

AFFIRMATIVE ACTION PLAN ADDENDUM

School of Agriculture and Life Sciences

This report follows the same outline presented in 1974. Documentation has been obtained and reported as such from 19 Departments and 3 Administrative Divisions. The first section includes School Summaries for Faculty, EPA Non-Faculty and SPA categories. The administration of affirmative action recruitment procedures for both Faculty and EPA Non-Faculty personnel are contained in the attached memorandum from Dean J. E. Legates to Administrators and Department Heads. The School follows University policies in the recruitment, appointment and promotion of SPA employees.

In the summary section, Table I gives the present faculty complement and Table II records the goals for 1978-79. These data indicate an increase in black faculty members from 1.6% to 3.75% in the 3-year period. White females are to increase from 3.2% to 5.6%. Details by Departments and Divisions on present complement, availability estimates and projected faculty complements are included in Appendix A.

Similar information for EPA Non-Faculty is given in Tables V and VI in the summary section; details by Departments and Divisions are in Appendix B. For this category black employees are to increase from 10.5% to 13.9%; the employment of white females would be maintained at approximately 20%.

A summary for SPA personnel indicates an increase of black personnel from 9.6% to 14.1% during the 3-year period. The percent for white females would remain nearly constant. The listing of present and projected SPA complements is contained in Appendix C.

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

POLICY AND PROCEDURE MEMORANDUM # 11

Date: September 1, 1975

SUBJECT: Affirmative Action Recruitment Procedures - EPA Personnel
TO: Administrators and Department Heads

It is the policy of the School of Agriculture and Life Sciences that employment and promotion shall be on the basis of merit; and there shall be no discrimination on the basis of race, color, creed, religion, sex or national origin. Our School must take active measures to insure that this policy is effectively implemented, and that an atmosphere of nondiscrimination and good faith compliance are established and maintained throughout the School. It is the responsibility of the administration, department heads, and faculty to insure the affirmative and vigorous enforcement of the equal opportunity policy of the School. Specific recruitment procedures must be followed to document appropriately affirmative action to locate qualified female and minority applicants for positions.

Description of Positions

1. Position descriptions must be developed to describe the essential and specific duties of each position. Each description is to be reviewed by the Dean (EPA-Faculty Subject to Tenure) or appropriate Director (EPA-Non-Faculty). A copy of the position description for all EPA positions must be provided to the Dean prior to authorization to recruit.
2. The "Equal Opportunity/Affirmative Action Employer" designation is to be used in all descriptions of vacancies. The following statement has been approved by Assistant Provost Clark in his memorandum dated May 29, 1975:

"North Carolina State University is an equal Opportunity Employer and operates under Affirmative Action Policy. The University strongly encourages all qualified applicants. Applicants are requested to indicate their race, ethnic background, and sex in their letter of application. Although providing this information is optional, the success of our Affirmative Action Program depends on our having it."

The first two sentences of the above must be included in all position announcements. While the last two sentences are optional, race and sex information is needed for the proper completion of the Affirmative Action Recruitment Report (AARR) form.

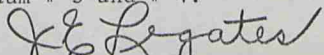
Advertisement

1. Vacancies shall be advertised in ways that would reasonably lead to applications by minorities and females. Advertisement of the position should be such that notice of the opening will be presented to the available pool of qualified applicants. For administrative and tenurial positions this will usually mean advertising the position on a national basis.
2. Non-tenurial positions that are to be filled on a long-term basis (12 months or more) should be advertised in the same manner as tenurial positions, with particular emphasis on contacting the available supply of females and minorities. For those positions which are to be filled on a short-term basis (twelve months or less) common sense and good judgment should be used. Positions filled by short-term appointments should be advertised on campus, in the Research Triangle area, and other local media. All applications on hand are to be given due consideration. When an individual is pay-rolled temporarily (12 months or less) against a tenurial position, affirmative action procedures are not required for the appointment.

Records and Reporting

1. Each department must maintain complete records for two years of the search process, including correspondence with those candidates who decline, withdraw or are not offered the position. The records should explain why the final candidate was chosen in comparison to the other individuals considered. Affirmative action includes promotion, as well as recruitment and employment.
2. The North Carolina State University AARR must be completed and approved by the Department Head, Dean and Provost prior to approval of authorization to offer employment. The AARR is to be completed and submitted for all tenurial positions, extension specialists, instructors, visiting appointees, research associates and research assistants. In the event that circumstances dictate a limited search, these should be noted on the AARR.

The above procedures supplement previous policy and procedure as stated in SALS P & P Memorandum # 3 and # 4.


J. E. Legates, Dean

APPENDIX A

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: Agriculture and Life Sciences

EPA FACULTY

DATE: April 23, 1976

COMPLETED BY: F. J. Hassler

PAGE: 2 of 2

TABLE I

PRESENT FACULTY COMPLEMENT
(According to June 1976 Tabulation)

TABLE II

PROJECTED FACULTY COMPLEMENT (1978-1979)
(Reflecting Anticipated Promotions
And Your Projected Hiring Goals)

PART-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL		PART-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL				
	WHITE | BLACK				PACIFIC IS		INDIAN					WHITE | BLACK				PACIFIC IS		INDIAN						
	M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F	M	F	
Professor	2									2	0			2								2	0	
Associate Professor				1						0	1											0	0	
Assistant Professor									1	1	0											0	0	
Instructor	1									1	0			2								2	0	
SUBTOTAL	3			1					1	4	1	SUBTOTAL	4									4	0	
TOTAL	395	13	5	1	2	0	4	0	1	0	407	15	TOTAL	419	27	13	4	5	0	3	0	0	440	31

Adult and Community
College Education
SCHOOL DEPT.
COMPLETED BY E. J. Boone

AFFIRMATIVE ACTION PLAN
EPA FACULTY

DATE March 22, 1976

TABLE III
TOTAL FACULTY COMPLEMENT
(According to June 1976 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1978-1979)
See Table II

	Availability		Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total	
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.	% (e)	No.		%	No.	%	No.	%	No.		%
White Male	75.6	11	100.0			3	75.0	14	80.6	A-	10	176.9			3	75.0	13	176.4	
White Female	16.5			1	100.0			1	9.7	A-	1	7.7					1	5.9	
Black Male	5.4										1	7.7						1	5.9
Black Female	1.1					1	25.0	1	9.7	A+	1	7.7			1	25.0	2	11.8	
Hispanic Male	.7																		
Hispanic Female	.4																		
Am. Indian Male																			
Am. Indian Female																			
Asian Male	.2																		
Asian Female																			
TOTAL		11	100%	1	100%	4	100%	16	100%		13	100%		100%	4	100%	17	100%	

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

DATE: March 22, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Adult and Community College Education

Individual Completing Form: E. J. Boone

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Assistant Professor
Associate Professor (see attached)
Professor

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

	Number	Percent
White Male	1050	75.6
White Female	230	16.5
Black Male	75	5.4
Black Female	15	1.1
Hispanic Male	10	.7
Hispanic Female	5	.4
Am. Indian Male	0	
Am. Indian Female	0	
Asian Male	3	.2
Asian Female	0	
Total	1388	100%

Assistant Professor

- Demonstrated ability as a teacher and research scholar.
- A doctor's degree in Adult and Community College Education.
- Promise of independent achievement in the field of scholarship or creative activity in Adult and Community College Education.

Associate Professor

- Distinction and recognition as a teacher and research scholar in Adult and Community College Education.
- A doctor's degree in Adult and Community College Education.
- Established professional reputation in Adult and Community College Education.
- Ability to supervise graduate study and research.
- Good publications record.

Professor

- Outstanding reputation as a teacher and research scholar in Adult and Community College Education.
- Demonstrated ability in and willingness to participate in institutional affairs.
- A doctor's degree in Adult and Community College Education.
- Established reputation within the professional field as a scholar, or in other learned or professional activities.
- Experience in supervising graduate study and research.
- Outstanding publications record.

School/Department: Adult and Community College Education

Individual Completing Form: E. J. Boone

Form No. 1, page two

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

a. List sources of data:

Dissertation Abstracts International 1953-75.

Houle, Cyril O. "1974 Doctorates in Adult Education"
Adult Leadership. Fall 1975.

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

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

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

The data shown in Chart #1 is believed to be accurate. These data correlate with the numbers who have earned doctorates in Adult and Community College Education at NCSU during the period of 1970-75.

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

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

Agriculture and Life Sciences

AFFIRMATIVE ACTION PLAN
EPA FACULTYDATE March 22, 1976SCHOOL DEPT. Agricultural Information
COMPLETED BY W. L. CarpenterTABLE III
TOTAL FACULTY COMPLEMENT
(According to June 1976 Tabulation)
See Table ITABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1976-1979)
See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total	
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.		%
White Male	70	5	100					5	100	-	5	100				5	100
White Female	20	0	0					0	0	-	0	0				0	0
Black Male	7	0						0		-	0					0	
Black Female	1	0	0					0	0	-	0	0				0	0
Hispanic Male	1	0						0		-	0					0	
Hispanic Female	1	0						0		-	0					0	
Am. Indian Male										-							
Am. Indian Female										-							
Asian Male										-							
Asian Female										-							
TOTAL	100	5	100%		100%		100%	5	100%		5	100%		100%		5	100%

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

DATE: March 22, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Agriculture and Life Sciences
Agricultural Information

Individual Completing Form: W. L. Carpenter

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

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

	Number	Percent
White Male		70
White Female		20
Black Male		7
Black Female		1
Hispanic Male		.3
Hispanic Female		.3
Am. Indian Male		.3
Am. Indian Female		.3
Asian Male		.3
Asian Female		.3
Total		100%

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

a. List sources of data:

- (1) "Agricultural Information Staffs in State Land Grant Universities," March 1973, U.S. Dept. of Agriculture.
 - (2) Study of faculty members in journalism schools conducted by Assoc. for Educ. in Journalism.
 - (3) HEW report on a survey of minorities and women receiving doctorates.
 - (4) Current enrollment, UNC-Chapel Hill School of Journalism.
 - (5) Analysis of applications received from individuals seeking employment in recent years.
 - (6) Observations of personnel hired by commercial media in recent years.
- b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below:

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

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

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

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

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

AFFIRMATIVE ACTION PLAN

DEPARTMENT: SALS - Ag. Ext. Home Economics

EPA FACULTY

DATE: April, 1976COMPLETED BY: Eloise S. CoferPAGE: 1 of 2

TABLE I

PRESENT FACULTY COMPLEMENT
(According to June 1976 Tabulation)

TABLE II

PROJECTED FACULTY COMPLEMENT (1978-19:
(Reflecting Anticipated Promotions
And Your Projected Hiring Goals)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL		FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL		
	WHITE		BLACK		PACIFIC IS		INDIAN					WHITE		BLACK		PACIFIC IS		INDIAN				
	M	F	M	F	M	F	M	F				M	F	M	F	M	F	M	F		M	F	M	F
Department Head		1								1	Department Head		1									1
Professor											Professor											
Assoc. Professor				1						1	Assoc. Professor		2		1							3
Asst. Professor	1	1								1 1	Asst. Professor	2	4		2							2 6
Instructor											Instructor											
Lecturer											Lecturer											
SUBTOTAL	1	2		1						1 3	SUBTOTAL	2	7		3							2 10
VISITING FULL-TIME											VISITING FULL-TIME											
Professor											Professor											
Assoc. Professor											Assoc. Professor											
Asst. Professor											Asst. Professor											
Instructor											Instructor											
Lecturer											Lecturer											
TOTAL	1	2		1						1 3	TOTAL	2	7		3							2 10

SCHOOL DEPT. SALS - Ag. Ext. Home Economics
 COMPLETED BY Eloise S. Cofer

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE April, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.		%	No.
White Male		1	20					1										2
White Female		3	60					3										7
Black Male																		
Black Female		1	20					1										3
Hispanic Male																		
Hispanic Female																		
Am. Indian Male																		
Am. Indian Female																		
Asian Male																		
Asian Female																		
FEMALES	85.9%	4	80%								10	83%						2
TOTAL	100.0% *	5	100%		100%		100%	5	100%		12	100%		100%		100%	12	100%
MALES	14.1%	1	20%								2	17%						

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

*Professional women and minorities, Scientific Manpower Commission, 2/76, gives this figure for Doctorates awarded FY 1973 & 1974 for Home Economics. There is no breakdown for Master's Degrees or by race or Ethnic Group.

