

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:

- (1) 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)

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		PROFESSIONALS		TECHNICIANS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male			400	66		
White Female			125	21		
Black Male			40	6		
Black Female			25	4		
Hispanic Male			10	2		
Hispanic Female			5	1		
Am. Indian Male						
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 Community College Review 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.

Individual Completing Form: E. J. Boone

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

a. Describe the pool by functional category:

N/A

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

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	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%

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)

FULL-TIME	Non-Hispanic				Hispanic		American Indian		Asian Pac. Is.		Total		Non-Hispanic				Hispanic		American Indian		Asian Pac. Is.		Total			
	White		Black		M	F	M	F	M	F	M	F	White		Black		M	F	M	F	M	F	M	F		
	M	F	M	F									M	F	M	F									M	F
Officials & Managers																										
Professionals																										
Technicians																										
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																										
Officials & Managers																										
Professionals																										
Technicians																										
Sub Total																										
Total	8	3		1							8	4	8	3		1							8	4		

AFFIRMATIVE ACTION PLAN

Agriculture and Life Sciences
 SCHOOL/DEPARTMENT: Agr. Information

EPA NON-FACULTY

DATE: March 22, 1976COMPLETED BY: W. L. Carpenter

TABLE VII

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

TABLE VIII

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

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	70	8	67		8	67		8	67			8	67
WHITE FEMALE	20	3	25		3	25		3	25			3	25
BLACK MALE	7												
BLACK FEMALE	1	1	8		1	8		1	8			1	8
HISPANIC MALE	1												
HISPANIC FEMALE	1												
AMERICAN INDIAN MALE													
AMERICAN INDIAN FEMALE													
ASIAN MALE													
ASIAN FEMALE													
TOTAL	100	12	100%		12	100%		12	100%		100%	12	100%

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

SCHOOL/DEPARTMENT SALS, Ag. Ext. Home Economics
 COMPLETED BY Eloise S. Cofer, Asst. 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)

FULL-TIME	Non-Hispanic				Hispanic		American Indian		Asian Pac. Is.		Total		Non-Hispanic				Hispanic		American Indian		Asian Pac. Is.		Total			
	White		Black		M	F	M	F	M	F	M	F	White		Black		M	F	M	F	M	F	M	F		
	M	F	M	F									M	F	M	F									M	F
Officials & Managers																										
Professionals																										
Technicians																										
Specialists	1	14			1						1	15	1	8	0	1							1	9		
Sub Total	1	14			1						1	15	1	8	0	1							1	9		
PART-TIME																										
Officials & Managers																										
Professionals																										
Technicians																										
Sub Total																										
Total	1	14			1						1	15	1	8	0	1							1	9		

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: SALS Ag. Ext. Home Economics

EPA NON-FACULTY

DATE: April, 1976

COMPLETED BY: Eloise S. Cofer

TABLE VII

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

TABLE VIII

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

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	1	6.25			1	6.25		1	10			1	10
WHITE FEMALE	14	87.5			14	87.5		8	80			8	80
BLACK MALE													
BLACK FEMALE	1	6.25			1	6.25		1	10			1	10
HISPANIC MALE													
HISPANIC FEMALE													
AMERICAN INDIAN MALE													
AMERICAN INDIAN FEMALE													
ASIAN MALE													
ASIAN FEMALE													
TOTAL	16	100%		100%	16	100%		10	100%		100%	10	100%

Individual Completing Form: ELOISE S. COFER

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.

~~Minimum~~ - 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.

- 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		PROFESSIONALS *		TECHNICIANS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male						
White Female						
Black Male						
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						
Am. Indian Female						
Asian Male						
Asian Female						
TOTAL		100%		100%		100%

~~Of the~~ 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

Individual Completing Form: ELOISE S. COFER

Form No. 2, page two

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

a. List sources of data:

"~~RESEARCH~~ OF HOME ECONOMICS MAJORS AND DEGREES GRANTED IN HOME ECONOMICS BY 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:

~~These~~ 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:

~~There were no complete sources of data and no data by ethnic origin.~~

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

a. Describe the pool by functional category:

~~NON-FACULTY PERSONNEL~~ 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?

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	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%

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: Extension, 4-H

EPA NON-FACULTY

DATE: March 19, 1976

COMPLETED BY: Dalton R. Proctor

TABLE VII

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

TABLE VIII

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

	AVAILABILITY PERCENTAGES		FULL-TIME		PART-TIME NA		TOTAL			FULL-TIME		PART-TIME NA		TOTAL	
	NO	%	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	56		5	42			5	42		3	30			3	30
WHITE FEMALE	24		2	17			2	17		2	20			2	20
BLACK MALE	15		3	25			3	25		3	30			3	30
BLACK FEMALE	5		2	17			2	17		2	20			2	20
HISPANIC MALE	0		0	0											
HISPANIC FEMALE	0		0	0											
AMERICAN INDIAN MALE	0		0	0											
AMERICAN INDIAN FEMALE	0		0	0											
ASIAN MALE	0		0	0											
ASIAN FEMALE	0		0	0											
TOTAL			12	100%		100%	12	100%		10	100%		100%	10	100%

Individual Completing Form: Dalton R. Proctor

ART II - AVAILIABLE 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.

- (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-of-state 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		PROFESSIONALS		TECHNICIANS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male						
White Female						
Black Male						
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						
Am. Indian Female						
Asian Male						
Asian Female						
TOTAL		100%		100%		100%

Individual Completing Form: Dalton R. Proctor

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

a. Describe the pool by functional category:

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

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

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

	OFFICIALS & MANAGERS		PROFESSIONALS *		TECHNICIANS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male			37	56		
White Female			16	24		
Black Male			10	15		
Black Female			3	5		
Hispanic Male			0	0		
Hispanic Female			0	0		
Am. Indian Male			0	0		
Am. Indian Female			0	0		
Asian Male			0	0		
Asian Female			0	0		
TOTAL		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

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.

