School/Department: Adult and Community College EducationForm No. 2, Page One
Individual Completing Form: E. J. Boone
PART II - AVAILABLE POOL OF PROSPECTIVE EPA NON-FACULTY PERSONNEL
1. Outline below the basic educational and experiential requirements for appointment to your EPA non-faculty positions by functional category.

The basic educational and experiential requirements for the position of Managing Editor of the Community College Review include:

 Knowledge of the Adult and Community College Education professional field.

(2) Writing and editorial skills.

- (3) Administrative-Management skills.
- (4) Design skills (layout of magazine)
- How many people in the United States meet the basic educational and experiential requirements outlined in #1 above by functional category? (Complete charts below)

	OFFICIALS MANAGERS	5 &	PROFESS	IONALS	TECHNICIANS				
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT			
White Male			400	66					
White Female	F. 5.		125	21					
Black Male			40	6					
Black Female			25	4					
Hispanic Male			10	2					
Hispanic Female			5	1					
Am. Indian Male				a with a li					
Am. Indian Female									
Asian Male						-			
Asian Female									
TOTAL		100%	605	100%		100%			

School/Department: Adult and Community College Education

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

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

Commencement programs of NCSU, UNC-Chapel Hill, and University of Wisconsin (1971, 1972, 1973, 1974 and 1975)

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

Number of graduates in Adult and Community College Education at NCSU and UNC-Chapel Hill who possess the content base and writing-editorial skills required to fill the Managing Editor position for the Community College Review.

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

The data used was the best available to the recorder.

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

The position of Managing Editor of the <u>Community College</u>
<u>Review</u> requires competencies that are difficult to assess
from a list of graduates in Adult and Community College
Education. In addition to possessing a thorough knowledge
of the field, the Managing Editor must be particularly adept
in writing and editing.

School/Department: Adult and Community College Education	Form No. 2, Page Three
Individual Completing Form: E. J. Boone	
4. If you oridinarily draw your EPA non-faculty personnel from	a smaller pool of

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

a. Describe the pool by functional category:

N/A

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

	OFFICIA:		PROFESS	IONALS	TEHCNICIANS				
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT			
White Male									
White Female									
Black Male									
Black Female									
Hispanic Male									
Hispanic Female									
Am. Indian Male		162 16							
Am. Indian Female				1 100					
Asian Male									
Asian Female	s. of U								
TOTAL		100%		100%		100%			

SCHOOL/DE	PAR'	TMEN7	A	griculture	and	Life	Science	es
COMPLETED	BY	W.	L.	Carpenter			Agr.	Inf.

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE	March	22,	1976	
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TABLE V

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION

TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

		Non-	Hispa	nic	His	anic	Ame	rican	Asia	an	Tot	al al		Non-	lispa	nic	Hisp	anic	Ame	rican	Asia	in	Tota	1
FULL-TIME	Wh	ite	B1a	ck			Ind	lian	Pac.	. Is.	1 - 1 -		White Black					Ind	Indian		Ts.	100		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers				Bara.			-																	
Professionals						1																		
Technicians																			-					_
																			1					
Specialists	8	3_		_1_							8	_4_	8	3_		1			-				8	- 4
																								_
Sub Total	8	3		1							8	4	8	3		1			-				8	-4
PART-TIME									E,															
Officials & Managers																								
Professionals						The state of the s																		
Technicians							-			-								-	-					
																			=					
Sub Total																								
Total	8	3		1							8	4	8	3		1							8	4

AFFIRMATIVE ACTION PIAN

Agriculture and Life Sciences SCHOOL/DEPARTMENT: Agr. Information

EPA NON-FACULTY

DATE: March 22, 1976

W. L. Carpenter COMPLETED BY:

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		-TIME		TIME	TOTAL		1	FULL-	TIME	PART	-TIME	TOTAL	r
	PERCENTAGES	NO	%	NO	%	NO	%		NO	%	NO	%	NO	7.
WHITE MALE	70	. 8	67			8	67	1	8	67			8	67
WHITE FEMALE	20	3.	25			3	25	1	3	25			3	25
BIACK MALE	7								■,					
BIACK FEMALE	1	1	8			1	8		1	8			1	8
HISPANIC MALE	1													
HISPANIC FEMALE	1											1 1		
AMERICAN INDIAN MALE														
AMERICAN INDIAN FEMALE														
ASIAN MALE												- 1		
ASIAN FEMALE												11111		
TOTAL	100	12	100%		100%	12	100%		12	100%		100%	12	100%

. Agriculture and Life Sciences School/Department: Agricultural Information

Form No. 2, Page One

Individual Completing Form: W. L. Carpenter

Same pool as for

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

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

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

	OFFICIALS MANAGERS	3 &	PROFESS	IONALS	TECHNICIANS				
White Male White Female Black Male Black Female Hispanic Male Hispanic Female Am. Indian Male Am. Indian Female Asian Male	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT			
White Male									
White Female			-						
Black Male			-						
Black Female									
Hispanic Male		بنيينا		1-21-					
Hispanic Female									
Am. Indian Male									
Am. Indian Female									
Asian Male									
Asian Female									
TOTAL		100%		100%		100%			

SCHOOL/DEPARTMENT						onomics
COMPLETED BY	Eloise	S.	Cofe	r, Asi	st.	Director

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE	April	1976

TABLE V

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 FABULATION

TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

		Non-	Hispa	nic	His	anic	Ame	rican	Asi	an	Tot	al		Non-	Hispa	nic	Hisp	anic	Ame	rican	Asia	ın	Tot	al
FULL-TIME		ite						ian	Pac	. Is.	1		Whi	ite	B1a	ck			Ind	ian	Pac.	Is.		
		F	M	F	M	F		F	M		M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers						1																		
Professionals															100									
Technicians																			-					-
Specialists	1	14		1							1	15	1	8	0	1	-	-	-			-	1	9
									-	-	-		-	-	-			-	-					+-
		_							-										-					-
	-	-					-				1	15		8	0	-							1	9
Sub Total		14		1			-		-	-	1	13		-	-	-			100					+
PART-TIME				-																				1
Officials & Managers	-		-		-						-	-	-		-			-			1			
Professionals	-				-		-		-	-	-				-									
Technicians							-																	
									Time											J				
																								-
Sub Total	-		-	-	-	-	-		-	-	-	-		-		-	-	-	-					
Total	T	14		1							1	15	1	8		1							1	9

1

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AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT:	SALS Ag. Ext. Home Economics	EPA NON-FACULTY	DATE: April, 1976
COMPLETED BY:	Eloise S. Cofer		This car was the

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		-TIME	PART-	TIME	TOTA	L	1	FULL-	TIME	PART	-TIME	TOTAL	•
	PERCENTAGES	NO	%	NO	%	NO	%		NO	%	NO	76	NO	1 %
WHITE MALE		1	6.25			1	6.25	1	1	10		Jal - 4"	1	10
WHITE FEMALE		14	87.5			14	87.5	/	8	80			8	80
BIACK MALE														
BIACK FEMALE		1	6.25			1	6.25		1	10			1	10
HISPANIC MALE										100				
HISPANIC FEMALE											1			
AMERICAN INDIAN MALE													, ,	
AMERICAN INDIAN FEMALE		•												1
ASIAN MALE								1						The second
ASIAN FEMALE					*4.			/						
TOTAL		16	100%		100%	. 16	100%	1	10	100%		100%	10	100

School/Department:	SALS	AG.	EXT.	HOME	ECONOMICS	Form No	. 2	, Pag	ze

One

Individual	Completing	Form:	ELOISE	S.	COFER

mm	-			DOOT	OT	DO OG DE GETTE	TTTTA	MONT THE CULTURE	DEDCOMBET
HKI	TT	-	AVALLABLE	POOL	UL	PROSPECTIVE	LPA	NOW-LUCOTII	PERSUNNEL

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

- Master's Degree in Home Economics or discipline related to position with two or more years of experience in Extension or other career programs desirable.

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

	OFFICIALS MANAGERS	S &	PROFESS	IONALS *	TECHNICI	ANS
	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT
White Male						
White Female						
Black Male						
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						1
Am. Indian Female			1			
Asian Male				TEE.		_
Asian Female						
TOTAL	4-16	100%		100%		100%

ethnic origin. Of some 16,500 persons estimated available, 90% are women; 10% are men holding Master's or Ph. D. degrees in home economics.

School/Department:	SALS	AG.	EXT.,	HOME	ECONOMICS	
	7.		FIO	ISF S	COFFR	

Individual Completing Form:

Form No. 2, page two

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

INSTITUTIONS OF NASULGC FOR EIGHT CONSECUTIVE YEARS 1965-66 - 1972-73"

Compiled by Assoc. Administrators of Home Economics of NASULGC.

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

study were estrapolated for years prior to 1965 and forward to 1975.

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

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

School/Department: SA	S, AG. EXT., HOME ECONOMICS	Form No. 2, Page Three
Individual Completing Fo	m: ELOISE S. COFER	

- 4. If you oridinarily 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:

ARE DISTRIBUTED TO ALL COLLEGES IN NORTH CAROLINA GRANTING DEGREES IN HOME ECONOMICS, MEMBERS OF NASULGC AND TO COOPERATIVE EXTENSION SERVICES IN ALL STATES.

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

	OFFICIAL MANAGERS		PROFESS	IONALS	TEHCNICI	ANS
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT
White Male						
White Female		1				
Black Male			-			
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						
Am. Indian Female						
Asian Male						4
Asian Female						
TOTAL		100%		100%		100%

SCHOOL/DEPARTMENT	Parameters IVIII
SCHOOL/ DEFARITEMI	Extension, 4-H
COMPLETED BY	Delter D. Droster

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE	March	19,	1976	

TABLE V

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION

TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

	-	Non-	Hispa	mic	His	anic	Ame	rican	Asi	an	Tot	al		Non-	Hispa	nic	Hisp	anic		rican	Asia		Tota	1
ULL-TIME		ite	Bla				Ind	ian	Pac.	Is.	1		Whi	te	Bla	ck			Ind	ian	Pac			
1111	M		M	F	М	F	M	F	M	F	M	F	M	F	М	F	M	F	M	F	M	F	M	F
fficials & Managers																			-					-
Professionals	5	2	3	2							8	4	3	2	3	2		1					6	4
Technicians		-		-					-		-		-		-	-	-	-	+			-		-
																			-					-
																		_						
			-	-					-		_								-					
Sub Total	5	2	3_	2		-			-		8	4	3	2	3	2			-			-	6	4
PART-TIME																								
Officials & Managers	100		-																					
Professionals																								
Technicians											-		-	-	-		-	-	-	-		-	-	-
																			-					
Sub Total				-	-		-		-				-		-		-		-					
Total	5	2	3	2							8	4	3	2	3	2							6	4

				T. LIGHT.	LVE ACTION	PLAN										
SCHOOL/DEPARTMENT: Exte	ension, 4-H			EPA 1	NON-FACULT	Y ·		100				DATE: March	19, 19	76		
COMPLETED BY: Dalto	n R. Proctor											T + 1				
			TABLE VI	r							TABI	E VIII				
		TOTAL NON-FACULTY COMPLEMENT (According to June 1976 Tabulation) See Table V							PROJECTED NON-FACULTY COMPLEMENT (For Academic Year 1978-1979) See Table VI							
	AVAIIABILITY PERCENTAGES	FULL			TIME NA	TOTA		1	FULL-		PART	-TIME NA	TOTAL			
WHITE MALE			%	NO	7.	NO	7.		NO	76	NO	7.	NO	7.		
	56	5	42	-		5	42	/	3	30	-		3	30		
WHITE FEMALE	24	2	17			2	17		2	20			2	20		
BIACK MALE	15	3	25			3	25		3	30			3	30		
BIACK FEMALE	, 5	2	17			2	17		2	20			2	20		
HISPANIC MALE	0	0	0		HE ST			1								
HISPANIC FEMALE	0	0	0		*											
AMERICAN INDIAN MALE	0	0	0													
AMERICAN INDIAN FEMALE	0	0	0													
ASIAN MALE	0	0	0		. 1 3						-					
ASIAN FEMALE	0	0	0					/					1			
TOTAL		12	100%		100%	12	100%	1	10	100%		100%	10	100%		

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

Individual Completing Form: Dalton R. Proctor

ART 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.
 - (a) Master's degree required
 - (b) Three to five years of experience in 4-H organizational methods
 - (c) Demonstrated ability and achievement in effectively organizing and conducting 4-H educational programs

Specific requirement:

- (a) Extensive travel in N. C. with 40% of time spent in field work. Some out-ofstate travel is also required.
- 2. How many people in the United States meet the basic educational and experiential requirements outlined in #1 above by functional category? (Complete charts below)

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

	OFFICIALS MANAGERS	£ &	PROFESS	IONALS	TECHNICI	ANS
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male						
White Female						
Black Male						25.54
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male	,					-
Am. Indian Female				1.5		-
Asian Male						
Asian Female					The same	-
TOTAL		100%		100%	A.C.	100%

	SALS	Agricultural	Extension.	4-н				7	mt
School/Department:	0,120,	//griourearar	- LACONS FORTY		Form N	0.	2,	Page	Inree

Individual	Completing	Form:	Dalton	R.	Proctor	

1. 3

- 4. If you oridinarily 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:

Pool normally considered is the field staff of the N. C. Ag. Extension Services engaged in 4-H activities because of the following:

- Knowledge of unique and continuing program
- 2. Level of position in organization
- 3. Experience component necessary for successful job performance.
- How many people constitute that special pool by category?

	OFFICIAL MANAGERS		PROFESS	IONALS *	TEHCNICIANS			
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT		
White Male			37	56				
White Female			16	24				
Black Male		27	10	15				
Black Female			3	5				
Hispanic Male			0	0				
Hispanic Female			0	0				
Am. Indian Male			0	0				
Am. Indian Female				0				
Asian Male			0	0		1.		
Asian Female			0	0	-			
TOTAL	AD: S	100%	66	100%		100%		

^{*}Based on total survey

⁷⁴ White males - 50% availability 80 White females - 20% availability

²⁰ Black males - 50% availability

¹⁶ Black females - 20% availability

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

Individual Completing Form: Dalton R. Proctor

Form No. 2, page four

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

North Carolina Extension Field Staff Directory

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

Estimated number with Masters Degree and experience qualifications considered recent experiences of recruiting field staff for state level positions.