DATE: _____

APRIL 1976

Form No. 1, page one

AVAILABILITY STUDY REPORTING FORMS

School/Department: SALS AG. EXT. HOME ECONOMICS

Individual Completing Form: ELOISE S. COFER

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

X/A

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank. For ~~faculty rank~~ for specialists, a doctorate in the appropriate speciality is required.

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

~~There have been approximately~~ 1,400 doctoral degrees awarded in Home Economics since 1920.

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total	WOMEN	90%
	MEN	10%
		100%

~~These data are not separated~~ by ethnic origin. Approximately 10% are men, 90% are women.

School/Department: SALS AG. EXT. HOME ECONOMICS

Individual Completing Form: ELOISE S. COFER

Form No. 1, page two

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

a. List sources of data:

~~THE ASSOCIATION OF ADMINIS~~ FACTORS OF HOME ECONOMICS STUDY OF ENROLLMENT OF HOME ECONOMICS MAJORS AND DEGREES GRANTED IN HOME ECONOMICS BY INSTITUTIONS OF NASULGC FOR 1965-66 THROUGH 1972-73.

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

~~THE ASSOCIATION OF ADMINIS~~ ETHNIC ORIGIN BY SEX AVAILABLE.

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

~~QUESTIONNAIRE~~

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

~~THE ASSOCIATION OF ADMINIS~~ AND DO NOT GIVE FIGURES IDENTIFYING SEX AND ETHNIC ORIGIN.

School/Department: SALS AG. EXT. HOME ECONOMICS

Individual Completing Form: ELOISE S. COFER Form No. 1, page three

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

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

~~WHOLE UNITED STATES~~ IS CONSIDERED APPROPRIATE POOL.

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

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

SCHOOL DEPT. Extension, 4-H
 COMPLETED BY Dalton R. Proctor

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE March 19, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total	
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.	%	No.
White Male	76%	1	100%							3	100%						
White Female	10%																
Black Male	10%																
Black Female	4%																
Hispanic Male	0																
Hispanic Female	0																
Am. Indian Male	0																
Am. Indian Female	0																
Asian Male	0																
Asian Female	0																
TOTAL	100%	1	100%		100%		100%		100%	3	100%		100%		100%		100%

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

DATE: March 19, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: SALS, Agriculture Extension, 4-H

Individual Completing Form: Dalton R. Proctor

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

(a) Ph.D. preferred with a minimum of a master's degree

(b) Three to five years' experience in 4-H organizational methods

(c) Demonstrated achievements in effectively and efficiently organizing and conducting 4-H educational programs

(d) Specific requirement: to travel extensively in N. C. with 40% of time in field work.

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

Not applicable because position level precludes out of state recruitment.

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

School/Department: SALS, Agriculture Extension, 4-H

Individual Completing Form: Dalton R. Proctor Form No. 1, page three

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

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

Pool normally considered in State 4-H Staff in Southern Region

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

*

	Number	Percent
White Male	30	76
White Female	4	10
Black Male	4	10
Black Female	1	4
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total	39	100%

*75 WM 40% availability
28 WF 15% availability
9 BM 40% availability
6 BF 15% availability
1 HM 0 availability
2 HF 0 availability

School/Department: SALS, Agricultural Extension, 4-H

Individual Completing Form: Dalton R. Proctor

Form No. 1, page four

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

a. List sources of data:

Directory of State 4-H Leaders and State 4-H Staff members published by Extension Service, USDA

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

Estimated number with masters or Ph.D. and experience qualifications.

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

Accuracy and completeness is affected by willingness to relocate the actual number with degree and experience qualifications salary scale in North Carolina.

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

SCHOOL DEPT. SALS/Animal ScienceCOMPLETED BY I. D. PorterfieldAFFIRMATIVE ACTION PLAN
EPA FACULTYDATE March 23, 1976TABLE III
TOTAL FACULTY COMPLEMENT
(According to June 1976 Tabulation)
See Table ITABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1978-1979)
See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.	%	No.	%
White Male	92.4	39	97.5					39	97.5	+	38	92.7					38	92.7
White Female	4.3										2	4.9					2	4.9
Black Male	1.4	1	2.5					1	2.5		1	2.4					1	2.4
Black Female	.3																	
Hispanic Male	.8																	
Hispanic Female	.0																	
Am. Indian Male	.0																	
Am. Indian Female	.0																	
Asian Male	.8																	
Asian Female	.0																	
TOTAL	100.0	40	100%		100%		100%	40	100%		41	100%		100%		100%	41	100%

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

DATE: March 17, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: SALS/Animal Science

Individual Completing Form: I. D. Porterfield

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Ph.D. in Animal Breeding, Animal Nutrition, Animal Physiology or Veterinary Medicine and experience with either Beef Cattle, Dairy Cattle, Horses or Swine. In addition, the following are required for each academic rank:

(1) Assistant Professor: a) ability or definite promise in teaching, research or extension; b) potential for directing teaching, research, graduate study, or extension activities; c) ability and willingness to participate in university affairs. (2) Associate Professor: a) recognized ability and potential for

(continued)

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

	Number	Percent
White Male	4,747	92.4
White Female	219	4.3
Black Male	72	1.4
Black Female	15	.3
Hispanic Male	42	.8
Hispanic Female	0	.0
Am. Indian Male	0	.0
Am. Indian Female	0	.0
Asian Male	41	.8
Asian Female	0	.0
Total	5,136	100%

DATE: March 17, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one (cont'd)

School/Department: SALS/Animal Science

Individual Completing Form: I. D. Porterfield

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. distinction in teaching, independent research or extension; b) ability to direct teaching, research, graduate study, or extension activities; c) ability and willingness to participate in university affairs.
(3) Professor: a) distinguished achievement in teaching, independent research, or extension; b) ability to direct teaching, research, graduate study, or extension activities; c) established reputation in the individual's profession or field of scholarly or germane creative activity; d) ability and willingness to participate in university affairs.

School/Department: SALS/Animal Science

Individual Completing Form: I. D. Porterfield

Form No. 1, page two

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

a. List sources of data:

Scientific Manpower Commission
Professional Women and Minorities, 5/75
Agricultural Sciences P397, Table LS-A-10
(College and University Teachers Column)

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

By using the criteria set forth in item one, page one. The data given in the above source seemed to approach our requirements.

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

I have no way of knowing.

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

To my knowledge the above is the only source.

School/Department: SALS/Animal Science

Individual Completing Form: I. D. Porterfield Form No. 1, page three

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

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

Not appropriate

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

Not appropriate

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

DEPARTMENT: Biochemistry

EPA FACULTY

DATE: March 23, 1976COMPLETED BY: S. B. TovePAGE: 1 of 2

TABLE I

PRESENT FACULTY COMPLEMENT
(According to June 1976 Tabulation)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL		
	WHITE		BLACK		PACIFIC IS		INDIAN				
	M	F	M	F	M	F	M	F	M	F	
Department Head	1								1		
Professor	5								5		
Assoc. Professor	2	1							2	1	
Asst. Professor											
Instructor											
Lecturer											
SUBTOTAL	8	1							8	1	
VISITING FULL-TIME											
Professor											
Assoc. Professor											
Asst. Professor		1							1		
Instructor											
Lecturer											
SUBTOTAL		1							1		
TOTAL	8	2							8	2	

TABLE II

PROJECTED FACULTY COMPLEMENT (1978-1979)
(Reflecting Anticipated Promotions
And Your Projected Hiring Goals)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL		
	WHITE		BLACK		PACIFIC IS		INDIAN				
	M	F	M	F	M	F	M	F	M	F	
Department Head	1								1		
Professor	6								6		
Assoc. Professor	1	1							1	1	
Asst. Professor	1								1		
Instructor											
Lecturer											
SUBTOTAL	9	1							9	1	
VISITING FULL-TIME											
Professor											
Assoc. Professor											
Asst. Professor											
Instructor											
Lecturer											
SUBTOTAL											
TOTAL	9	1							9	1	

SCHOOL DEPT. ALS and PMS/Biochemistry
 COMPLETED BY S. B. Iové

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE March 23, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

	Availability		Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.	% (e)	No.		%	No.	%	No.	%	No.	%	No.	%
White Male	86.5	8	88.9						8	80	+	9	90						9	90
White Female	5.8	1	11.1	1	100				2	20	+	1	10						1	10
Black Male	0.5	0	0						0	0	-	0	0						0	0
Black Female	0.05	0	0						0	0	-	0	0						0	0
Hispanic Male																				
Hispanic Female																				
Am. Indian Male																				
Am. Indian Female																				
Asian Male (Other)	6.8	0	0						0	0	-	0	0						0	0
Asian Female (Other)	0.35	0	0						0	0	-	0	0						0	0
TOTAL	100%	9	100%	1	100%		100%	10	100%			10	100%		100%		100%	10	100%	

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

*NOTE: We do not have statistics available for individual Hispanic, American Indian, or Asian males and females.

DATE: March 23, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: ALS & PMS/Biochemistry

Individual Completing Form: S. B. Tove

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Professor: Ph. D. degree in Biochemistry or equivalent degree with postdoctoral training in Biochemistry; membership in the American Society of Biological Chemists or equivalent society; minimum of 8 years teaching experience; distinguished research record with a minimum of 20 publications in well-accepted biochemical journals.

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

	Number	Percent
White Male	450	84.0
White Female	35	7.0
Black Male	3	0.6
Black Female	0	0
Hispanic Male		
Hispanic Female		
Other { Am. Indian Male		
Am. Indian Female		
Asian Male		
*Other Male	45	8.0
Asian Female		
*Other Female	2	0.4
Total	535	100%

*We do not have statistics for individual Hispanic, Am. Indian, or Asian males and females.

DATE: March 23, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: ALS & PMS/Biochemistry

Individual Completing Form: S. B. Tove

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Associate Professor: Ph.D. degree in Biochemistry or equivalent; minimum of 5 years teaching and research experience in Biochemistry; good record of research with a minimum of 10 publications in well-accepted biochemical journals.

