

School of Physical and Mathematical Sciences

Affirmative Action Report

April, 1976

I. This document describes the current situation in the School of Physical and Mathematical Sciences (PAMS), North Carolina State University, with regard to affirmative action.

II. The School of PAMS reaffirms that it adheres to the principle of equal opportunity for all individuals, regardless of race, sex or creed in its employment, salary and promotion practices. Qualifications and performance alone are the criteria used. Where two individuals are equally qualified, and one is a female, or member of a minority group, the female or minority group member will be chosen.

III. For any opening, or in filling any vacant position, it is the policy of the School of PAMS to make the information available to the community of potential candidates. For EPA faculty positions, this involves advertising nationally in media that reach all potentially qualified candidates. Additionally, letters are written and notices are sent to institutions that graduate potentially qualified individuals.

For EPA non-faculty, the nature of the position obviously determines the extent of the community of potential candidates. It may possibly involve the same population as the EPA faculty, while on the other extreme, advertising in the official University News Bulletin may be sufficient.

For SPA employment, the Division of Personnel Services is notified of any new position or vacancy. The principal recruitment effort is by that office. Since most SPA employees are drawn from the local community and region, and since the public knows that the Division of Personnel Services handles applications, no problems in recruitment

arise. In addition, the Division of Personnel Services publishes a list of all vacancies at regular and frequent intervals, and this is circulated to the University community.

IV. The responsibility for implementing the plan in the School rests with the Affirmative Action Officer (the Associate Dean) and the departmental EEO officers and committees, working with the Dean and Department Heads. Also, the faculty and staff, as they are directly or indirectly involved in recruiting, interviewing and employment, bear part of the responsibility.

V. Identification of Problems

A. Utilization and Availability Analysis and Goals and Timetables

1. Analysis of Work Force Profile by Race and Sex

a) EPA Faculty

As may be seen from Table 1 enclosed, the faculty is currently composed largely of non-Hispanic white males.

b) EPA Non-faculty

Table V shows that the EPA Non-faculty is also composed largely of non-Hispanic white males.

c) SPA

The SPA classification was provided by the Division of Personnel Services. As might be expected, the secretarial and clerical personnel are principally female. While sincere attempts have been made to recruit from the minorities in this area we have had only limited success.

2. Utilization and Availability Analysis

a) & b) EPA Faculty and Non-faculty

Availability figures vary considerably from department to department in the school. Reference

to attached departmental forms will reveal that there is a slight underemployment of women and minorities.

c) SPA

Figures were supplied by the Personnel Department.

B. Composition of Applicant Flow

1. & 2. EPA Faculty and Non-faculty

As we have indicated to the administration on appropriate forms, the vast majority of applications for openings in the school were from white males.

3. SPA

The majority of applications for SPA positions in the school were from white females.

C. Analysis of Total Selection Process

1. EPA Faculty

The total faculty enters into the selection process. First, the special interests and qualifications of the person to be hired are specified. Secondly, a faculty search committee, consisting of a cross section of junior and senior faculty, is formed. It is the responsibility of this committee to advertise the position, receive and screen applications, and to make recommendations to the department involved on whom to bring in for interviews.

During the interview process, the individual visits with as many of the faculty as possible, with emphasis on discussions with those whose interests are similar to his own.

After a sufficient number of people have been interviewed, the faculty comes to a consensus on to whom an offer will be made.

During this whole process, emphasis is placed on the fact that we are an Equal Opportunity Employer and that we have an Affirmative Action Plan.

2. EPA Non-faculty

The same general lines of faculty involvement are followed in the selection and employment of EPA non-faculty, except that where highly specialized talents are sought, the number of faculty involved, as well as the pool of available individuals, may be considerably reduced.

3. SPA

The standard procedures established by the Division of Personnel Services for the recruitment of SPA personnel are followed. In case some individual applied directly to a department for a position, he or she is requested to file an application with the Division of Personnel Services. Decisions on to whom to make an offer are made jointly by the faculty involved and the departmental office.

D. Analysis of Transfer and/or Promotion Practices

1. & 2. EPA Faculty and Non-faculty

Standard procedures as outlined in the Faculty Handbook are followed. The Department Head involved distributes the pertinent information on each potential promotee to the full professors well before their meeting to consider promotions, in order that there be ample time for them to do any further study of an individual's qualifications. A full discussion and evaluation of each individual is held by the full professors prior to voting. This vote is reported to the Dean along with the recommendations to promote.

3. SPA

Through consideration is given to SPA employees when a vacancy occurs that provides an opportunity for promotion within a department. Transfers, where it seems to the mutual benefit of the department and the employee, are arranged.

E. Work Force Attitude

There appears to be good state of morale among both the faculty and staff. Most have a strongly positive attitude about the Affirmative Action and the Equal Employment Opportunity program.

F. Not applicable

G. There seems to be no discrimination problem in PAMS regarding rights and benefits or salary.

VI. No development or execution of corrective or remedial programs have been necessary other than the procedures described above.

DATE: March 31, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Department of Chemistry

Individual Completing Form: R. H. Loeppert

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Candidates for faculty positions must normally have a Ph.D. in Chemistry, experience at least as a teaching assistant, and aptitude for teaching and for maintaining a vigorous research program as indicated through references. Normally new faculty members are hired at the rank of assistant professor. Appointments to higher levels are made through promotions within the faculty.

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

| | Number | Percent |
|-------------------|--------|---------|
| White Male | 27,760 | 92.5 |
| White Female | 1,400 | 4.7 |
| Black Male | 257 | 0.856 |
| Black Female | 13 | 0.043 |
| Hispanic Male | 143 | 0.476 |
| Hispanic Female | 7 | 0.024 |
| Am. Indian Male | 29 | 0.095 |
| Am. Indian Female | 1 | 0.005 |
| Asian Male | 371 | 1.238 |
| Asian Female | 19 | 0.062 |
| Total | 30,000 | 100% |

School/Department: Department of Chemistry

Individual Completing Form: R. H. Loeppert

Form No. 1, page two

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

a. List sources of data:

- Ref. 1: 1973 Report of Chemists' Salaries and Employment Status, Office of Manpower Studies, American Chemical Society.
- Ref. 2: American Science Manpower 1970, a Report of the National Register of Science and Technical Personnel, National Science Foundation.
- Ref. 3: Chemical and Engineering News, Jan. 8, 1973, page 25.

b. Describe the method(s) used for arriving at the figures recorded in the chart on page one. If you based your figures on a representative sample, please explain below: Percentages were based on numbers given in reference 1 for total Ph.D.'s in the chemical sciences: 46,000 total; 415 black; 230 Spanish surnamed; 45 American Indians; 600 Oriental Americans. It was assumed that the percentage females in each ethnic group is the same as the overall percentage (4.8%).

Since the total number of Ph.D.'s from Reference 1 includes chemical engineers, biochemists and other "chemical scientists" whose training would not be appropriate for our faculty, the numbers given in the chart were based on the total number of Ph.D. chemists given in Ref. 2.

c. Evaluate the accuracy and/or completeness of the data you (29,985) have used: Although the data are the best we could obtain they should not be considered reliable. The percentage females used is somewhat higher than that given in Reference 2 (4.1%). The number of blacks is somewhat higher than than given in Reference 3 (225-250).

d. Indicate particular problems encountered in trying to ascertain availability information: Data on ethnic groups is meager. Only recently has it been fashionable (or even legal) to designate ethnic groups in personnel files.