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

Completeness based on consideration of total pool availability accuracy affected by completion of Masters Degree requirements, willingness to relocate and assume travel responsibilities.

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

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

SCHOOL/DEPARTMENT	SALS/Animal Science	
COMPLETED BY	I. D. Porterfield	

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE	March	23,	1976	

TABLE V

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION

TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

		Non-	Hisp	anic	His	spanic	Ame	erican	Asia	an	Tot	al al			Hispa		Hisp	anic		rican	Asia		Tota	1
FULL-TIME		ite					Inc	lian	Pac. Is.				Whi	te	B1a				Indian M F		Pac.	F		F
OBD TITES		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers											5		-		-	-	-	-	-				5	-
Professionals	5								-		2	-	5	-		-	-	-	-		-	-		-
Technicians								-	-				-	-	-		-		+		-		-	-
Res. Assistants	1						-		-		1		1	-	-	-	-	-	-				-	
							-		-	-	-		-	-	-	-	-	-	-					
										-	-		-	-	-	-	-	-	-				-	-
							-		-		-	-	-	-	-	-	-	-				-		-
				-					-	-	-					-		-	-			-	-	1
				-	-		-		-	-	-		-	-	-		-	-	-			-		
				-	-		-	-		-	-		-	-	-	-	-	-	-	-				
		-	-	-	-	-					-		1	-	-	-	-	-	-	-			6	
Sub Total	6	-		-	-		-		-		6_	-	6		-		-	-						
						1-1									1									
PART-TIME					1	1						-	-		-		-	-	-			-		-
Officials & Managers											-		-	-	-	-	-	-	-	-		-	2	-
Professionals	2									-	2	_	2	-	-	-	-	-	+	-		-		-
Technicians				1								-	-	-	-	-	-	-	-			-	-	-
								-	-		-	-		-	-		-	-	-	-		-	-	
						1 2 1	-		-	-	-	-	-	-	-	-	-	-	+					
				-	-	-	-	-	-	-	1 2		1 2	-	-	-	-	-	-	-			2	
Sub Total	2		-	-	-	-	-	-	-	-	- 6		1 2	-	-	-	-	-	1				8	
[otal	8									1	8		11 8		-			-	-			-		-

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	AFFIRMITIVE ACTION PIAN	
SCHOOL/DEPARTMENT: SALS/Animal Science	EPA NON-FACULTY	DATE: March 23, 1976
COMPLETED BY: I. D. Porterfield		DILLU,

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		-TIME				TOTAL			FULL-TIME		PART-TIME		
	PERCENTAGES	NO	7.	NO	1 %	NO	1 %	1	NO	1 %	NO	7	NO	1 %
WHITE MALE	Not Available	6	100	2	100	8	100	1	6	100	2	100	8	100
WHITE FEMALE								1					-	1
BIACK MALE								1						+-
BLACK FEMALE													-	-
HISPANIC MALE								(FIE			-	-
HISPANIC FEMALE								1						+-
AMERICAN INDIAN MALE								/						+
AMERICAN INDIAN FEMALE														+
ASIAN MALE														+
ASIAN FEMALE		1												+
COTAL		6	100%	2	100%	8	100%		6	100%	2	100%	8	100%

School/Department: SALS/Ani	mal Science	Form No.	2,	Page	One
Individual Completing Form:	I. D. Porterfield				

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.

Extension Specialists (State or Area).

Minimum of a master of science degree with a major in Animal Breeding, Animal Nutrition, Animal Physiology or Animal Management, relating to either Beef Cattle, Dairy Cattle, Horses or Swine, and prior county extension and/or industry experience.

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

	OFFICIALS MANAGERS	5 &	PROFESS	IONALS	TECHNICI	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT
lack Male lack Female ispanic Male ispanic Female						
White Female						
Black Male						
Black Female						
Hispanic Male						l der
Hispanic Female						
Am. Indian Male						
Am. Indian Female						
Asian Male		B.D.				
Asian Female						
TOTAL		100%		100%		100%

I have no way of knowing. However, based upon recent recruiting efforts for an extension area swine specialist with training in reproductive physiology none are available regardless of sex or race.

Lvidual Completing F	orm:	D. Porterf	1014			
If you oridinarily candidates than the	draw your	EPA non-fa ited States	culty per	sonnel from	a smaller der #2.	pool of
a. Describe the po	ol by fund	ctional cat	egory:			
Not a	ppropriate	e.				
b. How many people	ppropriate		cial pool	by categor	y?	
	OFFICIA:	LS &	PROFESS	IONALS	TEHCNICI	ANS
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCEN
White Male						
White Female						
Black Male						
Black Female				H. T. C		
Hispanic Male						
Hispanic Female				1.5. 3		
Am. Indian Male	- 4	5 3	1- 1-			
Am. Indian Female						
Asian Male			1.4.5			
Asian Female	No.	H. L.				

Form No. 2, Page Three

School/Department: SALS/Animal Science

SCHOOL/DEI	PARTMEN	т	ALS	and	PMS/Biochemistry
COMPLETED	BY	S.	В.	Tove	

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE	March	23,	197
DATE		,	

TABLE V

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION

TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

			Hispa		His	anic		erican	Asi	an	Tot	al		Non-	Hispa		Hisp	anic		rican	Asia	m	Tota	11
FULL-TIME		ite						lian		. Is.			Whi	Lte	B1a	ck			Ind		Pac.			-
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																	1.							
Professionals	1	1.					100				1	1	3	2	1			-				1	4	3
Technicians																								-
													-											-
	-						-																	-
Sub Total	1	1.									1	1_	3	2	1							1	4	3
																				.				
PART-TIME														L.,										
Officials & Managers																								
rofessionals													A											
Cechnicians																								
			-																					
	-								1		-	-	-				-							-
ub Total																								
otal	1	1.1	-		-						1	1	3	2	1	-							4	3

y

AFFIRMATIVE ACTION PIAN

SCHOOL/DEPARTMENT:_	ALS and PMS/Biochemistry
COMPLETED BY.	S B Toylo

EPA NON-FÁCULTY

DATE:	March	23.	1976	
	True on	40,	20.10	

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	FULL	-TIME	PART-	TIME	TOTAL		N	FULL-	PTMP	T DADT	-TIME		
	PERCENTAGES	NO	%	NO	%	NO	1 %		NO	7%	NO	7.	NO NO	L
WHITE MALE	81.7	1	50			1	5.0		3	43		THE PARTY	3	43
WHITE FEMALE	9.2	1	5.0			1	50	/	2	29			2	29
BIACK MALE	0.8	0	0			0	0	/	1	14			1	14
BIACK FEMALE	0.0	0	0			0	0		0	0			0	0
HISPANIC MALE								/					-	1
HISPANIC FEMALE								/					-	+
AMERICAN INDIAN MALE								1						+
AMERICAN INDIAN FEMALE													-	+
ASIAN-MALE *Other Male	8.1	0	0			0	0		0	0			-	+
ASIAN FEMALE *Other Female	0.2	0	0			0	0		1	14			0	0
TOTAL		2	100%		100%	2	100%		7	100%		100%	7	100

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

School/Department: ALS and PMS/Biochemistry	Form No	. 2,	Page	One
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Individual Completing Form: S. B. Tove

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.

Research Associates or Postdoctorals: Ph.D. in Biochemistry

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

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

(Research Associates)

	OFFICIALS MANAGERS	S &	PROFESS	IONALS	TECHNICIANS			
	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT		
White Male			750	81.7	12,000	71.3		
White Female			85	9.2	3,500	20.3		
Black Male			7.5	0.8	700	4.1		
Black Female			0	0	70	0.4		
Hispanic Male								
Hispanic Female			19.71					
Am. Indian Male								
Am. Indian Female								
*Other Male Asian Male			75	8.1	600	3.5		
*Other Female Asian Female	4.3		2	0.2	30	0.2		
TOTAL		100%	919	100%	16,900	100%		

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

School/Department	:	anu	P MO	/ DI	ochemistry					
Individual Comple	eting	Form:	s.	В.	Tove	Form	No.	2,	page	two

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

- a. List sources of data:
- U. S. Department of Commerce/Bureau of the Census Population Characteristics, Series P-20, No. 194, Feb. 19, 1970.
- Data compiled by the American Chemical Society concerning numbers of graduates with A. B. and B. S. degrees in chemistry.
- 3. Data from the American Society of Biological Chemists.
- b. Describe the method(s) used for arriving at the figures recorded in the charts on page one. If you based your figures on a representative sample, please explain below:

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

For the number of professionals, the number is based on data from the American Society of Biological Chemists for the number of recent graduates with Ph.D. degrees. There are no data available that we could find on the breakdown of Hispanica American Indians, and Asians.

Hispanica American Indians, and Asians.

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

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

Firm data on number of graduates in Chemistry are available; this is not true for the number of graduates in Biology

School/Department:_	ALS and	PMS,	/Bio	ochemistry		Form No.	2,	Page	Three
Individual Completin	g Form:	s.	В.	Tove					

- 4. If you oridinarily draw your EPA non-faculty personnel from a smaller pool of candidates than the whole United States population noted under #2.
 - a. Describe the pool by functional category: The professional pool is drawn from the entire United States.

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

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

	OFFICIAL MANAGERS		PROFESSI	IONALS	TEHCNICIANS			
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT		
White Male								
White Female								
Black Male								
Black Female						1		
Hispanic Male								
Hispanic Female								
Am. Indian Male								
Am. Indian Female	بارد							
Asian Male								
Asian Female								
TOTAL		100%		100%		100%		

SCHOOL/DEPARTMENT	SALS	-	Biological	81	Agr'l	Engr
COMPLETED BY F. J	. Hass	ei				

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE	April 1, 1976

TABLE V

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION

TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

			Hispa	nic	Hisp	anic	Ame	rican	Asi	an	Tota	LII	1000	Non-l	lispa	nic	Hisp	anic	I Ame	rican	Asia	n	Tota	.1
FULL-TIME	Wh	ite	B1a	ick			Ind	lian	Pac	. Is.		1	Whi		Bla				Ind		Pac.		100	
	M	F	M	F	M	F	M	F	M		MI	7	М	F	M	F	M	F		F	M	F	M	T
Officials & Managers											1				**			1	1 11	1	PI ,	F	M	F
Professionals																			-					-
Technicians										-	-						-		-					-
Research Assoc.	I								2	-	3		2	-			-	-	-	- 1	2			-
Research Assistants	3								1	-	4		2			- II-		-	-				4	-
				-			-		-	-			-4	-		-	-				1		3	-
	-			-		-	-	-	-	1	-								-					-
		-	-	-		_	-			-	-						-	-	-					-
			-		-		-	-		-	-					-						-	-	-
		-	-	-	-						-								-				-	-
	-			-			-		-		-			-								-	-	
Sub Total	4			-	-				3	-	7		4								-3		-	_
	-												-2	-	-						3		,	
												- 11												
PART-TIME				1								- 11	_ 1											
Officials & Managers				-	-		-				-			-					-	-	-			_
Professionals		-	-	-							-			-	-	-								
Technicians			-	-	-			-		-	-				-				-					
		-	-CALL	-	-	-	-				-			-										-
			-	-	-	-			-		-		_	-										
			-		-				-		-		_											
Sub Total									-	-		-11		_	-									
otal	4		-	-	-	C PIE	-		- 2		7				_	-								
	4	-							3	To the second	1 /	- 11	4	-				- 1			3		7	

AFFIRMATIVE ACTION PIAN

SCHOOL/DEPARTMENT:	SALS-Biological & Agr'l Engineering
COMPLETED BY:	F. J. Hassler

EPA NON-FACULTY

DATE: April 1, 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		-TIME	PART-		TOTAL			FULL-	TIME	PART	-TIME	TOTA	T.
	PERCENTAGES	NO	%	NO	%	NO	1 %		NO	%	NO	%	NO	1 %
WHITE MALE	94.	4	57			4	57	1	4	57			4	57
WHITE FEMALE	.7								1					
BIACK MALE	1													
BLACK FEMALE														
HISPANIC MALE	.7							/						
HISPANIC FEMALE								/						
AMERICAN INDIAN MALE	3													
AMERICAN INDIAN FEMALE		r						/						
ASIAN MALE	2.7	. 3	43			3	43		3	43			3	43
ASIAN FEMALE	. 7													1.5
TOTAL	100	7	100%		100%	7	100%	/	7	100%		100%	7	100%

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

Form No. 2, Page One

Individual	Completing	Form.	F.	J.	Hassler	

PART II - AVAILABLE POOL OF PROSPECTIVE EPA NON-FACULTY PERSONNEL - Research Associate and Research Assistant

- Outline below the basic educational and experiential requirements for appointment to your EPA non-faculty positions by functional category.
 - A Ph. D. in Agricultural Engineering or a related field for the Research Associate. A Master's degree or a related field for the Research Assistant. For both, a demonstrated competence for research in biological or agricultural engineering.

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

	OFFICIALS MANAGERS	& &	PROFESS	IONALS	TECHNICIANS			
	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT		
White Male			275	94				
White Female			2	.7 .				
Black Male			3	1				
Black Female	للواتعد							
Hispanic Male			2	.7				
Hispanic Female								
Am. Indian Male	T		1	.3 .				
Am. Indian Female								
Asian Male			8	2.7				
Asian Female			2	.7				
TOTAL	11	100%	293	100%		100%		

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

Individual Completing Form: F. J. Hassler

Form No. 2, page two

- 3. Explain how you arrived at the figures in the charts 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 charts on page one. If you based your figures on a representative sample, please explain below:

The total data were used rather than a representative sample.

