		1978-1979	1 (4.76)	2 (1.00)	9 (6.92)	15 (16.48)	1 (9.09)	"	28 (6.17)
	Visiting Full-time	Present	N/A	0 (0.00)	0 (0.00)	1 (20.00)	2 (66.67)	"	3 (25.00)
1978-1979		"	1 (100.00)	"	1 (14.29)	1 (50.00)	"	3 (23.08)	
	Part-time	Present	"	0 (0.00)	1 (100.00)	0 (0.00)	0 (0.00)	"	1 (20.00)
		1978-1979	"	"	0 (0.00)	"	"	"	0 (0.00)
Male	Permanent Full-time	Present	20 (95.24)	175 (99.43)	122 (96.83)	68 (95.77)	9 (81.82)	"	394 (97.28)
		1978-1979	20 (95.24)	199 (99.00)	121 (93.08)	76 (83.52)	10 (90.91)	"	426 (93.83)
	Visiting Full-time	Present	N/A	0 (0.00)	4 (100.00)	4 (80.00)	1 (33.33)	"	9 (73.00)
1978-1979		"	"	3 (100.00)	6 (85.71)	1 (50.00)	"	10 (76.92)	
	Part-time	Present	"	2 (100.00)	0 (0.00)	1 (100.00)	1 (100.00)	"	4 (80.00)
		1978-1979	"	"	"	0 (0.00)	2 (100.00)	"	4 (100.00)
Total	Permanent Full-time	Present	21 (5.19) ²	176 (43.46)	126 (31.11)	71 (17.52)	11 (2.72)	"	405
		1978-1979	21 (4.63)	201 (44.27)	130 (28.63)	91 (20.04)	11 (2.43)	"	454
	Visiting Full-time	Present	N/A	0 (0.00)	4 (33.33)	5 (41.67)	3 (25.00)	"	12
1978-1979		"	1 (7.69)	3 (23.08)	7 (53.85)	2 (15.38)	"	13	
	Part-time	Present	"	2 (40.00)	1 (20.00)	1 (20.00)	1 (20.00)	"	5
		1978-1979	"	2 (50.00)	0 (0.00)	0 (0.00)	2 (50.00)	"	4

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

²Percent of total in this job classification

Table
17a

Summary on present and projected academic year 1978-1979 sexual composition of
School of Design by job classification (EPA nonfaculty)
and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present	0(0.00) ¹	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	Part-time	Present	N/A	N/A	N/A	N/A	N/A
		1978-1979					
Male	Full-time	Present	0(0.00)	0(0.00)	1(100.00)	0(0.00)	1(100.00)
		1978-1979	0(0.00)	0(0.00)	2(100.00)	0(0.00)	2(100.00)
	Part-time	Present	N/A	N/A	N/A	N/A	N/A
		1978-1979					
Total	Full-time	Present	0(0.00) ²	0(0.00)	1(100.00)	0(0.00)	1
		1978-1979	0(0.00)	0(0.00)	2(100.00)	0(0.00)	2
	Part-time	Present	N/A	N/A	N/A	N/A	N/A
		1978-1979					

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

²Percent of total in this job classification

Table
17b

Summary on present and projected academic year 1978-1979 sexual composition of
School of Design by job classification (EPA faculty)
and by employment status.

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
Female	Permanent Full-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	3(100.00)	0(0.00)	3(10.71)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	3(23.08)	1(100.00)	0(0.00)	4(10.53)
	Visiting Full-time	Present	N/A	0(0.00)	0(0.00)	2(66.67)	0(0.00)	0(0.00)	2(50.00)
		1978-1979	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
	Part-time	Present	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	2(18.18)	2(18.18)
		1978-1979	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	1(12.50)	1(12.50)
Male	Permanent Full-time	Present	4(100.00)	5(100.00)	6(100.00)	10(100.00)	0(0.00)	0(0.00)	25(89.29)
		1978-1979	4(100.00)	10(100.00)	9(100.00)	10(76.92)	0(0.00)	1(100.00)	34(89.47)
	Visiting Full-time	Present	N/A	0(0.00)	0(0.00)	1(33.33)	0(0.00)	1(100.00)	2(50.00)
		1978-1979	N/A	0(0.00)	0(0.00)	0(0.00)	1(100.00)	1(100.00)	2
	Part-time	Present	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	9(81.82)	9(81.82)
		1978-1979	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	7(87.50)	7(87.50)
Total	Permanent Full-time	Present	4(14.29)	5(17.86)	6(21.43)	10(35.71)	3(10.71)	0(0.00)	28
		1978-1979	4(10.53)	10(26.32)	9(23.68)	13(34.21)	1(2.63)	1(2.63)	38
	Visiting Full-time	Present	N/A	0(0.00)	0(0.00)	3(75.00)	0(0.00)	1(25.00)	4
		1978-1979	N/A	0(0.00)	0(0.00)	0(0.00)	1(50.00)	1(50.00)	2
	Part-time	Present	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	11(100.00)	11
		1978-1979	N/A	0(0.00)	0(0.00)	0(0.00)	0(0.00)	8(100.00)	8

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

²Percent of total in this job classification

Table
18a

Summary on present and projected academic year 1978-1979 sexual composition of
School of Education by job classification (EPA nonfaculty)
and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present	0 (0.00) ¹	1 (16.67)	2 (100.0)	0 (0.00)	3 (37.50)
		1978-1979	0 (0.00)	2 (50.00)	0 (0.00)	0 (0.00)	2 (50.00)
	Part-time	Present	0 (0.00)	0 (0.00)	1 (100.00)	0 (0.00)	1 (100.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Male	Full-time	Present	0 (0.00)	5 (83.33)	0 (0.00)	0 (0.00)	5 (62.50)
		1978-1979	0 (0.00)	2 (50.00)	0 (0.00)	0 (0.00)	2 (50.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Total	Full-time	Present	0 (0.00) ²	6 (75.00)	2 (25.00)	0 (0.00)	8
		1978-1979	0 (0.00)	4 (100.00)	0 (0.00)	0 (0.00)	4
	Part-time	Present	0 (0.00)	0 (0.00)	1 (100.00)	0 (0.00)	1
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0

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

²Percent of total in this job classification

Table
18b

Summary on present and projected academic year 1978-1979 sexual composition of
School of Education by job classification (EPA faculty)
and by employment status.

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
Female	Permanent Full-time	Present	1 (14.29) ¹	0 (0.00)	2 (10.53)	5 (26.32)	1 (20.00)	0 (0.00)	9 (15.00)
		1978-1979	1 (14.29)	3 (27.27)	2 (9.52)	6 (23.08)	1 (14.29)	0 (0.00)	13 (18.06)
	Visiting Full-time	Present	N/A	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	"	0 (0.00)	0 (0.00)	0 (0.00)	2 (40.00)	0 (0.00)	2 (40.00)
Male	Permanent Full-time	Present	6 (85.71)	10 (100.00)	17 (89.47)	14 (73.68)	4 (80.00)	0 (0.00)	51 (85.00)
		1978-1979	6 (85.71)	8 (72.73)	19 (90.48)	20 (76.92)	6 (85.71)	0 (0.00)	59 (81.94)
	Visiting Full-time	Present	N/A	0 (0.00)	0 (0.00)	1 (100.00)	1 (100.00)	0 (0.00)	2 (100.00)
		1978-1979	"	0 (0.00)	0 (0.00)	1 (100.00)	0 (0.00)	0 (0.00)	1 (100.00)
	Part-time	Present	"	0 (0.00)	0 (0.00)	1 (100.00)	1 (100.00)	0 (0.00)	2 (100.00)
		1978-1979	"	0 (0.00)	0 (0.00)	0 (0.00)	3 (60.00)	0 (0.00)	3 (60.00)
Total	Permanent Full-time	Present	7 (11.67) ²	10 (16.67)	19 (31.67)	19 (31.67)	5 (8.32)	0 (0.00)	60
		1978-1979	7 (9.72)	11 (15.28)	21 (29.17)	26 (36.11)	7 (9.72)	0 (0.00)	72
	Visiting Full-time	Present	N/A	0 (0.00)	0 (0.00)	1 (50.00)	1 (50.00)	0 (0.00)	2
		1978-1979	"	0 (0.00)	0 (0.00)	1 (100.00)	0 (0.00)	0 (0.00)	1
	Part-time	Present	"	0 (0.00)	0 (0.00)	1 (50.00)	1 (50.00)	0 (0.00)	2
		1978-1979	"	0 (0.00)	0 (0.00)	0 (0.00)	5 (100.00)	0 (0.00)	5