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

	Number	Percent
White Male	1,080	87.7
White Female	62	5.0
Black Male	6	0.5
Black Female	0	0
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
*Other Male	81	6.6
Asian Female		
*Other Female	3	0.2
Total	1,230	100%

Other {

*We do not have statistics for individual Hispanic, Am. Indian, or Asian males and females.

DATE: March 23, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: ALS & PMS/Biochemistry

Individual Completing Form: S. B. Tove

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Assistant Professor: Ph.D. degree in Biochemistry or equivalent; minimum of 2 years teaching or research experience in Biochemistry with at least 2 publications in well-accepted biochemical journals.

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

	Number	Percent
White Male	3,050	88.0
White Female	180	5.1
Black Male	15	0.4
Black Female	2	0.1
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
*Other Male	210	6.1
Asian Female		
*Other Female	12	0.3
Total	3,469	100%

Other {

*We do not have statistics for individual Hispanic, Am. Indian, or Asian males and females.

DATE: March 23, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: ALS & PMS/Biochemistry

Individual Completing Form: S. B. Tove

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

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

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

	Number	Percent
White Male	3,200	86.1
White Female	225	6.1
Black Male	18	0.5
Black Female	2	0.05
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
*Other Male	250	6.75
Asian Female		
*Other Female	20	0.5
Total		100%

Other {

*We do not have statistics for individual Hispanic, Am. Indian, or Asian males and females.

School/Department: ALS and PMS/Biochemistry

Individual Completing Form: S. B. Tove

Form No. 1, page two

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

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

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

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

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

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

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

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

School/Department: ALS and PMS/Biochemistry

Individual Completing Form: S. B. Tove Form No. 1, page three

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

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

We did not draw from a smaller pool.

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

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

AFFIRMATIVE ACTION PLAN

DEPARTMENT: SALS-Biological & Agr'l Engineering

EPA FACULTY

DATE: April 1, 1976

COMPLETED BY: F. J. Hassler

PAGE: 1

TABLE I

PRESENT FACULTY COMPLEMENT
(According to June 1976 Tabulation)

TABLE II

PROJECTED FACULTY COMPLEMENT (1978-19)
(Reflecting Anticipated Promotions
And Your Projected Hiring Goals)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL		FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL	
	WHITE		BLACK		PACIFIC IS		INDIAN					WHITE		BLACK		PACIFIC IS		INDIAN			
	M	F	M	F	M	F	M	F				M	F	M	F	M	F	M	F		
Department Head	1								1		Department Head	1								1	
Professor	6					1			7		Professor	11					1			12	
Assoc. Professor	13								13		Assoc. Professor	12					1			13	
Asst. Professor	6								6		Asst. Professor	2								2	
Instructor											Instructor										
Lecturer											Lecturer										
SUBTOTAL	26					1			27		SUBTOTAL	26					2			28	
VISITING FULL-TIME											VISITING FULL-TIME										
Professor											Professor										
Assoc. Professor											Assoc. Professor										
Asst. Professor	1								1		Asst. Professor										
Instructor											Instructor										
Lecturer											Lecturer										
SUBTOTAL	1								1		SUBTOTAL										
TOTAL	27					1			28		TOTAL	26					2			28	

AFFIRMATIVE ACTION PLAN
EPA FACULTY

DATE April 1, 1976

SCHOOL DEPT. SALS-Biol. & Agr'l Engr.
COMPLETED BY F. J. Haasler

TABLE III
TOTAL FACULTY COMPLEMENT
(According to June 1976 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1978-1979)
See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.	%	No.	%
White Male	97	26	96	1	100			27	96		26	93					26	93
White Female																		
Black Male																		
Black Female																		
Hispanic Male																		
Hispanic Female																		
Am. Indian Male																		
Am. Indian Female	3	1	4					1	4		2	7					2	7
Asian Male																		
Asian Female																		
TOTAL	100	27	100%	1	100%		100%	28	100%		28	100%		100%		100%	28	100%

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

DATE: April 1, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: SALS-Biol. & Agr'l Engr.

Individual Completing Form: F. J. Hassler

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS - Assistant Professor

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.
Ability or definite promise in teaching, research or extension.
Potential for directing teaching, research, graduate study or extension activities.
A Ph. D. in Agricultural Engineering and demonstrated knowledge of agricultural production systems.

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

	Number	Percent
White Male	140	97
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male	5	3
Asian Female		
Total	145	100%

School/Department: SALS-Biol. & Agr'l Engineering

Individual Completing Form: F. J. Hassler

Form No. I, page two

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

a. List sources of data:

Annual survey since 1972 of Ph. D. graduates by sex and race from U.S. Universities. These surveys are conducted by the American Society of Agricultural Engineers.

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

From the results of the survey under (a) it is assumed that the Ph. D. graduates since 1972 are still in the national pool at the Assistant Professor level.

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

These data are highly accurate.

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

There is always the question as to whether we can attract the indicated graduates in competition with all other Agricultural Engineering Departments in the U.S. Salary, of course, is a major factor, but each individual has his preference as to location and what he views as professional opportunities.

School/Department: SALS-Biol. & Agr'l Engr.

Individual Completing Form: F. J. Hassler Form No. 1, page three

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

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

N/A

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

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

AFFIRMATIVE ACTION PLAN

EPA FACULTY

DEPARTMENT: BotanyDATE: 3-18-76COMPLETED BY: G. R. NogglePAGE: 1 of 2

TABLE I

PRESENT FACULTY COMPLEMENT
(According to June 1976 Tabulation)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL	
	WHITE		BLACK		PACIFIC IS		INDIAN			
	M	F	M	F	M	F	M	F	M	F
Department Head	1								1	
Professor	3								3	
Assoc. Professor	4	1							5	
Asst. Professor	4	1							5	
Instructor		1							1	
Lecturer										
SUBTOTAL	12	1	2						14	1
VISITING FULL-TIME										
Professor										
Assoc. Professor										
Asst. Professor										
Instructor		1							1	
Lecturer										
SUBTOTAL		1							1	
TOTAL	12	2	2						14	2

TABLE II

PROJECTED FACULTY COMPLEMENT (1978-1980)
(Reflecting Anticipated Promotions
And Your Projected Hiring Goals)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL	
	WHITE		BLACK		PACIFIC IS		INDIAN			
	M	F	M	F	M	F	M	F	M	F
Department Head	1								1	
Professor	4								4	
Assoc. Professor	4	2							6	
Asst. Professor	3	2							3	2
Instructor		1							1	
Lecturer										
SUBTOTAL	12	2	3						15	2
VISITING FULL-TIME										
Professor										
Assoc. Professor										
Asst. Professor										
Instructor		1							1	
Lecturer										
SUBTOTAL		1							1	
TOTAL	12	2	3						15	2

SCHOOL DEPT. Botany
 COMPLETED BY G. R. Noggle

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE 3-18-76

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total	
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.		%
White Male	77	12	80			NA		12	75	a-	12	71				12	71
White Female	16	1	7	1	100			2	13	a-	2	12				2	12
Black Male	2	2	13					2	12	a+	3	17				3	17
Black Female	< 1																
Hispanic Male	< 1																
Hispanic Female	-																
Am. Indian Male	< 1																
Am. Indian Female	-																
Asian Male	1																
Asian Female	1																
TOTAL		15	100%	1	100%		100%	16	100%		17	100%		100%		100%	17

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

DATE: 3-18-76

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Botany

Individual Completing Form: G. R. Noggle

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Professor - Ph.D. degree; 5-7 yr. academic experience; experience in directing graduate students; or research experience.

Associate Professor - Ph.D. degree; 3-5 yr. academic experience or equivalent postdoctoral research experience; experience in directing graduate student research; or experience in academic instructional programs.

Continued on attached sheet.

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

Ph.D. (Prof., Assoc.
Prof., Asst. Prof.)

M.S. (Instructor)

	Number	Percent	Number	Percent
White Male	3100	77	900	63
White Female	630	16	400	27
Black Male	80	2	30	2
Black Female	20	< 1	20	2
Hispanic Male	10	< 1	10	< 1
Hispanic Female	--	--	--	--
Am. Indian Male	10	< 1	10	< 1
Am. Indian Female	--	--	--	--
Asian Male	100	3	70	4
Asian Female	50	1	40	2
Total	4000	100%	1440	100%

Part I

1. Continued

Assistant Professor - Ph.D. degree; evidence of promise in academic instructional programs and/or research promise.

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

School/Department: Botany

Individual Completing Form: G. R. Noggle

Form No. 1, page two

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

a. List sources of data:

Yearbook - Botanical Society of America
Directory - American Society of Plant Physiologists
Directory - Ecological Society of America
(coverted for membership on more than one society)
Professional Women and Minorities (Scientific Manpower Commission)
Survey conducted by Dept. Botany, University of Illinois o-
graduate students in Botnay, Jan. 1973

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

Yearbook and directories gave numbers of male and female botanists.
Blacks estimated from AIBS Survey of Biomedical Manpower and from
SMC Professional Women and Minorities
Hispanic, Amer. Indian, Asians estimated from above lists -
based on names.

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

Yearbook and directory data on male and female botanists is accurate. Also information on Asian botanists is reasonable but difficult to distinguish between male and female.
Information on Hispanic and American Indian is non-existent.

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

I have not been able to ascertain information on Hispanic and American Indians. The SMC compilation gives some information on biologists but not on botanists.

School/Department: Botany

Individual Completing Form: G. R. Noggle Form No. 1, page three

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

a. Define that pool for each level and type of appointment you customarily make:
Not applicable

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

Not applicable

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

SCHOOL DEPT. Crop Science
 COMPLETED BY B. E. Caldwell

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE April 5, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total	
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.		%
White Male	95.4	38	97%	1	3%			39	100%							39	
White Female	0.9																
Black Male	0.4										2	3%				2	
Black Female	0.0																
Hispanic Male	2.0																
Hispanic Female	0.1																
Am. Indian Male	0.1																
Am. Indian Female	0.0																
Asian Male	1.0																
Asian Female	0.1																
TOTAL	100%	38	100%	1	100%		100%	39	100%		40	100%	1	100%		100%	41

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

DATE: April 5, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Crop Science

Individual Completing Form: B. E. Caldwell

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Assistant Professor: Ph.D. in Crop Science, potential to define 2nd conduct. Teaching, research or extension programs in plant science.

Associate Professor: Ph.D. in Crop Science; recognized ability to define and conduct teaching, research or extension programs in plant science.

Professor: Ph.D. in Crop Science. Distinguished achievements in teaching, research or extension programs in plant science.

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

	Number	Percent
White Male	4,008	95.4
White Female	38	0.9
Black Male	18	0.4
Black Female	0	0.0
Hispanic Male	84	2.0
Hispanic Female	4	0.1
Am. Indian Male	4	0.1
Am. Indian Female	0	0.0
Asian Male	42	1.0
Asian Female	4	0.1
Total	4,202	100%

School/Department: Crop Science

Individual Completing Form: B. E. Caldwell

Form No. 1, page two

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

a. List sources of data:

1. Report on Membership Report on Membership of Soil Science Society of America. Soil Sci. Proc. 67:133. 1975.
2. Scientific Manpower Commission Report. 1975.
3. Letter from Mrs. Cleo Tindall, Membership Services, Soil Science Society of America.
4. Extrapolation from Report of Soil Science Department (since the Soil Science and Crop Science Societies of America are sister Societies.)