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.	& Agrl	Engr.	Form No.	2,	Page	Three

Individual Completing Form: F. J. Hassler

- 4. If you oridinarily 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 individuals employed in this category are appointed for one year or less from temporary funds. Normally, we have a short lead time between availability of funds and the recruitment of qualified individuals to conduct the scheduled research. For these reasons we are limited to recruiting from the Raleigh areas and predominate graduates from North Carolina State University, Duke University and the UNC-Chapel Hill.

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

	OFFICIAL MANAGERS		PROFESSI	IONALS	TEHCNICIANS			
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT		
White Male			30	83				
White Female			1	3				
Black Male								
Black Female								
Hispanic Male								
Hispanic Female								
Am. Indian Male								
Am. Indian Female								
Asian Male			4	11				
Asian Female				71				
TOTAL		100%	35	100%		100%		

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

Individual Completing Form: F. J. Hassler

Form No. 2, page four

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

Graduate enrollments in Engineering at the three local institutions.

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:

Recent recruitment experience is the primary basis for the estimates.

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

These estimates have a plus or minus 30% accuracy.

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

There is no definitive way of knowing on an individual basis the employment opportunities and preferences of the pool.

							T	ABLE V					TABLE VI											
								FACULTY 1976						1978	8-1979	Ref		g Anti	cipat	T FOR A				
		Non-	Hispa	mic	His	panic	Ame	rican	Asi	an	Total			Non-l	lispa	nic	Hisp	anic	Ame	rican	Asia	an	Tota	1
FULL-TIME	Wh	ite	Bla	ck			Inc	lian	Pac	. Is.			Whi	te	Bla	ck			Ind	ian	Pac	Ts.		
	M	F	М	F	M	F	M	F	M	F	MF	7	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																					-			
Professionals																								
Technicians																								
				-														-						-
						-	-		-	-		_												
																			-					
				-	-	-			-	-							-		-					
Sub Total			-																-					-

AFFIRMATIVE ACTION PLAN

EPA NON-FACULTY Not applicable DATE 3-18-76

SCHOOL/DEPARTMENT Botany

G. R. Noggle

COMPLETED BY

PART-TIME Officials & Managers Professionals Technicians

Sub Total Total AFFIRMATIVE ACTION PIAN

SCHOOL/DEPARTMENT:	Botany			EPA 1	DATE: 3-18-76																
COMPLETED BY:	G. R. Noggle			Not a	pplicable																
			TABLE VI		PPARAGE					TABLE VIII											
		TOTAL NON-FACULTY COMPLEMENT (According to June 1976 Tabulation) See Table V									PROJECTED NON-FACULTY COMPLEMENT (For Academic Year 1978-1979) See Table VI										
	AVAILABILITY PERCENTAGES	FULL-		PART-	TIME	TOTAL	-	FULL-TIME PART-TIME TOTAL													
WHITE MALE		110	FR.	NO	lo .	NO	%		NO	%	NO	%	NO	%							
WHITE FEMALE								-			+			+							
BIACK MALE								1													
BIACK FEMALE														-							
HISPANIC MALE								/						-							
HISPANIC FEMALE																					
AMERICAN INDIAN MALE																					
AMERICAN INDIAN FEMAL	E																				
ASIAN MALE																					
ASIAN FEMALE																					
OTAL	I Electric		100%		100%		100%			100%		100%		100%							

School/Department: Botany	Form No. 2, Page One
Individual Completing Form: G. R. Noggle	
PART II - AVAILABLE POOL OF PROSPECTIVE EPA NON-FACULTY	PERSONNEL
1. Outline below the basic educational and experiential	requirements for appoint-

ment to your EPA non-faculty positions by functional category.

Not applicable

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

Not applicable

	OFFICIALS MANAGERS	S &	PROFESS	IONALS	TECHNICI	ANS
	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%

SCHOOL/DEPARTMENT	Crop Science	AFFIRMATIVE ACTION PLAN	DATE	April 5, 1976
COMPLETED BY	B. E. Caldwell	EPA NON-FACULTY		

TABLE V

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION

TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

			Hispa		His	panic		erican	Asi		Tot	al			llispa		Hisp	anic		rican	Asia		Tota	1
FULL-TIME		ite					Indian		Pac. Is.				White		Black		-		Indian		Pac.		-	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers				-																				-
Professionals																								-
Technicians					1																			
Research Assoc.	2										2		2										2	
Agronomy Specialist	2		1								3		2		1								3	
Research Assist.	5	1	1			1.0					6	I	5	1	1								6	1
																			-					-
			-			-	-	-										-	-	-				-
								7101000			-		-	-			-		-					
	-			-		-	-				-			-	-				-					
Sub Total	9	1	2								11	1	9	1	2								11	1
PART-TIME																					11			
Officials & Managers	-	-	-	-		-	-		-	-	-		-	-	-		-						-	
Professionals			117			-		-	-	-	-	70.70				-			-		-			
Technicians		-	-	-	-											-			-					
										-		-					-							
			-		-	-					3			-					1					
Sub Total									200															
Total	9	1	2								11	1	9	1	2								11	1

^{*} Maning & Hsiao ** Jarrett, Congleton & David

			A	FFIRMATI	VE ACTION	PIAN										
SCHOOL/DEPARTMENT: COMPLETED BY: B.				EPA N	ON-FACULT	Y				DATE: April 5, 1976						
		TOTAL NO	TABLE VI	COMPLEM	ENT ation)					PROJECTED (For Acad	NON-FA	E VIII CULTY COMPI ear 1978-19 able VI	EMENT 79)			
	AVAILABILITY PERCENTAGES	FULL	TIME %	PART-	TIME %	TOTAL		N	FULL-1		PART	-TIME	TOTAL			
WHITE MALE		10	84	NO	16	NO 10	84		NO 11	%	NO	%	NO	%		
WHITE FEMALE		1	08			1	8	1	1	84.0			-	-		
BIACK MALE		1	708			1	8	1	2	15.3						
BIACK FEMALE														1		
HISPANIC MALE																
HISPANIC FEMALE																
AMERICAN INDIAN MALE								1						-		
AMERICAN INDIAN FEMALE													-	-		
ASIAN MALE													1			
ASIAN FEMALE																
POTAL		12	100%		100%		100%		13	100%		100%		100%		

School/Department:	Crop Science	Form	No.	2,	Page	One
Individual Completing	Form: B. E. Caldwell					

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.
 Research Associates: Ph.D. in Crop Science. Potential to conduct research, teaching or extension programs. Willingness to accept one year appointment.

	OFFICIALS MANAGERS	5 &	PROFESS	IONALS	TECHNICI	ANS
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male			135	90.0		
White Female			2	1.5		
Black Male			1	0.5		
Black Female			0	0.0		
Hispanic Male			0	0.0	14.7	
Hispanic Female			0	0.0		
Am. Indian Male			0	0.0	1	
Am. Indian Female			0	0.0	F . '5.3	
Asian Male			11	7.5		
Asian Female			1	0.5		
TOTAL		100%	150	100%		100%

School/Department:	Crop	Scier	ice						
Individual Completin	g For	m:_B.	E.	Caldwell	Form	No.	2,	page	two

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

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

Estimates based upon experience and estimates of applications received.

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

Plus or minus 30 percent of total figure. Plus or minus 15 percent of individual estimates.

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

These positions require a willingness to acceptance of a one year appointment and the demand for women and minorities in this field limits the number of individuals of these categories who would accept a one year appointment.

School/Department: Crop S	cience	Form No. 2, Page Three
Individual Completing Form	B. E. Caldwell	

- 4. If you oridinarily 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:

EPA non-faculty personel are drawn from the total United States pool.

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

	OFFICIA:	100	PROFESS	IONALS	TEHCNICI	TEHCNICIANS NUMBER PERCENT		
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT		
White Male								
White Female								
Black Male								
Black Female			المعنا					
Hispanic Male		ILA.				-		
Hispanic Female						3 3		
Am. Indian Male								
Am. Indian Female								
Asian Male								
Asian Female								
TOTAL		100%		100%		100%		

SCHOOL/DEPARTMENT SALS/Economics and Business
COMPLETED BY W. D. Toussaint

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY DATE March 15, 1976

TABLE V

NONE

TABLE VI

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

		Non-	Hispa	nic	His	anic	Ame	erican	Asi	an	Tot	al		Non-	Hispan	nic	Hisp	anic	Ame	rican	Asia	n	Tota	1
FULL-TIME	Wh	ite	B1a	ick			Inc	lian	Pac	. Is.			Whi	te	Bla	ck			Ind	ian	Pac.	Ts.		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								1
Technicians			-								-								-					-
Specialists	3										3													
DP-01411010																								
0.1 m-4.1	3										3								-					
Sub Total	3	-				-					3								-					-
PART-TIME																								
Officials & Managers															- NEAL SE									
Professionals															-				1		7			
Technicians			-			100					-													
Sub Total					-							-												-
Total	3										3	The last					1	W. 1				-		1

	AFFIRMATIVE ACTION PIAN	
SCHOOL/DEPARTMENT: SALS/Economics and Business	EPA NON-FACULTY	DATE: March 15, 1976
COMPLETED BY:W. D. Toussaint		

TABLE VII

NONE

TABLE VIII

TOTAL NON-FACULTY COMPLEMENT (According to June 1976 Tabulation)
See Table V PROJECTED NON-FACULTY COMPLEMENT (For Academic Year 1978-1979) See Table VI

AVAILABILITY		-TIME	PART	-TIME	TOTAL			FULL-	TIME	PART	-TIME	TOTA	
PERCENTAGES	NO	%	NO	1%	NO	1 %		NO	%	NO	7.	NO	1 9
	3	100			3	100	1		L-L				
							/						+
							1						+
						-							+
					_								+
			-					-	-	-		-	+-
					_					-			+
					-		7			-			+
			1		-					+			+
			-		-					-		-	+
	3	100%	1	100%	(9)	100%			100%	-	100%	0	100

WHITE MALE

WHITE FEMALE

BLACK MALE

BLACK FEMALE HISPANIC MALE

HISPANIC FEMALE

AMERICAN INDIAN MALE

AMERICAN INDIAN FEMALE

ASIAN MALE

ASIAN FEMALE

TOTAL

School/Department:	SALS/Eco	nomics	& Business	Form	No.	2,	Page	One
Individual Completin	g Form:_	W. D.	Toussaint					

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.

NONE

	OFFICIALS MANAGERS	&	PROFESS	IONALS	TECHNICI	ANS
	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT
White Male						
White Female						
Black Male						
Black Female						
Hispanic Male						
Hispanic Female			10.1			
Am. Indian Male						
Am. Indian Female			1 - 1 - 2			
Asian Male				Ida.		
Asian Female						
TOTAL		100%		100%		100%

School/Department: S.	Form No. 2, Page Three	
Individual Completing	Form: W. D. Toussaint	

4. If you oridinarily 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:

NONE

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

	OFFICIALS & MANAGERS		PROFESS	IONALS	TEHCNICI	ANS
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT
White Male						
WILLE FALL						
White Female						
Black Male						
Black Female			1 4			1 1 5
Hispanic Male						T
Hispanic Female						
Am. Indian Male						وتعلمها
Am. Indian Female						
Asian Male						
Asian Female						
TOTAL		100%	bulls	100%		100%

SCHOOL/DEPARTMENT	SALS,	Ento	mology	
COMPLETED BY	Kenne	th L.	Knight	

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE March 1	0, 197	ı
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TABLE V

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION

TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

		Non-	Hisp	anic	His	panic	Ame	erican	Asi	an	Tota	11		Non-	Hispa	nic	Hisp	anic	Ame	rican	Asia	in	Tota	1
FULL-TIME	Wh	White Bla		ack			Inc	lian	Pac	. Is.	1		Whi	te	Bla	ck			Indian		Pac.	Ts.		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians																								
Research Assoc.	11										11		10	1		1							10	2
Research Asst.	1										1		1	9				1					1	1
Extension Spec.	3										3		3										3	
																			-					-
				=																				
Sub Total	15			-							15		14	1		1		1					14	3
PART-TIME																				-				
Officials & Managers																								
Professionals		Jan J																						
Technicians				-									-											
													7											
Sub Total																								+ -
Total	15										15		14	1		1		1				1	14	3

1

9101

AFFIRMATIVE ACTION PIAN

SCHOOL/DEPARTM	ENT: SALS,	Entomology	
COMPLETED BY:	Kenneth	L. Knight	

EPA NON-FACULTY

DATE: March 23, 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

WHITE MALE
WHITE FEMALE
BIACK MALE
BIACK FEMALE
HISPANIC MALE
HISPANIC FEMALE
AMERICAN INDIAN MALE
AMERICAN INDIAN FEMALE
ASIAN MALE
ASIAN FEMALE
TOTAL

		See Tabl	e v							See Ta	able VI		
AVAILABILITY		-TIME	PART-		TOTAL		N	FULL-	TIME	PART-	-TIME	TOTAL	
PERCENTAGES	 NO	%	NO	%	NO	%	1	NO	%	NO	%	NO	7
94.0	 15	100			15	100	1	14	82.4			14	82.4
5.0	0							1	5.8			1	5.8
0.6	0						1	0				0	
0.1	0							1	5.9			1	5.9
							1						1
								1	5.9			1	5.9
male - 0.2							1						
female - 0.1													1
					-								
100%	15	100%	None	100%	15	100%		17	100%	None	100%	17	1007

School/Department:	SALS	Entomology	Form No. 2	, Page One
Individual Completing	Form:	K. L. Knight		

ART	II	-	AVAILABLE	POOL	OF	PROSPECTIVE	EPA	NON-FACULTY	PERSONNET

We draw this group from same pool as the EPA Faculty.