School/Department: _____

Individual Completing Form: _____ Form No. 1, page three

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

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

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

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

School/Department: _____

Individual Completing Form: _____

Form No. 1, page four

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

a. List sources of data:

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

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

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

Individual Completing Form: R. H. Loeppert

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

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

B.S. Degree in Chemistry

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 | | | | | 36,800 | 73.6 |
| White Female | | | | | 10,000 | 20.0 |
| Black Male | | | | | 825 | 1.65 |
| Black Female | | | | | 225 | 0.45 |
| Hispanic Male | | | | | 470 | 0.94 |
| Hispanic Female | | | | | 130 | 0.26 |
| Am. Indian Male | | | | | 80 | 0.16 |
| Am. Indian Female | | | | | 20 | 0.04 |
| Asian Male | | | | | 1,140 | 2.28 |
| Asian Female | | | | | 310 | 0.62 |
| TOTAL | | 100% | | 100% | 50,000 | 100% |

School/Department: Department of Chemistry

Individual Completing Form: R. H. Loepfert

Form No. 2, page two

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

a. List sources of data:

1974 Survey Report, Office of Manpower Studies, American Chemical Society

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 number of 50,000 eligible B.S. chemists was assumed. Percentages of minorities and percentages of male and female were determined from the profile of 1974 graduates. The percentage of male and female in each minority group was assumed to be the same as the overall.

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

Original data was probably reliable but extensions to the total population are probably not very accurate.

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

School/Department: _____

Individual Completing Form: _____

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% |

School/Department: _____

Individual Completing Form: _____

Form No. 2, page four

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

a. List sources of data:

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

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

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

DATE: April 8, 1976

Form No. 1, page one

AVAILABILITY STUDY REPORTING FORMS

School/Department: PAMS, Computer Science

Individual Completing Form: D. C. Martin

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

INSTRUCTOR

- Ability or potential in teaching, research, extension, and/or another scholarly or germane creative activity
- A Master's degree, an equivalent degree, or equivalent professional experience

ASSISTANT PROFESSOR

- Ability or definite promise in teaching, research, extension, and/or another scholarly or germane creative activity
- Potential for directing teaching, research, graduate study, or extension activities
- Ability and willingness to participate in university affairs
- A doctor's degree, an equivalent degree, or equivalent professional experience

ASSOCIATE PROFESSOR

- Recognized ability and potential for distinction in teaching, independent research, extension, and/or scholarly or germane creative activity
- Ability to direct teaching, research, graduate study, or extension activities
- Ability and willingness to participate in university affairs
- A doctor's degree, an equivalent degree, or equivalent professional experience

PROFESSOR

- Distinguished achievement in teaching, independent research, extension, and/or another scholarly or germane creative activity
- Ability to direct teaching, research, graduate study, or extension activities
- Established reputation in the individual's profession or field of scholarly or germane creative activity
- Ability and willingness to participate in university affairs
- A doctor's degree, an equivalent degree, or equivalent professional experience

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

PROFESSOR

ASSOC. PROF.

ASST. PROF.

INSTRUCTOR

| | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
|-------------------|--------|---------|--------|---------|--------|---------|--------|---------|
| White Male | 34 | 90 | 34 | 68 | 180 | 72 | 120 | 60 |
| White Female | 2 | 5 | 4 | 8 | 20 | 8 | 10 | 5 |
| Black Male | 0 | 0 | 2 | 4 | 5 | 2 | 6 | 3 |
| Black Female | 0 | 0 | 0 | 0 | 2 | 8 | 6 | 3 |
| Hispanic Male | 0 | 0 | 0 | 0 | 1 | 4 | 2 | 1 |
| Hispanic Female | 0 | 0 | 0 | 0 | 1 | 4 | 2 | 1 |
| Am. Indian Male | 0 | 0 | 0 | 0 | 1 | 4 | 2 | 1 |
| Am. Indian Female | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 |
| Asian Male | 2 | 5 | 6 | 12 | 20 | 8 | 30 | 15 |
| Asian Female | 2 | 5 | 4 | 8 | 10 | 4 | 20 | 10 |
| Total | 40 | 100% | 50 | 100 | 240 | 100 | 200 | 100 |

Individual Completing Form: D. C. Martin

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

a. List sources of data:

The sources of data used were the Annual Employment Register. Information is provided by the Association for Computing Machinery, the final report on Affirmative Action, School of PAMS, North Carolina State University, 1975.

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

There are roughly 100 Computer Science Departments equivalent to North Carolina State University with the average size of 20 faculty members. Assuming that the rank distribution is 4 at the Professor level, 5 Associate Professors, 8 Assistant Professors, and 3 Instructors, gives rise to the total pool of 400 Professors, 500 Associate Professors, 800 Assistant Professors, and 300 Instructors. Assuming that perhaps 10% of these individuals who meet qualifications for the various academic ranks might wish to change universities in any given year at the Associate and full Professor level there would be an availability pool of 40 and 50 in these two categories. The Assistant Professor availability pool is estimated from the Annual Employment Register data provided by the Association for Computing Machinery. The instructor category in this Department is primarily limited to individuals with a masters degree who are pursuing their doctorate. This figure is difficult to estimate, but should be on the order of 200 per year. The percentages in Table 1 are based on responses to applications for faculty positions during the last two years and on thorough perusal of the ACM Employment Register.

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

The accuracy of availability pool data at the Assistant Professor level is judged good because of data obtained from the Employment Register. Accuracy at the Professor and Associate Professor level is fair since it is based on both the Employment Register and responses to recently advertised positions. The availability at the Instructor level is the best guess and is complicated by the fact that we require applicants to pursue a degree and we have a high out-of-state tuition.

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

It is especially difficult to estimate availability in Computer Science because of the relative youth of the profession. The first computer was built 30 years ago and most Computer Science programs which could provide people for this pool were initiated within the last 15 years.

School/Department: _____

Individual Completing Form: _____ Form No. 1, page three

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

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

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

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

School/Department: _____

Individual Completing Form: _____

Form No. 1, page four

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

a. List sources of data:

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

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

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

Individual Completing Form: D. C. Martin

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

- 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: _____

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:

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

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

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

School/Department: _____

Individual Completing Form: _____

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% |

School/Department: _____

Individual Completing Form: _____

Form No. 2, page four

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

a. List sources of data:

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

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

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

DATE: 3/31/76

Form No. 1, page one

AVAILABILITY STUDY REPORTING FORMS

School/Department: PAMS/GEOSCIENCES

Individual Completing Form: C. J. Leith

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

See attached sheet

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

| | Number | Percent |
|-------------------|--------|---------|
| White Male | 9478 | 97.6 |
| White Female | 199 | 2.0 |
| Black Male | 11 | 0.1 |
| Black Female | 1 | -- |
| Hispanic Male | 5 | 0.1 |
| Hispanic Female | 1 | -- |
| Am. Indian Male | 0 | -- |
| Am. Indian Female | 0 | -- |
| Asian Male | 19 | 0.2 |
| Asian Female | 1 | -- |
| Total | 9715 | 100% |

The figures in the table are totals for all ranks. There is no breakdown that I know of from which the data are available for each academic rank. The totals include Geology, Meteorology, and Physical Oceanography.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

DEPARTMENT OF GEOSCIENCES
Box 5966 Zip 27607

QUALIFICATIONS FOR FACULTY RANKS

Instructor

Ability or potential in teaching, research, extension, or another scholarly or germane creative activity.

A master's degree, an equivalent degree, or equivalent professional experience.

Assistant Professor

Ability or definite promise in teaching, research, extension, or another scholarly or germane creative activity.

Potential for directing teaching, research, graduate study, or extension activities.

A doctor's degree, an equivalent degree, or equivalent professional experience.

Associate Professor

Recognized ability and potential for distinction in teaching, independent research, extension, or another scholarly or germane creative activity.

Ability to direct teaching, research, graduate study, or extension activities.

A doctor's degree, an equivalent degree, or equivalent professional experience.

Professor

Distinguished achievement in teaching, independent research, extension, or another scholarly or germane creative activity.