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

Actual data provided by the above sources was used as the primary base. From these estimates were evaluated.

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

The accuracy of all data is considered to be within a range of plus or minus 15 percent of the values reported.

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

The Crop Science profession is relatively small and is not generally separated out in manpower reports. The professional society with which we are affiliated has only recently made any attempt to determine components requested in this report. Therefore, the estimated provided are considered to be as accurate as is reasonably possible.

School/Department: Crop Science

Individual Completing Form: B. E. Caldwell Form No. 1, page three

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

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

The faculty is selected from the total pool of candidates in the United States.

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

	Number	Percent
White Male	4,008	95.4
White Female	38	0.9
Black Male	18	0.4
Black Female	0	0.0
Hispanic Male	84	2.0
Hispanic Female	4	0.1
Am. Indian Male	4	0.1
Am. Indian Female	0	0.0
Asian Male	42	1.0
Asian Female	4	0.1
Total	4,202	100%

SCHOOL DEPT. SALS/ Economics and business
 COMPLETED BY W. D. Toussaint

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE March 15, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1976-1979)
 See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.		%	
White Male	97	43	100			2	100	45	100	+	46	98			2	100	48	98+
White Female	1									-	1	2						1
Black Male	1									-								
Black Female										-								
Hispanic Male										-								
Hispanic Female										-								
Am. Indian Male										-								
Am. Indian Female										-								
Asian Male	1									-								
Asian Female										-								
TOTAL	100	43	100%		100%	2	100%	45	100%		47	100%		100%	2	100%	49	98

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

DATE: March 22, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: SALS/Economics and Business

Individual Completing Form: W. D. Toussaint

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

1. State below the requirements as to education, experience, and achievement for members of your faculty at each academic rank.
- Professor: Outstanding reputation as scholar, teacher or extension contributor. Ph.D. in agr.econ. or in special cases, equivalent professional experience.
 - Assoc.Prof.: Distinction and recognition as teacher, researcher or extension contributor. Ph.D. in agr.econ. or equivalent experience.
 - Asst.Prof.: Ability or promise as teacher, scholar or extension contributor. Ph.D. in agr.econ. or equivalent experience.
 - Instructor: Master's degree in agr.econ. or equivalent experience.

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

	Professors		Instructors	
	Number	Percent		
White Male	2100	97	1000	95
White Female	20	1	20	2
Black Male	20	1	20	2
Black Female	-	-		
Hispanic Male	-	-		
Hispanic Female	-	-		
Am. Indian Male	-	-		
Am. Indian Female	-	-		
Asian Male	20	1	10	1
Asian Female	-	-		
Total	2160	100%	1040	100

School/Department: SALS/Economics and Business

Individual Completing Form: W. D. Toussaint

Form No. 1, page two

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

a. List sources of data: Handbook of the American Journal of Agricultural Economics, Nov. 1972. This includes about 3000 members and about 2/3 have Ph.D.'s. Professional Women and Minorities, A Manpower Resource Service is a second reference. A third source is the lists of Ph.D. candidates sent by the various schools. A listing of Ph.D.'s in agricultural economics for 1974 is in the May 1975 issue of the American Journal of Agricultural Economists.

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

There were about 3000 members of the American Agricultural Economic Association in 1972. About 2/3 had Ph.D.'s. There are perhaps 20 women and about that many blacks with Ph.D.'s. In 1974, 168 Ph.D.'s are listed for all universities in the U. S. and Canada. There are no women on the list. We cannot tell about blacks. There were only 4 Ph.D.'s awarded to blacks in all branches of economics in 1975. I don't believe there were any in agricultural economics.

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

I believe the data are reasonably complete and accurate, at least as far as these kinds of data go. There just aren't many blacks or women in agricultural economics--at least at the Ph.D. level.

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

A complete listing of availabilities would be useful. By looking at names, we can get a reasonable idea of who are women. We can't do that in the case of blacks.

School/Department: SALS/Economics and Business

Individual Completing Form: W. D. Toussaint Form No. 1, page three

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

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

N/A

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

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

AFFIRMATIVE ACTION PLAN

EPA FACULTY

DEPARTMENT: Entomology

DATE: March 23, 1976

COMPLETED BY: Kenneth L. Knight

PAGE: 1

TABLE I

PRESENT FACULTY COMPLEMENT
(According to June 1976 Tabulation)

TABLE II

PROJECTED FACULTY COMPLEMENT (1978-1979)
(Reflecting Anticipated Promotions
And Your Projected Hiring Goals)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL		FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL
	WHITE		BLACK		PACIFIC IS		INDIAN					WHITE		BLACK		PACIFIC IS		INDIAN		
	M	F	M	F	M	F	M	F				M	F	M	F	M	F	M	F		M	F
Department Head	1								1		Department Head	1								1
Professor	15								15		Professor	17								17
Assoc. Professor	6					1			7		Assoc. Professor	6				1				7
Asst. Professor	8								8		Asst. Professor	6	1			1				7
Instructor									0		Instructor									
Lecturer									0		Lecturer									
SUBTOTAL	30					1			31		SUBTOTAL	30	1			2				32
VISITING FULL-TIME											VISITING FULL-TIME									
Professor											Professor									
Assoc. Professor											Assoc. Professor									
Asst. Professor											Asst. Professor									
Instructor											Instructor									
Lecturer											Lecturer									
TOTAL	30					1			31		TOTAL	30	1			2				32

SCHOOL DEPT. SALS, Entomology
 COMPLETED BY Kenneth L. Knight

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE March 23, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.	%	No.	%
White Male		30						30	96.8	+	30	91.0					30	91.0
White Female									0.0	-	1	3.0					1	3.0
Black Male									0.0	-								
Black Female									0.0	-								
Hispanic Male									0.0									
Hispanic Female									0.0	No data								
Am. Indian Male									0.0									
Am. Indian Female									0.0									
Asian Male								1	3.2	+	2	6.0					2	6.0
Asian Female									0.0	no data								
TOTAL		31	100%		100%		100%	31	100%		33	100%	None	100%	None	100%	33	100%

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

DATE: 3/13/76

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: SALS ENTOMOLOGY

Individual Completing Form: Kenneth L. Knight

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

- a. Professor. PhD 7 or more years experience. 10 or more publications
- b. Associate Professor. PhD 4 or more years experience. 5 or more publications.
- c. Assistant Professor. PhD 0-2 years experience. Thesis + 0-2 publications.
- d. Research associate. PhD 0-1 years experience. Thesis
- e. Research assistant. M. S. 0-1 years experience.

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

	Number	Percent
White Male	4,700	94.0
White Female	250	5.0
Black Male	30	0.6
Black Female	5	0.1
Hispanic Male		
Hispanic Female		
Am. Indian Male	10	0.2
Am. Indian Female	5	0.1
Asian Male		
Asian Female		
Total	5,000	100%

School/Department: SALS, Entomology

Individual Completing Form: Kenneth L. Knight

Form No. 1, page two

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

a. List sources of data: (1) Total in pool - Membership in Entomological Society of America in early 1975 was 6,400. It is generally estimated that total pool of individuals engaged in entomological work is about 10,000 of which about 1/2 have PhD degrees. (2) % white females in pool. HEW Rept. (Append. B) Availability data for minorities and women. NRC-AIBS rept. (3) % black males in pool. Same source. (4) % black females in pool. Same source. (5) % Others. - Estimated.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below: See a (1) above for computation of total number estimated to be available. The HEW report estimated that less than 1% of earned doctorates in country are possessed by blacks. Experience indicates that less than 20% of these are women. This same report shows that 4.19% of PhD's in entomology are women. The AIBS report gives a figure of 5.8%. So, I estimated 5% as being representative.

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

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

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

No data were found for peoples other than white or black.

School/Department: SALS, Entomology

Individual Completing Form: Kenneth L. Knight Form No. 1, page three

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

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

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

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

AFFIRMATIVE ACTION PLAN

DEPARTMENT: Food Science

EPA FACULTY

DATE: March 22, 1976

COMPLETED BY: Dr. T. N. Blumer

PAGE: 1 of 2

TABLE I

PRESENT FACULTY COMPLEMENT
(According to June 1976 Tabulation)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL		FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL	
	WHITE		BLACK		PACIFIC IS		INDIAN					WHITE		BLACK		PACIFIC IS		INDIAN			
	M	F	M	F	M	F	M	F				M	F	M	F	M	F	M	F		M	F
Department Head	1								1		Department Head	1								1	
Professor	12								12		Professor	13								13	
Assoc. Professor	6	1							6	1	Assoc. Professor	6	1							6	1
Asst. Professor	4								4		Asst. Professor	4								4	
Instructor	1								1		Instructor										
Lecturer											Lecturer										
SUBTOTAL	24	1							24	1	SUBTOTAL	24	1							24	1
VISITING FULL-TIME											VISITING FULL-TIME										
Professor											Professor										
Assoc. Professor						1			1		Assoc. Professor										
Asst. Professor											Asst. Professor										
Instructor											Instructor										
Lecturer											Lecturer										
SUBTOTAL						1			1		SUBTOTAL										

TABLE II

PROJECTED FACULTY COMPLEMENT (1978-1979)
(Reflecting Anticipated Promotions
And Your Projected Hiring Goals)

SCHOOL DEPT. SALS/ Food Science
 COMPLETED BY Dr. T. N. Blumer

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE March 22, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See	Full-time		Visiting F. T.		Part-time		Total	
	Percentages (a)		No.	% (c)	No.	% (d)	No.	% (e)		Note (f)	No.	%	No.	%	No.	%	No.
White Male	24	96			1	.50	25	.89		24	96					24	.96
White Female	1	.04					1	.04		1	.04					1	.04
Black Male																	
Black Female																	
Hispanic Male																	
Hispanic Female																	
Am. Indian Male																	
Am. Indian Female			1	100	1	.50	2	.07									
Asian Male																	
Asian Female																	
TOTAL	25	100%	1	100%	2	100%	28	100%		25	100%		100%		100%	25	100%

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

DATE: March 22, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: SALS/ Food Science

Individual Completing Form: Dr. T. N. Blumer

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Instructors - Faculty Handbook V-1 - Sept. 1975
Asst. Professor - Faculty Handbook V-1 - Sept. 1975
Asso. Professor - Faculty Handbook V-1 - Sept. 1975
Professor - Faculty Handbook V-2 - Sept. 1975

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

Unknown. - This is a ridiculous question to be directed at local level personnel.
This obviously is a question to direct to a national agency.

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

School/Department: SALS/ Food Science

Individual Completing Form: Dr. T. N. Blumer

Form No. 1, page two

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

a. List sources of data:

This question may possibly come from the U. S. Labor Department, but there is no way we can make an estimate that would not be available to U. S. agencies.

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

xxx

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

xxx

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

Data not available. It was not available this year or in any year previous to this. It is unlikely it will ever be available unless this information is compiled by a U. S. agency. Even then it would be an estimate of questionable accuracy.