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

	OFFICIALS MANAGERS	<u>&</u>	PROFESS	IONALS	TECHNICI	ANS
	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT
White Male						
White Female						
Black Male						
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						
Am. Indian Female						
Asian Male				Maria		
Asian Female						
TOTAL		100%		100%		100%

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

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE March 22, 1976

TABLE V

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION

TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

		Non-	Hispa	mic	His	panic	Ame	rican	Asi	an	Tot	al	I	Non-	Hispa	nic	Hisp	anic	Ame	rican	Asia	an	Tota	1
FULL-TIME	W	ite	Black				Ind	lian	Pac	Is.			Wh:	ite	Bla	ck			Ind	ian	Pac	Is.		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers				100					1															
Professionals																								
Technicians																			-			-		
Res. Assistant	2	2	-		-	-	-				2	2	3	1	-	-	-	-	-	-		1	3	1
Res. Associate	1								1	2	2	2	2		-						1	1	3	1
Specialists	3										3		1										1	
			_								-													
Sub Total	6	2							1	2	7	4	6	1							1	1	7	2
PART-TIME																								
fficials & Managers																								
rofessionals																								
Technicians	1 8	-									-		-						-					-
	-		-	-	-	-	-		-		-		-	-	-		-							
				-			-		-			-	-					-						
ub Total																								
otal	6	2							1	2	7	4	6	1							1	1	7	2

AFFIRMATIVE ACTION PLAN

	MITIMITAR WOLLOW LIVE	
SCHOOL/DEPARTMENT: SALS/ Food Science	EPA NON-FACULTY	DATE: March 22, 1976
COMPLETED BY: Dr. T. N. Blumer		DATE: PROFES 22, 1370

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		-TIME		-TIME	TOTAI			FULL-	TTME	I DADT	-TIME	TOTAL	
PERCENTAGES	NO	%	NO	%	NO	%		NO	1 %	NO	1 %	NO	1
	6	55			6	55	1	6	67			6	67
	2	18			2	18	/	1	11			1	11
													+"
													+
													+
													+
													+
							1		Part T				+
	1	9			1	9		1	11			1	1,,
	2	18			2	18		1	11			1	11
	11	100%		100%	11	100%		9	100%		100%	9	100

WHITE MALE

WHITE FEMALE

BIACK MALE BIACK FEMALE

HISPANIC MALE

HISPANIC FEMALE

AMERICAN INDIAN MALE

AMERICAN INDIAN FEMALE

ASIAN MALE

ASIAN FEMALE

TOTAL

School/Department:	SALS/ Food Science	Form No. 2, Page One
Individual Completing	Form: Dr. T. N. Blumer	
DADT IT - AVAILABLE D	OOL OF PROSPECTIVE EPA NON-FACULTY PERS	ONNET

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

Research Assistant - See Faculty Handbook, V-4 - Sept. 1975
Research Associate - See Faculty Handbook, V-4 - Sept. 1975
Professionals (Extension Specialists) - 52
Extension Specialist - See Job Description, N. C. Agriculture Extension Publication
No. 48, page 13.

See - "Statistics Provided by the Employment Security Commission" January 31, 1976 (Available personnel)

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

There is no known source of information on availability of food scientists so there is

no reasonable basis for making an estimate

	OFFICIALS MANAGERS	5 &	PROFESS	IONALS	TECHNICI	ANS
	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%

School/Department:	SALS/ Food Science	Form No. 2, Page Three
Individual Completing	g Form: Dr. T. N. Blumer	

- 4. If you oridinarily 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:
 All Land-Grant institutions; all 1890 institutions; NCSU Official Bulletin; national trade journals; national scientific journals.

b. How many people constitute that special pool by category? There is no known source of inforamtion on availability of food scientists so there is no reasonable basis for making an estimate.

	OFFICIAL MANAGERS		PROFESS	IONALS	TEHCNICI	ANS
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT
White Male						
White Female						
Black Male						
Black Female						
Hispanic Male			1			
Hispanic Female				141.22		
Am. Indian Male						
Am. Indian Female						
Asian Male						
Asian Female				7		
TOTAL		100%	E.	100%		100%

							T	ABLE V	W.								TA	BLE V						
								FACULTY E 1976						197	8-197	9 'Ref		g Ant	cipat		ACADEM			
			Hispa		His	panic		erican	Asi		To	ta1			Hispa		Hisp	anic		rican	Asia		Tota	1
FULL-TIME		ite	B1.	ack.	-	T F		dian F		Is.	-	1 -	Whi		Bla	ck F				ian		Is.	M·	-
Officials & Managers Professionals Technicians Research Associates Assoc. Geneticist		1			M		n		M 2	F	5	1	3	F	M	E	М	F	, ri	F			5	
Sub Total PART-TIME	3	1		,					2		5	1	-3								2		5	
Officials & Managers Professionals Technicians																								

AFFIRMATIVE ACTION PLAN

EPA NON-FACULTY

March 26, 1976

DATE

SCHOOL/DEPARTMENT___

COMPLETED BY_

Sub Total Total SALS - Genetics

John G. Scandalios

AFFIRMATIVE ACTION PIAN

SCHOOL/DEPARTMENT:_	SALS -	Genetics	
COMPLETED BY:	John G.	Scandalios	

EPA 1	NON-FA	CULTY
-------	--------	-------

DATE:_	March	26	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	FUL	L-TIME	PART	-TIME	TOTA			-			Table VI		
PERCENTAGES	NO	1 %	NO	1 %	NO	1 %	-	FULL	-TIME	PART	-TIME	TOTA	T
				Till Till	110	10	1	NO	7,	NO	%	NO	
	3		1		-	+	-	-					
		50	-	-	3	50	1	3	60			1 3	6
	- 1	17	-		1	17							1
			-				1						+
							1						+
							1			1		-	+
							1			1		-	+
							1		 	-		-	+
	2	33			2	33		-					-
					-	33	(2	40			2	40
					-	-							
	6	100%		100%	6	100%	/	5	100%		100%	-5	100

WHITE MALE

WHITE FEMALE

BIACK MALE BIACK FEMALE

HISPANIC MALE

HISPANIC FEMALE

AMERICAN INDIAN MALE

AMERICAN INDIAN FEMALE

ASIAN MALE

ASIAN FEMALE

TOTAL

- 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.

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

	OFFICIAL MANAGERS	S &	PROFESS	IONALS	TECHNICIANS		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	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%	

SCHOOL/DEI	PARTMENT	SALS	-	HORTIC	CULTURAL	SCIENC
COMPLETED	BY Jam	es W.	S	trobel.	Head	

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE	March	23.	1976	
(-	.1	-		

TABLE V

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

		Non-	Hispa	nic	His	panic	Ame	rican	Asia	an	Tot	al	11	Non-	Hispa	nic	Hisp	anic	Ame	rican	Asia	in	Tota	1
FULL-TIME	Wh	ite	B1a	ick			Ind	Indian		Is.	1		Whi		Bla				Ind		Pac.			
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	I F	M	F	М	F	M	F
Officials & Managers				122024										1										1
Professionals			1 3								1				T						-		1-	1
Technicians																		1				-		-
																							1	-
														1100										-
				100																				-
															1000			1						
													1						1					1
																		-	-					
																	-							-
																							-	-
Sub Total		1000	1												1								1	
										NH IV														-
				100		-												100					-	
PART-TIME																			1				11.	
Officials & Managers																							-	1
Professionals																								
Technicians																								
													1.											
Sub Total	_																							
Total			1								11				1								1	

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: SALS - HORTICULTURAL SCIENCE COMPLETED BY:

EPA NON-FACULTY

DATE: March 23, 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		-TIME	PART	-TIM	TOTAL		N	FULL-	TIME	PART	-TIME	TOTAL	
	PERCENTAGES	NO	%	NO	1 %	NO	%		NO	7,	NO	1 %	NO	1 %
WHITE MALE	95.4				1			1						
WHITE FEMALE	1.5				1			1						
BIACK MALE	.1	1	100%		1				1	100%			1	100
BIACK FEMALE	0				11			1						
HISPANIC MALE	. 7				,			1						
HISPANIC FEMALE	. 2				11			1						
AMERICAN INDIAN MALE	0				1 1			1						
AMERICAN INDIAN FEMALE	0.				11			1						
ASIAN MALE	2.0				111									1
ASIAN FEMALE	.1													
TOTAL		1	100%		100%		100%		1	100%		100%	1	100%

School/Department:_	HORTICULTURAL	SCIENCE	Form	No.	2,	Page	One

Individual Completing Form: James W. Strobel

- RT 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.

Requirements are the same for EPA Non-Faculty Personnel as for EPA faculty outlined on Form No. 1 and same recruitment procedures are followed.

Same as Form No.1

	OFFICIALS MANAGERS	8 &	PROFESS	IONALS	TECHNICI	ANS
	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	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%	I said	100%		100%

4. If you oridinarily 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:

Whole United States

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

	OFFICIA:		PROFESS	IONALS	TEHCNICIANS			
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT		
White Male								
White Female								
Black Male								
Black Female								
Hispanic Male								
Hispanic Female								
Am. Indian Male								
Am. Indian Female								
Asian Male		Man X						
Asian Female								
TOTAL		100%		100%		100%		

COMPLETED BY	James B. Evans	AFFIRMATIVE ACTION PLAN EPA NON-FACULTY	DATE
	TABLE V		TABLE VI
	PRESENT NON-FACULTY OF ACCORDING TO JUNE 1976 TA		PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

		Non-	Hispa	mic	Hisp	anic	Ame	rican	Asia	an	Tot	al	1	Non-	Hispa	nic	Hisp	anic	Ame	rican	Asia	m	Tota	1
FULL-TIME		ite	Bla				Ind	ian	Pac.	. Is.	1		Whi		Bla.				Ind	ian	Pac.	Ts.		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers											1													
Professionals	1		1	-							2	TO ME	1	1									1	1
Technicians																			-					-
																	-		-					
									-	-		-				-	-					-		
Sub Total	1		1				-				2		1_	1				-					1	1
PART-TIME																			-			8		
Officials & Managers	-			-					-		-	-				-	-	-	-	-			-	-
Professionals																-								
Technicians																								
Sub Total	0		0								0		0	0			-	-				-	0	0
Total	1		1								2		1	1									1	1

AFFIRMATIVE ACTION DIAM

		THE ROLLOW LIMIT	
SCHOOL/DEPARTMENT:_	Microbiology	EPA NON-FACULTY	DATE: 3-8-76
COMPLETED BY:	James B. Evans		

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	FULL	-TIME	PART-	TIME	TOTAL		_	Trury	mrim	1			
	PERCENTAGES	NO	1 %	NO	%	NO	1 %	1	FULL- NO	7 %	NO	T-TIME 7	TOTA1	
HITE MALE	75	1	50			1	50	1	1	50	NO	/0	1	50
HITE FEMALE	20							1	1	50		-		
IACK MALE	2	1	50			1	50	1		30	1		1	50
LACK FEMALE	2	1						1			-			+
ISPANIC MALE	0							1			1			-
SPANIC FEMALE	0							1			1			-
ERICAN INDIAN MALE	0													-
ERICAN INDIAN FEMALE	0							1			1		-	-
IAN MALE	0.5												-	
IAN FEMALE	0.5							7					-	-
TAL	100%	2	100%	0	100%	2	100%		2	100%	0	100%	2	100%

BL

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TOTA

School/Department: Microbiology	Form No. 2, Page One
Individual Completing Form: J. B. Evans	
PART II - AVAILABLE POOL OF PROSPECTIVE EPA NON-FAC	ULTY PERSONNEL

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

The only EPA non-faculty positions in our department are part-time graduate assistantships and temporary positions as post-doctoral research associates. Therefore, the remaining questions on this form are not applicable.

	OFFICIALS MANAGERS	S &	PROFESS	IONALS	TECHNICI	ANS
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male						
White Female						
Black Male						
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						
Am. Indian Female				11.13		
Asian Male						
Asian Female						
TOTAL		100%		100%		100%

SCHOOL/DEPARTMENT Plant Pathology	AFFIRMATIVE ACTION PLAN	DATE	March 23, 1976
COMPLETED BY Robert Aycock, Head	EPA NON-FACULTY		

TABLE V

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION

TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

		Non-	Hispa	anic	His	panic	Ame	rican	Asi	an	Tot	al	11	Non-	Hispa	nic	Hisp	anic	Ame	rican	Asia	ın	Tota	1
FULL-TIME		ite					Inc	lian	Pac.	. Is.			Whi	te	Bla	ck			Ind	ian	Pac.	Ts.		_
		F	M	F	M	F	M	F	M		M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																						1010		
Technicians																			-					-
Research Associates	3										3		1		-								1	
																								-
		-		-							-		-	-	-			-	-					-
		-		-		-						-												-
Sub Total	3										3		1										1	
PART-TIME			-							h.L											ter In			
Officials & Managers																								
Professionals																								
Technicians																								-
		-																	-	-				-
																						-	way.	-
ub Total											-		-						-			1000	-	-
otal	3							7			3		1										1	

AFFIRMATIVE ACTION PIAN

		AFFIRMTIVE ACTION PIAN	
SCHOOL/DEPARTMENT:_	Plant Pathology, SALS	EPA NON-FACULTY	DATE: March 23, 1975
COMPLETED BY:	Robert Aycock		

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		-TIME	PART	-TIME	TOTAL		_	FULL-	TTME	I PAPT	-TIME	TOTAL	
	PERCENTAGES	NO	%	NO	%	NO	1%		NO	1 %	NO	1 %	NO	1 9
WHITE MALE	See Chart on Page 1,	3	100			3	100		1	100			1	100
WHITE FEMALE	Form 1, and explanation				F			1						
BIACK MALE	below*				1 11								+-	-
BIACK FEMALE													-	+
HISPANIC MALE								1					-	+
HISPANIC FEMALE								1						1
AMERICAN INDIAN MALE													+	+
AMERICAN INDIAN FEMALE														-
ASIAN MALE													-	+
ASIAN FEMALE													-	+
TOTAL		3	100%		100%	3	100%		1	100%		100%	1	1007

There is no separate availability pool for Research Associate. All employees are drawn from the Availability Pool, Form 1, Page 1

School/Department:	Plant Pathology, SALS	Form No. 2, Page One
Individual Completing	Form: Robert Aycock, Head	

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.