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

²Percent of total in this job classification

Table
19 a

Summary on present and projected academic year 1978-1979 sexual composition of
School of Engineering by job classification (EPA nonfaculty)
and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present	0 (0.0) ¹	0 (0.0)	N/A	N/A	0 (0.0)
		1978-1979	0 (0.0)	0 (0.0)			0 (0.0)
	Part-time	Present	0 (0.0)	1 (14.29)	N/A	N/A	1 (14.29)
		1978-1979	0 (0.0)	1 (14.29)			1 (14.29)
Male	Full-time	Present	5 (100.0)	25 (100.0)	N/A	N/A	30 (100.0)
		1978-1979	5 (100.0)	27 (100.0)			32 (100.0)
	Part-time	Present	0 (0.0)	6 (85.71)	N/A	N/A	6 (85.71)
		1978-1979	0 (0.0)	6 (85.71)			6 (85.71)
Total	Full-time	Present	5 (16.67) ²	25 (83.33)	N/A	N/A	30
		1978-1979	5 (15.63)	27 (84.37)			32
	Part-time	Present	0 (0.0)	7 (100.0)	N/A	N/A	7
		1978-1979	0 (0.0)	7 (100.0)			7

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

²Percent of total in this job classification

Table
19 b

Summary on present and projected academic year 1978-1979 sexual composition of
School of Engineering by job classification (EPA faculty)
and by employment status.

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
Female	Permanent Full-time	Present 1978-1979	0 (0.00) ¹	0 (0.00)	1 (2.33)	0 (0.00)	0 (0.00)	0 (0.00)	1 (0.68)
			0 (0.00)	"	1 (2.70)	2 (7.14)	"	"	3 (2.07)
	Visiting Full-time	Present 1978-1979	N/A	"	0 (0.00)	0 (0.00)	"	"	0 (0.00)
	Part-time	Present 1978-1979	"	"	"	2 (20.00)	"	"	2 (10.53)
			"	"	"	2 (25.00)	"	"	2 (10.00)
Male	Permanent Full-time	Present 1978-1979	11 (100.00)	63 (100.00)	42 (97.67)	21 (100.00)	9 (100.00)	"	146 (99.32)
			10 (100.00)	62 (100.00)	36 (97.30)	26 (92.86)	8 (100.00)	"	142 (97.93)
	Visiting Full-time	Present 1978-1979	N/A	2 (100.00)	0 (0.00)	1 (100.00)	2 (100.00)	1 (100.00)	6 (100.00)
	Part-time	Present 1978-1979	"	3 (100.00)	6 (100.00)	8 (80.00)	"	0 (0.00)	17 (89.47)
			"	5 (100.00)	7 (100.00)	6 (75.00)	"	"	18 (90.00)
Total	Permanent Full-time	Present 1978-1979	11 (7.48) ²	63 (42.86)	43 (29.25)	21 (14.29)	9 (6.12)	"	147
			10 (6.90)	62 (42.76)	37 (25.51)	28 (19.31)	8 (5.52)	"	145
	Visiting Full-time	Present 1978-1979	N/A	2 (33.33)	0 (0.00)	1 (16.67)	2 (33.33)	1 (16.67)	6
	Part-time	Present 1978-1979	"	0 (0.00)	"	0 (0.00)	0 (0.00)	1 (100.00)	1
	Part-time	Present 1978-1979	"	3 (15.79)	6 (31.58)	10 (52.63)	"	0 (0.00)	19
			"	5 (25.00)	7 (35.00)	8 (40.00)	"	"	20

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

²Percent of total in this job classification

Table
20 a

Summary on present and projected academic year 1978-1979 sexual composition of School of Forest Resources by job classification (EPA nonfaculty), and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present		0 (0.00) ¹			0 (0.00)
		1978-1979	N/A	0 (0.00)	N/A	N/A	0 (0.00)
	Part-time	Present		0 (0.00)			0 (0.00)
		1978-1979	N/A	0 (0.00)	N/A	N/A	0 (0.00)
Male	Full-time	Present		8 (100.0)			8 (100.0)
		1978-1979	N/A	7 (100.0)	N/A	N/A	7 (100.0)
	Part-time	Present		0 (0.00)			0 (0.00)
		1978-1979	N/A	0 (0.00)	N/A	N/A	0 (0.00)
Total	Full-time	Present		8 (100.0) ²			8 (100.0)
		1978-1979	N/A	7 (100.0)	N/A	N/A	7 (100.0)
	Part-time	Present		0 (0.00)			0 (0.00)
		1978-1979	N/A	0 (0.00)	N/A	N/A	0 (0.00)

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

²Percent of total in this job classification

Table
20 b

Summary on present and projected academic year 1978-1979 sexual composition of
School of Forest Resources by job classification (EPA faculty)
and by employment status.

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
Female	Permanent Full-time	Present 1978-1979	0 (0.00) ¹	0 (0.00)	1 (6.25)	0 (0.00)	1 (12.50)	0 (0.00)	2 (3.64)
			N/A	"	1 (6.67)	"	1 (16.67)	"	2 (3.39)
	Visiting Full-time	Present 1978-1979	"	"	0 (0.00)	0 (0.00)	0 (0.00)	"	0 (0.00)
	Part-time	Present 1978-1979	"	"	"	"	"	"	"
Male	Permanent Full-time	Present 1978-1979	3 (100.00)	20 (100.00)	15 (93.75)	8 (100.00)	7 (87.50)	"	53 (96.36)
			3 (100.00)	23 (100.00)	14 (93.33)	12 (100.00)	5 (83.33)	"	57 (96.61)
	Visiting Full-time	Present 1978-1979	N/A	1 (100.00) 0 (0.00)	0 (0.00) "	0 (0.00) "	0 (0.00) "	" "	1 (100.00) 0 (0.00)
	Part-time	Present 1978-1979	"	1 (100.00) 1 (100.00)	" "	" "	" "	" "	1 (100.00) 1 (100.00)
Total	Permanent Full-time	Present 1978-1979	3 (5.45) ²	20 (36.36)	16 (29.09)	8 (14.55)	8 (14.55)	"	55
			3 (5.08)	23 (38.98)	15 (25.42)	12 (20.34)	6 (10.18)	"	59
	Visiting Full-time	Present 1978-1979	N/A	1 (100.00) 0 (0.00)	0 (0.00) "	0 (0.00) "	0 (0.00) "	" "	1 0
	Part-time	Present 1978-1979	"	1 (100.00) 1 (100.00)	" "	" "	" "	" "	1 1