School/Department: SALS/ Food Science

Individual Completing Form: Dr. T. N. Blumer Form No. 1, page three

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

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

All Land-Grant institutions; all 1890 institutions; Official Bulletin, NCSU; national trade journals; national scientific journals.

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

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

SCHOOL DEPT. SALS - Genetics
 COMPLETED BY John G. Scandalios

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE March 26, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

	Availability			Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.	% (e)	No.	%		No.	%	No.	%	No.	%	No.	%	
White Male	94	15	100						15	100			17	100						17	100
White Female	5.3	0																			
Black Male	0.1																				
Black Female	0																				
Hispanic Male																					
Hispanic Female																					
Am. Indian Male	.5																				
Am. Indian Female	.1																				
Asian Male																					
Asian Female																					
TOTAL		15	100%		100%		100%		15	100%			100%		100%		100%		100%	17	100%

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

DATE: March 26, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: SALS - Genetics

Individual Completing Form: John G. Scandalios

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

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

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

	Number	Percent
White Male		94.0
White Female		5.3
Black Male		.1
Black Female		0
Hispanic Male		
Hispanic Female		
Am. Indian Male		.5
Am. Indian Female		.1
Asian Male		
Asian Female		
Total		100%

no breakdown available.

School/Department: SALS - Genetics

Individual Completing Form: John G. Scandalios

Form No. 1, page two

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

a. List sources of data:

U. S. Dept. of HEW, Appendix B

Applications for two openings in this department.

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

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

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

Others: Estimate only.

Additional Information: We have advertised in Genetics & Science for applications.

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

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

Information on "others" is only an estimate.

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

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

In any listings of Genetics Ph.D's, there is a sizable percentage trained in the medical area. This department has no affiliation with a medical school and we do not recruit in this area.

Most data are out of date.

School/Department: SALS - Genetics

Individual Completing Form: John G. Scandalios Form No. 1, page three

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

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

Use national pool

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

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

SCHOOL DEPT. SALS - HORTICULTURAL SCIENCE
 COMPLETED BY James W. Strobel

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE March 23, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.	%	No.	%
White Male	95.4	36	100%					36	100%	/	38	95.0					38	95.0
White Female	1.5									/	1	2.5					1	2.5
Black Male	.1									/	1	2.5					1	2.5
Black Female	0									/								
Hispanic Male	.7									/								
Hispanic Female	.2									/								
Am. Indian Male	0									/								
Am. Indian Female	0									/								
Asian Male	2.0									/								
Asian Female	.1									/								
TOTAL	100%		100%		100%		100%	36	100%	/	40	100%		100%		100%	40	100%

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

March 23, 1976
DATE: _____

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: NCSU, SALS, Horticultural Science

Individual Completing Form: J. W. Strobel

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Instructor - M.S. in Horticulture or equivalent in professional experience evidence of potential in his field, acceptable as a graduate school candidate.
Assistant Professor - PhD in Horticulture or equivalent in professional experience, evidence of ability or definite promise in his field, promise of independent achievement.

Cont'd. - Attached sheet

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

	Number	Percent
White Male	2862	95.4
White Female	45	1.5
Black Male	3	.1
Black Female	0	.
Hispanic Male	20	.7
Hispanic Female	7	.2
Am. Indian Male	0	
Am. Indian Female	0	
Asian Male	60	2.0
Asian Female	3	.1
Total		100%

DATE: March 23, 1976

Form No. 1, page one
Continued

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

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

School/Department: NCSU, SALS, Horticultural Science

Individual Completing Form: James W. Strobel

Form No. 1, page two

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

a. List sources of data:

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

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

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

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

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

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

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

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

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

School/Department: NCSU, SALS, Horticultural Science

Individual Completing Form: James W. Strobel Form No. 1, page three

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

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

Whole U. S.

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

Not Applicable

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

SCHOOL DEPT. Microbiology
 COMPLETED BY James B. Evans

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE March 8, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.	%	No.	%
White Male	75	4	80					4	80	+	5	83					5	83
White Female	20	1	20					1	20	/	1	17					1	17
Black Male	2									-	0							
Black Female	2									-	0							
Hispanic Male	0									/	0							
Hispanic Female	0									/	0							
Am. Indian Male	0									/	0							
Am. Indian Female	0									/	0							
Asian Male	0.5									/	0							
Asian Female	0.5									/	0							
TOTAL	100%	5	100%	0	100%	0	100%	5	100%	/	6	100%	0	100%	0	100%	6	100%

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

DATE: _____

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Microbiology

Individual Completing Form: J. B. Evans

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

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

Associate and Full Professors should have the above requirements plus a record of competence in teaching and research.

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

	Number	Percent
White Male	6500	81
White Female	1280	16
Black Male	80	1.0
Black Female	80	1.0
Hispanic Male	15	0.2
Hispanic Female	15	0.2
Am. Indian Male	0	0
Am. Indian Female	0	0
Asian Male	25	0.3
Asian Female	25	0.3
Total	8000	100%

School/Department: Microbiology

Individual Completing Form: J. B. Evans

Form No. 1, page two

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

a. List sources of data:

American Council on Education - Report No. 19
American Society for Microbiology News - Oct. 1973
Professional Women and Minorities, a Manpower Data
Resource Service, Scientific Manpower Commission

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

Approx. 17% of the 6604 doctorates awarded in Microbiology and Bacteriology from 1920-1972 were awarded to women. Approx. 16% of the 9200 ASM members holding doctoral degrees are women. Up through 1969 only 46 doctorates in Microbiology and Bacteriology had been awarded to blacks. In 1974, 1.8% of the 1800 graduate students in Microbiology were blacks.

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

Although the percentage and number of women and blacks with doctorates in Microbiology are increasing, the percentages in the chart on page one remain a fairly accurate reflection of the total pool of prospective faculty members.

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

Most data are at least 3 years out-of-date and usually do not provide separate data for male and female members of minority groups.

School/Department: Microbiology

Individual Completing Form: J. B. Evans Form No. 1, page three

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

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

Generally we are recruiting at the Assistant Professor level and are primarily interested in candidates having 1-5 years of post-doctoral experience. Also, we usually are recruiting for someone with a specific area of research specialization such as virology, microbial genetics, or microbial metabolism. It is probable that the total pool for different positions is 80-160 possible candidates.

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

	Number	Percent
White Male	120	75
White Female	32	20
Black Male	3	2
Black Female	3	2
Hispanic Male	0	0
Hispanic Female	0	0
Am. Indian Male	0	0
Am. Indian Female	0	0
Asian Male	1	0.5
Asian Female	1	0.5
Total	160	100%

School/Department: Microbiology

Individual Completing Form: J. B. Evans

Form No. 1, page four

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

a. List sources of data:

American Council on Education - Report No. 19
American Society for Microbiology News - Oct. 1973
Professional Women and Minorities, a Manpower Data
Resource Service, Scientific Manpower Commission

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

The total pool was determined as described in part 4a. Since the pool consists almost exclusively of recent doctoral graduates, the percentages of women and blacks were assumed to be higher than the figures in part 1a.

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

Although data for the past 3 years were not available, the estimated increases in percentage of women and blacks seems realistic.

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

There is no valid information on "availability." In fact, it is probable that women and blacks are somewhat less available than white males. A significant number of women are married and seek employment in a restricted geographical area. The competition for well qualified blacks reduces this availability to programs with limited salary levels.

AFFIRMATIVE ACTION PLAN

DEPARTMENT: Plant Pathology
 COMPLETED BY: Robert Aycock, Head

EPA FACULTY

DATE: March 23, 1976
 PAGE: 1

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to June 1976 Tabulation)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL	
	WHITE		BLACK		PACIFIC IS		INDIAN			
	M	F	M	F	M	F	M	F	M	F
Department Head	1								1	
Professor	13	1		1					14	1
Assoc. Professor	8								8	
Asst. Professor	3					1			4	
Instructor										
Lecturer										
SUBTOTAL	25	1		1		1			27	1
VISITING FULL-TIME										
Professor										
Assoc. Professor										
Asst. Professor										
Instructor										
Lecturer										
TOTAL	25	1		1		1			27	1

TABLE II

PROJECTED FACULTY COMPLEMENT (1978-19)
 (Reflecting Anticipated Promotions
 And Your Projected Hiring Goals)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL	
	WHITE		BLACK		PACIFIC IS		INDIAN			
	M	F	M	F	M	F	M	F	M	F
Department Head	1								1	
Professor	13	1		1					14	1
Assoc. Professor	7								7	
Asst. Professor	6					1			7	
Instructor										
Lecturer										
SUBTOTAL	27	1		1		1			29	1
VISITING FULL-TIME										
Professor										
Assoc. Professor										
Asst. Professor										
Instructor										
Lecturer										
TOTAL	27	1		1		1			29	1

SCHOOL DEPT. Plant Pathology
 COMPLETED BY Robert Aycock, Head

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE March 23, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.	%	No.	%
White Male	82	25	88					25	88	+	27	91					27	91
White Female	6	1	4					1	4	-	1	3					1	3
Black Male	1	0						0		-	0						0	
Black Female	0									-								
Hispanic Male	1	1	4					1	4	+	1	3					1	3
Hispanic Female	0									-								
Am. Indian Male	.5 *							0		-								
Am. Indian Female	0									-								
Asian Male	9	1	4					1	4	-	1	3					1	3
Asian Female	.5 *	0								-								
TOTAL		28	100%		100%		100%	28	100%		30	100%		100%		100%	30	100%

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

* These categories had the same number of responses to the American Phytopathological Society Minority Questionnaire. To ignore either is to deny the existence of qualified applicant in the pool; however, since the responses were exactly the same, how can one be rounded to 1.0? Also, to round the .5 to 1.0, would change the male/female ratio to either 94/6 or 93/7. If whole numbers only are allowable, then on the basis of citizenship (U.S. over Asian), the percentage for American Indian, male, could be changed to 1.

DATE: March 23, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Plant Pathology, SALS

Individual Completing Form: Robert Aycock, Head

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

See attached page listing requirements for Assistant, Associate, and Professorial ranks

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

	Number	Percent
White Male	2269	82
White Female	166	6
Black Male	28	1
Black Female	(3)*	-
Hispanic Male	28	1
Hispanic Female	0	-
Am. Indian Male	14	.5 +
Am. Indian Female	0	-
Asian Male	249	9
Asian Female	14	.5 +
Total	2768	100%

*See Table III, bottom
of sheet. See
explanation of
these percentages.*

*The American Phytopathological Society-Results of Minority Questionnaire indicates that three (3) Black females are members of the Society; however the percentage is too small to calculate.

Attachment to

AVAILABILITY STUDY REPORT FORMS

Department of Plant Pathology

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

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

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

Associate Professor: Five (5) or more years experience; at least 10 scientific publications in a refereed journal.