Research Associate: Ph.D. degree in Plant Pathology; experience in research as Ph.D. student in the subject matter areas of plant pathology appropriate to the particular job description; excellent academic and research record and acceptable recommendations for the particular position.

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

Same as the chart on Form 1, Page 1 - All applicants drawn from the same pool.

	OFFICIALS MANAGERS	&	PROFESS	IONALS	TECHNICIA	NS
	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT
White Male			di.	What		
White Female			ou,	Provi	1	
Black Male	E		N -	zim 1	12.	
Black Female	16.		6		15	
Hispanic Male	+	2		de live	1/3	-
Hispanic Female		15			\	2
Am. Indian Male		16				18
Am. Indian Female		(
Asian Male						
Asian Female						
TOTAL		100%		100%		100%

School/Department:	Plant Pathology, SALS	Form No. 2, Page Three
Individual Completing	g Form: Robert Aycock, Head	
A COLUMN DE L		
4. If you oridinaril	ly draw your EPA non-faculty personne	

Not applicable

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

Not applicable

	OFFICIA: MANAGERS		PROFESS	IONALS	TEHCNICI	ANS
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT
White Male						
White Female						
Black Male						
Black Female						
Hispanic Male						11.42
Hispanic Female				1		
Am. Indian Male						
Am. Indian Female					1 12	
Asian Male			14.45			1
Asian Female						
TOTAL		100%	I HE	100%		100%

								FACULTY E 1976						197	8-1979	9 'Ref		g Anti	cipat	T FOR A				
		Non-	Hispa	nic	His	panic	Am	erican	Asi	an	Tot	al	II	Non-	Hispan	nic	Hisp	anic	Ame	rican	Asia	in	Tota	1
FULL-TIME		ite	Bla					dian		. Is.				Lte	Blac				Ind			Is.		
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers							-											-	-					-
Professionals						-			1	-	-	-		1					-					
Technicians	-	-	-	-		-	-	-			-	-						-	-					
Specialist	1										1		1										1	
	_						-																	
Sub Total	T												1											
PART-TIME																								
Officials & Managers																								
Professionals											10000													
Technicians																								
		-		-	-	-	-		-		-		-		-		-			-		-		

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

TABLE V
PRESENT NON-FACULTY COMPLEMENT

DATE March 9, 1976

TABLE VI

SCHOOL/DEPARTMENT SALS - Poultry Science
COMPLETED BY Robert F. Cook

Sub Total

AFFIRMATIVE ACTION PIAN

SALS - Poultry Science

SCHOOL/DEPARTMENT:	SALS	- Poultry Science			EPA 1	NON-FACUL	TY						DATE: Ma	arch 9, 19	76
COMPLETED BY:	Rober	rt E. Cook													_
			TOTAL NO	TABLE VII N-FACULTY D June 197 See Table	COMPLEM 6 Tabul	ENT ation)					PROJECTED (For Acad	NON-FA	E VIII CULTY COMPI Cear 1978-19 able VI	EMENT 79)	
		AVAILABILITY PERCENTAGES	FULL	-TIME	PART-		TOTAL		1	FULL-T			-TIME	TOTAL	
WHITE MALE	V	ZAKOLKI I OLD	1	100	NO	%	NO I	100		NO 1	100	NO	%	NO 1	10
WHITE FEMALE															10
BIACK MALE															
BIACK FEMALE									1						
HISPANIC MALE									1						
HISPANIC FEMALE									1						
AMERICAN INDIAN MALE									1					+	
AMERICAN INDIAN FEMAL	3								/			1			
ASIAN MALE											7.5				
ASIAN FEMALE															
POTAL				100%		100%		100%	1	1	100%		100%	1	100%

School/Department:	SALS Poultry Science	Form No. 2, Page One
Individual Completing	Form: Robert E. Cook	

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.

The requirements (educational and experience) for EPA non-faculty positions in the Department of Poultry Science are the same as for EPA faculty with the exception that some non-faculty may be accepted if they are qualified and pursuing the PhD degree here at NCSU. Therefore the data requested on this form is the same as on Form No. I for faculty.

	OFFICIAL MANAGERS	S &	PROFESS	IONALS	TECHNICIANS			
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT		
White Male				ال الله				
White Female								
Black Male								
Black Female								
Hispanic Male								
Hispanic Female				Training.				
Am. Indian Male					719.5			
Am. Indian Female								
Asian Male								
Asian Female								
TOTAL		100%		100%		100%		

	Agriculture and Life Sciences	
SCHOOL/DEPARTMENT	Sociology & Anthropology	
COMPLETED BY	E. M. Suval	

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY DATE___ March 23, 1976

TABLE V

None

TABLE VI

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

		Non-	Hispa	nic	Hisp	anic	Ame	rican	Asi	an	Tot	al		Non-l	lispar	nic	Hisp	anic	Ame	rican	Asia	m	Tota	11
FULL-TIME	Wh	ite	B1a	ck			Ind	lian	Pac	. Is.			White Black			ck			Indian		Pac. Is.			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers				-																				
Professionals																					Y			
Technicians																								
	-	-	-		_	-	-		-		-	-	-					-	-				_	-
																		-						-
	-	-	_	-		-			-			-	-				-	-	-	-				-
																		-	1					-
											_													
Sub Total	-	•			-						-	-		-	-				-		-			\vdash
																				- 1				
PART-TIME	_	-	-						100		1		-		-									
Officials & Managers	-	_	-			-			-	-	-			_					-					
Professionals	_	-	-										-											
Technicians	-	-	-			-	-			-	-	_	-		-				-			-		-
							-				-			-	-		-	-	-	-		-		-
Sub Total	-	-	-					-			-		-		-				-					-
Total											1 0	0					3							1

SCHOOL/DEPARTMENT: Socio	logy & Anthropology			EPA	NON-FACULTY							DATE: Mar	ch 23, 197	6
COMPLETED BY: E. M.	Suval (A		TABLE VII N-FACULTY o June 197 See Table	COMPLE 6 Tabu				ì		PROJECTED (For Acad	NON-FA	E VIII CULTY COMP	LEMENT 979)	
	AVAILABILITY PERCENTAGES		TIME		TIME	TOTAL		_	FULL-	TIME	PART	-TIME	TOTAL	
WHITE MALE WHITE FEMALE STACK MALE		NO	7.	NO	7.	NO	7.		NO	7.	NO	7.	NO	7.
NACK FEMALE ISPANIC MALE ISPANIC FEMALE MERICAN INDIAN MALE								1						
MERICAN INDIAN FEMALE SIAN MALE SIAN FEMALE								///						
OTAI.			100%		100%	0	100%	/		100%		100%	0	100%

AFFIRMATIVE ACTION PIAN

Agriculture and Life Sciences

School/Department: SALS	/Soc-Anth	Form No	0. 2,	Page Or	ne

Individual Completing Form: E.M. Soval

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.

	OFFICIALS MANAGERS	& &	PROFESS	IONALS	TECHNICI	ANS
	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT
White Male						
White Female						
Black Male						
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						1
Am. Indian Female						
Asian Male						
Asian Female						
TOTAL		100%		100%		100%

SCHOOL/DEPARTMENT	Soil	Science	
COMPLETED BY Caro	yn Ba	lickie	

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

	100 - 10 - 10			
DATE_	March 4,	1976	a con ven	

TABLE V

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION

TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

	-	Non-	Hispa	nic	His	anic	Ame	erican	Asi	an	n Asian Total			Non-	Hispa	nic	Hispanic		Ame	American		Asian		1
FULL-TIME		ite	B1 a				Inc	lian	Pac	. Is.			White Black					Ind	f.an	Pac.	J.n.		-	
	M	F	M	F	М	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
fficials & Managers	1000	- 1777																						
rofessionals			-									C INCOM			Contract of									
Technicians						-																		
esearch Assistant	2	inger week, to									2		2	1									2	1
Research Associate	4	1			1				1		6	1	3	1	1								4	1
xt. Soils Spec.	1	-									1		1										1	
			1000								-													
																								1
																-								
														-									-	
Sub Total	7.	1	-						11		9	1	6	2	1.1								7	2
																						4		
							1 9						1			1								
'ART-TIME																			-					3.70
Officials & Managers Professionals																			-				-	
chnicians			-	-							-			-										
ecurrerans														-		-			-					
											-		-	-				-	-					
													1		-				-					
ub Total	-												-		-									-
otal	7	1	-	*****	7				1	-	9	1	6	2	-	-	-		-	-			7	2

AFFIRMATIVE ACTION PIAN
EPA NON-FACULTY

DATE: March 4, 1976

Soil Science

SCHOOL/DEPARTMENT:

COMPLETED BY:	Carolyn Balickie																	
		100	TABLE VII								TABI	E VIII						
	u	TOTAL NON-		6 Tabula		PROJECTED NON-FACULTY COMPLEMENT (For Academic Year 1978-1979) See Table VI												
	AVAILABILITY PERCENTAGES	FULL-	TIME %	PART-	TIME %	TOTAL	1 %	1	FULL-7	EIME Z		-TIME	TOTAL					
WHITE MALE	•			NO	70			-			NO	%	NO	1 %				
WHITE MALE		7	70%	-		7	70%	-	6	67%	-	-	6	67%				
WHITE FEMALE		1	10%	-		1	10%	_	2	22%			2	22%				
BIACK MALE								/	1	11%			1	11%				
BIACK FEMALE																		
HISPANIC MALE		1	10%			1	10%											
HISPANIC FEMALE								1										
AMERICAN INDIAN MALE	N THE TAX							/										
AMERICAN INDIAN FEMAL	E							1										
ASIAN MALE		1	10%			1	10%											
ASIAN FEMALE								/										
TOTAL		10 =	100%	0	100%	10 =	100%	/	9 =	100%	0	100%	9 :	= 1007				

School/Department:_	Soil	Science	Form	No.	2,	Page	One

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

Individual Completing Form: C. B. McCants, Head

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

Research Assistant: M.S. in Soil Science; potential for leadership in planning and conducting research, teaching or extension programs in soil science and/or plant-soil relationships; desire to work on a program leading to Ph.D. degree.

Research Associate: Ph.D. in Soil Science; potential to define and conduct teaching, research, or extension programs in soil science or plant-soil relationships; willingness to accept appointment on an annual basis.

How many people in the United States meet the basic educational and experiential requirements outlined in #1 above by functional category? 180 (Complete charts below)

	OFFICIALS MANAGERS	S &	PROFESS	IONALS	TECHNICIANS			
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT		
White Male	NOT APPL	ICABLE	142	79	NOT APPLICABLE			
White Female			2	1		entil.		
Black Male			0	0				
Black Female			0	0				
Hispanic Male			9	5	HAR			
Hispanic Female			0	0		1467		
Am. Indian Male		Entri i	0	0				
Am. Indian Female			0	0				
Asian Male			27	15				
Asian Female			0	0				
TOTAL		100%	180	100%		100%		

School/Department:	Soil Science	

Individual Completing Form: C. B. McCants, Head

Form No. 2, page two

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

During the past three years we have received an average of about 20 applicants for each position of this type in the sub-disciplines in Soil Science for which positions were vacant. There are nine sub-disciplines. Assuming an average of 20 for each, the estimate of the personnel base was calculated, (9x20) = 180.

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

The estimate is based on responses received, observations of participants in national meetings of the profession, other professional meetings, discussions with administrators at other Universities and in other public agencies and listings with the national soil science society placement service.

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

The data are considered to be accurate within a standard deviation of plus or minus 15 percent.

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

To my knowledge no agency or individual has or is likely to conduct the kind of survey necessary to provide more precise data than that reported. Further, the number of persons in this category is shifting quite drastically.

School/Department:	Form No. 2, Page Three	
Individual Completing	Form: C. B. McCants, Head	

- 4. If you oridinarily 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 source of personnel in these categories is from the total available in the United States.

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

	OFFICIAL MANAGERS		PROFESS	IONALS	TEHCNICI	ANS
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT
White Male			Ess			L. S.
White Female						
Black Male						
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						
Am. Indian Female						
Asian Male						
Asian Female						
TOTAL		100%		100%		100%

SCHOOL/DEPARTMENT	Dept. Veterinary Science	
COMPLETED BY	T. M. Curtin	

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY DATE March 17, 1976

TABLE V

N/A

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION

TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

		Non-	Hispa	mic	His	anic	Ame	rican	Asia	nn	Tot	al al		Non-	lispa	nic	Hisp	anic	Ame	rican	Asia	in	Tota	1
FULL-TIME	White		Black				Indian		Pac. Is.				White Black		ck			Indian		Pac.	Ts.			
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																							1.000	-
Technicians																								
	-	-	-		-	-	-		-		-		-	-		-	-							-
	-117	-	-	-		-	-		-	-							-							-
			-	-					-		-		-	-	-	-	-	-				-		-
																	-		-				-	-
							100																	
		-	-																					
Sub Total	-	-					-		-		-		-											
														1 5					h ,	107				
PART-TIME																								
Officials & Managers																								
Professionals																brio (ii)								
Technicians																								
	_	-											-											
	-		-	-		-	-				-	-							-					-
Sub Total						-	-						-	-		-	-	-	-			-	-	-
otal										-			100	1000		-	-	1	-				-	-

AFFIRMATIVE ACTION PIAN

Dept. Veterinary Science

COMPLETED BY: T.	M Curtin			DIA .	NON-FACULI							DATE: Marc	11 17 1370	5
N/A		TOTAL NO	TABLE VI	COMPLET							NON-FA	LE VIII ACULTY COMPL Year 1978-19 Table VI		
	AVAILABILITY		-TIME		-TIME	TOTAL			FULL-T			C-TIME	TOTAL	
HITE MALE	PERCENTAGES UNKNOWN	NO	7.	NO	7.	NO	%		NO	%	NO	%	NO	76
HITE FEMALE										Har.				
LACK MALE	"													
IACK FEMALE	"							1						
ISPANIC MALE														
ISPANIC FEMALE					2.									
MERICAN INDIAN MALE	"				- In									
MERICAN INDIAN FEMALE	11							1						
SIAN MALE	ii ii							/						
SIAN FEMALE	ii ii							1						
OTAL .	"		100%		100%	1	100%	1		100%		100%		100%

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

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

Officials & Managers: Minimum of B.S. in Business Management or Accounting, etc. They should have at least 2 years experience in the NCSU or North Carolina systems.