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

²Percent of total in this job classification

Table
21 a

Summary on present and projected academic year 1978-1979 sexual composition of
Liberal Arts by job classification (EPA nonfaculty)
 and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present	0 (0.00) ¹	N/A	N/A	N/A	0 (0.00)
		1978-1979	0 (0.00)	"	"	"	0 (0.00)
	Part-time	Present	N/A	"	"	"	N/A
		1978-1979	"	"	"	"	"
Male	Full-time	Present	2 (100.0)	"	"	"	2 (100.0)
		1978-1979	2 (100.0)	"	"	"	2 (100.0)
	Part-time	Present	N/A	"	"	"	N/A
		1978-1979	"	"	"	"	"
Total	Full-time	Present	2 (100.0) ²	"	"	"	2
		1978-1979	2 (100.0)	"	"	"	2
	Part-time	Present	N/A	"	"	"	N/A
		1978-1979	"	"	"	"	"

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

²Percent of total in this job classification

Table
21 b

Summary on present and projected academic year 1978-1979 sexual composition of
School of Liberal Arts by job classification (EPA faculty)
and by employment status.

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
Female	Permanent Full-time	Present 1978-1979	0(0.00) ¹	1(3.23)	8(12.12)	18(24.66)	16(40.00)	1(50.00)	44(19.91)
			N/A	3(6.12)	11(14.10)	29(32.58)	16(45.71)	1(50.00)	60(22.9)
	Visiting Full-time	Present 1978-1979	"	0(0.00)	1(50.00)	1(14.29)	11(42.31)	0(0.00)	13(36.11)
	Part-time	Present 1978-1979	"	"	0(0.00)	0(0.00)	16(21.05)	"	16(21.05)
			"	"	"	"	20(30.77)	"	20(30.77)
Male	Permanent Full-time	Present 1978-1979	9(100.00)	30(96.77)	58(87.88)	55(75.34)	24(60.00)	1(50.00)	177(80.09)
			9(100.00)	46(93.88)	67(85.90)	60(67.42)	19(54.29)	1(50.00)	202(77.1)
	Visiting Full-time	Present 1978-1979	N/A	0(0.00)	1(50.00)	6(85.71)	15(57.69)	1(100.00)	23(63.89)
	Part-time	Present 1978-1979	"	"	"	"	60(78.95)	"	60(78.95)
			"	"	"	"	45(69.23)	"	45(69.23)
Total	Permanent Full-time	Present 1978-1979	9(4.07) ²	31(14.03)	66(29.86)	73(33.03)	40(18.10)	2(0.91)	221
			9(3.44)	49(18.70)	78(29.77)	89(33.97)	35(13.36)	2(0.76)	262
	Visiting Full-time	Present 1978-1979	N/A	0(0.00)	2(5.56)	7(19.44)	26(72.22)	1(2.78)	36
	Part-time	Present 1978-1979	"	"	0(0.00)	0(0.00)	76(100.00)	"	76
			"	"	"	"	65(100.00)	"	65

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

²Percent of total in this job classification

Table
22a

Summary on present and projected academic year 1978-1979 sexual composition of
PAMS by job classification (EPA nonfaculty)
and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present 1978-1979	0 (0.00) ¹	1 (11.11)	1 (100.0)	2 (33.3)	4 (24.00)
			0 (0.00)	1 (12.50)	2 (100.0)	3 (50.00)	6 (35.00)
	Part-time	Present 1978-1979	0 (0.00)	0 (0.00)	1 (100.0)	0 (0.00)	1 (50.00)
			0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Male	Full-time	Present 1978-1979	1 (100.0)	8 (88.89)	0 (0.00)	4 (66.7)	13 (76.00)
			1 (100.0)	7 (87.50)	0 (0.00)	3 (50.00)	11 (65.00)
	Part-time	Present 1978-1979	0 (0.00)	1 (100.0)	0 (0.00)	0 (0.00)	1 (50.00)
			0 (0.00)	1 (100.0)	0 (0.00)	0 (0.00)	1 (100.0)
Total	Full-time	Present 1978-1979	1 (6.00) ²	9 (53.00)	1 (6.00)	6 (35.00)	17
			1 (6.00)	8 (47.00)	2 (12.00)	6 (35.00)	17
	Part-time	Present 1978-1979	0 (0.00)	1 (50.00)	1 (50.00)	0 (0.00)	2
			0 (0.00)	1 (100.0)	0 (0.00)	0 (0.00)	1

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

²Percent of total in this job classification

Table
22b

Summary on present and projected academic year 1978-1979 sexual composition of
School of PAMS by job classification (EPA faculty)
and by employment status.

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
Female	Permanent Full-time	Present	0 (0.00) ¹	0 (0.00)	0 (0.00)	3 (8.11)	3 (20.00)	0 (0.00)	6 (3.45)
		1978-1979	0 (0.00)	0 (0.00)	2 (3.70)	9 (19.15)	3 (30.00)	0 (0.00)	14 (7.45)
	Visiting Full-time	Present	N/A	0 (0.00)	0 (0.00)	1 (10.00)	2 (40.00)	0 (0.00)	3 (20.00)
		1978-1979	"	0 (0.00)	0 (0.00)	3 (60.00)	0 (0.00)	0 (0.00)	3 (50.00)
	Part-time	Present	"	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	"	1 (9.09)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	1 (8.33)
Male	Permanent Full-time	Present	0 (0.00)	63 (100.00)	53 (100.00)	34 (91.89)	12 (80.00)	0 (0.00)	168(96.55)
		1978-1979	0 (0.00)	71 (100.00)	52 (96.30)	38 (80.85)	7 (70.00)	0 (0.00)	174(92.55)
	Visiting Full-time	Present	N/A	0 (0.00)	0 (0.00)	9 (90.00)	3 (60.00)	0 (0.00)	12 (80.00)
		1978-1979	N/A	0 (0.00)	1 (100.00)	2 (40.00)	0 (0.00)	0 (0.00)	3 (50.00)
	Part-time	Present	"	7 (100.00)	1 (100.00)	0 (0.00)	1 (100.00)	1 (100.00)	10(100.00)
		1978-1979	"	10 (90.91)	0 (0.00)	0 (0.00)	0 (0.00)	1 (100.00)	11 (91.67)
Total	Permanent Full-time	Present	6 (3.45) ²	63 (36.21)	53 (30.46)	37 (21.26)	15 (8.62)	0 (0.00)	174
		1978-1979	6 (3.19)	71 (37.77)	54 (28.72)	47 (25.00)	10 (5.32)	0 (0.00)	188
	Visiting Full-time	Present	N/A	0 (0.00)	0 (0.00)	10 (66.67)	5 (33.33)	0 (0.00)	15
		1978-1979	"	0 (0.00)	1 (16.67)	5 (83.33)	0 (0.00)	0 (0.00)	6
	Part-time	Present	"	7 (70.00)	1 (10.00)	0 (0.00)	1 (10.00)	1 (10.00)	10
		1978-1979	"	11 (91.67)	0 (0.00)	0 (0.00)	0 (0.00)	1 (8.33)	12

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

²Percent of total in this job classification

Table
23 a

Summary on present and projected academic year 1978-1979 sexual composition of
School of Textiles by job classification (EPA nonfaculty)
and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present	0 (0.00) ¹	1 (14.29)	N/A	N/A	1 (08.33)
		1978-1979	"	1 (12.50)	"	"	1 (07.69)
Female	Part-time	Present	"	1 (100.0)	"	"	1 (100.0)
		1978-1979	"	1 (100.0)	"	"	1 (100.0)
Male	Full-time	Present	5 (100.0)	6 (85.71)	"	"	11 (91.67)
		1978-1979	5 (100.0)	7 (87.50)	"	"	12 (92.31)
Male	Part-time	Present	0 (0.00)	0 (0.00)	"	"	0 (0.00)
		1978-1979	"	"	"	"	"
Total	Full-time	Present	5 (41.67) ²	7 (58.33)	"	"	12
		1978-1979	5 (38.47)	8 (61.53)	"	"	13
Total	Part-time	Present	0 (0.00)	1 (100.0)	"	"	1
		1978-1979	"	1 (100.0)	"	"	1

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

²Percent of total in this job classification

Table
23 b

Summary on present and projected academic year 1978-1979 sexual composition of
School of Textiles by job classification (EPA faculty)
and by employment status.