Ability to direct teaching, research, graduate study, or extension activities.

Established reputation in the individual's profession or field of scholarly or germane creative activity.

Ability and willingness to participate in university affairs.

A doctor's degree, an equivalent degree, or equivalent professional experience.

School/Department: PAMS/Geosciences

Individual Completing Form: C. J. Leith

Form No. 1, page two

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

a. List sources of data:

American Geological Institute memo of March 1973
Women Geoscientists Committee Newsletter #3 (December 1975)
Personal impressions of our faculty

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

The figures, because of the lack of factual data, are strictly guesses.

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

Probably reasonable to an order of magnitude.

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

There are no such data, to the best of my knowledge or that of my colleagues.

School/Department: PAMS/GEOSCIENCES

Individual Completing Form: C. J. Leith Form No. 1, page three

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

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

Questions 4b and 5 are not applicable because our pool is not limited geographically.

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

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

Not
Applicable

School/Department: PAMS/Geosciences

Individual Completing Form: C. J. Leith

Form No. 1, page four

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

a. List sources of data:

Not applicable

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

Not applicable

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

Not applicable

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

Not applicable

School/Department: PAMS/GEOSCIENCES

Individual Completing Form: C. J. Leith

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.

We have no such positions.

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

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: PAMS/Geosciences

Individual Completing Form: C. J. Leith

Form No. 2, page two

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

a. List sources of data:

Not applicable

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:

Not applicable

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

Not applicable

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

Not applicable

Individual Completing Form: C. J. Leith

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% |

School/Department: PAMS/GEOSCIENCES

Individual Completing Form: C. J. Leith

Form No. 2, page four

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

a. List sources of data:

Not applicable.

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:

Not applicable.

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

Not applicable.

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

Not applicable.

DATE: April 1, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: Mathematics

Individual Completing Form: N. J. Rose

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Professor: Doctor's degree; distinguished achievement in teaching and independent research; ability to direct research and graduate study; established reputation in field of research.

Associate Professor: Doctor's degree; recognized ability and potential for distinction in teaching and research; ability to direct research and graduate study.

Assistant Professor: Doctor's degree; ability or promise in teaching and research.

Instructor: Recent recipient of doctoral degree or a doctoral candidate with ability or potential in teaching and research.

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

TOTAL POOL FOR ALL RANKS

| | <u>Number</u> | <u>Percent</u> |
|-------------------|---------------|----------------|
| White Male | 11,700 | 71.8 |
| White Female | 1,200 | 7.4 |
| Black Male | 100 | .6 |
| Black Female | 20 | .1 |
| Hispanic Male | 100 | .6 |
| Hispanic Female | 20 | .1 |
| Am. Indian Male | 2 | 0 |
| Am. Indian Female | 0 | 0 |
| Asian Male | 3,000 | 18.4 |
| Asian Female | <u>150</u> | <u>1.0</u> |
| TOTAL | 16,292 | 100% |

PROFESSORS

| | <u>Number</u> | <u>Percent</u> |
|-------------------|---------------|----------------|
| White Male | 3,058 | 70.0 |
| White Female | 236 | 5.3 |
| Black Male | 20 | .5 |
| Black Female | 2 | .05 |
| Hispanic Male | 20 | .5 |
| Hispanic Female | 2 | .05 |
| Am. Indian Male | 0 | 0 |
| Am. Indian Female | 0 | 0 |
| Asian Male | 1,000 | 22.9 |
| Asian Female | <u>30</u> | <u>6.7</u> |
| TOTAL | 4,368 | 100% |

ASSOCIATE PROFESSORS

| | <u>Number</u> | <u>Percent</u> |
|-------------------|---------------|----------------|
| White Male | 1,141 | 50.1 |
| White Female | 342 | 14.9 |
| Black Male | 28 | 1.2 |
| Black Female | 7 | .3 |
| Hispanic Male | 20 | .9 |
| Hispanic Female | 7 | .3 |
| Am. Indian Male | 0 | 0 |
| Am. Indian Female | 0 | 0 |
| Asian Male | 700 | 30.5 |
| Asian Female | <u>40</u> | <u>1.8</u> |
| TOTAL | 2,291 | 100% |

ASSISTANT PROFESSORS

| | <u>Number</u> | <u>Percent</u> |
|-------------------|---------------|----------------|
| White Male | 6,300 | 81.4 |
| White Female | 502 | 6.5 |
| Black Male | 42 | .5 |
| Black Female | 5 | .1 |
| Hispanic Male | 40 | .5 |
| Hispanic Female | 45 | .1 |
| Am. Indian Male | 0 | 0 |
| Am. Indian Female | 0 | 0 |
| Asian Male | 800 | 10.3 |
| Asian Female | <u>50</u> | <u>.6</u> |
| TOTAL | 7,744 | 100% |

INSTRUCTORS

| | <u>Number</u> | <u>Percent</u> |
|-------------------|---------------|----------------|
| White Male | 1,201 | 63.0 |
| White Female | 120 | 6.3 |
| Black Male | 20 | 1.0 |
| Black Female | 6 | .3 |
| Hispanic Male | 20 | 1.0 |
| Hispanic Female | 6 | .3 |
| Am. Indian Male | 2 | .1 |
| Am. Indian Female | 0 | 0 |
| Asian Male | 500 | 26.2 |
| Asian Female | <u>30</u> | <u>1.8</u> |
| TOTAL | 1,905 | 100% |

School/Department: Mathematics

Individual Completing Form: N. J. Rose

Form No. 1, page two

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

a. List sources of data:

1. Ford Foundation Survey: Black American Doctorates.
2. Larney, Violet H., "Female Mathematicians, Where Are You?," American Mathematical Monthly 18 (1973), pp. 310-313.
3. "Doctorates Awarded, 1970-71," Notices of the American Mathematical Society 18 (1971), p. 885. (Total was not broken down by categories.)
4. "Sex, Race, and Citizenship of New Doctorates, 1971-72," Notices of the American Mathematical Society 19 (1972), p. 308.
5. "Sex, Race, and Citizenship of New Doctorates, 1972-73," Notices of the American Mathematical Society 20 (1973), p. 301.
6. "Sex, Race and Citizenship of New Doctorates, 1974-75," Notices of the American Mathematical Society, August 1975, p. 308.
7. "Graduate School Origins of Female Ph.D.'s," Notices of American Mathematical Society, April 1976, p. 166-171.

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

Looked up data in above references.

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

Estimates on White Male, White Female, Black Male and Black Female are fairly accurate. Others are estimates.

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

Changing classifications from year to year causes problems.

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 IN MATHEMATICS

- 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: _____

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:

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

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

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

School/Department: _____

Individual Completing Form: _____

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 | | TEHCNIANS | |
|-------------------|----------------------|---------|---------------|---------|-----------|---------|
| | 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: _____

Individual Completing Form: _____

Form No. 2, page four

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

a. List sources of data:

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

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

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

DATE: March 31, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: PAMS - Physics

Individual Completing Form: A. W. Jenkins, Jr.

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

- a. Full Professor ----- Ph.D. -- at least five years experience
Superlative achievement
- b. Associate Professor- Ph.D.-- at least five years experience.
Outstanding achievement.
- c. Assistant Professor- Ph.D.--two years Post Doctoral experience desirable.
Outstanding performance in graduate study.
- d. Instructor ----- ~~it is not planned to hire new instructors in this department in the foreseeable future.~~

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

The best information we have in the holders of the Doctorals degree in Physics is as follows:

| | Number | Percent |
|-------------------|--------|---------|
| White Male | 21,608 | 93.5 |
| White Female | 381 | 1.6 |
| Black Male | 44 | 0.2 |
| Black Female | 0 | 0 |
| Hispanic Male | - | |
| Hispanic Female | - | |
| Am. Indian Male | 14 | 0.06 |
| Am. Indian Female | 0 | 0 |
| Asian Male | 1,012 | 4.4 |
| Asian Female | 41 | 0.2 |
| Total | 23,100 | 100% |

As a pure estimate on my part 20% of these persons would meet our requirements for the position of Assistant Professor, 10% for the position of Associate Professor, and 5% for the position of Professor.