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

3. Explain how you arrived at the figures in chart on Page 1.

a. List sources of data:

- 1) Report of the Secretary, Proceedings of the American Phytopathological Society, St. Paul, Minn., 55121, Vol. 2, 1975.
- 2) The American Phytopathological Society, Results of Minority Questionnaire - 1974. Unpublished.
- 3) A Survey of Black American Doctorates, conducted by James W. Bryant, Program Advisor, Special Projects in Education, The Ford Foundation.
- 4) Professional Women and Minorities, Scientific Manpower Commission, 5/75, p. 59.

b. Describe method(s) used for arriving at the figures recorded in chart on Page 1. If you based your figures on a representative sample, please explain:

A.P.S. Results of Minority Questionnaire were used as a sample to obtain percentages for the various categories with the following results: Females were found to compose 6.5% of the membership and males, 93.5%. The percentages by category are shown in the chart on Page 1. These were used in calculating the number of applicants available in the pool by category. The American Phytopathological Society reported an active membership of 2,687 in 1975 with an established annual growth rate of 3%. Thus the active membership of the Society in 1976 is computed to be 2,768; the total shown in the chart.

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

Data used is believed to be as accurate as can be obtained. The percentages generated follow closely those shown in table on Professional Women and Minorities. The 1% figure for Black males is a slight increase of the "less than 1 per cent" as reported in "A Survey of Black American Doctorates".

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

Plant Pathology is itself a minority profession and its professional members and students are usually listed in a related field in the biological sciences or mixed in to agricultural statistics. The American Phytopathological Society membership count, however, reflects almost completely the available talent from which our employees are drawn. Categories of members such as sustaining and emeritus were deleted since it is unlikely that they would accept continuing employment.

School/Department: Plant Pathology, SALS

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

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

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

Not applicable

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

Not applicable

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

SCHOOL DEPT. SALS - Poultry Science
 COMPLETED BY ROBERT E. COOK

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE March 9, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.	%	No.	%
White Male		15	100					15	100		18						18	100
White Female																		
Black Male																		
Black Female																		
Hispanic Male																		
Hispanic Female																		
Am. Indian Male																		
Am. Indian Female																		
Asian Male																		
Asian Female																		
TOTAL		15	100%		100%		100%	15	100%		18	100%		100%		100%	18	100%

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

DATE: March 9, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: SALS -- Poultry Science

Individual Completing Form: Robert E. Cook

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

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

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

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

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

	Number	Percent
White Male	1027	62.4
White Female	289	17.6
Black Male	13	0.8
Black Female	3	0.2
Hispanic Male	171	10.4
Hispanic Female	43	2.6
Am. Indian Male	13	0.8
Am. Indian Female	3	0.2
Asian Male	66	4.0
Asian Female	16	1.0
Total	1644	100%

School/Department: SALS - Poultry Science

Individual Completing Form: Robert E. Cook

Form No. 1, page two

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

a. List sources of data:

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

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

The total was obtained by pooling all individuals with PhDs in the disciplines listed in Part I, No. 1 above from Table 5 of the AIBS Survey of Biomedical Manpower. The numbers and percentages of females and other minorities were obtained by assuming that 1% were Blacks, 13% Hispanic, 1% American Indian and 5% Asian. Of these totals 20% were assumed to be female

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

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

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

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

School/Department: SALS - Poultry Science

Individual Completing Form: Robert E. Cook Form No. 1, page three

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

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

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

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

	Number	Percent
White Male	103	62.8
White Female	29	17.7
Black Male	1	0.6
Black Female	0	0.0
Hispanic Male	17	10.4
Hispanic Female	4	2.4
Am. Indian Male	1	0.6
Am. Indian Female	0	0.0
Asian Male	7	4.3
Asian Female	2	1.2
Total	164	100%

School/Department: SALS - Poultry Science

Individual Completing Form: Robert E. Cook

Form No. 1, page four

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

a. List sources of data:

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

b. Describe the method(s) used for arriving at the figures recorded in the chart on page three. If you based your figures on a representative sample, indicate how you justify this:
Ten percent of the available pool (From Table 1, Page 1) was used for estimating the numbers presented in the Table, Page 3. The percentages for female and black PhDs from the reference in 5a above were used to estimate the number of individuals in these categories.

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

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

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

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

AFFIRMATIVE ACTION PLAN

 DEPARTMENT: Agriculture and Life Sciences
Sociology & Anthropology

EPA FACULTY

DATE: March 23, 1976COMPLETED BY: E. M. SuvalPAGE: 1

TABLE I

 PRESENT FACULTY COMPLEMENT
 (According to June 1976 Tabulation)

TABLE II

 PROJECTED FACULTY COMPLEMENT (1978-19)
 (Reflecting Anticipated Promotions
 And Your Projected Hiring Goals)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL		FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL	
	WHITE		BLACK		PACIFIC IS		INDIAN					WHITE		BLACK		PACIFIC IS		INDIAN			
	M	F	M	F	M	F	M	F				M	F	M	F	M	F	M	F		M	F
Department Head	1								1		Department Head	1								1	
Professor	2								2		Professor	3								3	
Assoc. Professor	8		1						9		Assoc. Professor	6	1	1						7	
Asst. Professor		1							1		Asst. Professor		1							1	
Instructor											Instructor										
Lecturer											Lecturer										
SUBTOTAL	11	1	1						12	1	SUBTOTAL	10	2	1						11	2
VISITING FULL-TIME											VISITING FULL-TIME										
Professor											Professor										
Assoc. Professor											Assoc. Professor										
Asst. Professor											Asst. Professor										
Instructor											Instructor										
Lecturer											Lecturer										
TOTAL	11	1	1						12	1	TOTAL	10	2	1						11	2

AFFIRMATIVE ACTION PLAN
EPA FACULTY

DATE March 23, 1976

TABLE III
TOTAL FACULTY COMPLEMENT
(According to June 1976 Tabulation)
See Table I

TABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1978-1979)
See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.	% (e)	Note (f)	No.	%	No.	%	No.	%	No.	%
White Male	67.1	11	84.6					11	84.6	+	10	77.0					10	77.0
White Female	23.6	1	7.7					1	7.7	-	2	15.4					2	15.4
Black Male	4.3	1	7.7					1	7.7	+	1	7.7					1	7.7
Black Female	1.5																	
Hispanic Male	1.4																	
Hispanic Female	0.5																	
Am. Indian Male	0.2																	
Am. Indian Female	0.1																	
Asian Male	1.0																	
Asian Female	0.4																	
TOTAL	100.1	13	100%	0	100%	0	100%	13	100%		13	100%	0	100%	0	100%	13	100%

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

*Please see answer to question #5c.

DATE: March 22, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: SALS/Sociology and Anthropology

Individual Completing Form: D. M. Suval

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Professor: outstanding teacher, research or extension scholar; demonstrated university service; doctor's degree (or equivalent professional experience)

Associate Professor: distinction in teaching, research, or extension; doctor's degree (or equivalent professional experience)

Assistant Professor: ability or promise in teaching, research, or extension; doctor's degree (or equivalent professional experience)

Instructor: potential in teaching, research, or extension; master's degree or equivalent

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

Total (attachment A: by type of appointment)

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

(attachment B: graduate students)

Attachment A

Estimated Number and Percent of Minorities and Women by Rank in Graduate Sociology Departments

	White			Black			Hispanic			Amer. Ind.			Asian			Est. Total		
	M	F ^b	Est. ^a	M	F ^b	Est. ^a	M	F ^b	Est. ^a	M	F ^b	Est. ^a	M	F ^b	Est. ^a	M	F ^b	Est. ^a
Professor																		
row %	91.1	5.5	96.6	2.5	0.1	2.6	0.5	0	0.5	0	0	0	0.3	0	0.3	94.4	5.6	100.0
est. #	1248	75	1323	34	2	36	7	0	7	0	0	0	4	0	4	1293	77	1370
Associate																		
row %	79.6	12.4	92.0	3.5	0.6	4.1	1.3	.2	1.5	0	0	0	2.0	0.3	2.3	86.5	13.5	100.0
est. #	794	124	918	35	6	41	13	2	15	0	0	0	20	3	23	862	135	997
Assistant																		
row %	69.6	21.6	91.2	3.4	1.1	4.5	0.9	0.2	1.1	0.4	0.1	0.5	2.1	0.6	2.7	76.3	23.7	100.0
est. #	1087	337	1424	53	17	70	13	4	17	6	2	8	32	10	42	1191	370	1561
Instructor-Lecturer																		
row %	53.7	33.1	86.8	6.9	4.1	11.0	0.8	0.4	1.2	0	0	0	0.5	0.3	0.8	62.0	38.0	100.0
est. #	389	240	629	50	30	80	6	3	9	0	0	0	4	2	6	449	275	724
Total																		
row %	75.6	16.7	92.3	3.7	1.2	4.9	0.8	0.2	1.0	0.1	0.0	0.2 ^c	1.3	0.3	1.6 ^d	81.6	18.4	100.0
est. #	3518	776	4294	172	55	227	39	9	48	6	2	8	60	15	75	3795	857	4652

Attachment A (cont.)

Source: Estimated from data in January, 1975 issue of Footnotes, by the American Sociological Association, "Percent of Minority and Women Faculty by Rank Within Graduate Departments, 1974"

^aBased on the assumption that the 75% of departments reporting represented 75% of the faculty distributed by rank in the same proportion as the reporting departments

^bBased on the assumption that the percent of women for each ethnic group is the same as that for all females combined

^cPercent does not sum due to rounding

^dDiffers from percent in original table; appears to represent error in original data

FIELD: SociologySOURCE: "Women and Minorities in Sociology," by Joan R. Harris, Footnotes, Vol. 3, No.1, January 1975, American Sociological Association

TABLE SS-S-12

PERCENT OF MINORITY AND WOMEN FACULTY BY RANK WITHIN GRADUATE DEPARTMENTS (1970-1974)

Rank	Year	Women %	Black %	Indian American %	Ethnic Minorities Spanish American %	Asian American %	Total Faculty N
Professor	1970	4	2	...	...	...	900
	1971	4	2	...	...	...	1079
	1972	5.4	1.9	0.2	0.2	1.1	1029
	1973	5.8	2.5	0.1	0.4	2.1	1029
	1974	5.6	2.6	0.0	0.5	0.3	1028
Associate Professor	1970	10	3	...	...	...	672
	1971	11	3	...	...	...	744
	1972	11.4	2.8	0.5	0.5	1.4	647
	1973	12.0	3.0	0.0	1.0	3.3	735
	1974	13.5	4.1	0.0	1.5	2.3	748
Assistant Professor	1970	13	2	...	...	...	996
	1971	12	3	...	...	...	1163
	1972	17.0	2.9	0.5	1.0	2.1	1024
	1973	20.0	3.7	0.3	0.9	2.6	1307
	1974	23.7	4.5	0.5	1.1	2.7	1171
Instructor	1970	16	9	...	...	...	212
	1971	29	8	...	...	...	106
	1972	34.3	9.1	0.0	1.0	0.0	99
	1973	36.6	6.0	0.0	0.9	1.2	336
	1974	37.1	10.3	0.0	0.7	0.4	272
Lecturer	1970	12	4	...	...	...	76
	1971	21	6	...	...	...	114
	1972	22.8	25.3	6.3	2.5	0.0	79
	1973	30.1	7.5	0.0	2.2	0.9	319
	1974	39.8	12.2	0.0	1.8	1.1	271
Total	1970	9	3	...	...	...	2946
	1971	10	3	...	...	...	3249
	1972	12.4	3.4	0.5	0.6	1.4	2878
	1973	16.9	3.8	0.1	0.9	2.4	3726
	1974	18.5	4.9	0.2	1.0	2.2	3490