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: SALS/Animal Science

EPA NON-FACULTY

DATE: March 23, 1976

COMPLETED BY: I. D. Porterfield

TABLE VII

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

TABLE VIII

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

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	6	100	2	100	8	100		6	100	2	100	8	100
WHITE FEMALE													
BLACK MALE													
BLACK FEMALE													
HISPANIC MALE													
HISPANIC FEMALE													
AMERICAN INDIAN MALE													
AMERICAN INDIAN FEMALE													
ASIAN MALE													
ASIAN FEMALE													
TOTAL	6	100%	2	100%	8	100%		6	100%	2	100%	8	100%

Individual Completing Form: I. D. Porterfield

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

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

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.

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

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.

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

a. Describe the pool by functional category:

Not appropriate.

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

Not appropriate.

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	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%

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: ALS and PMS/Biochemistry

EPA NON-FACULTY

DATE: March 23, 1976

COMPLETED BY: S. B. Tove

TABLE VII

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

TABLE VIII

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

	AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL		FULL-TIME		PART-TIME		TOTAL	
		NO	%	NO	%	NO	%	NO	%	NO	%	NO	%
WHITE MALE	81.7	1	50			1	50	3	43			3	43
WHITE FEMALE	9.2	1	50			1	50	2	29			2	29
BLACK MALE	0.8	0	0			0	0	1	14			1	14
BLACK FEMALE	0.0	0	0			0	0	0	0			0	0
HISPANIC MALE													
HISPANIC FEMALE													
AMERICAN INDIAN MALE													
AMERICAN INDIAN FEMALE													
ASIAN MALE *Other Male	8.1	0	0			0	0	0	0			0	0
ASIAN FEMALE *Other Female	0.2	0	0			0	0	1	14			1	14
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.

Individual Completing Form: S. B. Tove

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

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

Research Associates or Postdoctorals: Ph.D. in Biochemistry

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

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

(Research Associates)

	OFFICIALS & MANAGERS		PROFESSIONALS		TECHNICIANS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male			750	81.7	12,000	71.3
White Female			85	9.2	3,500	20.3
Black Male			7	0.8	700	4.1
Black Female			0	0	70	0.4
Hispanic Male						
Hispanic Female						
Am. Indian Male						
Am. Indian Female						
*Other Male			75	8.1	600	3.5
Asian Male						
*Other Female			2	0.2	30	0.2
Asian Female						
TOTAL		100%	919	100%	16,900	100%

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

School/Department: ALS and PMS/Biochemistry

Individual Completing Form: S. B. Tove

Form No. 2, page two

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

a. List sources of data:

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

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

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

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

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

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

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

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

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

a. Describe the pool by functional category:

The professional pool is drawn from the entire United States.

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

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

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	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 - Biological & Agr'l Engr.
 COMPLETED BY F.J. Hassler

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)

FULL-TIME	Non-Hispanic				Hispanic		American Indian		Asian Pac. Is.		Total		Non-Hispanic				Hispanic		American Indian		Asian Pac. Is.		Total		
	White		Black		M	F	M	F	M	F	M	F	White		Black		M	F	M	F	M	F	M	F	
	M	F	M	F									M	F	M	F									M
Officials & Managers																									
Professionals																									
Technicians																									
Research Assoc.		1							2		3		2								2			4	
Research Assistants		3							1		4		2								1			3	
Sub Total		4							3		7		4								3			7	
PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
Sub Total																									
Total		4							3		7		4								3			7	

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: SALS-Biological & Agr'l Engineering

EPA NON-FACULTY

DATE: April 1, 1976

COMPLETED BY: F. J. Hassler

TABLE VII

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

TABLE VIII

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

	AVAILABILITY PERCENTAGES		FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	94.		4	57			4	57		4	57			4	57
WHITE FEMALE	.7														
BLACK MALE	1														
BLACK FEMALE															
HISPANIC MALE	.7														
HISPANIC FEMALE															
AMERICAN INDIAN MALE	3														
AMERICAN INDIAN FEMALE															
ASIAN MALE	2.7		3	43			3	43		3	43			3	43
ASIAN FEMALE	.7														
TOTAL	100		7	100%		100%	7	100%		7	100%		100%	7	100%

Individual Completing Form: F. J. HasslerPART II - AVAILABLE POOL OF PROSPECTIVE EPA NON-FACULTY PERSONNEL - Research Associate
and
Research Assistant

1. 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.

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		PROFESSIONALS		TECHNICIANS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male			275	94		
White Female			2	.7		
Black Male			3	1		
Black Female						
Hispanic Male			2	.7		
Hispanic Female						
Am. Indian Male			1	.3		
Am. Indian Female						
Asian Male			8	2.7		
Asian Female			2	.7		
TOTAL		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.

Individual Completing Form: F. J. Hassler

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

a. Describe the pool by functional category:

The 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?

	OFFICIALS & MANAGERS		PROFESSIONALS		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						
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.