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
Female	Permanent Full-time	Present 1978-1979	0 (0.00) ¹	0 (0.00)	0 (0.00)	1 (20.00)	0 (0.00)	0 (0.00)	1 (2.78)
			"	"	"	1 (25.00)	1 (33.33)	"	2 (5.00)
	Visiting Full-time	Present 1978-1979	N/A	"	"	0 (0.00)	0 (0.00)	"	0 (0.00)
	Part-time	Present 1978-1979	"	"	"	"	"	"	"
Male	Permanent Full-time	Present 1978-1979	2 (100.00)	10 (100.00)	17 (100.00)	4 (80.00)	1 (100.0)	1 (100.0)	35 (97.22)
			2 (100.00)	12 (100.00)	18 (100.00)	3 (75.00)	2 (66.67)	1 (100.0)	38 (95.00)
	Visiting Full-time	Present 1978-1979	N/A	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present 1978-1979	"	"	"	1 (100.0)	"	"	1 (100.0)
Total	Permanent Full-time	Present 1978-1979	2 (5.56) ²	10 (27.78)	17 (47.22)	5 (13.88)	1 (2.78)	1 (2.78)	36
			2 (5.00)	12 (30.00)	18 (45.00)	4 (10.00)	3 (7.50)	1 (2.50)	40
	Visiting Full-time	Present 1978-1979	N/A	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0
	Part-time	Present 1978-1979	N/A	"	"	1 (100.0)	"	"	1

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

²Percent of total in this job classification

Table
24a

Summary on present and projected academic year 1978-1979 sexual composition of
Student Affairs by job classification (EPA nonfaculty)
and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present	3(20.00) ¹	18(35.29)	N/A	N/A	21(31.81)
		1978-1979	3(20.00)	18(33.96)	N/A	N/A	21(30.88)
	Part-time	Present	0(0.00)	2(40.00)	N/A	N/A	2(40.00)
		1978-1979	0(0.00)	3(50.00)	N/A	N/A	3(50.00)
Male	Full-time	Present	12(80.00)	33(64.71)	N/A	N/A	45(68.19)
		1978-1979	12(80.00)	35(66.04)	N/A	N/A	47(69.12)
	Part-time	Present		3(60.00)	N/A	N/A	3(60.00)
		1978-1979		3(50.00)	N/A	N/A	3(50.00)
Total	Full-time	Present	15(23.00) ²	51(77.00)	N/A	N/A	66
		1978-1979	15(22.00)	53(78.00)	N/A	N/A	68
	Part-time	Present	0(0.00)	5(100.00)	N/A	N/A	5
		1978-1979	0(0.00)	6(100.00)	N/A	N/A	6

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

²Percent of total in this job classification

Table
24b

Summary on present and projected academic year 1978-1979 sexual composition of
Special Units / University Studies by job classification (EPA faculty)
and by employment status.

Sex	Employment Status	Time Period	Department Head	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total
Female	Permanent Full-time	Present 1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
			0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)	
	Visiting Full-time	Present 1978-1979	N/A N/A	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 1(100.00)	0(0.00) 0(0.00)	0(0.00) 0(0.00)	0(0.00) 1(33.33)
Male	Permanent Full-time	Present 1978-1979	1(100.00)	2(100.00)	1(100.00)	1(100.00)	1(100.00)	0(0.00)	6(100.00)
			1(100.00)	3(100.00)	0(0.00)	2(100.00)	0(0.00)	0(0.00)	6(100.00)
	Visiting Full-time	Present 1978-1979	N/A N/A	0(0.00) 0(0.00)	0(0.00) 1(100.00)	1(100.00) 0(0.00)	1(100.00) 1(100.00)	0(0.00) 0(0.00)	2(100.00) 2(66.67)
Total	Permanent Full-time	Present 1978-1979	1(16.67)	2(33.32)	1(16.67)	1(16.67)	1(16.67)	0(0.00)	6
			1(16.67)	3(50.00)	0(0.00)	2(33.33)	0(0.00)	0(0.00)	6
	Visiting Full-time	Present 1978-1979	N/A N/A	0(0.00) 0(0.00)	0(0.00) 1(33.33)	1(50.00) 1(33.33)	1(50.00) 1(33.34)	0(0.00) 0(0.00)	2 3
Part-time	Present 1978-1979	N/A N/A	4(9.52)	3(7.15)	2(4.76)	2(4.76)	31(73.81)	42	
			4(7.02)	5(8.77)	7(12.28)	5(8.77)	36(63.16)	57	

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

²Percent of total in this job classification

Table
25 a

Summary on present and projected academic year 1978-1979 sexual composition of
Chancellor/Library by job classification (EPA nonfaculty)
and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present	0 (0.00)	15 (62.50) ¹	0 (0.00)	N/A	15 (62.50)
		1978-1979	0 (0.00)	15 (62.50)	0 (0.00)	N/A	15 (62.50)
	Part-time	Present	"	0 (0.00)	"	"	0 (0.00)
		1978-1979	"	0 (0.00)	"	"	0 (0.00)
Male	Full-time	Present	"	9 (37.50)	"	"	9 (37.50)
		1978-1979	"	9 (37.50)	"	"	9 (37.50)
	Part-time	Present	"	0 (0.00)	"	"	0 (0.00)
		1978-1979	"	0 (0.00)	"	"	0 (0.00)
Total	Full-time	Present	"	24 (100.00) ²	"	"	24
		1978-1979	"	24 (100.00)	"	"	24
	Part-time	Present	"	0 (0.00)	"	"	0
		1978-1979	"	0 (0.00)	"	"	0

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

²Percent of total in this job classification

Table
26 a

Summary on present and projected academic year 1978-1979 sexual composition of
Business Affairs by job classification (EPA nonfaculty)
and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present	0 (0.00) ¹	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Male	Full-time	Present	2 (100.00)	0 (0.00)	0 (0.00)	0 (0.00)	2 (100.00)
		1978-1979	2 (100.00)	0 (0.00)	0 (0.00)	0 (0.00)	2 (100.00)
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
Total	Full-time	Present	2 (100.00) ²	0 (0.00)	0 (0.00)	0 (0.00)	2
		1978-1979	2 (100.00)	0 (0.00)	0 (0.00)	0 (0.00)	2
	Part-time	Present	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	0