TECHNICIANS

100%

Professionals: Do not anticipate using this category.

Technicians: Education could range from a minimum of high school diploma or equivalancy without any experience for some jobs to an M.S. degree or equivalent with several years of specialized experience.

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

OFFICIALS & MANAGERS PERCENT NUMBER PERCENT NUMBER PERCENT NUMBER White Male White Female Black Male Black Female Hispanic Male Hispanic Female Am. Indian Male Am. Indian Female Asian Male Asian Female

100%

TOTAL

PROFESSIONALS

100%

School/Department: Department of Veterinary Science	
Individual Completing Form: T. M. Curtin	Form No. 2, page two
3. Explain how you arrived at the figures in the chart	ts on page one.
a. List sources of data:	
U. S. Bureau of Census	
b. Describe the method(s) used for arriving at	the figures recorded
in the charts on page one. If you based your fi representative sample, please explain below:	gures on a
N/A	
c. Evaluate the accuracy and/or completeness of have used:	the data you
nave used.	
N/A	
d. Indicate particular problems encountered in t	rving to ascertain
availability information:	

N/A

School/Department:	Department	of	Veterinary	Science
		-		

Individual Completing Form: T. M. Curtin

- 4. If you oridinarily draw your EFA 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:

Raleigh and surrounding Wake County will serve as the primary source of personnel.

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

The following represents an estimate based upon community populations.

	OFFICIAL MANAGERS		PROFESS	IONALS	TEHCNICIANS			
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT		
White Male	125	54.3			12,500	43.0		
White Female	48	20.8	-		8,500	29.2		
Black Male	40	17.4	-		4,100	14.1		
Black Female	10	4.3	-		3,000	10.3		
Hispanic Male	0		- 1		0			
Hispanic Female	0		-		0			
Am. Indian Male	2	0.8	-		10	.03		
Am. Indian Female	0				0			
Asian Male	5	2.3			500	: 1.7		
Asian Female	0		1		490	1.7		
TOTAL	230	100%		100%	29,100	100%		

School/Department:	Department of Veterinary Science	
Individual Completing	Form: T. M. Curtin	Form No. 2, page four

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

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

A conceptually modulated system based on 20 years of personal experience with veterinary technical persons indicates that of those that express a willingness to perform, only about 1 in 5 will actually remain in the position and perform the duties requested.

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

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

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

See 5 b & c above

SCHOOL/DEPARTMENT	Zoology	
COMPLETED BY B	ofnord Harkows	

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE	March	26,	1976	

TABLE V

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1976 TABULATION

TABLE VI

PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

				pani		llisp	panic		rican	Asia	an	Tot	al		Non-	lispa	nic	Hisp	anic	I Ame	rican	Asia	m	Tota	a1
FULL-TIME		ite	B	lack	F		-		ian		Is.	-		Whi	te	Blac				Ind		Pac		1	
S 51 - 1 - 1 - 1 - 1	Pl	r	PI	-	r	М	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers			-	-	_		-	-															-	1	1
Professionals	4		-									4		3	111111111111111111111111111111111111111				-					3	-
Cechnicians	1											1					*****								
Research Assistant	3											3		3					-	-					-
												1	-				-	-						3	
												-		-										-	
							-					-			-	-									
		-	-		-			-					-		-										-
	*****			-			-										-								
				-	-									-								The same street			1
			-	-	-	-	-					-			-									10000	1
ub Total	8				-									-											1
do locar	-			-	-							8		6										6	
														-										THE RESIDENCE	
Ann man																									
ART-TIME	-	-													- 4.2										1
fficials & Managers				-																				26.000	
rofessionals		-						100000										-							
echnicians															-						***********				-
												-			-	-									ļ
								-	-			-		-											
				-		-						-			-					-			-		1
ub Total			-	-	-	-									-	-					-				
otal	8		-	-				-					-	-	-										
	1	-	-	-	-							8		6				-						6	

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT:_	SALS/Zoology	EPA NON-FACULTY	DATE: April 23, 1976
COLOR DEED DV.	Reinard Harkema		

TABLE VII

TABLE VIII

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

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

	AVAILABILITY	FULL		PART-	TIME	TOTAL		1	FULL-1	IME	PART	-TIME	TOTAL	•
	PERCENTAGES	NO	%	NO	%	NO	%		NO	%	NO	%	NO	1 %
WHITE MALE	70	8	100	0	0	8	100		6	100	0	0	6	100
WHITE FEMALE	15							1						
BIACK MALE	5.5													
BIACK FEMALE	. 3													
HISPANIC MALE	1.5												-	
HISPANIC FEMALE	0.5													
AMERICAN INDIAN MALE	0.1												1	
AMERICAN INDIAN FEMALE	. 0.1													
ASIAN MALE	1.9				- C								1	
ASIAN FEMALE	2.4													
TOTAL	1,00.0	8	100%	0	100%	. 8	100%	1	6	100%	0	100%	6	100

School/Department:	SALS/Zoology	
--------------------	--------------	--

Form No. 2, Page One

Individual Completing Form: Reinard Harkema

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.

Research Asst.-M.S. degree preferred, acceptable with B.S. and professional experience evident of research ability.

Research Assoc, Ph.D. required and evidence of independent achievement in field of research activity.

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

	OFFICIALS MANAGERS	S &	PROFESS	IONALS	TECHNICIANS		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
White Male			2250	75	3150	70	
White Female			450	15	675	15	
Black Male			90	3	248	5.5	
Black Female			30	1	135	3	
Hispanic Male			15	,5	67	1.5	
Hispanic Female			15	.5	23	0.5	
Am. Indian Male			6	.2	4	0.1	
Am. Indian Female			6	,2	4	0.1	
Asian Male			84	2,8	86	1.9	
Asian Female			54	1,8	108	2.4	
TOTAL		100%	3000	100%	4500	100%	

oction1/Dep	artment: SA	LS/Zoo	logy_						
Individual	Completing	Form:	Reinard	Harkema	Form	No.	2,	page	two

- 3. Explain how you arrived at the figures in the charts 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 charts 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 rank.

School/Department: SALS/Zoolo	ву	Form No. 2, Page Three
Individual Completing Form:	Reinard Harkema	N/A

- 4. If you oridinarily draw your EPA non-faculty personnel from a smaller pool of candidates than the whole United States population noted under #2.
 - a. Describe the pool by functional category:

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

	OFFICIALS & MANAGERS		PROFESS	IONALS	TEHCNICIANS		
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT	
White Male					1 15		
White Female							
Black Male							
Black Female							
Hispanic Male							
Hispanic Female							
Am. Indian Male							
Am. Indian Female		-	-				
Asian Male						1	
Asian Female							
TOTAL		100%		100%		100%	

APPENDIX C

SCHOOL/DEPARTMENT:	SALS - Administration
COMPLETED BY:	J. E. Legates

TARTER.				
DATE:	Mav	31.	1976	

TABLE I PRESENT SPA COMPLEMENT

TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Goa.

PERMANENT FULL-TIME		NON-H	SPANI BL M	ACK F	HISP.	ANIC	AMERI INDI M			SIAN ISLE F	TO:	ral F	X		NON-HI	SPANIC BI	ACK F	HIS!	PANIC F	AMER IND M		ASIA PAC. M	N ISLE F	TO M	TAL
Exec., Admin., Mgr'1.	1_										1_		1	1										1	
Professional	12	1	-	-	-						12	57	I-X-	12	54	-	4				1		-	12	59
Clerical & Secretarial Tech. & Paraprofession	13	54	3	2_	-		-	1	-		16	5/	/	15	24_	E	4		-		-			20	P3
Skilled Crafts	4	-	-3-	-	-		-	-	-		4			13	-	-				-				4	1
Service/Maintenance	24	-	22	1			-		-		46	1	1	23	1	21	2			-			-		1
DCL V LOCY I MCLING CHANGE													A											44	3
SUB-TOTAL	55	55	25	3				1_			80	59		_56_	56	26	6.				1			82	63
PERMANENT *PART-TIME															E										
Exec., Admin., Mgr'1.			-				-				15.00		/												
Professional						The same of			1				1												
Clerical & Secretarial		4										4			4										14
Tech.& Paraprofessional												-	(-	-		-			-				-	+
Skilled Crafts			-					-	-				1			-	-		-	-	-			4	1
Service/Maintenance	4	1	-						-		4	1	X	4	1		-				-			4	1
SUB-TOTAL	4	5	-	-								-		-	5									4	5
TOTAL	59	60	25	3				,			84	64	X	60	61	26	1				1			86	68

^{*} SPA individuals working at least $\frac{1}{2}$ -time in a permanently established position

SCHOOL/DEPARTMENT:	Adult and Community College Education
COMPLETED BY:	E. J. Boone

DATE: March 22, 1976

TABLE I

PRESENT SPA COMPLEMENT

TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Coal

PERMANENT FULL-TIME		ON-HI	SPANI BL M	C ACK F	HISP	ANIC	AMERI INDI M			SIAN ISLE F	TOT	F F	X	WHU M		SPANIC BI	ACK	HIS	PANIC F	AMER IND M		ASIA PAC. M	ISLE F	TOTA M
Exec., Admin., Mgr'1.		1										1			1									
Professional																								
Clerical & Secretarial		7		1			-					8			6		2							
Tech. & Paraprofessional	-			-			-			-					-						-			
Skilled Crafts		-		-	-	-	-	-		-	-		1						-	-			_	_
Service/Maintenance				-									\times						-					-
SUB-TOTAL		8		-								9					2							
JUN-LOLKE													X											
PERMANENT *PART-TIME													\Rightarrow											
Exec., Admin., Mgr 1.																								
Professional		-1											/											
Clerical & Secretarial		3										3	1		2									-
Tech.& Paraprofessional							-												-					
Skilled Crafts				-			-				-		1	-	-		-	-		-	-		-	-
Service/Maintenance					-		-		-				\times			-							-	-
SUB-TOTAL		3	-									3			2									
		-	-	-	-	-	-		-	-			1	-		-	-		-			-		
TOTAL		11		1								12			9		2							1

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

Agriculture and Life Sciences SCHOOL/DEPARTMENT: Agricultural Information

COMPLETED BY: W. L. Carpenter

AFFIRMATIVE ACTION PLAN SPA PERSONNEL

DATE: March 22, 1976

TABLE I
PRESENT SPA COMPLEMENT

TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Goal

PERMANENT FULL-TIME	WH	NON-HI		ACK F	HISP	ANIC	AMERI INDI M			SIAN ISLE F	тот	AL	X	WHI M		SPANIC BL M	ACK F	HIS	PANIC	AMER IND M		ASIA PAC. M	ISLE F	TO	ral F
FULL-TIPE	M	F	M	r	FI	Г	FI	г	rı .	F	FI		$\langle \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \$												-
Exec., Admin., Mgr'1.	1	2									1	2		1	2									1	1
Professional																									1
Clerical & Secretarial	2	11	1				100				3	11		2	11	1	1							-	11
ech. & Paraprofessional	8	3		2							8	5		8	4	1	2							9	11
Skilled Crafts													/												-
Service/Maintenance					-		-		-				-X $-$	-					-				-		+
UB-TOTAL	11	16	1	2-				-	-	-	12	18	/	11	17	2	3	-	-					13	121
PERMANENT *PART-TIME													X			-									
Exec., Admin., Mgr'1.			-	-					-				7		impical										
rofessional				1									1												
lerical & Secretarial		1	-									1													
ech.& Paraprofessional																									
killed Crafts																									1
Service/Maintenance		_		_									X				-	-	-				-	-	+
																									1
SUB-TOTAL		1										_1_	X	-			-	-	-		-	-	-		+
TOTAL	11	17	1	2							12	19	X	11	17	2	3			A				13	20

^{*} SPA individuals working at least $\frac{1}{2}$ -time in a permanently established position

SCHOOL/DEPARTMENT:	SALS	AG.	EXT.	HOME	ECONOMICS
	FIGURE		COEE		

DATE:	APRIL 1976	9
THIE:		

TABLE I PRESENT SPA COMPLEMENT TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal

PERMANENT FULL-TIME	NON-HI ITE F	SPANIO BL	C ACK F	HISP.	ANIC	AMERI INDI M		SIAN ISLE F	тот	'AL F	X	WHI M		SPANIC BL M	ACK F	M	PANIC	AMER IND M	PAC.	ISLE F	TOT
Exec., Admin., Mgr'l. Professional Clerical & Secretarial Cech. & Paraprofessional	11										X		8		3						1
Skilled Crafts Service/Maintenance											X										
SUB-TOTAL	-11									-11	X		8		3						1
PERMANENT *PART-TIME											\Rightarrow			Ä							
xec., Admin., Mgr*1. Professional Herical & Secretarial											X										
Cech.& Paraprofessional killed Crafts ervice/Maintenance											X										
UB-TOTAL COTAL	11									11	\Diamond		8								1

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

	-								
- 1	0.0	A	A E	£	T	E D	題	0	PY

SCHOOL/DEPARTMEN	IT: SALS - 4-H
COMPLETED BY:	Dalton R. Proctor

DAT	:	April	9.	1976	

TABLE I PRESENT SPA COMPLEMENT

TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Goa

PERMANENT FULL-TIME	WH	NON-HI	SPANIC BLACK M F	HISPANIC M F	AMERICAN INDIAN M F	ASIAN PAC. ISLE M F	TOTAL M F	X	NON-HI WHITE M F	SPANIC BLACK M F	AMERICAN INDIAN N F	ASIAN PAC. ISLB M F	TOT/
Exec Admin. Mer'l. Professional Plemical & Secretarial Jach, & Paraprofessional Skilled Crafts	1	7_					1 -7	X	-1 5	2			1
Service/Maintenance	1_				++=		1	X					1
SUB-TOTAL	2	7_					2 7	X	25_				2
PERMANENT *PART-TIME								X					
voc. Admin Mor'l. rofassional lerical & Secretarial ech.& Pavanrofessional								X					
killed Crafts ervice/Maintenance								X					
UB-TOTAL													
OTAL	2	7					2 7	IX	2 5	2			2