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: Botany

EPA NON-FACULTY

DATE: 3-18-76

COMPLETED BY: G. R. Noggle

Not applicable

TABLE VII

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

TABLE VIII

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

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE													
WHITE FEMALE													
BLACK MALE													
BLACK FEMALE													
HISPANIC MALE													
HISPANIC FEMALE													
AMERICAN INDIAN MALE													
AMERICAN INDIAN FEMALE													
ASIAN MALE													
ASIAN FEMALE													
TOTAL		100%		100%		100%			100%		100%		100%

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

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

Not applicable

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

Not applicable

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

SCHOOL/DEPARTMENT Crop Science
 COMPLETED BY B. E. Caldwell

AFFIRMATIVE ACTION PLAN
 EPA NON-FACULTY

DATE April 5, 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)

FULL-TIME	Non-Hispanic				Hispanic		American Indian		Asian Pac. Is.		Total		Non-Hispanic				Hispanic		American Indian		Asian Pac. Is.		Total		
	White		Black		M	F	M	F	M	F	M	F	White		Black		M	F	M	F	M	F	M	F	
	M	F	M	F									M	F	M	F									M
Officials & Managers																									
Professionals																									
Technicians																									
* Research Assoc.	2									2			2										2		
** Agronomy Specialist	2		1							3			2		1								3		
** Research Assiat.	5	1	1							6	1		5	1	1								6	1	
Sub Total	9	1	2							11	1		9	1	2								11	1	
PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
Sub Total																									
Total	9	1	2							11	1		9	1	2								11	1	

* Maning & Hsiao

** Jarrett, Congleton & David

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: Crop Science

EPA NON-FACULTY

DATE: April 5, 1976

COMPLETED BY: R. E. Caldwell

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

	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	10	84			10	84		11	84.0				
WHITE FEMALE	1	08			1	8		1	00.7				
BLACK MALE	1	08			1	8		2	15.3				
BLACK FEMALE													
HISPANIC MALE													
HISPANIC FEMALE													
AMERICAN INDIAN MALE													
AMERICAN INDIAN FEMALE													
ASIAN MALE													
ASIAN FEMALE													
TOTAL	12	100%		100%		100%		13	100%		100%		100%

Individual Completing Form: B. E. Caldwell

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

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

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

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		PROFESSIONALS		TECHNICIANS	
	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		
Hispanic Female			0	0.0		
Am. Indian Male			0	0.0		
Am. Indian Female			0	0.0		
Asian Male			11	7.5		
Asian Female			1	0.5		
TOTAL		100%	150	100%		100%

School/Department: Crop Science

Individual Completing Form: 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.

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

a. Describe the pool by functional category:

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

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

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	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%

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: SALS/Economics and Business

EPA NON-FACULTY

DATE: March 15, 1976

COMPLETED BY: W. D. Toussaint

TABLE VII NONE

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

TABLE VIII

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

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	3	100			3	100							
WHITE FEMALE													
BLACK MALE													
BLACK FEMALE													
HISPANIC MALE													
HISPANIC FEMALE													
AMERICAN INDIAN MALE													
AMERICAN INDIAN FEMALE													
ASIAN MALE													
ASIAN FEMALE													
TOTAL	3	100%		100%	3	100%		100%		100%	0	100%	

Individual Completing Form: W. D. Toussaint

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

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

NONE

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

Individual Completing Form: W. D. Toussaint

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

a. Describe the pool by functional category:

NONE

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

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	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%

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: SALS, Entomology

EPA NON-FACULTY

DATE: March 23, 1976

COMPLETED BY: Kenneth L. Knight

TABLE VII

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

TABLE VIII

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

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	94.0	15	100			15	100	14	82.4			14	82.4
WHITE FEMALE	5.0	0						1	5.8			1	5.8
BLACK MALE	0.6	0						0				0	
BLACK FEMALE	0.1	0						1	5.9			1	5.9
HISPANIC MALE	}												
HISPANIC FEMALE								1	5.9			1	5.9
AMERICAN INDIAN MALE		male - 0.2											
AMERICAN INDIAN FEMALE		female - 0.1											
ASIAN MALE													
ASIAN FEMALE													
TOTAL	100%	15	100%	None	100%	15	100%	17	100%	None	100%	17	100%

Individual Completing Form: K. L. Knight

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

We draw this group from same pool as the 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		PROFESSIONALS		TECHNICIANS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male						
White Female						
Black Male						
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						
Am. Indian Female						
Asian Male						
Asian Female						
TOTAL		100%		100%		100%

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: SALS/ Food Science

EPA NON-FACULTY

DATE: March 22, 1976

COMPLETED BY: Dr. T. N. Blumer

TABLE VII

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

TABLE VIII

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

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	6	55			6	55	/	6	67			6	67
WHITE FEMALE	2	18			2	18	/	1	11			1	11
BLACK MALE							/						
BLACK FEMALE							/						
HISPANIC MALE							/						
HISPANIC FEMALE							/						
AMERICAN INDIAN MALE							/						
AMERICAN INDIAN FEMALE							/						
ASIAN MALE	1	9			1	9	/	1	11			1	11
ASIAN FEMALE	2	18			2	18	/	1	11			1	11
TOTAL	11	100%		100%	11	100%	/	9	100%		100%	9	100%

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

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

Research Assistant - See Faculty Handbook, V-4 - Sept. 1975

Research Associate - See Faculty Handbook, V-4 - Sept. 1975

Professionals (Extension Specialists) -

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)

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)

There is no known source of information on availability of food scientists so there is no reasonable basis for making an estimate.

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

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

a. Describe the pool by functional category:

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 information on availability of food scientists so there is no reasonable basis for making an estimate.

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	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 - Genetics
 COMPLETED BY John G. Scandalios

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)

FULL-TIME	Non-Hispanic				Hispanic		American Indian		Asian Pac. Is.		Total		Non-Hispanic				Hispanic		American Indian		Asian Pac. Is.		Total		
	White		Black		M	F	M	F	M	F	M	F	White		Black		M	F	M	F	M	F	M	F	
	M	F	M	F									M	F	M	F									M
Officials & Managers																									
Professionals																									
Technicians																									
Research Associates	3								2		5		3								2			5	
Assoc. Geneticist		1										1													
Sub Total	3	1							2		5	1	3								2			5	
PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
Sub Total																									
Total	3	1							2		5	1	3								2			5	