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

²Percent of total in this job classification

Table
27 a

Summary on present and projected academic year 1978-1979 sexual composition of
University Extension by job classification (EPA nonfaculty)
and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present	0 (0.0)	3 (21.42) ¹	0 (0.00)	0(0.00)	3(13.04)
		1978-1979	0 (0.0)	4 (28.57)	0 (0.00)	0(0.00)	4(14.81)
	Part-time	Present	0 (0.00)	1 (33.33)	0 (0.00)	0(0.00)	1(33.33)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0(0.00)	0(0.00)
Male	Full-time	Present	9 (100.0)	11 (78.58)	0 (0.00)	0(0.00)	20(86.96)
		1978-1979	9 (100.0)	14 (71.43)	0 (0.00)	0(0.00)	23(85.19)
	Part-time	Present	0 (0.00)	2 (66.67)	0 (0.00)	0(0.00)	2(66.67)
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0(0.00)	0(0.00)
Total	Full-time	Present	9 (36.50)	14 (63.50) ²	0 (0.00)	0(0.00)	23
		1978-1979	9 (33.33)	18 (66.67)	0 (0.00)	0(0.00)	27
	Part-time	Present	0 (0.00)	3 (100.00)	0 (0.00)	0(0.00)	3
		1978-1979	0 (0.00)	0 (0.00)	0 (0.00)	0(0.00)	0

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

²Percent of total in this job classification

Table
28a

Summary on present and projected academic year 1978-1979 sexual composition of
Special Units by job classification (EPA nonfaculty)
and by employment status.

Sex	Employment Status	Time Period	Officials & Managers	Professionals	Technicians	Other	Total
Female	Full-time	Present	1(1.38) ¹	1(5.26)	0(0.00)	0(0.00)	2(2.19)
		1978-1979	1(1.35)	3(12.50)	0(0.00)	0(0.00)	4(4.08)
	Part-time	Present	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
		1978-1979	0(0.00)	0(0.00)	0(0.00)	0(0.00)	0(0.00)
Male	Full-time	Present	71(98.62)	18(94.74)	0(0.00)	0(0.00)	89(97.81)
		1978-1979	73(98.65)	21(87.50)	0(0.00)	0(0.00)	94(95.92)
	Part-time	Present	1(100.00)	0(0.00)	0(0.00)	0(0.00)	1(100.00)
		1978-1979	1(100.00)	0(0.00)	0(0.00)	0(0.00)	1(100.00)
Total	Full-time	Present	72(79.12) ²	19(20.88)	0(0.00)	0(0.00)	91
		1978-1979	74(75.51)	24(24.49)	0(0.00)	0(0.00)	98
	Part-time	Present	1(100.00)	0(0.00)	0(0.00)	0(0.00)	1
		1978-1979	1(100.00)	0(0.00)	0(0.00)	0(0.00)	1

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

²Percent of total in this job classification

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

Year of Promotion	Ranks		Academic Units	Sex	Number	Average Years of Service
	Promoted to	Promoted from				
<u>1968</u>	Professor	Associate	Department	Female	1	6
				Male	1	5
	Assistant Professor	Instructor	Department	Female	1	4
				Male	2	4
<u>1969</u>	Assistant Professor	Instructor	Department	Female	1	1
				Male	1	3
<u>1970</u>	Assistant Professor	Instructor	Department	Female	1	3
				Male	2	3
	Assistant Professor	Instructor	School ¹	Female	2	3.5
				Male	2	3
<u>1971</u>	No possible comparison					
<u>1972</u>	No possible comparison					
<u>1973</u>	Associate Professor	Assistant Professor	Schools	Female	2	5.5
				Male	3	4
	Assistant Professor	Instructor	Department	Female	2	8.5
				Male	1	6
<u>1974</u>	Associate Professor	Assistant Professor	Department	Female	3	6.5
				Male	2	4
<u>1975</u>	Associate Professor	Assistant Professor	Department	Female	1	7
				Male	1	6
	Assistant Professor	Instructor	Department	Female	1	3
				Male	1	4

¹Includes individuals in 1969 department comparison.

VI

DEVELOPMENT AND EXECUTION OF
CORRECTIVE AND REMEDIAL PROGRAMS

A. EPA PERSONNEL

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

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

All discussion about availability must be based on estimates which suggest that although about one to two percent of doctorates are held by minorities, great variation appears among disciplines, as Table 2 shows. Clearly there is a very limited supply of both minorities and females in many of the fields in which this University recruits faculty.

Table 3 provides a more detailed review of females awarded doctorates nationally in terms of the specific disciplines offered at NCSU. Availability of females in certain of these specific

fields can reasonably be expected to be true also for minorities.

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

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

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

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

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

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

The D. H. Hill Library's availability search indicates approximately 6.0 percent minority female and one percent minority male librarians.

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

females or minorities as a matter of course.

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

Availability Compared with Present Utilization. Table 6 provides a comparison between availability and utilization of minorities and female faculty in the eight Schools of NCSU. This data was developed by combining the availability for the various disciplines comprising a School and stating this as a single percentage (Taken from the Affirmative Action Plan of 1974). By this method it is possible to discuss present utilization in terms of our actual planning units. When viewed from this perspective, two facts become evident. First, because of the mix of disciplines on this campus, it is invalid to speak of a University-wide utilization rate for female faculty on the national average of around twelve percent. At best it appears that the NCSU composite rate of utilization based on availability should be about half the national average. Although utilization of females for some planning units will be higher, the campus as a whole will for an indefinite period appear to be predominately male. Table 6 emphasizes that this appearance reflects availability rather than discrimination.

Of course, NCSU recognizes that one of the primary objections of affirmative action planning on a national basis is an increase in the number of females who pursue what have been in the past

"male" careers. Our efforts are pointed in this same direction and we look forward to the day when our recruitment efforts find more qualified women engineers, foresters, and textile scientists.

Summary of Goals. Table 7 summarizes present utilization and goals for 1978-79 for each planning unit by race and sex. The table is self-explanatory. Overall, the University projects a 2.7 percent increase in the number of minority faculty and a 3.2 percent increase in the number of female faculty. More detailed descriptions of these goals are available in each unit's plan.

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

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

Recruitment Procedures. The following list represents steps all units must be able to show that they take in recruitment.

- use Equal Employment Opportunity slogan on all descriptions of vacancies
- advertise the vacancies in ways that would reasonably lead to application* by minorities and females

- review files of previous applications to determine if qualified minorities or females are in these files
- through official communication notify potential candidates on campus who may wish to be considered for vacant positions
- explain why the final candidate was chosen by means of an explicit comparison with other individuals considered
- maintain complete records of the search process including correspondence with those candidates who decline, withdraw, or are not offered the position
- keep all applications on file for a period of two years.

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

Annually, all School and other affirmative action planning units will submit reports on their recruitment efforts which shall summarize the recruitment contacts for each position filled.

Appendix A contains a reporting form which will be used.

Increasing the Supply of Potential EPA Personnel. N. C. State University recognizes that one solution to this problem of lack of available female and minority faculty is the development of potential faculty through training. For this reason several unit plans emphasize recruitment of students, especially graduate students.

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

This emphasis is considered a major aspect of our affirmative action planning because it represents the best long-range positive action possible and such recruitment is considered a major element of our goals. Simultaneously it will improve the national picture.

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

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

Grievance Procedure. N. C. State University has an established grievance procedure for faculty personnel. The procedure is described in the Faculty Handbook. It has already been used to hear grievances related to sex discrimination. In addition to this

grievance procedure, several unit affirmative action plans provide for a process of handling grievances through the unit equal opportunity officer or committee.