School/Department: PAMS/Physics

Individual Completing Form: A.W. Jenkins, Jr.

Form No. 1, page two

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

a. List sources of data:

- (1) "Women in Physics," American Physical Society (American Institute of Physics, September, 1972).
- (2) "Women in Physics--Supplement," American Physical Society (American Institute of Physics, April, 1973).
- (3) "Physics and Manpower Enrollments and Degrees in U.S.," American Institute of Physics, Pub. No. R-151.10, March, 1973.
- (4) "Physics Manpower, 1973" (American Institute of Physics, August, 1973).
- (5) "U.S. Dept. Labor Manpower Comments," Jan.-Feb. 1976.

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

Used data included in sources in part (a).

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

Approx. 10%

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

School/Department: PAMS/Physics

Individual Completing Form: A.W. Jenkins, Jr. Form No. 1, page three

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

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

Pool is total available manpower

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

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

School/Department: PAMS/Physics

Individual Completing Form: A.W. Jenkins, Jr.

Form No. 1, page four

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

a. List sources of data:

N/A

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

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

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

Individual Completing Form: A.W. Jenkins, Jr.

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.

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 | | | 64 | 88 | | |
| White Female | | | 2 | 3 | | |
| Black Male | | | 1 | 1 | | |
| Black Female | | | 0 | 0 | | |
| Hispanic Male | | | - | - | | |
| Hispanic Female | | | - | - | | |
| Am. Indian Male | | | - | - | | |
| Am. Indian Female | | | - | - | | |
| Asian Male | | | 5 | 7 | | |
| Asian Female | | | 1 | 1 | | |
| TOTAL | | 100% | 73 | 100% | | 100% |

School/Department: PAMS/Physics

Individual Completing Form: A.W. Jenkins, Jr.

Form No. 2, page two

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

a. List sources of data:

Since the market pool is composed of only recent Ph.D.'s (current year), the most recent year Ph.D. production rate was used as the data base. See Physics Manpower 1973 (American Institute of Physics, August, 1973).

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:

A very liberal guess is the 5% of all new Ph.D.'s in Physics would meet our requirements. Thus direct figures of data listed in 3a were divided by 20. A small decline in the total number may have occurred but the percentages should stay about the same.

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

To better than 10% on each point.

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

Individual Completing Form: A.W. Jenkins, Jr.

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:

We draw from the whole United States population

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

| | 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: PAMS/Physics

Individual Completing Form: A.W. Jenkins, Jr.

Form No. 2, page four

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

a. List sources of data: NA

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:

NA

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

NA

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

DATE: March 25, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: PAMS/Statistics

Individual Completing Form: David D. Mason

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

Education: For Assistant Professor and higher levels: earned doctorate in statistics, or in another field with a strong statistics minor and strong interest and some experience in statistics. For Instructor and Lecturer, a minimum of an earned Master's degree in Statistics.

Experience: Instructor and Lecturer: 0-2 years; Assistant Professor: 0-4 years; Associate Professor: 6-8 years; Professor: 11-15 years.

Achievement: Competence in teaching, research and/or consultation as attested

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

| | Assistant Professor and higher | | Instructor and Lecturer | |
|-------------------|-----------------------------------|---------|----------------------------|---------|
| | Number | Percent | Number | Percent |
| White Male | 2121 | 92.2 | 1463 | 81.0 |
| White Female | 131 | 5.7 | 281 | 15.4 |
| Black Male | 20 | .9 | 20 | 1.1 |
| Black Female | 4 | .2 | 9 | .5 |
| Hispanic Male | 6 | .3 | 10 | .6 |
| Hispanic Female | 1 | < .1 | 2 | .1 |
| Am. Indian Male | 1 | < .1 | 3 | .2 |
| Am. Indian Female | 0 | 0 | 0 | 0 |
| Asian Male | 14 | .6 | 19 | 1.0 |
| Asian Female | 2 | .1 | 6 | .3 |
| Total | 2300 | 100% | 1813 | 100% |

*See N. C. State University Faculty Handbook, 1-73, pages V-1 - V-2, for detailed criteria for each academic rank.

DATE: March 25, 1976

School/Department: PAMS/Statistics

Individual Completing Form: David D. Mason

Form No. 1, page one
(continued)

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

by peer and supervisory judgment, at a beginning level of recognition for Instructor and Assistant Professor, at an established level of recognition for Associate Professor, and at the level of having arrived as authority in his field for Professor.

School/Department: PAMS/Statistics

Individual Completing Form: David D. Mason

Form No. 1, page two

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

a. List sources of data:

- (1) Directory of Statisticians and Others in Allied Professions, 1973. American Statistical Association, Washington, D. C.
- (2) NSF. American Science Manpower, 1968, 1970.
- (3) Mail Survey to Establish Directory of Black Statisticians. Dr. David G. Kleinbaum, Department of Biostatistics, UNC-CH. July, 1973.
- (4) HEW. Availability Data: Minorities and Women. G.P.O., 1973.
- (5) University of Wisconsin. Availability Statistics, Women Holders of the Ph.D.: 1967-69. April, 1972.
- (6) University of Minnesota Council for Women's Progress. Doctorates Awarded to Women, 1960-1969. June, 1971.

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

A random sample of 25 pages of the Directory (1) was tallied by five members of the departmental faculty for statisticians available for the various faculty and non-faculty classifications, and as to male/female and Spanish, Asian Surnames classifications. These estimates were checked for consistency with the other references. Reference (3) was used as a primary source document for data on Blacks. Data for "Others" was based partly from Spanish surname estimates from (1) and partly on percentages in (10).

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

Female percentages are probably most reliable of estimates. Other than the Kleinbaum survey (3), there is no comprehensive source of data for Black statisticians. This survey (3) addressed inquiries to 100 known Black Ph.D. mathematicians in the nation and to 190 university departments having significant advanced training roles in statistics, and the resulting list is likely the most nearly definitive catalog in the country at this data. The information on "Other" minorities is based on only fragmentary data so that this group is estimated with the least reliability. For example, it is very difficult to find reliable data on the American Indian.

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

The greatest difficulty encountered was in evaluating the "Blacks" and "American Indian" groups, since national manpower figures often fail to identify either their ethnic character of their specific areas of interest. We were fortunate to have available the survey on Black statisticians done by the Biostatistics Department, UNC-CH. One of the difficulties that they reported in their survey was relatively frequent rebuffs by respondents offended by racial emphasis.

School/Department: PAMS/Statistics

Individual Completing Form: David D. Mason

Form No. 1, page two
(continued)

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

a. List sources of data:

- (7) Ford Foundation Survey: Black American Doctorates, 1968.
- (8) Notices of the American Mathematical Monthly, October, 1972.
- (9) James M. Jay. Negroes in Science: Natural Science Doctorates, 1876-1969.
- (10) HEW. Racial and Ethnic Enrollment Data from Institutions of Higher Education, Fall, 1970.
- (11) Professional Women and Minorities, A Manpower Data Resource Service, Scientific Manpower Commission, 1776 Massachusetts Avenue, N.W., Washington, D. C. 20036.

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 (FCC Code 2): Earned doctorate in Statistics, or in related field with a minor or equivalent experience in Statistics, or a Master's degree in Statistics, Computer Science or related field, and 3-5 years experience in their specialty field of statistics, statistical computing.