SCHOOL/DEPARTMENT: SALS - Genetics

COMPLETED BY: John G. Scandalios

AFFIRMATIVE ACTION PLAN

EPA NON-FACULTY

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 PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE													
WHITE FEMALE	3	50			3	50		3	60			3	60
BLACK MALE	1	17			1	17							
BLACK FEMALE													
HISPANIC MALE													
HISPANIC FEMALE													
AMERICAN INDIAN MALE													
AMERICAN INDIAN FEMALE													
ASIAN MALE	2	33			2	33		2	40			2	40
ASIAN FEMALE													
TOTAL	6	100%		100%	6	100%		5	100%		100%	5	100%

Individual Completing Form: John G. Scandalios

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

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

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

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

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

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: SALS - HORTICULTURAL SCIENCE

EPA NON-FACULTY

DATE: March 23, 1976

COMPLETED BY: James W. Stoddard

TABLE VII

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

TABLE VIII

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

	AVAILABILITY PERCENTAGES		FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	95.4														
WHITE FEMALE	1.5														
BLACK MALE	.1		1	100%						1	100%			1	100
BLACK FEMALE	0														
HISPANIC MALE	.7														
HISPANIC FEMALE	.2														
AMERICAN INDIAN MALE	0														
AMERICAN INDIAN FEMALE	0														
ASIAN MALE	2.0														
ASIAN FEMALE	.1														
TOTAL			1	100%		100%		100%		1	100%		100%	1	100%

Individual Completing Form: James W. Strobel

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.

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

- 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 Form No.1

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

Individual Completing Form: James W. Strobel

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

a. Describe the pool by functional category:

Whole United States

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

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	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%

AFFIRMATIVE ACTION PLAN

EPA NON-FACULTY

SCHOOL/DEPARTMENT: Microbiology

COMPLETED BY: James B. Evans

DATE: 3-8-76

TABLE VII

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

TABLE VIII

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

	AVAILABILITY PERCENTAGES		FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	75		1	50			1	50	/	1	50			1	50
WHITE FEMALE	20								/	1	50			1	50
BLACK MALE	2		1	50			1	50	/						
BLACK FEMALE	2								/						
HISPANIC MALE	0								/						
HISPANIC FEMALE	0								/						
AMERICAN INDIAN MALE	0								/						
AMERICAN INDIAN FEMALE	0								/						
ASIAN MALE	0.5								/						
ASIAN FEMALE	0.5								/						
TOTAL	100%		2	100%	0	100%	2	100%	/	2	100%	0	100%	2	100%

Individual Completing Form: J. B. Evans

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

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

The only 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.

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

AFFIRMATIVE ACTION PLAN

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 PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	3	100			3	100	/	1	100			1	100
WHITE FEMALE	Form 1, and explanation												
BLACK MALE	below*												
BLACK FEMALE							/						
HISPANIC MALE							/						
HISPANIC FEMALE							/						
AMERICAN INDIAN MALE							/						
AMERICAN INDIAN FEMALE							/						
ASIAN MALE							/						
ASIAN FEMALE							/						
TOTAL	3	100%		100%	3	100%	/	1	100%		100%	1	100%

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

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

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

Research Associate: Ph.D. 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.

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)

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

	OFFICIALS & MANAGERS		PROFESSIONALS		TECHNICIANS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male			See chart			
White Female			on Form 1			
Black Male			of Form 1			
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						
Am. Indian Female						
Asian Male						
Asian Female						
TOTAL		100%		100%		100%

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

a. Describe the pool by functional category:

Not applicable

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

Not applicable

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	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%

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: SALS - Poultry Science

EPA NON-FACULTY

DATE: March 9, 1976

COMPLETED BY: Robert E. Cook

TABLE VII

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

TABLE VIII

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

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	1	100			1	100		1	100			1	100
WHITE FEMALE													
BLACK MALE													
BLACK FEMALE													
HISPANIC MALE													
HISPANIC FEMALE													
AMERICAN INDIAN MALE													
AMERICAN INDIAN FEMALE													
ASIAN MALE													
ASIAN FEMALE													
TOTAL	1	100%		100%	1	100%		1	100%		100%	1	100%

Individual Completing Form: Robert E. Cook

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 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. 1 for faculty.

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

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

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: Agriculture and Life Sciences
Sociology & Anthropology

EPA NON-FACULTY

DATE: March 23, 1976

COMPLETED BY: E. M. Suval

None

TABLE VII

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

TABLE VIII

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

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE													
WHITE FEMALE													
BLACK MALE													
BLACK FEMALE													
HISPANIC MALE													
HISPANIC FEMALE													
AMERICAN INDIAN MALE													
AMERICAN INDIAN FEMALE													
ASIAN MALE													
ASIAN FEMALE													
TOTAL		100%		100%	0	100%		100%		100%	0	100%	

Individual Completing Form: E. M. Sival

no positions of this type in the department.

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

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: Soil Science

EPA NON-FACULTY

DATE: March 4, 1976

COMPLETED BY: Carolyn Balickie

TABLE VII

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

TABLE VIII

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

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	7	70%			7	70%		6	67%			6	67%
WHITE FEMALE	1	10%			1	10%		2	22%			2	22%
BLACK MALE								1	11%			1	11%
BLACK FEMALE													
HISPANIC MALE	1	10%			1	10%							
HISPANIC FEMALE													
AMERICAN INDIAN MALE													
AMERICAN INDIAN FEMALE													
ASIAN MALE	1	10%			1	10%							
ASIAN FEMALE													
TOTAL	10 =	100%	0	100%	10 =	100%		9 =	100%	0	100%	9 =	100%

Individual Completing Form: C. B. McCants, Head

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

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

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.

2. 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		PROFESSIONALS		TECHNICIANS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male	NOT APPLICABLE		142	79	NOT APPLICABLE	
White Female			2	1		
Black Male			0	0		
Black Female			0	0		
Hispanic Male			9	5		
Hispanic Female			0	0		
Am. Indian Male			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, $(9 \times 20) = 180$.