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

B. SPA PERSONNEL

SPA Work Force Estimates and Availability. The nonacademic personnel recruitment area is considered to be local; therefore, statistics on applicants available for work in the area of Wake, Johnston and Franklin counties were compiled to provide SPA applicant availability data for the University. The data includes applicants who were listed by the Employment Security Commission as available for work on January 31, 1976. The statistics in Table 9 include only those applicants, experienced and trainees, who were available for positions found at NCSU.

In reviewing the data on Table 9, it is interesting to note that applicants follow the traditional race/sex patterns in applying for work. However, in most EEO categories, a sufficient number of minority applicants is available to provide a reasonable mix of recruiting purposes.

Summary of Goals and Present Utilization. Tables 1c and 2c summarize present utilization and goals for utilization of SPA

employees in each planning unit by race and sex. The table reveals that for the University as a whole our goals, if attained, would result in an increase of 4.19 percent of full-time minority and 1.26 percent of full-time female SPA Employees over the next three years. Further details concerning the goals are contained in each unit's plan.

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

<u>Affirmative Action</u>	<u>Responsibility</u>	<u>Target Date</u>
Continue to work toward goal of identifying all under-utilization of minority and female employees.	Director, Division of Personnel Services	Continuing
Make available to campus departments availability and work force data on recruiting area to be used for determining proper employee mix.	Director, Division of Personnel Services	Continuing

<u>Affirmative Action</u>	<u>Responsibility</u>	<u>Target Date</u>
Implement and continue to review and as necessary make recommendations to Office of State Personnel to revise job specifications, especially minimum qualification requirements to achieve consistency with actual needs of the positions.	Director, Division of Personnel Services	Continuing
Prompt posting of all vacancies with attendant qualifications on weekly basis campus-wide in conspicuous places accessible to all employees, to include language that clearly informs candidates that commensurate job experience will be considered in filling of vacancies. In addition, a weekly listing of vacancies is distributed outside the University to other organizations whose missions are to aid minorities and locate suitable employment.	Director, Division of Personnel Services	Continuing
Publication and notification to all staff employees of training programs (both Formal and O-J-T) available to upgrade skills.	Training Officer	On an as needed basis
Training sessions at least twice a year to brief supervisors on subject of increased utilization of minorities and women at all levels of the staff work force and inclusion of the subject in all orientation sessions for new employees.	Training Officer	Continuing
All departmental tests given to staff employees to demonstrate fitness to perform job, when required or appropriate, shall be approved by Division of Personnel Services,	Director, Division of Personnel Services	Continuing

<u>Affirmative Action</u>	<u>Responsibility</u>	<u>Target Date</u>
and shall in all cases be job-related.	Vice Chancellor for Finance and Business	Continuing
Campus policy on nepotism will be carried out according to approved policy passed by State Personnel Board.	Director, Division of Personnel Services	Continuing
Each list of referrals made for staff job openings in campus departments where apparent underutilization of minority and female employees exists shall include the name of at least one minority and/or one female candidate for consideration if such candidates are available.	Director, Division of Personnel Services	Continuing
Each referral will be accompanied by an application routing sheet which must be returned to Personnel Services with written justification why particular applicant was selected or why other applicants were not selected. Hiring officials may not make a commitment to employ until all candidate applications and routing sheets have been returned and reviewed by the Recruitment Section of the Division of Personnel Services. This procedure allows the Division of Personnel Services to monitor employment decisions before a commitment is made and to question selections made with the School or Division Officer of the University or EEO Officer.	Director, Division of Personnel Services	Continuing
A comprehensive recruitment program designed specifically to attract minority group members and women will		

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

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

<u>Affirmative Action</u>	<u>Responsibility</u>	<u>Target Date</u>
Shop and in the Physical Plant Division to be used for training purposes. Employees are eligible for and encouraged to attend, at no cost, job-related courses on campus or at other Raleigh area colleges and universities.		
New Performance Appraisal and Employer Development Program implemented. Training in implementation offered to all (EPA & SPA) supervisors and administrators. Follow-up work shops offered annually for new supervisors.	Training Officer	Continuing

Recruitment Procedures. The Division of Personnel Services continues to use the Application Routing Sheet to insure that female and minority applicants are given due consideration in filling vacancies. The sheet accompanies the personal information sent to the official for each candidate. A copy of the routing sheet is attached as Appendix C. Each unit filling a position is required to supply the requested information for each applicant referred to them before the position can be filled. In November 1975 a revised method of listing staff (SPA) vacancies was announced. A Notice of Staff Vacancy (DPS008) must be completed by the hiring official and forwarded to the Division of Personnel Services before recruitment activities are begun. A copy of the announcement and form are attached. Units having deficiencies in their SPA employment profiles will be supplied with a higher percentage of minority and female referrals when possible. In cases where units appear to be reluctant to hire qualified minority and female applicants to improve employment profiles, these units will be brought to the attention of the University Equal Employment Opportunity Officer for administrative attention. In addition, all vacancies must be listed with the Division of Personnel Services and all advertising, including outside the University be placed by that office. A copy of this directive and the Notice of Staff Vacancy form is attached as Appendix D. In order to provide opportunities for upward mobility for females and minorities already on campus, it has been for several years NCSU's policy that all staff vacancies be listed with the Division of Personnel Services and posted campus-wide five work days before outside applicants can be considered. The

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

<u>Affirmative Action</u>	<u>Responsibility</u>	<u>Target Date</u>
Place recruitment advertising with newspapers having predominantly minority or female circulation. All advertisements to include tagline "An Equal Opportunity Employer."	Director, Division of Personnel Services	Continuing
Maintain close working relationships with officers of various community manpower programs. Also furnish these offices lists of current job openings ("Personnel Notes")	Director, Division of Personnel Services	Continuing
On a continuing basis, maintain close working relationships with local predominantly black institutions resulting in the exchanging of vacancies and subsequent employment of minorities at North Carolina State University.	Director, Division of Personnel Services	Continuing
Annually conduct on-campus recruitment at various predominantly black colleges and universities in North Carolina.	Director, Division of Personnel Services	Continuing
Periodically mail "status" letters inviting inactive minority applicants to reapply with the University.	Director, Division of Personnel Services	Continuing
Further advertise staff vacancies through Wake Opportunities Manpower Pilot Program throughout the local minority community.	Director, Division of Personnel Services	Continuing
Verbally reaffirm periodically our interest in employing minorities to current recruitment sources including Employment Security Commission, Office of State Personnel, manpower agencies, business	Director, Division of Personnel Services	Continuing

<u>Affirmative Action</u>	<u>Responsibility</u>	<u>Target Date</u>
schools, technical institutes, and Lion's Club Industries for the Blind.		

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

Nepotism Policy. For staff personnel the State nepotism policy is consistent with Federal regulations. A copy of this policy is attached as Appendix E.

Grievance Procedure. Staff employees may use the State grievance procedure recently modified to follow State laws on the subject. A copy of this procedure is attached as Appendix F.

Table 1 Doctorates Awarded Nationally to Females in Disciplines
Offered at NCSU*

(CY 1920--FY 1972/FY 1973--FY 1974)

Discipline	CY 1920--FY 1972			FY 1973--FY 1974		
	Total	Women	% Women	Total	Women	% Women
Agriculture	13,662	227	1.7	1,993	85	4.3
Biological Sciences	48,122	7,359	15.3	6,569	1,406	21.4
Engineering	36,709	164	0.4	6,532	79	1.2
Mathematics	14,353	1,001	7.0	2,418	234	9.7
Physical Sciences (Chemistry, Physics, Geoscience)	73,718	3,381	4.5	7,712	517	6.7
Social Sciences	37,197	3,754	10.1	9,623	1,959	20.4

* Source: Professional Women and Minorities, a Manpower Resource Service;
Scientific Manpower Commission, Washington, D. C.