SOURCE: "Black Doctorates in Sociology..." Footnotes, Vol. 3, No. 4, April 1975, American Sociological Association

TABLE SS-S-13

BLACK DOCTORATES BY YEAR DEGREE CONFERRED * (N=185)

Year Intervals	Percent
Before 1940	1
1940-1944	2
1945-1949	4
1950-1954	14
1955-1959	15
1960-1964	18
1965-1969	17
1970-1974	26
Uncertain	3
Total	100%

* Does not include 16 deceased black doctorates

Attachment B

Enrollment of Minority and Women Graduate Students
in Ph.D. Granting Institutions, 1973
(These percents are used in Table III)

Ethnic Group and Sex ^a	Number	Percent
White Male	3066	67.1
White Female ^a	1077	23.6
Subtotal	4143	90.7
Black Male	195	4.3
Black Female ^a	68	1.5
Subtotal	263	5.8
Hispanic Male	66	1.4
Hispanic Female ^a	23	0.5
Subtotal	89	2.0
American Indian Male	7	0.2
American Indian Female ^a	3	0.0
Subtotal	10	0.2
Asian Male	45	1.0
Asian Female ^a	16	0.3
Subtotal	61	1.3
TOTAL	4566	100.0

Source: Table 7, Fall 1973 Enrollment of Minority Graduate Students, in: El-Khawas, Elaine H. and Joan L. Kinzer, "Enrollment of Minority Graduate Students at Ph.D. Granting Institutions, Higher Education Panel Reports, No. 19, American Council on Education, Washington, D.C., August 1974

^aThe table did not include sex as a variable. The percent of females used was estimated at 26 percent for all ethnic groups. This is the percent of sociology Ph.D.'s awarded to females in 1973, as recorded in Doctorate Recipients from U.S. Universities Summary Reports, 1972 and 1973, National Research Council, Table SS-1

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

a. List sources of data: attachment A: "Women and Minorities in Sociology," by Joan R. Harris, Footnotes, American Sociological Association, Vol. 3, No. 1, January 1975.

attachment B: Elaine H. El-Khawas and Joan L. Kinzer, "Enrollment of Minority Graduate Students at Ph.D. Granting Institutions, Higher Education Panel Reports, No. 19, American Council on Education, Washington, D. C., August, 1974

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

attachment A: data represented a 75% return rate from graduate departments of sociology. The figures in attachment A are based on the assumption that the 75 percent of departments reporting represented 75 percent of the faculty in graduate sociology departments.

attachment B: the data are assumed to represent a complete count. IMPORTANT: Both tables involve assumptions concerning the distribution of ethnic groups by sex. See explanation on the tables.

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

attachment A: only represents graduate departments of sociology; further, it is not known what percent of faculties of graduate departments is actually represented in the 75% of departments reporting

attachment B: not possible to assess accuracy on the basis of information provided; based on self-reporting Ph.D. granting institutions

The ASSUMPTIONS made in preparing these attachments can only be accepted with great caution. Much more accurate data are needed.

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

Lack of comparability among various data sources.

Lack of data by ethnic group AND sex.

Lack of ability to assess accurately what really constitutes an available pool of candidates.

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

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

Normally appointments are made at the Assistant Professor level from the pool of applicants who are completing their Ph.D. degrees. Therefore the best proportions to use in figuring availability are probably those contained in Attachment B. However it is imperative to recognize (as can be seen from Attachment A) that the proportion of minorities and females generally is higher as one moves down*

b. Complete the following chart for each of the pools defined above: Taken from the estimates contained in Attachment B. See that Table for statement of source.

Graduate Students in Ph.D. Granting Institutions, 1973

	Number	Percent
White Male	3066	67.1
White Female a	1077	23.6
Black Male	195	4.3
Black Female a	68	1.5
Hispanic Male	66	1.4
Hispanic Female	23	0.5
Am. Indian Male	7	0.2
Am. Indian Female	3	0.0
Asian Male	45	1.0
Asian Female	16	0.3
Total	4566	100%

* in rank. This cannot be assumed to represent discrimination; undoubtedly it does represent the progressive opening up of opportunity in the past several years to women and minorities at the graduate school level and subsequently into the Assistant Professor job market. Therefore the present composition of a department is almost inevitably going to include disproportionate white males compared with the pool (estimated) of applicants completing their doctoral degrees, for some time to come.

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

a. List sources of data:
please see explanation on Attachment B

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

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

Preparation of attachment B involved an assumption concerning the distribution of ethnic groups by sex. Much more accurate data are needed.

Most of the positions in SALS are extension and/or research combinations with some teaching. Recruitment for these positions is far more restricted than the general sociology Ph.D. degree. It is highly likely that the available pool is far more disproportionately male than the general sociology Ph.D. pool; very few females*

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

Lack of comparability among various data sources.
Lack of data by ethnic group and sex
Lack of ability to assess accurately what really constitutes an available pool of candidates.
However, given our most typical recruitment pattern, use of Ph.D. students is probably the most nearly accurate means of estimating a recruitment pool.

*select areas of concentration that would make them suitable candidates for the SALS faculty positions.

AFFIRMATIVE ACTION PLAN

DEPARTMENT: Soil Science

EPA FACULTY

DATE: March 4, 1976COMPLETED BY: Carolyn BalickiePAGE: 1 of 2

TABLE I

PRESENT FACULTY COMPLEMENT
(According to June 1976 Tabulation)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL		FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL		
	WHITE		BLACK		PACIFIC IS.		INDIAN					WHITE		BLACK		PACIFIC IS.		INDIAN				
	M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1									1	Department Head	1									1	
Professor	10									10	Professor	11			1							12
Assoc. Professor	6				1					7	Assoc. Professor	6										6
Asst. Professor	8									8	Asst. Professor	8										8
Instructor											Instructor											
Lecturer											Lecturer											
SUBTOTAL	25				1					26	SUBTOTAL	26			1							27
VISITING FULL-TIME											VISITING FULL-TIME											
Professor											Professor											
Assoc. Professor	2									2	Assoc. Professor	2										2
Asst. Professor	2									2	Asst. Professor	3	1	1		1						5
Instructor											Instructor											
Lecturer											Lecturer											
SUBTOTAL	4									4	SUBTOTAL	5	1	1		1						7

SCHOOL DEPT. Soil Science
 COMPLETED BY Carolyn Balickie

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE March 4, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.		%	
White Male	95.4	25	96.2	4	100	1	100	30	96.8	-	26	96	5	62.5	2	100	33	89
White Female	0.9									-		1	12.5				1	2.5
Black Male	0.4									-		1	12.5				1	2.5
Black Female	0.0									-								
Hispanic Male	2.0	1	3.8					1	3.2	+	1	4	1	12.5			2	6
Hispanic Female	0.1									-								
Am. Indian Male	0.1									-								
Am. Indian Female	0.0									-								
Asian Male	1.0									-								
Asian Female	0.1									-								
TOTAL	100	26	100%	4	100%	1	100%	31	100%		27	100%	8	100%	2	100%	37	100%

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

DATE: March 16, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Soil Science

Individual Completing Form: C. B. McCants

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Assistant Professor. Ph.D. in Soil Science; potential to define and conduct teaching, research or extension programs in soil science or plant-soil relationships.

Associate Professor. Ph.D. in Soil Science. Recognized ability to define and conduct teaching, research or extension programs in soil science or plant-soil relationships.

Professor. Ph.D. in Soil Science. Distinguished achievements in teaching, research or extension programs in soil science or plant-soil relationships.

2. How many people in the United States meet the requirements in #1? 4,373
(Complete the chart below for each type of appointment described above.)

	Number	Percent
White Male	4,181	95.4
White Female	35	0.9
Black Male	15	0.4
Black Female	0	0.0
Hispanic Male	88	2.0
Hispanic Female	4	0.1
Am. Indian Male	4	0.1
Am. Indian Female	0	0.0
Asian Male	42	1.0
Asian Female	4	0.1
Total	4,373	100%

School/Department: Soil Science

Individual Completing Form: C. B. McCants, Head

Form No. 1, page two

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

a. List sources of data:

1. Report on membership of Soil Science Society of America. Soil Sci. Soc. Amer. Proc. 67:133. 1975.
2. Scientific Manpower Commission Report. May 1975.
3. Letter from Mrs. Cleo Tindall, Membership Services, Soil Science Society of America.
4. Personal observations.

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

Actual data provided by the above sources was used as the primary base. From these, estimates were calculated.

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

The accuracy for all data is considered to be within a range of plus or minus 15 percent of the values reported.

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

The Soil Science profession is relatively small and is not usually separated out in most reports on manpower. The organization which has the most accurate data on numerical count has not until recently made any attempt to identify the composition to the extent requested in this report. Therefore, the estimates provided are considered to be as accurate as achievable, short of a specific survey for this profession.

School/Department: Soil Science

Individual Completing Form: C. B. McCants, Head Form No. 1, page three

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

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

The faculty is selected from the total pool of candidates in the United States.

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

Not applicable.

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

AFFIRMATIVE ACTION PLAN

DEPARTMENT: Veterinary Science

EPA FACULTY

DATE: March 17, 1976COMPLETED BY: T. M. CurtinPAGE: 1 of 2

TABLE I

PRESENT FACULTY COMPLEMENT
(According to June 1976 Tabulation)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL
	WHITE		BLACK		PACIFIC IS		INDIAN		
	M	F	M	F	M	F	M	F	
Department Head	1								1
Professor	2								2
Assoc. Professor	3								3
Asst. Professor									
Instructor									
Lecturer									
SUBTOTAL	6								6
VISITING FULL-TIME									
Professor									
Assoc. Professor									
Asst. Professor									
Instructor									
Lecturer									
SUBTOTAL									
TOTAL	6								6

TABLE II

PROJECTED FACULTY COMPLEMENT (1978-19)
(Reflecting Anticipated Promotions
And Your Projected Hiring Goals)

FULL-TIME	NON-HISPANIC		HISPANIC		ASIAN		AMERICAN		TOTAL
	WHITE		BLACK		PACIFIC IS		INDIAN		
	M	F	M	F	M	F	M	F	
Department Head	1								1
Professor	4								4
Assoc. Professor	2	1	1						3
Asst. Professor	1		1						2
Instructor									
Lecturer									
SUBTOTAL	8	1	2						10
VISITING FULL-TIME									
Professor			1						1
Assoc. Professor									
Asst. Professor									
Instructor									
Lecturer									
SUBTOTAL			1						1
TOTAL	8	2	2						10

SCHOOL DEPT. Dept. Veterinary Science
 COMPLETED BY T. M. Curtin

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE March 17, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total		
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.	%	No.	%
White Male	82.4	6	100.0	0	-	0	-	6	100.0	+	9	75.0	0	-	1	100.0	10	71.4
White Female	6.9									-	1	8.3	1	100.0	0		2	14.3
Black Male	3.0									-	2	16.7	0		0		2	14.3
Black Female	1.0									-	0	0	0		0		-	-
Hispanic Male	1.2									-	0	0	0		0		-	-
Hispanic Female	0.6									-	0	0	0		0		-	-
Am. Indian Male	0.6									-	0	0	0		0		-	-
Am. Indian Female	-									-	0	0	0		0		-	-
Asian Male	3.3									-	0	0	0		0		-	-
Asian Female	1.0									-	0	0	0		0		-	-
TOTAL	100.0	6	100%	0	100%	0	100%	6	100%		100%		100%		100%		100%	20

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

DATE: March 17, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Veterinary Science

Individual Completing Form: T. M. Curtin

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

All shall possess either (1) the D.V.M. degree preferably with an advanced degree, or (2) a Ph.D. degree in one of the basic medical disciplines which may or may not have been received from a veterinary department, but which must have definite veterinary orientation. A D.V.M. with "board certification" may be considered in lieu of an advanced degree.