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.

Individual Completing Form: C. B. McCants, Head

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

a. Describe the pool by functional category:

The 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.

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	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%

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: Dept. Veterinary Science

EPA NON-FACULTY

DATE: March 17, 1976

COMPLETED BY: T. M. Curtin

TABLE VII

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

N/A

TABLE VIII

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

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE													
"													
WHITE FEMALE													
"													
BLACK MALE													
"													
BLACK FEMALE													
"													
HISPANIC MALE													
"													
HISPANIC FEMALE													
"													
AMERICAN INDIAN MALE													
"													
AMERICAN INDIAN FEMALE													
"													
ASIAN MALE													
"													
ASIAN FEMALE													
"													
TOTAL		100%		100%		100%			100%		100%		100%

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

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

Officials & Managers: 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.

Professionals: Do not anticipate using this category.

Technicians: Education could range from a minimum of high school diploma or equivalency 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		PROFESSIONALS		TECHNICIANS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
White Male						
White Female						
Black Male						
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						
Am. Indian Female						
Asian Male						
Asian Female						
TOTAL		100%		100%		100%

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 charts on page one.

a. List sources of data:

U. S. Bureau of Census

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

N/A

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

N/A

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

N/A

Individual Completing Form: T. M. Curtin

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

a. Describe the pool by functional category:

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.

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	NUMBER	PERCENT	NUMBER	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		-		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		-		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

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: SALS/Zoology

EPA NON-FACULTY

DATE: April 23, 1976

COMPLETED BY: Reinard Harkema

TABLE VII

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

TABLE VIII

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

AVAILABILITY PERCENTAGES	FULL-TIME		PART-TIME		TOTAL			FULL-TIME		PART-TIME		TOTAL	
	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	70	8	100	0	0	8	100	6	100	0	0	6	100
WHITE FEMALE	15												
BLACK MALE	5.5												
BLACK FEMALE	3												
HISPANIC MALE	1.5												
HISPANIC FEMALE	0.5												
AMERICAN INDIAN MALE	0.1												
AMERICAN INDIAN FEMALE	0.1												
ASIAN MALE	1.9												
ASIAN FEMALE	2.4												
TOTAL	100.0	8	100%	0	100%	8	100%	6	100%	0	100%	6	100%

Individual Completing Form: Reinard Harkema

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

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

School/Department: SALS/Zoology

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.

Individual Completing Form: Reinard Harkema

N/A

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

a. Describe the pool by functional category:

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

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	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%

APPENDIX C

SCHOOL/DEPARTMENT: SALS - Administration

AFFIRMATIVE ACTION PLAN

COMPLETED BY: J. E. Legates

SPA PERSONNEL

DATE: May 31, 1976TABLE I
PRESENT SPA COMPLEMENTTABLE II
PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal.)

PERMANENT FULL-TIME	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL M F	X	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL M F		
	WHITE		BLACK		M	F	M	F	M	F			WHITE		BLACK		M	F	M	F	M	F		M	F
	M	F	M	F									M	F	M	F									
Exec., Admin., Mgr'l.	1										1	--		1										1	
Professional	12	1									12	1		12	1									12	1
Clerical & Secretarial	1	54		2				1			1	57		1	54		4			1				1	59
Tech. & Paraprofessionals	13		3								16	--		15		5								20	
Skilled Crafts	4										4	--		4										4	
Service/Maintenance	24		22	1							46	1		23	1	21	2							44	3
SUB-TOTAL	55	55	25	3				1			80	59		56	56	26	6				1			82	63
PERMANENT *PART-TIME																									
Exec., Admin., Mgr'l.																									
Professional											4			4											4
Clerical & Secretarial		4													4										
Tech. & Paraprofessional																									
Skilled Crafts																									
Service/Maintenance	4	1									4	1		4	1									4	1
SUB-TOTAL	4	5									4	5		4	5									4	5
TOTAL	59	60	25	3	--	--	--	1	--	--	84	64		60	61	26	6	--	--	--	1	--	--	86	68

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

SCHOOL/DEPARTMENT: Adult and Community College Education

AFFIRMATIVE ACTION PLAN

COMPLETED BY: E. J. Boone

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	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		X	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL			
	WHITE		BLACK		M	F	M	F	M	F	M	F		WHITE		BLACK		M	F	M	F	M	F	M	F	M	F
	M	F	M	F										M	F	M	F										
Exec., Admin., Mgr'l.		1										1			1												1
Professional																											
Clerical & Secretarial		7		1								8			6		2										8
Tech. & Paraprofessional																											
Skilled Crafts																											
Service/Maintenance																											
SUB-TOTAL		8		1								9			7		2										9
PERMANENT *PART-TIME																											
Exec., Admin., Mgr'l.																											
Professional																											
Clerical & Secretarial				3								3			2												2
Tech. & Paraprofessional																											
Skilled Crafts																											
Service/Maintenance																											
SUB-TOTAL				3								3			2												2
TOTAL		11		1								12			9		2										11

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

Agriculture and Life Sciences

SCHOOL/DEPARTMENT: Agricultural Information

AFFIRMATIVE ACTION PLAN

SPA PERSONNEL

COMPLETED BY: W. L. Carpenter

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-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		X	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL	
	WHITE		BLACK		M	F	M	F	M	F	M	F		WHITE		BLACK		M	F	M	F	M	F	M	F
	M	F	M	F										M	F	M	F								
Exec., Admin., Mgr'l.	1	2									1	2		1	2									1	2
Professional																									
Clerical & Secretarial	2	11	1								3	11		2	11	1	1							3	12
Tech. & Paraprofessionals	8	3		2							8	5		8	4	1	2							9	6
Skilled Crafts																									
Service/Maintenance																									
SUB-TOTAL	11	16	1	2							12	18		11	17	2	3							13	20
PERMANENT *PART-TIME																									
Exec., Admin., Mgr'l.																									
Professional																									
Clerical & Secretarial		1									1														
Tech. & Paraprofessionals																									
Skilled Crafts																									
Service/Maintenance																									
SUB-TOTAL		1									1														
TOTAL	11	17	1	2							12	19		11	17	2	3							13	20