Table 2a. Doctoral degrees conferred by AAU universities, by field, 1969-72 and 1972-75; totals, to women, to minority men, and to minority women.

	Total awarded			Awarded to Women		Awarded to minority members			
	Number		Percent change			Men		Women	
	1969-72	1972-75		1969-72	1972-75	1969-72	1972-75	1969-72	1972-75
Arts and humanities	9,999	10,669	+6.7	2,290	3,425	177	351	84	207
English	2,750	2,720	1.1	820	1,031	22	44	22	52
Fine arts†	956	1,137	+18.9	167	343	19	44	14	38
History	2,713	2,779	+2.4	393	614	41	86	7	38
Foreign languages	1,991	2,260	+13.5	693	1,008	55	108	34	63
Philosophy	768	748	2.6	93	134	31	40	2	3
Other‡	821	1,025	+24.8	128	295	9	29	5	13
Business	1,079	1,294	+19.9	14	56	18	34	0	4
Education	8,132	8,344	+2.6	1,952	2,595	276	592	171	334
Engineering§	6,428	5,484	-14.7	32	93	176	203	4	4
Health professions¶	1,242	1,256	+1.1	283	372	37	69	3	21
Life Sciences	6,089	6,012	-1.3	895	1,166	209	205	36	74
Biology#	1,127	1,187	+5.3	242	307	37	31	10	15
Biochemistry	784	680	-13.3	133	148	27	24	13	13
Microbiology	490	521	+6.3	122	158	37	34	1	10
Physiology	652	614	-5.8	92	119	17	24	3	2
Agriculture	963	893	-7.3	29	35	15	18	0	2
Botany	593	557	-6.1	68	80	19	16	4	5
Zoology	641	653	+1.9	100	185	17	30	2	5
Other**	839	907	+8.1	110	133	40	28	3	22
Mathematical sciences	2,565	2,353	-8.3	187	214	49	72	10	9
Mathematics	1,870	1,486	-20.5	140	132	36	45	7	7
Applied mathematics††	695	867	+24.7	48	80	-13	27	3	2
Physical Sciences	7,628	6,673	-12.5	404	520	194	217	21	41
Chemistry	3,460	2,930	-15.3	301	372	121	138	17	35
Physics	2,974	2,647	-11.0	71	101	57	58	3	5
Other‡‡	1,194	1,096	-8.2	48	65	16	21	1	1
Basic social sciences	8,334	9,197	+10.4	1,650	2,318	161	315	41	173
Economics	1,700	1,672	-1.6	109	174	32	59	3	12
Political science	1,526	1,594	+6.2	211	292	36	65	9	22
Psychology	2,651	3,054	+15.2	817	1,060	37	76	19	73
Sociology	1,236	1,310	+6.0	278	411	23	71	7	39
Other§§	1,221	1,567	+28.3	234	387	33	44	3	27
Other fields¶¶	1,799	2,045	+13.7	488	656	35	81	44	97
Grand total	53,295	53,327	+1.1	8,195	11,415	1,332	2,139	414	964

*The AAU institutions reported 225 different disciplinary names for their doctoral programs. Closely similar fields and disciplines were combined under a common title, and later into the broad areas and fields listed in Table 1. The following footnotes will illustrate, but not show exhaustively, which disciplines are included within certain fields named in Table 1. †Fine arts, drama, music.

‡Architecture, comparative literature, linguistics, religion. §Aeronautics and astronautics, chemical, civil, electrical, mechanical, nuclear, and other engineering. ¶Biomedical sciences, dentistry, epidemiology, hospital administration, medical sciences, nursing, optometry, pharmaceutical sciences, physical medicine, public health, surgery. #Ecology, embryology, endocrinology, environmental health, immunology, toxicology. **Anatomy, entomology, fisheries, forestry, genetics, pathology. ††Statistics, computer science, operations research biostatistics. ‡‡Astronomy, atmospheric sciences, geological sciences, oceanography. §§Anthropology, geography, social sciences. ¶¶Communications, criminology, foreign affairs, home economics, international relations, library science, public administration, social work, speech, urban planning.

Table 2b. Minority group members as percentages of graduate students and of recipients of doctorates.

Population	American Indian	Asian	Black	Spanish Origin	Total
1972 graduate students in AAU universities	0.2	1.7	3.9	1.1	6.9
1973 graduate students in 154 universities	0.3	1.4	4.4	1.1	7.2
1973 recipients of doctorates from all U.S. universities; minority percentage includes:					
U.S. citizens only	0.5	1.1	2.7	0.8	5.2
Citizens and holders of immigrant visas	0.5	4.6	2.7	0.8	8.7
Citizens and holders of immigrant and other visas	0.5	7.4	2.9	1.1	11.8
Recipients of doctorates from AAU universities:					
1969-72					3.3
1972-75					5.8

Table 2c. Minority group members as percentages of recipients of doctorates, by specialty fields.

Field	All U.S. universities, 1973					AAU uni- versities, 1972-75, minority total
	American Indian	Asian	Black	Spanish Origin	Total	
Engineering, mathematics and physical science	0.3	11.0	1.0	0.6	12.8	3.8
Life sciences	0.5	7.0	1.9	0.9	10.3	4.6
Psychology	0.6	1.3	1.3	0.9	4.1	4.9
Social sciences	0.5	3.8	1.9	0.6	6.9	5.5
Arts and humanities	0.5	1.2	1.7	1.4	4.8	5.2
Education	0.7	0.8	6.9	0.9	9.3	11.1
Other professions	0.1	2.6	2.2	0.2	5.1	6.7
All fields combined	0.5	4.6	2.7	0.8	8.7	5.8

Table 3. Data on the number of doctorates awarded nationally to females in disciplines offered at North Carolina State University¹ (1973-74).

Discipline	Total	Male	Female	%
				Female Doctorates
<u>Agriculture</u>				
Soils Science	94	93	1	1.0
Animal Science	136	127	9	6.6
Poultry Science	27	27	-	0.0
Horticultural Science	45	43	2	4.4
Food Science & Technology	101	82	2	1.9
Forestry	78	78	-	0.0
<u>Architecture & Environmental Design</u>				
Architecture	-	-	-	-
Landscape Architecture	-	-	-	-
<u>Biological Sciences</u>				
Botany	181	153	28	15.4
Plant Pathology	78	68	10	12.8
Zoology	258	216	42	16.2
Microbiology	380	275	105	27.6
Genetics	126	95	31	24.6
<u>Education</u>				
Adult & Continuing Education	160	132	28	17.5
Mathematics Education	110	86	24	21.8
Science Education	139	111	28	20.1
Agricultural Education	26	26	-	0.0
<u>Engineering</u>				
Aerospace, Aeronautical, Astronautical Engineering	151	148	3	1.9
Agricultural Engineering	56	56	-	0.0
Chemical Engineering	404	396	8	1.9
Civil, Construction, & Transportation Engineering	332	328	4	1.2
Nuclear Engineering	112	111	1	0.8
<u>Physical Sciences</u>				
Physics, General	1334	1277	27	2.0
Chemistry, General	1792	1618	174	9.7
<u>Social Sciences</u>				
Economics	833	760	73	8.7
History	1183	963	220	18.5
Political Science & Government	775	660	115	14.8

Source: Professional Women & Minorities, a Manpower Resource Service;
Scientific Manpower Commission, Washington, D.C.