^{*} SPA individuals working at least ½-time in a permanently established position

SCHOOL/DEPARTMENT:	SALS/Animal Science
COMPLETED BY. I.	D. Porterfield

March	23,	1976	
	March	March 23,	March 23, 1976

TABLE I PRESENT SPA COMPLEMENT

TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal

PERMANENT FULL-TIME	WH	NON-H	ISPANI BL M	ACK	HISPA M	ANIC	AMERI INDI M		SIAN ISLE F	TO'	FAL F	X		NON-HI ITE F	SPANIC M BI	ACK F	HIS M	PANIC F	AMER IND M		ASIA PAC. M	ISLE F	TO	TAL
Exec., Admin., Mgr'1.												/												I
Professional	4	1								4	1	1X	3	2		-							3	1
Clerical & Secretarial	0	44	0	2					001	0	46	1/	0	40	0	6							0	14
Tech. & Paraprofessional	36	11	1	1						37	12	()	36	11	1	1						-	37	11
Skilled Crafts	1							 		1_	0	1	1	-				-				_	1	1
Service/Maintenance	2			-		-	-			2	0	X	2_										2	-
SUB-TOTAL	43	56	1	3						44	59		42	53	1	7							43	60
PERMANENT																								-
*PART-TIME								1, 1																
Exec., Admin., Mgr'1.												1												+
Professional												1X			-			-		-		-	-	+
Clerical & Secretarial		2						 		0	2	//	0	2			-	-					0	+-
Tech.& Paraprofessional								 				$\langle - \rangle$		-		-		-		-			-	+
Skilled Crafts								 -				1				-		-		-	-			+-
Service/Maintenance												X												
SUB-TOTAL		2								0	2		0	2									0	t
TOTAL	43	58	1	3						44	61	X	42	55	1	7							43	6:

^{*} SPA individuals working at least 12-time in a permanently established position

SCHOOL/DEPARTMENT:	ALS	and	PMS/Biochemistry
an mannan nu S	B To	21/0	

DATE:	March	23.	1976	

TABLE I
PRESENT SPA COMPLEMENT

TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Goal

PERMANENT FULL-TIME	WH	NON-HI		ACK F	HISP.	ANIC	AMERI INDI M			SIAN ISLE F	TOT	F F	X		ON-HI	SPANIC BI M		HIS:	PANIC F	AMER IND M		PAC.	ISLE F	TOT.
Exec., Admin., Mgr'1.													1											
Professional		1_		-	-	-	1					-1-	1-X-		1			-	-	-				
Clerical & Secretarial	7	2	-	-	-	-	-	-	-		5	4	/	4	3	-	1	-	-				2	5
Tech. & Paraprofessional	3		1	-	-		-		1	1	3	3	$\langle - \rangle$		3	1							4	5
Skilled Crafts Service/Maintenance	-	-		-	-				-				1					-			-		-	
Service/Maintenance			-	-									X											
SUB-TOTAL	3	7	1_	-	-	-		-	1	11	5	8	1	4	7_	1	1				-		2	5
PERMANENT *PART-TIME													X											
Exec., Admin., Mgr'1.	-			-									/											
Professional																								
Clerical & Secretarial		1										1												
Tech.& Paraprofessional		2										2			2									
Skilled Crafts													1								-			
Service/Maintenance		-		-			-		-	-			X						-				-	
SUB-TOTAL		3		-								3			2									
	-	1	-	-	-	-	-		-	-	-		1	-	-	-	-	-	-	-	-		-	5
TOTAL	3	10	1				1		1	1	5	11			2				1					5

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

SCHOOL/DEPARTMENT:	SALS-Biol, & Agr'l Engr.
COMPLETED BY:	F. J. Hassler

DATE:	April	1,	1976	

TABLE I PRESENT SPA COMPLEMENT TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Goal

PERMANENT FULL-TIME		NON-H		IC LACK F	HISPA M	NIC F	AMERI INDI M		SIAN ISLE F	TO M	TAL F	X	WHI M		SPANIC BI	ACK F	HIS	PANIC	AMERI INDI M	ASIA PAC. M	ISLE F	TO M	TAL
Exec., Admin., Mgr'l. Professional Clerical & Secretarial	3	6		4						3	10	X	3	6		4						3	10
Tech. & Paraprofessional Skilled Crafts Service/Maintenance	16	2	1							17	2		16	2	2							18	2
SUB-TOTAL	19	8	2	4						21	12		19	8	3	4						22	12
PERMANENT *PART-TIME										H		\Rightarrow						H					-
Exec., Admin., Mgr'l. Professional Clerical & Secretarial									Ξ														+
Tech.& Paraprofessional Skilled Crafts Service/Maintenance	I									1													
SUB-TOTAL	1									1													+
COTAL	20	8	2	4						22	12	X	19	8	3	4						22	1

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

COMPLETED BY:	G. R.	Noggl	e						SI	PA PERS	ONNEL								D	ATE:	3-18	3-76			
					PRES		ABLE I PA COME	PLEMEN	rr				(Refle	PROC	JECTED Antic		ABLE I		FOR F	ISCAL our Pr	YEARS oject	1978	- 19:	79 Joa
PERMANENT FULL-TIME		NON-HI		C ACK F	HISP	PANIC	AMERI INDI M			ASIAN ISLE F	то	TAL F	X		NON-HI	SPANI M	C LACK F	HIS	PANIC	IN	RICAN DIAN F	ASI/ PAC M	AN . ISLE F	TOT	
Exec., Admin., Mgr'l. Professional Clerical & Secretarial Tech. & Paraprofessional Skilled Crafts Service/Maintenance	2	3 4									2	3 4	X	2	3 4	1	1 1							3	14.5
SUB-TOTAL	2	7									2	7	X	2	7	1	2							3	9
PERMANENT *PART-TIME Exec., Admin., Mgr¹l. Professional Clerical & Secretarial Tech.& Paraprofessional Skilled Crafts Service/Maintenance													X												
SUB-TOTAL		-			-				-	-	_			-											F

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT:

TOTAL

Botany

^{*} SPA individuals working at least ½-time in a permanently established position

		AFFIRMATIVE ACTION PLAN	
SCHOOL/DEPARTMENT:	Crop Science	AFFIRMITAR ACTION LIM	
		SPA PERSONNEL	DATE: 04/06/76
COMPLETED BY:	B. E. Caldwell		

TABLE I PRESENT SPA COMPLEMENT TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Coal

		ON-HI			HISP.	ANIC	AMERI			SIAN ISLE	TOT	AL	V	WHI		SPANIC BL/M	CK		PANIC	AMER	IAN	ASIA PAC.	N ISLE F		TAL
PERMANENT FULL-TIME	MHI	TE F	BL.	F	М	F	M	F	М	F	М	F		М	F	М	F	М	F	М	F		Г	Pl	1
Exec., Admin., Mgr'1.											1	1	1	1	1									1	+1
Professional	1	1		-		-	-		-			20	X		20		1								21
Clerical & Secretarial	-00	20			_			-	-	1	28	5	1	28	4		1						1	28	6
Tech. & Paraprofessional	28	4			-		-	-			1		/	1							-			_1	+
Skilled Crafts	1		-		-				-				1												-
Service/Maintenance		-	-																				-	-	+
												- 8.7		-			2			-	-	-		30	12
SUB-TOTAL	30	25							-	11	30	26	/	30	25				-					-	7
														-											+
PERMANENT *PART-TIME													X												1
Exec., Admin., Mgr'1.													1		-				-						1
Professional				-			-	-	-			2	1X	-	2								-		1
Clerical & Secretarial		2		-		-	-					2	/		2									-	1
Tech.& Paraprofessional		2		-	-	-	-				-		1											-	+
Skilled Crafts						-	-				-	-	V								-		-	-	+
Service/Maintenance		-	-	-	-	-												-	-	-	-		-	-	+
	-			-	-								K	-	4		-	-	-		-	-			+
SUB-TOTAL		4					- 3				-	4	1	-	1	-		-		1	1	1		1	1
TOTAL	30	29								1_	30	30	A	30	29		2			-	1		11	30	3

^{*} SPA individuals working at least $\frac{1}{2}$ -time in a permanently established position

CHOOL/DEPARTMENT:	SALS/Economics	and Business
OMBIETED BY:	W. D. Toussaint	

1	DATE:	March	15,	1976

TABLE I PRESENT SPA COMPLEMENT

TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Ifing Joan

PERMANENT FULL-TIME		NON-HI ITE F	BL	C ACK	HISP	ANIC	AMERI INDI M			SIAN ISLE F	TO	F.	X		NON-HI	SPANIC BL M	ACK F.	HIS:	PANIC F	AMER IND		ASIA PAC, M	ISLE F.		ral, F
Exec., Admin., Mgr'l.							2.0				1		1		-				-					1	11 4
Professional	1	21		2	-	-	-	-	,	-		23	-X-	1	20	-	3	-	-	_	-	-		-	23
Clerical & Secretarial	2	1 4			-	-	-		-		2	43	/	2	4	-	3		-	-	-			2	14
Tech. & Paraprofessional Skilled Craics		1 4	1	-			-		1	-	1			-	-	1								1	1
Service/Maintenance			-		-								7			7									
Service/Particements											0								-					- 10	1
	orier vs																					7		-	1
SUB-TOTAL	3	26	1	2				-	-		4	28	1	3	. 25	1	3		-				-	4_	28_
									1.0				X										77		119
			1113				1			3								100							_
PERMAHENT *PART-TIME							* 3			,			X		4.										Sept.
Exec., Admin., Mer'1.													/												
Professional													1						-	-	-				-
Clerical & Secretarial		1						-	-	-		_1_	/	-	1			-	-	-	-		-		1
Tech.& Paraprofessional	-						-	-				-	$\langle - \rangle$	-	-	-	-	-	-		-		-	-	1,
Skilled Crafts				-	-	-		-	-				1	-	-				-	-	1			10.0	
Service/Maintenance	-			-	-								X												
SUB-TOTAL		1								-		1	()		1				-		-7-51				1
	-			2				-		-	4	29	X	3	26	,	3	75						4	29
TOTAL	3	27	1	1							4	49	/\	3	2.0	1	3	AND DESCRIPTION OF							-

^{*} SPA individuals working at least 12-time in a permanently established position

SCHOOL/DEPARTMENT: SALS, Entomology	AFFIRMATIVE ACTION PLAN		
COMPLETED BY: Kenneth L. Knight	SPA PERSONNEL	DATE:	March 16

TABLE I PRESENT SPA COMPLEMENT TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal

1976

PERMANENT FULL-TIME		NON-HI ITE F	SPANI BL M	C ACK F	HISP.	ANIC	AMERI INDI M			SIAN ISLE F	TO:	TAL F	X		NON-HI	SPANIO M BI	ACK F	HIS M	PANIC F	AMER IND M		ASIA PAC. M	N ISLE F	TO	TAL
Exec., Admin., Mgr'1.		2										2	/		2										2
Professional Professional		-								-			-X		-				-		-				-
Clerical & Secretarial	18	9	- 0	-				-		1	20	10	/	10	9	3	2							21	1
Tech. & Paraprofessional	10	3	2				-				20	5	$\langle - \rangle$	18	6	3	-						-	21	-
Skilled Crafts Service/Maintenance	-1		1			-					2		/	2	-				-				-	2	-
Service/Maintenance													X												
SUB-TOTAL .	19	16	3							1	22	17		20	17	3	2							23	19
													X						, Fa						
PERMANENT *PART-TIME													X												
Exec., Admin., Mgr'1.																									
Professional													X											-	1
Clerical & Secretarial		2							-			2	1		1		1			-			-	-	12
Tech.& Paraprofessional								- 3					()					-		-				_	+
Skilled Crafts Service/Maintenance		100	-	-							-		1				-						-		1
service/Maintenance													X												
SUB-TOTAL		2										2	$\langle - \rangle$		1		1		-						12
TOTAL	19	18	3							1	22	19	X											23	21

^{*} SPA individuals working at least 12-time in a permanently established position

SCHOOL/DEPARTMENT:	_	S	ALS	/ Food	Science
COMPLETED BY:	Dr.	Т.	N.	Blumer	

DATE: March 22, 1976

TABLE I PRESENT SPA COMPLEMENT

TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal)

PERMANENT FULL-TIME		NON-HI ITE F		ACK F	HISP M	ANIC	AMERI INDI M		SIAN ISLE F	TO:	FAL F	X		ION-HI	SPANIC BI		HIS	PANIC F	AMER IND M	PAC.	ISLE	TOT	TAL
Exec., Admin., Mgr'1. Professional	2	2								2	2	/	2	2								2	
Clerical & Secretarial		11		11							12	X		11		1	-	-					12
ech. & Paraprofessional	6	10								6	10		6	10								6	118
Service/Maintenance	5		1							6	0	X	5		1					 		6	F
SUB-TOTAL	13	23	1	1						14	24		13	23	7	1						14	124
PERMANENT *PART-TIME Exec., Admin., Mgr'l. Professional Herical & Secretarial Pech. & Paraprofessional Skilled Crafts																							
ervice/Maintenance												X											+
TOTAL	13	23	1	11		11.		1		14	24	X	13	23	1	1		1	0.7	117		14	2

^{*} SPA individuals working at least 2-time in a permanently established position

SCHOOL/DEPARTMEN	T:	SAL	S - Genetics	
COMPLETED BY:	John	G.	Scandalios	

DATE: March 26, 1976

TABLE I PRESENT SPA COMPLEMENT TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Goal