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

SCHOOL/DEPARTMENT: SALS - 4-H

AFFIRMATIVE ACTION PLAN

COMPLETED BY: Dalton R. Proctor

SPA PERSONNEL

DATE: April 9, 1976

TABLE I
PRESENT SPA COMPLEMENT

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

PERMANENT FULL-TIME	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL	X	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL			
	WHITE		BLACK		M	F	M	F	M	F			M	F	WHITE		BLACK		M	F	M	F	M	F	M	F
	M	F	M	F											M	F	M	F								
Exec. Admin. Man'l.	1										1			1											1	
Professional																										
Clerical & Secretarial		7									7			5	2										7	
Tech. & Paraprofessionals																										
Skilled Crafts																										
Service/Maintenance	1										1			1											1	
SUB-TOTAL	2	7									2	7		2	5	2									2	7
PERMANENT *PART-TIME																										
Exec. Admin. Man'l.																										
Professional																										
Clerical & Secretarial																										
Tech. & Paraprofessionals																										
Skilled Crafts																										
Service/Maintenance																										
SUB-TOTAL																										
TOTAL	2	7									2	7		2	5	2									2	7

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

SCHOOL/DEPARTMENT: SALS/Animal Science

AFFIRMATIVE ACTION PLAN

COMPLETED BY: I. D. Porterfield

SPA PERSONNEL

DATE: March 23, 1976TABLE I
PRESENT SPA COMPLEMENTTABLE II
PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal)

PERMANENT FULL-TIME	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL				
	WHITE		BLACK		M	F	M	F	M	F			M	F	WHITE		BLACK		M	F	M	F		M	F	M	F
	M	F	M	F											M	F	M	F									
Exec., Adm., Mgr'l. Professional	4	1									4	1		3	2									3	2		
Clerical & Secretarial	0	44	0	2							0	46		0	40	0	6							0	46		
Tech. & Paraprofessional	36	11	1	1							37	12		36	11	1	1							37	12		
Skilled Crafts	1										1	0		1										1	0		
Service/Maintenance	2										2	0		2										2	0		
SUB-TOTAL	43	56	1	3							44	59		42	53	1	7							43	60		
PERMANENT *PART-TIME																											
Exec., Adm., Mgr'l. Professional																											
Clerical & Secretarial		2									0	2		0	2									0	2		
Tech. & Paraprofessional																											
Skilled Crafts																											
Service/Maintenance																											
SUB-TOTAL		2									0	2		0	2									0	2		
TOTAL	43	58	1	3							44	61		42	55	1	7							43	62		

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

SCHOOL/DEPARTMENT: Botany

AFFIRMATIVE ACTION PLAN

COMPLETED BY: G. R. Noggle

SPA PERSONNEL

DATE: 3-18-76TABLE I
PRESENT SPA COMPLEMENTTABLE II
PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal)

PERMANENT FULL-TIME	NON-HISPANIC WHITE		BLACK		HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL	X	NON-HISPANIC WHITE		BLACK		HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL			
	M	F	M	F	M	F	M	F	M	F			M	F	M	F	M	F	M	F	M	F	M	F	M	F
	Exec., Admin., Mgr'l.																									
Professional																										
Clerical & Secretarial			3								3			3		1									4	
Tech. & Paraprofessional	2	4									2	4		2	4	1	1								3	
Skilled Crafts																									5	
Service/Maintenance																										
SUB-TOTAL	2	7									2	7		2	7	1	2								3	
PERMANENT *PART-TIME																										
Exec., Admin., Mgr'l.																										
Professional																										
Clerical & Secretarial																										
Tech. & Paraprofessional																										
Skilled Crafts																										
Service/Maintenance																										
SUB-TOTAL																										
TOTAL	2	7									2	7		2	7	1	2								3	

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

SCHOOL/DEPARTMENT: SALS/Economics and Business

AFFIRMATIVE ACTION PLAN

COMPLETED BY: W. D. Toussaint

SPA PERSONNEL

DATE: March 15, 1976TABLE I
PRESENT SPA COMPLEMENTTABLE II
PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal)

PERMANENT FULL-TIME	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		
	WHITE		BLACK		M	F	M	F	M	F	M	F	WHITE		BLACK		M	F	M	F	M	F	M	F	
	M	F	M	F									M	F	M	F									
Exec., Admin., Mer'l.											1	1												1	1
Professional	1	1										23		1	1										23
Clerical & Secretarial				2								21			20		3								23
Tech. & Paraprofessional	2	4									2	4		2	4									2	4
Skilled Crafts				1							1					1								1	
Service/Maintenance																									
SUB-TOTAL	3	26	1	2							4	28		3	25	1	3							4	28
PERMANENT *PART-TIME																									
Exec., Admin., Mer'l.																									
Professional																									
Clerical & Secretarial		1									1				1										1
Tech. & Paraprofessional																									
Skilled Crafts																									
Service/Maintenance																									
SUB-TOTAL		1										1			1										1
TOTAL	3	27	1	2							4	29		3	26	1	3							4	29