Table 4. Census data (1970) on blacks and females with postgraduate education and in some of the disciplines offered at North Carolina State University.

Discipline	% Blacks	% Females
Architects	1.3	3.2
Aeronautical Engineer	0.8	1.3
Chemical Engineer	0.4	1.2
Civil Engineer	0.8	1.1
Electrical Engineer	1.4	1.3
Forestry & Conservation	0.3	1.2
Mathematicians	6.7	13.0
Agricultural Scientists	0.7	2.1
Chemists	3.5	10.9
Veterinarians	0.3	3.8
Political Scientists	0.0	33.3

Table 5. Number of Bachelor's Degrees Awarded in Selected Disciplines in North Carolina by Race* and Sex, 1968-69, 1969-70, 1970-71, 1971-72.

	1968-69	1969-70	1970-71	1971-72
Agriculture Total	106	101	212	222
Black	17	13	6	11
Female	1	6	11	13
Biological Sciences Total	788	863	850	848
Black	129	133	144	114
Female	274	318	295	231
Engineering Total	709	754	965	990
Black	33	28	40	25
Female	3	4	6	5
Mathematics Total	818	774	699	695
Black	68	88	63	65
Female	370	345	315	294
Physical Sciences Total	555	555	540	530
Black	38	30	36	35
Female	87	71	77	53
Social Sciences Total	3968	4246	4352	4462
Black	525	567	737	846
Female	1391	1500	1578	1165

*Estimate based on graduates from predominantly black institutions.

Source: Statistical Abstract of Higher Education in North Carolina, 1969-70, 1970-71, 1971-72, 1972-73.

Table 6. Comparison between availability and utilization of females and Blacks in academic Schools.

School	Females		Blacks	
	*Availability %	Utilization %	*Availability %	Utilization %
Agriculture and Life Sciences	11.6	2.7	3.2	1.5
Design	8.5	10.7	3.0	0.0
Education	15.2	15.0	0.7	1.7
Engineering	0.7	0.7	0.5	0.7
Forest Resources	1.4	3.6	0.9	0.0
Liberal Arts	19.3	19.9	2.3	4.1
Physical and Mathematical Sciences	4.7	3.5	0.6	0.6
Textiles	4.3	2.8	2.2	0.0

*Given in the 1973-76 Affirmative Action Plan

Table 7. Summary by race (Black) and females on present utilization and 1978-79 goals by planning units (EPA faculty).

Planning Unit	Black		Female	
	Present Utilization, %	1978-79 Goal, %	Present Utilization, %	1978-79 Goal, %
School of Agriculture and Life Sciences	1.5	3.7	2.7	6.2
School of Design	0.0	5.3	10.7	10.5
School of Education	1.7	11.1	15.0	18.1
School of Engineering	0.7	0.7	0.7	2.1
School of Forest Resources	0.0	0.0	3.6	3.4
School of Liberal Arts	4.1	5.3	19.9	22.9
School of Physical and Mathematical Sciences	0.6	2.1	3.5	7.4
School of Textiles	0.6	2.5	2.8	5.0

University*	Minority		Female	
	Present Utilization, %	1978-79 Goal, %	Present Utilization, %	1978-79 Goal, %
	3.54	6.19	6.82	9.99

*Data from Tables 1b and 2b

Table 8. Number of Associate Degrees and Diplomas Awarded by North Carolina Community Colleges and Technical Institutes in 1971-72 by Race and Sex in Selected Disciplines.

College Transfer Programs			
	Total	Black	Female
Agricultural and Natural Science	8	0	0
Engineering	20	0	0
Mathematics	13	0	7
Science	26	1	7
Textiles	0	0	0
Occupational Programs			
	Total	Black	Female
Agricultural and Biological Science Technologies	208	6	36
Engineering and Science	908	64	45
Office Technologies	1653	267	956
Trades and Industry Occupations	2391	471	455

Source: Department of Community Colleges

Applicants Available for Work as of January 31, 1976
in Johnston, Wake and Franklin Counties

Statistics Provided by the Employment Security Commission

I. Statistics on Applicants available for work in position classifications found at North Carolina State University. Applicants are listed by EEO occupational classifications.

Executive, Administrative, Managerial

<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>Minority Applicants Male and Female</u>
53 (78%)	15 (22%)	68 (100%)	15 (22%)

Professional - Non-Faculty

<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>Minority Applicants Male and Female</u>
251 (75%)	82 (25%)	333 (100%)	34 (10%)

Secretarial/Clerical

	<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>Minority Applicants Male and Female</u>
Secretarial General Office	102 (9%)	1071 (91%)	1173 (100%)	289 (25%)
Equipment Operators	24 (30%)	57 (70%)	81 (100%)	20 (25%)
Office, Warehouse Managers	29 (94%)	2 (6%)	31 (100%)	3 (10%)
Mail, Stock Shipping, Rec. Clks.	189 (81%)	43 (19%)	232 (100%)	115 (50%)
Sales Clerks	34 (33%)	70 (67%)	104 (100%)	17 (16%)

Technical/Paraprofessional

	<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>Minority Applicants Male and Female</u>
Non-Medical	134 (69%)	59 (31%)	193 (100%)	55 (28%)
Medical	5 (10%)	46 (90%)	51 (100%)	10 (20%)

Skilled Crafts

<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>Minority Applicants Male and Female</u>
719 (97%)	23 (3%)	742 (100%)	171 (24%)

Service/Maintenance

<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>Minority Applicants Male and Female</u>
890 (80%)	218 (20%)	1108 (100%)	642 (58%)

II. Statistics on total applicants available for work January 31, 1976, in Johnston, Wake and Franklin counties.

Male - 53%

Female - 47%

White Applicants - 62.5%

Black Applicants - 37.0%

American Indian - .1%

Other Minority Groups - .4%

Table 10. Availability on females and Blacks by SPA job classification. (1970 census data)

Job Classification	%	%
	Black	Female
Officials and Managers	4.3	15.2
Professionals	11.1	51.3
Technicians	4.5	20.4
Sales	4.2	32.4
Clerical	8.3	76.3
Craftsman	16.9	6.3
Operations (semi-skilled)	31.9	36.9
Laborers	49.7	9.7
Service Workers	49.1	55.0

Table 11. Summary by planning units on present and 1978-79 goals for utilization of SPA employees.

Planning Unit	<u>American Black</u>		<u>Female</u>	
	Present Utilization, %	1978-79 Goals, %	Present Utilization, %	1978-79 Goals, %
School of Agriculture & Life Sciences	10.1	14.4	54.3	55.0
School of Design	10.0	18.1	80.0	81.8
School of Education	29.6	30.7	100.0	100.0
School of Engineering	4.3	11.2	60.4	59.1
School of Forest Resources	10.5	23.5	68.4	76.4
School of Liberal Arts	27.2	33.3	88.6	89.5
School of Physical & Mathematical Sciences	5.2	11.6	78.9	78.3
School of Textiles	12.9	12.5	58.0	56.2
Office of Business Affairs *	45.2	49.7	33.7	36.5
Library	18.5	21.4	90.0	88.5
Division of Student Affairs	34.3	35.1	80.4	80.4
University Extension	16.2	20.5	62.1	64.1
Special Units	11.9	17.6	65.6	67.9

* Includes Physical Plant