Research Assistant (FCC Code 2): Master's degree in Statistics, Computer Science or related field with equivalent experience in Statistics, Statistical Computing and/or consulting in these areas. Appointment with Bachelor's degree made only in exceptional cases where individual has unusual talents demonstrated in graduate study and/or 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 Assistants &
Research Associates

| | OFFICIALS & MANAGERS | | PROFESSIONALS | | TECHNICIANS | |
|-------------------|----------------------|---------|---------------|---------|-------------|---------|
| | NUMBER | PERCENT | NUMBER | PERCENT | NUMBER | PERCENT |
| White Male | | | 1463 | 81.0 | | |
| White Female | | | 281 | 15.4 | | |
| Black Male | | | 20 | 1.1 | | |
| Black Female | | | 9 | .5 | | |
| Hispanic Male | | | 10 | .6 | | |
| Hispanic Female | | | 2 | .1 | | |
| Am. Indian Male | | | 3 | .2 | | |
| Am. Indian Female | | | 0 | 0 | | |
| Asian Male | | | 19 | 1.0 | | |
| Asian Female | | | 6 | .3 | | |
| TOTAL | 0 | 100% | 1813 | 100% | 0 | 100% |

School/Department: PAMS/Statistics

Individual Completing Form: David D. Mason

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) Directory of Statisticians and Others in Allied Professions, 1973, American Statistical Association, Washington, D. C.
- (2) NSF. American Science Manpower, 1968, 1970.
- (3) Mail Survey to Establish Directory of Black Statisticians. Dr. David G. Kleinbaum, Department of Biostatistics, UNC-CH. July, 1973.
- (4) HEW. Availability Data: Minorities and Women. G.P.O., 1973.
- (5) University of Wisconsin. Availability Statistics, Women Holders of the Ph.D.: 1967-69. April, 1972.
- (6) University of Minnesota Council for Women's Progress, Doctorates Awarded to Women, 1950-1969, June, 1971. (Continued on attached sheet)

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:

A random sample of 25 pages of the Directory (1) was tallied by five members of the departmental faculty for statisticians available for the various faculty and non-faculty classifications, and as to male/female and Spanish, Asian Surnames classifications. These estimates were checked for consistency with the other references. Reference (3) was used as a primary source document for data on Blacks. Data for "Others" was based partly from Spanish surname estimates from (1) and partly on percentages in (10).

In studying the identifying characteristics of the available pool for Instructors and Lecturers, and Professionals (Research Associates and Research Assistants), the

c. Evaluate the accuracy and/or completeness of the data you have used: (Continued on attached sheet)

Female percentages are probably most reliable of estimates. Other than the Kleinbaum survey (3), there is no comprehensive source of data for Black statisticians. This survey (3) addressed inquiries to 100 known Black Ph.D. mathematicians in the nation and to 190 university departments having significant advanced training roles in statistics, and the resulting list is likely the most nearly definitive catalog in the country at this date. The information on "Other" minorities is based on only fragmentary data so that this group is estimated with the least reliability. It is also very difficult to find reliable data on American Indian statisticians.

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

The greatest difficulty encountered was in evaluating the "Black" and "American Indian" groups, since national manpower figures often fail to identify either their ethnic origin or their specific areas of interest. We were fortunate to have available the survey on Black statisticians done by the Biostatistics Department, UNC-Ch. One of the difficulties that they reported in their survey was relatively frequent rebuffs by respondents offended by racial emphasis.

School/Department: FAMS/Statistics

Individual Completing Form: David D. Mason

Form No. 2, page two
(continued)

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

a. List sources of data:

- (7) Ford Foundation Survey: Black American Doctorates, 1968.
- (8) Notices of the American Mathematical Monthly, October, 1972.
- (9) James M. Jay. Negroes in Science: Natural Science Doctorates, 1876-1969.
- (10) HEW. Racial and Ethnic Enrollment Data from Institutions of Higher Education, Fall, 1970.

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

Faculty Committee found the two groups indistinguishable. Hence, the same pool is identified for these two groups. We do not presently have anyone in the classification of Technician.

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: PAMS

EPA FACULTY

DATE: April 12, 1976

COMPLETED BY: J. D. Memory

PAGE: 2 of 2

TABLE I

PRESENT FACULTY COMPLEMENT
(According to June 1976 Tabulation)

TABLE II

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

| PART-TIME | NON-HISPANIC | | HISPANIC | | ASIAN | | AMERICAN | | TOTAL | | PART-TIME | NON-HISPANIC | | HISPANIC | | ASIAN | | AMERICAN | | TOTAL | | | |
|-----------------|--------------|---|----------|---|------------|---|----------|---|-------|-----|-----------|-----------------|-----|----------|---|------------|---|----------|---|-------|---|-----|----|
| | WHITE | | BLACK | | PACIFIC IS | | INDIAN | | | | | WHITE | | BLACK | | PACIFIC IS | | INDIAN | | | | | |
| | M | F | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | M | F | M | F |
| Lecturer | 1 | | | | | | | | | 1 | | Lecturer | 1 | | | | | | | | | 1 | |
| Retired Faculty | 5 | | | | | | | | | 5 | | Retired Faculty | 8 | 1 | | | | | | | | 8 | 1 |
| V. Assoc. Prof. | 1 | | | | | | | | | 1 | | V. Professor | 1 | | | | | | | | | 1 | |
| V. Instructor | 1 | | | | | | | | | 1 | | Professor | 1 | | | | | | | | | 1 | |
| Professor | 2 | | | | | | | | | 2 | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| UBTOTAL | 10 | | | | | | | | | 10 | | SUBTOTAL | 11 | 1 | | | | | | | | 11 | 1 |
| TOTAL | 180 | 7 | 2 | | | 8 | 2 | | | 190 | 9 | TOTAL | 174 | 16 | 4 | | | 10 | 2 | | | 188 | 18 |

AFFIRMATIVE ACTION PLAN

DEPARTMENT: Department of Chemistry

EPA FACULTY

DATE: July 9, 1976

COMPLETED BY: R. H. Loeppert

PAGE: 1 of 2

TABLE I

PRESENT FACULTY COMPLEMENT
(According to June 1976 Tabulation)

TABLE II

PROJECTED FACULTY COMPLEMENT (1978-79)
(Reflecting Anticipated Promotions
And Your Projected Hiring Goals)

| FULL-TIME | NON-HISPANIC | | HISPANIC | | ASIAN | | AMERICAN | | TOTAL | | | FULL-TIME | NON-HISPANIC | | HISPANIC | | ASIAN | | AMERICAN | | TOTAL | | |
|--------------------|--------------|-------|----------|-------|-------------|--------|----------|---|-------|---|--|--------------------|--------------|---|----------|-------|-------------|--------|----------|---|-------|----|---|
| | WHITE | BLACK | WHITE | BLACK | PACIFIC IS. | INDIAN | M | F | M | F | | | M | F | WHITE | BLACK | PACIFIC IS. | INDIAN | M | F | M | F | M |
| Department Head | 1 | | | | | | | | 1 | | | Department Head | 1 | | | | | | | | | 1 | |
| Professor | 15 | | | | | | | | 15 | | | Professor | 16 | | | | | | | | | 16 | |
| Assoc. Professor | 10 | | | | | | | | 10 | | | Assoc. Professor | 8 | | | | | | | | | 8 | |
| Asst. Professor | 4 | | | | | 1 | | | 4 | 1 | | Asst. Professor | 4 | 2 | | | | 1 | | | | 4 | 3 |
| Instructor | 0 | 2 | | | | | | | 0 | 2 | | Instructor | 0 | 1 | | | | | | | | 0 | 1 |
| Lecturer | | | | | | | | | | | | Lecturer | | | | | | | | | | | |
| SUBTOTAL | 30 | 2 | | | | 1 | | | 30 | 3 | | SUBTOTAL | 29 | 3 | | | | 1 | | | | 29 | 4 |
| VISITING FULL-TIME | | | | | | | | | | | | VISITING FULL-TIME | | | | | | | | | | | |
| Professor | | | | | | | | | | | | Professor | | | | | | | | | | | |
| Assoc. Professor | | | | | | | | | | | | Assoc. Professor | | | | | | | | | | | |
| Asst. Professor | 1 | | | | | | | | 1 | | | Asst. Professor | 1 | | | | | | | | | | 1 |
| Instructor | | | | | | | | | | | | Instructor | | | | | | | | | | | |
| Lecturer | | | | | | | | | | | | Lecturer | | | | | | | | | | | |
| SUBTOTAL | 1 | | | | | | | | 1 | | | SUBTOTAL | 1 | | | | | | | | | | 1 |
| TOTAL | 31 | 2 | | | | 1 | | | 31 | 3 | | TOTAL | 30 | 3 | | | | 1 | | | | 30 | 4 |