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

SCHOOL/DEPARTMENT: SALS, Entomology

AFFIRMATIVE ACTION PLAN

COMPLETED BY: Kenneth L. Knight

SPA PERSONNEL

DATE: March 16, 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				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		X	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL	
	WHITE		BLACK		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F	M	F
	M	F	M	F																					
Exec., Admin., Mgr'l.		2									2			2											2
Professional																									
Clerical & Secretarial		9							1		10			9		2									11
Tech. & Paraprofessional	18	5	2								20	5		18	6	3									21
Skilled Crafts																									
Service/Maintenance	1		1								2			2											2
SUB-TOTAL	19	16	3						1		22	17		20	17	3	2								23
PERMANENT *PART-TIME																									
Exec., Admin., Mgr'l.																									
Professional																									
Clerical & Secretarial		2									2			1		1									2
Tech. & Paraprofessional																									
Skilled Crafts																									
Service/Maintenance																									
SUB-TOTAL		2									2			1		1									2
TOTAL	19	18	3						1		22	19		20	17	3	2								23

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

SCHOOL/DEPARTMENT: SALS/ Food Science

AFFIRMATIVE ACTION PLAN

COMPLETED BY: Dr. T. N. Blumer

SPA PERSONNEL

DATE: March 22, 1976TABLE I
PRESENT SPA COMPLEMENTTABLE II
PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal)

PERMANENT FULL-TIME	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL M F	X	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL M F			
	WHITE		BLACK		M	F	M	F	M	F			WHITE		BLACK		M	F	M	F	M	F				
	M	F	M	F									M	F	M	F								M	F	M
Exec., Admin., Mgr'l. Professional	2	2									2	2	X	2	2								2	2		
Clerical & Secretarial		11		1							12		X		11		1							12		
Tech. & Paraprofessional	6	10									16		X	6	10									16		
Skilled Crafts													X													
Service/Maintenance	5		1								6	0	X	5		1								6		
SUB-TOTAL	13	23	1	1							14	24	X	13	23	1	1							14	24	
PERMANENT *PART-TIME													X													
Exec., Admin., Mgr'l. Professional													X													
Clerical & Secretarial													X													
Tech. & Paraprofessional													X													
Skilled Crafts													X													
Service/Maintenance													X													
SUB-TOTAL													X													
TOTAL	13	23	1	1							14	24	X	13	23	1	1								14	24

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

SCHOOL/DEPARTMENT: SALS - Genetics

AFFIRMATIVE ACTION PLAN

COMPLETED BY: John G. Scandalios

SPA PERSONNEL

DATE: March 26, 1976TABLE I
PRESENT SPA COMPLEMENTTABLE II
PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal)

PERMANENT FULL-TIME	NON-HISPANIC WHITE		NON-HISPANIC BLACK		HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		X	NON-HISPANIC WHITE		NON-HISPANIC BLACK		HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F	M	F
Exec., Admin., Mgr'l.																									
Professional																									
Clerical & Secretarial		5										5			6										6
Tech. & Paraprofessional	4	12	1	6					1	5	19			4	12	1	6						1	5	19
Skilled Crafts																									
Service/Maintenance	1										1			1											1
SUB-TOTAL	5	17	1	6					1	6	24			5	18	1	6						1	6	25
PERMANENT *PART-TIME																									
Exec., Admin., Mgr'l.																									
Professional																									
Clerical & Secretarial		1									1														
Tech. & Paraprofessional																									
Skilled Crafts																									
Service/Maintenance																									
SUB-TOTAL		1									1														
TOTAL	8	18	1	6					1	6	25			5	18	1	6						1	6	25

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

SCHOOL/DEPARTMENT: Microbiology

AFFIRMATIVE ACTION PLAN

COMPLETED BY: James B. Evans

SPA PERSONNEL

DATE: 3-8-76TABLE I
PRESENT SPA COMPLEMENTTABLE II
PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal)

PERMANENT FULL-TIME	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL M F	X	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL M F		
	WHITE		BLACK		M	F	M	F	M	F			WHITE		BLACK		M	F	M	F	M	F		M	F
	M	F	M	F									M	F	M	F									
Exec., Admin., Mgr'l.		1									1			1										1	
Professional																									
Clerical & Secretarial		1									1			1										1	
Tech. & Paraprofessional				1							1				1									1	
Skilled Crafts																									
Service/Maintenance																									
SUB-TOTAL		2		1							3			2		1								3	
PERMANENT *PART-TIME																									
Exec., Admin., Mgr'l.																									
Professional																									
Clerical & Secretarial		1									1			1										1	
Tech. & Paraprofessional																									
Skilled Crafts																									
Service/Maintenance																									
SUB-TOTAL		1		0							1			1		0								1	
TOTAL		3		1							4			3		1								4	

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

SCHOOL/DEPARTMENT: Plant Pathology, SALS

AFFIRMATIVE ACTION PLAN

COMPLETED BY: Robert Aycock, Head

SPA PERSONNEL

DATE: March 23, 1976TABLE I
PRESENT SPA COMPLEMENTTABLE II
PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal)

PERMANENT FULL-TIME	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		X	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL	
	WHITE		BLACK		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F	M	F
	M	F	M	F												M	F	M	F	M	F	M	F	M	F
Exec., Admin., Mgr'l.	1													1											1
Professional																									
Clerical & Secretarial		10													10										10
Tech. & Paraprofessionals	26	7	1	2										26	7	1	2								27
Skilled Crafts	1													1											1
Service/Maintenance																									
SUB-TOTAL	28	17	1	2										28	17	1	2								29
PERMANENT *PART-TIME																									
Exec., Admin., Mgr'l.																									
Professional																									
Clerical & Secretarial		2													2										2
Tech. & Paraprofessional		1													1										1
Skilled Crafts																									
Service/Maintenance																									
SUB-TOTAL		3													3										3
TOTAL	28	20	1	2										28	20	1	2								29

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

SCHOOL/DEPARTMENT: SALS - Poultry Science

AFFIRMATIVE ACTION PLAN

COMPLETED BY: Robert E. Cook

SPA PERSONNEL

DATE: March 9, 1976TABLE I
PRESENT SPA COMPLEMENTTABLE II
PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal)