PERMANENT FULL-TIME		NON-H		ACK	HISPAN:	rc F	AMERICA INDIA M		SIAN ISLE F	TO'	ral F	X	WH M	NON-HI ITE F	SPANIC M BI	ACK F	HIS	PANIC F	AMER IND M	PAC.	N ISLE F	TO	TAL
Exec., Admin., Mgr'1. Professional		5									5	V											E
Clerical & Secretarial Tech. & Paraprofessional Skilled Crafts	4	12	V	6		_		_	_1_	5	19		4	12	1	6				 	1	5	1
Service/Maintenance	7.									1		X	1									1	
SUB-TOTAL	5	17		6					1	6	24	X	5	18_	1	_6_					_1_	6	25
PERMANENT *PART-TIME												$\langle \rangle$											-
Exec., Admin., Mgr'l. Professional Clerical & Secretarial		1				_						X											
Tech.& Paraprofessional Skilled Crafts Service/Maintenance												X											
SUB-TOTAL		T									_1												F
TOTAL	8	18	1	6					 1	6	25	X	5	18	1	6					1	6	2

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

SCHOOL/DEPARTMENT: HORTICULTURAL SCIENCE

COMPLETED BY: James W. Strobel, Head

AFFIRMATIVE ACTION PLAN SPA PERSONNEL

DATE: March 23, 1976

TABLE I

PRESENT SPA COMPLEMENT

TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Goal

PERMANENT FULL-TIME		NON-HI	SPANI BL M	C ACK F	HISP	ANIC	AMERI INDI M			SIAN ISLE F	TOT	AL F	X	WHI M		SPANIC BL M	ACK F	HIS M	PANIC	AMER IND M		ASIA PAC. M	N ISLI F	TOT	CAL F
Exec., Admin., Mgr ¹ 1.																									
Clerical & Secretarial		12						27.7		-		12	-X-		12		1	-	-				-	-	1-
Tech. & Paraprofessional	28	7	1				~ ~ ~		-		29	7	/	28	8	2			-				-		-
Skilled Crafts											-63			-40-			_						-	30	
Service/Maintenance													1				70		-		-		-		-
													X												-
SUB-TOTAL	28	19																							1
UB-IOIAL	20	13						-			29	19	X	_28	20	_2	1							30	1_2
PERMANENT *PART-TIME													\Rightarrow												
Rec., Admin. Mgr 1.							-					-	$\langle - \rangle$						-						-
rofessional.													7						1		-				-
lerical & Secretarial																									1
ech.& Paraprofessional													7												1
killed Crafts													1							-	-				1
ervice/Maintenance			-		100																			-	-
													A												T
SUB-TOTAL									-				$\langle \cdot \rangle$				-			-				-	+
OTAL	28	19	1				1.0				29	19.	X	28.	20	2	,							30	1

^{*} SPA individuals working at least 2-time in a permanently established position

COMPLETED BY:	Jame	es B.	Evans								011111111								DA	ATE:		7-70			-
					PRES		ABLE I	PLEMEN	r				(1	Reflec	PROJ	ECTED Antic	SPA C	BLE I OMPLE Prom	MENT I	OR F	SCAL Y	ZEARS ojecte	1978 d Hir	- 197 Ing G	oa Toa
PERMANENT FULL-TIME		NON-H		CC ACK F	HISE	ANIC	AMER:			SIAN ISLE F	TOT	F F	X	WHI M		SPANIO M	ACK F	HIS	PANIC		CICAN DIAN F	ASIA PAC. M	N ISLE F	TOT	
Exec., Admin., Mgr'1.		1										1	Z		1										1
Professional Clerical & Secretarial	-	1	-	-		-		-	-	-	-	1	X		1				-						1
Tech. & Paraprofessional Skilled Crafts Service/Maintenance				1								1					1								1
SUB-TOTAL		2		1								3			2		1								3
PERMANENT *PART-TIME															•										

0

AFFIRMATIVE ACTION PLAN

SPA PERSONNEL

0

Microbiology

SCHOOL/DEPARTMENT:

Exec., Admin., Mgr'l.
Professional
Clerical & Secretarial
Tech.& Paraprofessional
Skilled Crafts
Service/Maintenance

SUB-TOTAL

TOTAL

^{*} SPA individuals working at least ½-time in a permanently established position

SCHOOL/DEPARTMENT:	Plant Pathology, SALS
COMPLETED BY:	Robert Aycock, Head

DATE: March 23, 1976

TABLE I

PRESENT SPA COMPLEMENT

TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Coal

PERMANENT FULL-TIME		NON-HI ITE F		C ACK F	HISP	ANIC	AMERI INDI M			SIAN ISLE F	TOT M	FAL F	X	WHU	NON-HI		ACK F	HIS	PANIC F	AMER IND M		ASIA PAC. M	N ISLE F	TO:	TAI
Exec., Admin., Mgr'1.													1												T
Professional	_1_			-	-	-	-	-	1		1		-X-	1					-					1	-
lerical & Secretarial		10	-		-		-		-			1,0	/	27	10									27	1
ech. & Paraprofessional	26	7	1	2		-	-		-		27	9	(26	-	1	2	-	-					41	13
Skilled Crafts			-					-			1	-	1	1	-	-			-	-	-	-		1	+-
Service/Maintenance													X												1
SUB-TOTAL	28	17	1	2							29	19		28	17		2		-					29	1
													X							145					+
PERMANENT *PART-TIME													X												
Exec., Admin., Mgr 1.			-						-				/	1											1
Professional							1						1												
lerical & Secretarial		2									DOM:	2			2										12
Tech.& Paraprofessional		1										1		1	1										1
killed Crafts													/	1											1
Service/Maintenance				-									X	-				-	-						+
													/						-						1
UB-TOTAL		3								Annie I	1	- 3	1		3				1						3
OTAL	28	20	1	2						11000	29	22	X	28	20	1	2		1	11.1	-	u i		29	24

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

SCHOOL/DEPARTMENT:	SALS - Poultry Science
COMPLETED BY.	Robert E. Cook

DATE:	March	9,	1976	

TABLE I PRESENT SPA COMPLEMENT TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Goal

PERMANENT FULL-TIME		NON-H	ISPANI BI	LACK F	HISP	ANIC	AMERI INDI M			SIAN ISLE F	TO:	ral F	X	WH:	NON-HI	SPANIC BI	ACK	HIS	PANIC F	AMER IND M	ASIA PAC. M	N ISLE F:	TO M	TAI
Exec., Admin., Mgr'1.				1										1			Γ							T
Professional													V											1
Clerical & Secretarial	1	6									1	6 .	1	1	8		1						1	
Tech. & Paraprofessional	3	111	4	10		,		/1 AD-11			7	11	7	5	13	6							11	1
Skilled Crafts													1											T
Service/Maintenance	3	0	7	1							10	1	X	5		10	1						15	F
		17	1								18	18		11	21	16	2						27	1
SUB-TOTAL		11,	111	1	-	-	-	-	-	-	10	10	/	11	2.1	10	4	-	-	-	 		41	+
													X											
PERMANENT *PART-TIME									1.5				X											-
Exec., Admin., Mgr'1.				1										1										+
Professional													17											T
Clerical & Secretarial	- min															1000								1
Tech.& Paraprofessional													Z											1
Skilled Crafts	-		1										/					_						1
Service/Maintenance													X			-			-					+
		-	-	-		-	-	-	-				/	-	-	-		-		-	 		-	t
SUB-TOTAL													17											T
TOTAL	7	17	11	1	-	-					18	18	X	11	21	16	2						27	1

^{*} SPA individuals working at least 2-time in a permanently established position

SCHOO	DL/DE	PARTME

Agriculture and Life Sciences
Sociology & Anthropology

AFFIRMATIVE ACTION PLAN SPA PERSONNEL

COMPLETED BY:

R	M	Suval	

dannosaat ate

TABLE II

TABLE I PRESENT SPA COMPLEMENT

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Goal

DATE: March 23, 1976

PERMANENT FULL-TIME	WH	NON-HI LTE F	SPANI BL M	C ACK F	HISP.	ANIC	AMERI INDI M			SIAN ISLE F	тот	AL F	X	WHI M		SPANIC BL M	ACK F	HIS!	PÁNIC	AMER IND M	ICAN IAN F	PAC.	ISLE F	тот
Exec., Admin., Mgr'1.																								
Professional					-		-			-	-		X										-	
Clerical & Secretarial		8	-	-			-			-		8	/		7		1							
ech. & Paraprofessional			-	-	-	1	-		-	-		-	$\langle - \rangle$			-			-		-		-	-
Skilled Crafts			-	-			-		-	-			X-/		-				-			-	-	-
Service/Maintenance			-	-	-		-	-		-			-X-				-	-	-	-	-	-	-	
		-	-	-	-		-	-	-	-	-		/						-		-			-
		-	-	-	-	-	-	-	-	-		8	$\langle - \rangle$		7		1		-		-		-	-
UB-TOTAL		8	-	-	-	-	-	-	-	-	-	- 0	1	-	/_		-	-	-	-				
	*												X											
			1																					
PERMANENT *PART-TIME																							12	
*PART-TIME				h-																-5				
Exec., Admin., Mgr'1.																								
Professional																								
Clerical & Secretarial		0		1								0			0		0				-			
Tech.& Paraprofessional																					-	-		
Skilled Crafts													1				-		-	-				
Service/Maintenance										-			X						-	-		-	-	
		-		-	-		-	-	-			-	/		-		-	-		-		-		-
SUB-TOTAL		0										0	/		0		0							
TOTAL		8		1		1	1					8	IX		7		1		1					

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

SCHOOL	DEPARTMENT	

Soil	Science	

COMPLETED BY:

Carolyn Balickie and C. B. McCants

TABLE I PRESENT SPA COMPLEMENT TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1976 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Goal)

DATE: March 22, 1976

PERMANENT FULL-TIME		NON-H	BL	C ACK F	HISP.	ANIC	AMERI INDI M		SIAN ISLE F	тот	CAL F	X	WHO M	ON-HI	SPANIC BL M		HIS M	PANIC F	AMERI INDI M	ASIA PAC.	ISLP F	TO	FAL
Exec., Admin., Mgr ¹ 1. Professional Clerical & Secretarial Tech. & Paraprofessional Skilled Grafts Service/Maintenance	14	1 10 9	2		1	1			<u> </u>	17	1 11 10	X	13	1 9 10	3	<u> </u>		1				17.	111111111111111111111111111111111111111
SUB-TOTAL	14	20	2						_1_	17	22	X	13	20	3	2	1	1			1	17	24
PERMANENT *PART-TIME												X											
Exec., Admin., Mgr ¹ 1. Professional Clerical & Secretarial		1										X											1
Tech. Paraprofessional Skilled Crafts Service/Maintepance																							
SUB-TOTAL		1									1			1									1
TOTAL	14	21	2		1	- 1		Ju 1	1	17	23	X	13	21	3	2	1	1			1	17	2

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

SCHOOL/DEPARTMENT:	Dept. Veterinary Science
COMPLETED BY.	T. M. Curtin

DATE:	March	17,	1976	

TABLE I PRESENT SPA COMPLEMENT TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Goa)

PERMANENT FULL-TIME		NON-HI LTE F	SPANI BL M	ACK	HISP.	ANIC	AMERI INDI M			SIAN ISLE F	TOT M	'AL F	X	WHI M		SPANIC BL M	ACK F	HIS	PANIC F	AMER IND M		ASIA PAC. M	ISLE F	TO?
Exec., Admin., Mgr'1.											0	0			1									-
Professional									-		0	0	\perp										-	-
Clerical & Secretarial		3_					-				0	3	/		3		1							-
ech. & Paraprofessional	4	_3_			_		-		-		4	3		4	6				-					4
Skilled Crafts		-	-	-	_		-		-	-	0	_0	1				-	-				-		-
Service/Maintenance											0	0	X											
SUB-TOTAL	4	6									4	6	$\langle \rangle$	4	10_		2							4
PERMANENT *PART-TIME													\Rightarrow											
Exec., Admin., Mgr 1.													/											
rofessional																								
lerical & Secretarial															2									
Tech.& Paraprofessional									1		1	_0_			2		1							
Skilled Crafts							-						1											
Service/Maintenance	-			-			-			-			X			-						_	-	
SUB-TOTAL									-			0.		0	Α.									
			-		-	_	-	-			12	- 0	V	-		-	-	-	-		-	-		-
TOTAL	4	6							1		5.	6		4	14		3							4

^{*} SPA individuals working at least 1-time in a permanently established position

SCHOOL/DEPARTMENT	SALS/Zoology
COMPLETED BY:	Reinard Harkema

DATE: March 26, 1976

TABLE I PRESENT SPA COMPLEMENT TABLE II

PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Goal

PERMANENT FULL-TIME	NON-HISPANIC WHITE BLACK M F M F			HISPANIC M F		AMERICAN INDIAN M F		ASIAN PAC, ISLE M F		TOTAL M F		X	NON-HI WHITE M F		SPANIC BLACK M F		HISPANIC M F		AMERICAN INDIAN M F		ASIAN PAC, ISLE M F		TOTAL		
Fxec., Admin., Mgr'1. Professional		_											1												
Clerical & Secretarial		6			-		-					6	X		6				-						+
Tech. & Paraprofessional Skilled Crafts	7	4_									7	4		7	4									7	4
Service/Maintenance	2										2		X	2										2	†
SUB-TOTAL	9	10									9	10		9	10									9	10
PERMANENT *PART-TIME																									-
Professional		-											1_/												
Toressional Terical & Secretarial Tech.& Paraprofessional		2										2	X		2										2
Skilled Crafts Service/Maintenance	1										1			1										1	E
					-		-	-	-		-		1												+
SUB-TOTAL	1	2									1	2	2	1	2									1	12
TOTAL	10	12				1 7 7 3					10	12	X	10	12									10	12

^{*} SPA individuals working at least 12-time in a permanently established position