AFFIRMATIVE ACTION PLAN

DEPARTMENT: Geosciences
 COMPLETED BY: C. J. Leith

EPA FACULTY

DATE: 3/31/76

PAGE: 1 of 2

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to June 1976 Tabulation)

TABLE II

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

| FULL-TIME | NON-HISPANIC | | HISPANIC | | ASIAN | | AMERICAN | | TOTAL | | FULL-TIME | NON-HISPANIC | | HISPANIC | | ASIAN | | AMERICAN | | TOTAL | |
|---------------------------|--------------|----------|----------|---|------------|----------|----------|---|-----------|----------|---------------------------|--------------|----------|----------|---|------------|----------|----------|---|-----------|----------|
| | WHITE | | BLACK | | PACIFIC IS | | INDIAN | | | | | WHITE | | BLACK | | PACIFIC IS | | INDIAN | | | |
| | M | F | M | F | M | F | M | F | | | | M | F | M | F | M | F | M | F | | M |
| Department Head | 1 | | | | | | | | 1 | | Department Head | 1 | | | | | | | | 1 | |
| Professor | 2 | | | | | | | | 2 | | Professor | 2 | | | | | | | | | |
| Assoc. Professor | 7 | | | | | | | | 7 | | Assoc. Professor | 8 | | | | | 1 | | | 9 | |
| Asst. Professor | 4 | | | | | | | | 4 | | Asst. Professor | 5 | | | | | 2 | | | 7 | |
| Instructor | 1 | | | | | 1 | | | 2 | | Instructor | | | | | | | | | | |
| Lecturer | | | | | | | | | | | Lecturer | | | | | | | | | | |
| SUBTOTAL | 15 | 0 | | | | 1 | 0 | | 16 | 0 | SUBTOTAL | 16 | 0 | | | | 3 | 0 | | 19 | 0 |
| VISITING FULL-TIME | | | | | | | | | | | VISITING FULL-TIME | | | | | | | | | | |
| Professor | | | | | | | | | | | Professor | | | | | | | | | | |
| Assoc. Professor | | | | | | | | | | | Assoc. Professor | | | | | | | | | | |
| Asst. Professor | | | | | | | | | | | Asst. Professor | | | | | | | | | | |
| Instructor | | | | | | | | | | | Instructor | | | | | | | | | | |
| Lecturer | | | | | | | | | | | Lecturer | | | | | | | | | | |
| SUBTOTAL | 0 | 0 | | | | 0 | 0 | | 0 | 0 | SUBTOTAL | 0 | 0 | | | | 0 | 0 | | 0 | 0 |

AFFIRMATIVE ACTION PLAN

DEPARTMENT: Mathematics

EPA FACULTY

DATE: April 1, 1976COMPLETED BY: N. J. RosePAGE: 1 of 2

TABLE I

PRESENT FACULTY COMPLEMENT
(According to June 1976 Tabulation)

| FULL-TIME | NON-HISPANIC | | HISPANIC | | ASIAN | | AMERICAN | | TOTAL | | FULL-TIME | NON-HISPANIC | | HISPANIC | | ASIAN | | AMERICAN | | TOTAL | |
|--------------------|--------------|---|----------|---|------------|---|----------|---|-------|---|--------------------|--------------|---|----------|---|------------|---|----------|---|-------|---|
| | WHITE | | BLACK | | PACIFIC IS | | INDIAN | | | | | WHITE | | BLACK | | PACIFIC IS | | INDIAN | | | |
| | M | F | M | F | M | F | M | F | | | | M | F | M | F | M | F | M | F | | M |
| Department Head | 1 | | | | | | | | 1 | | Department Head | 1 | | | | | | | | 1 | |
| Professor | 12* | | | | | 2 | | | 14 | 0 | Professor | 12* | | | | | 3 | | | 15 | |
| Assoc. Professor | 15 | | | | | 1 | | | 16 | 0 | Assoc. Professor | 15** | 2 | | | 1 | | | | 16 | 2 |
| Asst. Professor | 14** | 2 | 1 | | | 1 | | | 16 | 2 | Asst. Professor | 12 | 3 | 3 | | 1 | | | | 16 | 3 |
| Instructor | 6 | 1 | | | | 1 | | | 7 | 1 | Instructor | 4 | 1 | 1 | | | 1 | | | 5 | 2 |
| Lecturer | | | | | | | | | | | Lecturer | | | | | | | | | | |
| SUBTOTAL | 48 | 3 | 1 | | | 5 | | | 54 | 3 | SUBTOTAL | 44 | 6 | 4 | | 5 | 1 | | | 53 | 7 |
| VISITING FULL-TIME | | | | | | | | | | | VISITING FULL-TIME | | | | | | | | | | |
| Professor | | | | | | | | | | | Professor | | | | | | | | | | |
| Assoc. Professor | | | | | | | | | | | Assoc. Professor | 1 | | | | | | | | | 1 |
| Asst. Professor | 2 | | | | | | | | 2 | | Asst. Professor | | | | | | | | | | 2 |
| Instructor | 2 | 2 | | | | | | | 2 | 2 | Instructor | 2 | 2 | | | | | | | | 2 |
| Lecturer | | | | | | | | | | | Lecturer | | | | | | | | | | |
| SUBTOTAL | 4 | 2 | | | | | | | 4 | 2 | SUBTOTAL | 3 | 2 | | | | | | | | 3 |

*Does not include two joint appointments with Math Ed. Dept.

**Does not include one joint appointment with Math. Ed. Dept.

TABLE II

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT: Physics
 COMPLETED BY: A.W. Jenkins, Jr.