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

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

	Number	Percent
White Male	2225	82.4
White Female	185	6.9
Black Male	85	3.0
Black Female	25	1.0
Hispanic Male	35	1.2
Hispanic Female	15	0.6
Am. Indian Male	15	0.6
Am. Indian Female	-	
Asian Male	90	3.3
Asian Female	25	1.0
Total	2700	100%

School/Department: Department of Veterinary Science

Individual Completing Form: T. M. Curtin

Form No. 1, page two

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

a. List sources of data:

Information on minorities presented to Council of Deans, American Association Veterinary Medical Colleges, December 1973 by I. C. Bell

Information on females cited Missouri Veterinary Medical Association Newsletter March 1973 quoted B. G. Beaver, President Women's Veterinary Medical Association.

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

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

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

Estimated 80% accurate as many Hispanic and American Indian minorities do not identify themselves as such.

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

Compilations of personnel statistics on a national basis within the profession do not regularly identify sex and race data. These kinds of information are available only from associations and/or agencies which are specifically minority oriented and it is estimated that their data identifies more than 75-80% of within the specific race or sex minority. Data from these sources includes "total" rather than "availability" data. Because of increased opportunity outside academic veterinary medicine, one can estimate that "availability" includes no more than 5% of the pool.

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

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

The pool is much smaller than total DVM's in U.S and Canada. In June 1975, there were 1644 total faculty in US & Canadian Veterinary Schools. Academic Veterinary Medicine is a speciality which requires both experience and training. The AVMA Council of Education estimated that approximately 2,500 DVM's have earned the PhD degree and still remain active. In addition there may be 1200 non DVM candidates that have received advanced degrees from veterinary departments that may be available.

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

	Number	Percent
White Male	2225	82.4
White Female	185	6.9
Black Male	85	3.0
Black Female	25	1.0
Hispanic Male	35	1.3
Hispanic Female	15	0.6
Am. Indian Male	15	0.6
Am. Indian Female	-	
Asian Male	90	3.3
Asian Female	25	1.0
Total	2700	100%

The information requested in the above table is NOT available from any source in definitive numbers, therefore the values presented are "estimates" and may be grossly inaccurate. The total listed exceeds total U.S. & Canadian faculty but includes an estimate of persons that are presently employed by government, industry and privately that may be attracted back to academic.

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

a. List sources of data:

Proceedings 6th Symposium on Veterinary Medical Education, University of Guelph. June 11-13, 1975.
JAVMA 165:9:785. November 1, 1974.
1975 Proceedings of the Minority Recruitment Conference, Tuskegee Institute School of Veterinary Medicine.
JAVMA 166:12:1148. June 15, 1975.
The Supply of Health Manpower (HRA) 75-36, Dept. HEW (December '74):111.

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

The information presented is an estimate based on personal experience, and therefore may be grossly inaccurate. This kind of information is not available from any definitive source which we consulted. The estimate presented was derived by extrapolation from distributors cited under 5.a. above applied to an estimated pool of 2,700.

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

80% - see page 1, 3.c.

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

See page 1, 3.d. - same.

SCHOOL DEPT. SALS/Zoology
 COMPLETED BY Reinard Harkema

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE March 26, 1976

TABLE III
 TOTAL FACULTY COMPLEMENT
 (According to June 1976 Tabulation)
 See Table I

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1978-1979)
 See Table II

Availability	Full-time		Visiting F. T.		Part-time		Total		See Note (f)	Full-time		Visiting F. T.		Part-time		Total
	Percentages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.		% (e)	No.	%	No.	%	No.	
White Male		4921	70.6													
White Female		1278	18.3													
Black Male		265	3.8													
Black Female		94	1.4													
Hispanic Male		84	1.3													
Hispanic Female		25	.3													
Am. Indian Male		14	.2													
Am. Indian Female		31	.5													
Asian Male		130	1.8													
Asian Female		125	1.8													
TOTAL		6967	100%		100%		100%		100%		100%		100%		100%	100%

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

DATE: March 26, 1976AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: SALS/ZoologyIndividual Completing Form: Reinard Harkema

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Instructor-MS degree or equivalent professional experience, evidence of potential for teaching and research, acceptability as a graduate school candidate.

Asst. Prof.-Ph.D., definite promise as a teacher and researcher; promise of independent achievement in field of scholarship or creative activity.

Assoc. Prof.= Distinction as a teacher or independent research scholar, established professional reputation in recognized field, ability to supervise teaching, research graduate study.

Prof.=Outstanding reputation as teacher, independent researcher, established professional reputation, experience in supervising teaching & graduate study, research.

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

INSTRUCTORS		ASST. PROFS.		ASSOC. PROFS.		PROFESSORS		
Number	Percent	Number	Percent	Number	Percent	Number	Percent	
120	72.3	1665	65	White Male	1386	70	750	80
277	19.1	512	20	White Female	396	20	93	10
49	3.2	128	5	Black Male	60	3	28	3
5	0.9	52	2	Black Female	19	1	18	2
17	1.1	39	1.5	Hispanic Male	19	1	9	1
3	0.2	5	.5	Hispanic Female	8	.5	9	1
0	0	5	.5	Am. Indian Male	4	.2	5	.5
3	0.2	5	.5	Am. Indian Female	19	1	4	.5
22	1.5	64	2.5	Asian Male	35	1.8	9	1
23	1.5	64	2.5	Asian Female	29	1.5	9	1
519	100%	2539	100%	Total	1975	100%	934	100%

School/Department: SALS/Zoology

Individual Completing Form: Reinard Harkema

Form No. 1, page two

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

- a. List sources of data:
Professional Women and Minorities - A Manpower Data Resource Service
Membership lists of 3 zoological societies
Lists of applicants for available positions in Zoology Department during
past 3 years.

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

Estimated total of available manpower.
Calculated percentage of each category using above sources.

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

Accuracy is approximately 75%.

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

1. Difficulty in determining size of various minorities.
2. Difficulty in determining numbers in each academic rank.

School/Department: SALS/Zoology

Individual Completing Form: Reinard Harkema Form No. 1, page three

N/A

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

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

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

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

APPENDIX B

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: SALS - Administration (Officials & Managers)

EPA NON-FACULTY

DATE: May 31, 1976

COMPLETED BY: J. E. Legates, Dean

TABLE VII

TOTAL NON-FACULTY COMPLEMENT
(According to June 1976 Tabulation)
See Table V

TABLE VIII

PROJECTED NON-FACULTY COMPLEMENT
(For Academic Year 1978-1979)
See Table VI

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	94.9	14	56.0		14	56.0		14	51.9				
WHITE FEMALE	2.5	5	20.0		5	20.0		5	18.5				
BLACK MALE	1.2	3	12.0		3	12.0		4	14.8				
BLACK FEMALE	.2	3	12.0		3	12.0		4	14.8				
HISPANIC MALE	.5	-											
HISPANIC FEMALE	-	-											
AMERICAN INDIAN MALE	-	-											
AMERICAN INDIAN FEMALE	-	-											
ASIAN MALE	.7	-											
ASIAN FEMALE	-	-											
TOTAL	100%	25	100%		25	100%		27	100%		100%		100%

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: SALS - Administration (Professionals)

EPA NON-FACULTY

DATE: May 31, 1976

COMPLETED BY: J. E. Legates, Dean

TABLE VII

TOTAL NON-FACULTY COMPLEMENT
(According to June 1976 Tabulation)
See Table V

TABLE VIII

PROJECTED NON-FACULTY COMPLEMENT
(For Academic Year 1978-1979)
See Table VI

	AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
		NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	48.3	3	50.0	1	100.0				3	50.0	1	100.0		
WHITE FEMALE	33.9	3	50.0						3	50.0				
BLACK MALE	7.8													
BLACK FEMALE	9.8													
HISPANIC MALE	-													
HISPANIC FEMALE	-													
AMERICAN INDIAN MALE	.1													
AMERICAN INDIAN FEMALE	.1													
ASIAN MALE	-													
ASIAN FEMALE	-													
TOTAL	100.0	6	100%	1	100%		100%		6	100%	1	100%		100%

Individual Completing Form: J. E. Legates, Dean

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

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

Persons available as Officials and Managers will need to have the Ph.D. or equivalent and extensive experience in teaching, research and/or extension. In addition they must have extensive experience in administration of Land-Grant programs in agriculture and related biological and social sciences.

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

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

	OFFICIALS & MANAGERS		PROFESSIONALS		TECHNICIANS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male						
White Female						
Black Male						
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						
Am. Indian Female						
Asian Male						
Asian Female						
TOTAL		100%		100%		100%

Individual Completing Form: J. E. Legates, Dean

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

a. Describe the pool by functional category:

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

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

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

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male	391	94.9	292	48.3		
White Female	10	2.5	205	33.9		
Black Male	5	1.2	47	7.8		
Black Female	1	.2	59	9.8		
Hispanic Male	2	.5	--	--		
Hispanic Female	--	--	--	--		
Am. Indian Male	--	--	1	.1		
Am. Indian Female	--	--	1	.1		
Asian Male	3	.7	--	--		
Asian Female	--	--	--	--		
TOTAL	412	100%	605	100%	--	100%

School/Department: Agriculture and Life Sciences - Administration

Individual Completing Form: J. E. Legates, Dean

Form No. 2, page four

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

a. List sources of data:

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

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

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

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

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

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

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

SCHOOL/DEPARTMENT: Adult and Community College Education

COMPLETED BY: E. J. Boone

AFFIRMATIVE ACTION PLAN

EPA NON-FACULTY

DATE: March 22, 1976

TABLE VII

TOTAL NON-FACULTY COMPLEMENT
(According to June 1976 Tabulation)
See Table V

TABLE VIII

PROJECTED NON-FACULTY COMPLEMENT
(For Academic Year 1978-1979)
See Table VI

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL		
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%	
WHITE MALE	66													
WHITE FEMALE	21	1	100.0				1	100.0	1	100.0			1	100.0
BLACK MALE	6													
BLACK FEMALE	4													
HISPANIC MALE	2													
HISPANIC FEMALE	1													
AMERICAN INDIAN MALE														
AMERICAN INDIAN FEMALE														
ASIAN MALE														
ASIAN FEMALE														
TOTAL	100.0	1	100%		100%	1	100%	1	100%		100%	1	100%	