PERMANENT FULL-TIME	NON-HISPANIC WHITE		BLACK		HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		X	NON-HISPANIC WHITE		BLACK		HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL			
	M	F	M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F	M	F		
Exec., Admin., Mgr'l.																											
Professional																											
Clerical & Secretarial	1	6												1	8		1								1	9	
Tech. & Paraprofessional	3	11	4	0										5	13	6									11	13	
Skilled Crafts																											
Service/Maintenance	3	0	7	1										5		10	1									15	1
SUB-TOTAL	7	17	11	1										11	21	16	2									27	23
PERMANENT *PART-TIME																											
Exec., Admin., Mgr'l.																											
Professional																											
Clerical & Secretarial																											
Tech. & Paraprofessional																											
Skilled Crafts																											
Service/Maintenance																											
SUB-TOTAL																											
TOTAL	7	17	11	1										11	21	16	2									27	23

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

SCHOOL/DEPARTMENT: Agriculture and Life Sciences
Sociology & Anthropology

AFFIRMATIVE ACTION PLAN

COMPLETED BY: E. M. Suval

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-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		X	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		
	WHITE		BLACK		M	F	M	F	M	F	M	F		WHITE		BLACK		M	F	M	F	M	F	M	F	
	M	F	M	F										M	F	M	F									
Exec., Admin., Mgr'l.																										
Professional																										
Clerical & Secretarial		8										8		7		1										8
Tech. & Paraprofessional																										
Skilled Crafts																										
Service/Maintenance																										
SUB-TOTAL		8										8		7		1										8
PERMANENT *PART-TIME																										
Exec., Admin., Mgr'l.																										
Professional																										
Clerical & Secretarial		0										0		0		0										
Tech. & Paraprofessional																										
Skilled Crafts																										
Service/Maintenance																										
SUB-TOTAL		0										0		0		0										
TOTAL		8										8		7		1										8

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

SCHOOL/DEPARTMENT: Soil Science

AFFIRMATIVE ACTION PLAN

COMPLETED BY: Carolyn Balickie and C. B. McCants

SPA PERSONNEL

DATE: March 22, 1976

TABLE I
PRESENT SPA COMPLEMENT

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

PERMANENT FULL-TIME	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		X	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		
	WHITE		BLACK		M	F	M	F	H	F	M	F		WHITE		BLACK		M	F	M	F	M	F	M	F	
	M	F	M	F										M	F	M	F									M
Exec., Admin., Mgr'l.																										
Professional		1										1			1											1
Clerical & Secretarial		10				1	1					11			9	1		1								11
Tech. & Paraprofessional	14	9	2		1					1	17	10		13	10	3	1	1					1		17	12
Skilled Crafts																										
Service/Maintenance																										
SUB-TOTAL	14	20	2		1	1				1	17	22		13	20	3	2	1	1				1		17	24
PERMANENT *PART-TIME																										
Exec., Admin., Mgr'l.																										
Professional																										
Clerical & Secretarial		1									1				1											1
Tech. & Paraprofessional																										
Skilled Crafts																										
Service/Maintenance																										
SUB-TOTAL		1									1				1											1
TOTAL	14	21	2		1	1				1	17	23		13	21	3	2	1	1				1		17	25

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

SCHOOL/DEPARTMENT: Dept. Veterinary Science

AFFIRMATIVE ACTION PLAN

COMPLETED BY: T. M. Curtin

SPA PERSONNEL

DATE: March 17, 1976TABLE I
PRESENT SPA COMPLEMENTTABLE II
PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal)

PERMANENT FULL-TIME	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL		X	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL	
	WHITE		BLACK		M	F	M	F	M	F	M	F		WHITE		BLACK		M	F	M	F	M	F	M	F
	M	F	M	F										M	F	M	F								
Exec., Admin., Mgr'l.											0	0			1									-	1
Professional											0	0												-	-
Clerical & Secretarial				3							0	3			3		1							-	4
Tech. & Paraprofessional	4			3							4	3		4	6		1							4	7
Skilled Crafts											0	0													
Service/Maintenance											0	0													
SUB-TOTAL	4			6							4	6		4	10		2							4	12
PERMANENT *PART-TIME																									
Exec., Admin., Mgr'l.																									
Professional																									
Clerical & Secretarial															2										2
Tech. & Paraprofessional									1		1	0			2		1								3
Skilled Crafts																									
Service/Maintenance																									
SUB-TOTAL									1		1	0		0	4		1								5
TOTAL	4			6					1		5	6		4	14		3							4	17

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

SCHOOL/DEPARTMENT: SALS/Zoology

AFFIRMATIVE ACTION PLAN

COMPLETED BY: Reinard Harkema

SPA PERSONNEL

DATE: March 26, 1976TABLE I
PRESENT SPA COMPLEMENTTABLE II
PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal)

PERMANENT FULL-TIME	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL	X	NON-HISPANIC				HISPANIC		AMERICAN INDIAN		ASIAN PAC. ISLE		TOTAL			
	WHITE		BLACK		M	F	M	F	M	F			M	F	WHITE		BLACK		M	F	M	F	M	F	M	F
	M	F	M	F											M	F	M	F								
Exec., Admin., Mgr'l.																										
Professional																										
Clerical & Secretarial			6								6				6									6		
Tech. & Paraprofessional	7	4									7	4			7	4							7	4		
Skilled Crafts																										
Service/Maintenance	2										2				2								2			
SUB-TOTAL	9	10									9	10			9	10							9	10		
PERMANENT *PART-TIME																										
Exec., Admin., Mgr'l.																										
Professional																										
Clerical & Secretarial			2								2				2								2			
Tech. & Paraprofessional																										
Skilled Crafts	1										1				1								1			
Service/Maintenance																										
SUB-TOTAL	1	2									1	2			1	2							1	2		
TOTAL	10	12									10	12			10	12							10	12		

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