DATE: 4/1/76

PAGE: 2 of 2

TABLE I

PRESENT FACULTY COMPLEMENT
 (According to June 1976 Tabulation)

TABLE II

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

| PART-TIME | NON-HISPANIC | | HISPANIC | | ASIAN | | AMERICAN | | TOTAL | | PART-TIME | NON-HISPANIC | | HISPANIC | | ASIAN | | AMERICAN | | TOTAL | |
|-----------|--------------|---|----------|---|-------------|---|----------|---|-------|---|-----------|--------------|---|----------|---|-------------|---|----------|---|-------|----|
| | WHITE | | BLACK | | PACIFIC IS. | | INDIAN | | M | F | | WHITE | | BLACK | | PACIFIC IS. | | INDIAN | | M | F |
| | M | F | M | F | M | F | M | F | | | | M | F | M | F | M | F | M | F | | |
| Professor | 2 | | | | | | | | 2 | | Professor | 1 | | | | | | | | | 1 |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| UBTOTAL | 2 | | | | | | | | 2 | | SUBTOTAL | 1 | | | | | | | | | |
| TOTAL | 29 | 1 | | | 2 | 1 | | | 32 | 1 | TOTAL | 27 | | | | | 2 | | | | 29 |

SCHOOL DEPT. PAMS
 COMPLETED BY J. D. Memory

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE April 12, 1976

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

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

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

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

Availability percentages vary considerably by department within the school. The departmental reports follow

SCHOOL DEPT. Department of Chemistry
 COMPLETED BY R. H. Loeppert

AFFIRMATIVE ACTION PLAN
EPA FACULTY

DATE July 9, 1976

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

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

| Availability Percentages (a) | Full-time | | Visiting F. T. | | Part-time | | Total | | See Note (f) | Full-time | | Visiting F. T. | | Part-time | | Total | | |
|------------------------------|-------------|-------|----------------|-------|-------------|-------|-------------|-------|--------------|-----------|-----------|----------------|----------|-------------|---|-------------|-----------|------------|
| | No. | % (b) | No. | % (c) | No. | % (d) | No. | % (e) | | No. | % | No. | % | No. | % | No. | % | |
| White Male | 92.5 | 30 | 90.9 | 1 | 100 | | | 31 | 91.1 | - | 29 | 87.9 | | | | 22 | 85.3 | |
| White Female | 4.7 | 2 | 6.1 | | | | 2 | 5.9 | + | 3 | 9.1 | 1 | 100 | | | 4 | 11.8 | |
| Black Male | 0.86 | | | | | | | | - | | | | | | | | | |
| Black Female | 0.043 | | | | | | | | - | | | | | | | | | |
| Hispanic Male | 0.48 | | | | | | | | - | | | | | | | | | |
| Hispanic Female | 0.024 | | | | | | | | - | | | | | | | | | |
| Am. Indian Male | 0.095 | | | | | | | | - | | | | | | | | | |
| Am. Indian Female | 0.005 | | | | | | | | - | | | | | | | | | |
| Asian Male | 1.24 | | | | | | | | - | | | | | | | | | |
| Asian Female | 0.062 | 1 | 3.0 | | | | | 1 | 2.9 | + | 1 | 3.0 | | | | 1 | 2.9 | |
| TOTAL | 100. | | 100% | | 100% | | 100% | | 100% | | 33 | 100% | 1 | 100% | | 100% | 34 | 100 |

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

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

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

| | Availability | | Full-time | | Visiting F. T. | | Part-time | | Total | | See Note (f) | Full-time | | Visiting F. T. | | Part-time | | Total |
|-------------------|-----------------|-----|-----------|-----|----------------|-----|-----------|------|-------|------|--------------|-----------|------|----------------|------|-----------|------|-------|
| | Percentages (a) | No. | % (b) | No. | % (c) | No. | % (d) | No. | % (e) | No. | | % | No. | % | No. | % | No. | |
| * White Male | 75 | 18 | 100 | | | | 1 | 100 | 19 | 100 | + | 18 | 95 | | | 1 | 100 | 1 |
| White Female | 7 | | | | | | | | | | - | 1 | 5 | | | | | |
| Black Male | 2 | | | | | | | | | | - | | | | | | | |
| Black Female | 1 | | | | | | | | | | - | | | | | | | |
| Hispanic Male | 0 | | | | | | | | | | - | | | | | | | |
| Hispanic Female | 0 | | | | | | | | | | - | | | | | | | |
| Am. Indian Male | 0 | | | | | | | | | | - | | | | | | | |
| Am. Indian Female | 0 | | | | | | | | | | - | | | | | | | |
| Asian Male | 10 | | | | | | | | | | - | | | | | | | |
| Asian Female | 5 | | | | | | | | | | - | | | | | | | |
| TOTAL | 100 | 18 | 100% | | 100% | | 1 | 100% | 19 | 100% | | 19 | 100% | | 100% | 1 | 100% | 19 |

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

*. Averages for all Ranks

SCHOOL DEPT. Geosciences
 COMPLETED BY C. J. Leith

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE 3/31/76

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

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

| Availability | Full-time | | Visiting F. T. | | Part-time | | Total | | See Note (f) | Full-time | | Visiting F. T. | | Part-time | | Total | | |
|-------------------|-----------------|-----|----------------|-----|-----------|-----|-------|-----|--------------|-----------|-----|----------------|-----|-----------|-----|-------|-----|------|
| | Percentages (a) | No. | % (b) | No. | % (c) | No. | % (d) | No. | | % (e) | No. | % | No. | % | No. | % | No. | % |
| | 97.6 | 15 | 93.8 | | | | | 15 | 93.8 | | 16 | 84.2 | | | | | 16 | 84.2 |
| White Male | | | | | | | | | | | | | | | | | | |
| White Female | 2.0 | 0 | | | | | | | | | | | | | | | | |
| Black Male | 0.1 | | | | | | | | | | | | | | | | | |
| Black Female | | | | | | | | | | | | | | | | | | |
| Hispanic Male | 0.1 | | | | | | | | | | | | | | | | | |
| Hispanic Female | | | | | | | | | | | | | | | | | | |
| Am. Indian Male | | | | | | | | 1 | 6.3 | + | 3 | 15.8 | | | | | 3 | 15.8 |
| Am. Indian Female | | | | | | | | | | | | | | | | | | |
| Asian Male | 0.2 | 1 | 6.3 | | | | | | | | | | | | | | | |
| Asian Female | | | | | | | | | | | | | | | | | | |
| TOTAL | 100.0 | 16 | 100% | | 100% | | 100% | 16 | 100% | | 19 | 100% | | 100% | | 100% | 19 | 100% |

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

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

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1975-1976)
 See Table II

| Availability | Full-time | | Visiting F. T. | | Part-time | | Total | | See Note (f) | Full-time | | Visiting F. T. | | Part-time | | Total | | |
|-------------------|-----------------|-----|----------------|-----|-----------|-----|-------|-----|--------------|-----------|-----|----------------|-----|-----------|-----|-------|----|------|
| | Percentages (a) | No. | % (b) | No. | % (c) | No. | % (d) | No. | | % (e) | No. | % | No. | % | No. | | % | |
| White Male | 71.8 | 48 | 84.2 | 4 | 67 | 7 | 100 | 59 | 84.2 | + | 44 | 73.3 | 3 | 60 | 9 | 90 | 56 | 74.7 |
| White Female | 7.4 | 3 | 5.3 | 2 | 33 | 0 | 0 | 5 | 7.1 | - | 6 | 10.0 | 2 | 40 | 1 | 10 | 9 | 12.0 |
| Black Male | .6 | 1 | 1.8 | 0 | 0 | 0 | 0 | 1 | 1.4 | + | 4 | 6.6 | 0 | 0 | 0 | 0 | 4 | 5.3 |
| Black Female | .1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic Male | .6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic Female | .1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Am. Indian Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Am. Indian Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Asian Male | 18.4 | 5 | 8.7 | 0 | 0 | 0 | 0 | 5 | 7.3 | - | 5 | 8.3 | 0 | 0 | 0 | 0 | 5 | 6.7 |
| Asian Female | 1.0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | 1 | 1.8 | 0 | 0 | 0 | 0 | 1 | 1.3 |
| TOTAL | | 57 | 100% | 6 | 100% | | 100% | 70 | 100% | | 60 | 100% | 5 | 100% | 10 | 100% | 75 | 2X |

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

TABLE III
TOTAL FACULTY COMPLEMENT
(According to June 1976 Tabulation)
See Table ITABLE IV
PROJECTED FACULTY COMPLEMENT
(For Academic Year 1978-1979)
See Table II

| Availability | Full-time | | Visiting F. T. | | Part-time | | Total | | See Note (f) | Full-time | | Visiting F. T. | | Part-time | | Total | | | |
|-------------------|----------------|-----|----------------|-----|-----------|-----|-------|-----|--------------|-----------|-----|----------------|-----|-----------|-----|-------|-----|----|----|
| | Percentage (a) | No. | % (b) | No. | % (c) | No. | % (d) | No. | | % (e) | No. | % | No. | % | No. | | % | | |
| White Male | 93.5 | 22 | 91.7 | 5 | 71 | 2 | 100 | 29 | 88 | - | 26 | | | | | 1 | 100 | 27 | 93 |
| White Female | 1.6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | | | | | | | | | |
| Black Male | 0.2 | 0 | 0 | 1 | 14 | 0 | 0 | 1 | 3 | + | | | | | | | | | |
| Black Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | | | | | | | | | |
| Hispanic Male | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | | | | | | | | | |
| Hispanic Female | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | | | | | | | | | |
| Am. Indian Male | 0.06 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | | | | | | | | | |
| Am. Indian Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | | | | | | | | | |
| Asian Male | 4.4 | 2 | 8.3 | 0 | 0 | 0 | 0 | 2 | 6 | + | 2 | | | | | | | 2 | 7 |
| Asian Female | 0.2 | 0 | 0 | 1 | 14 | 0 | 0 | 1 | 3 | + | | | | | | | | | |
| TOTAL | | 24 | 100% | 7 | 100% | 2 | 100% | 33 | 100% | | 28 | 100% | | 100% | 1 | 100% | | 29 | |

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

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

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

| | Availability | | Full-time | | Visiting F. T. | | Part-time | | Total | | See Note (f) | Full-time | | Visiting F. T. | | Part-time | | Total | | |
|-------------------|----------------|-----|-----------|-----|----------------|-----|-----------|-----|-------|-----|--------------|-----------|------|----------------|------|-----------|------|-------|------|----|
| | Percentage (a) | No. | % (b) | No. | % (c) | No. | % (d) | No. | % (e) | No. | | % | No. | % | No. | % | No. | % | No. | % |
| White Male | 92.2 | 26 | 100 | 1 | 100 | | | | | | | | | | | | | | | |
| White Female | 5.7 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | |
| Black Male | .9 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | |
| Black Female | .2 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | |
| Hispanic Male | .3 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | |
| Hispanic Female | <.1 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | |
| Am. Indian Male | <.1 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | |
| Am. Indian Female | 0 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | |
| Asian Male | .6 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | |
| Asian Female | .1 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | |
| TOTAL | | 26 | 100% | | 100% | | 100% | | 100% | | | | 100% | | 100% | | 100% | | 100% | 26 |

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

SCHOOL/DEPARTMENT PAMS
 COMPLETED BY J. D. Memory

AFFIRMATIVE ACTION PLAN
 EPA NON-FACULTY

DATE July 16, 1976

TABLE V

PRESENT NON-FACULTY COMPLEMENT
 ACCORDING TO JUNE 1975 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 | | | | | | | | |
| Officials & Managers | 1 | | | | | | | | | | 1 | | 1 | | | | | | | | | | 1 | |
| Professionals | 8 | 1 | | | | | | | | | 8 | 1 | 7 | 1 | | | | | | | | | 7 | 1 |
| Technicians | | 1 | | | | | | | | | 1 | | | 2 | | | | | | | | | | 2 |
| *Teaching Technicians | 4 | 2 | | | | | | | | | | | 3 | 3 | | | | | | | | | 3 | 3 |
| Sub Total | 13 | 4 | | | | | | | | | 9 | 2 | 11 | 6 | | | | | | | | | 11 | 6 |
| PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Managers | | | | | | | | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | 1 | | | | | | | | | | | | | | 1 | | 1 |
| Technicians | | 1 | | | | | | | | | | | | | | | | | | | | | | |
| Sub Total | | 1 | | | | | | | | | | | | | | | | | | | | | 1 | |
| Total | 13 | 5 | | | | | | | | | 10 | 3 | 11 | 6 | | | | | | | | 1 | | 9 12 6 3 |

* Teaching technicians are hired on a year-to-year basis and are not considered permanent employees.

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: PAMS

EPA NON-FACULTY

DATE: April 12, 1976

COMPLETED BY: J. D. Memory

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% |

Availability percentages vary by department. Departmental reports follow.

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: Department of Chemistry

EPA NON-FACULTY

DATE: July 9, 1976

COMPLETED BY: R. H. Loeppert

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 | 4 | 57 | | | 4 | 50 | / | 3 | 38 | | | 3 | 38 |
| WHITE FEMALE | 3 | 43 | 1 | 100 | 4 | 50 | / | 5 | 62 | 0 | | 5 | 62 |
| BLACK MALE | | | | | | | / | | | | | | |
| BLACK FEMALE | | | | | | | / | | | | | | |
| HISPANIC MALE | | | | | | | / | | | | | | |
| HISPANIC FEMALE | | | | | | | / | | | | | | |
| AMERICAN INDIAN MALE | | | | | | | / | | | | | | |
| AMERICAN INDIAN FEMALE | | | | | | | / | | | | | | |
| ASIAN MALE | | | | | | | / | | | | | | |
| ASIAN FEMALE | | | | | | | / | | | | | | |
| TOTAL | 7 | 100% | 1 | 100% | 8 | 100% | / | 8 | 100% | | 100% | 8 | 100% |

NONE IN MATH

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: Mathematics

EPA NON-FACULTY

DATE: April 1, 1976

COMPLETED BY: N. J. Rose

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% |

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: Physics

EPA NON-FACULTY

DATE: 4/1/76

COMPLETED BY: A.W. Jenkins, Jr.

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 | 88 | 1 | 100 | | | | 1 | 100 | | | | | | |
| WHITE FEMALE | 3 | | | | | | | | 1 | 100 | | | 1 | 100 |
| BLACK MALE | 1 | | | | | | | | | | | | | |
| BLACK FEMALE | 0 | | | | | | | | | | | | | |
| HISPANIC MALE | | | | | | | | | | | | | | |
| HISPANIC FEMALE | | | | | | | | | | | | | | |
| AMERICAN INDIAN MALE | | | | | | | | | | | | | | |
| AMERICAN INDIAN FEMALE | | | | | | | | | | | | | | |
| ASIAN MALE | 7 | | | | | | | | | | | | | |
| ASIAN FEMALE | 1 | | | | | | | | | | | | | |
| TOTAL | | 1 | 100% | | 100% | | 1 | 100% | - | 100% | | 100% | 1 | 100% |

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: FAMS/Statistics

EPA NON-FACULTY

DATE: March 25, 1976COMPLETED BY: David D. Mason

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 | 81.0 | 8 | 88.9 | 0 | 8 | 80 | / | 7 | 87.5 | 0 | | 7 | 77.8 | |
| WHITE FEMALE | 15.4 | 1 | 11.1 | 0 | 1 | 10 | / | 1 | 12.5 | 0 | | 1 | 11.1 | |
| BLACK MALE | 1.1 | 0 | 0 | 0 | 0 | | / | 0 | 0 | 0 | | 0 | | |
| BLACK FEMALE | .5 | 0 | 0 | 0 | 0 | | / | 0 | 0 | 0 | | 0 | | |
| HISPANIC MALE | .6 | 0 | 0 | 0 | 0 | | / | 0 | 0 | 0 | | 0 | | |
| HISPANIC FEMALE | .1 | 0 | 0 | 0 | 0 | | / | 0 | 0 | 0 | | 0 | | |
| AMERICAN INDIAN MALE | .2 | 0 | 0 | 0 | 0 | | / | 0 | 0 | 0 | | 0 | | |
| AMERICAN INDIAN FEMALE | 0 | 0 | 0 | 0 | 0 | | / | 0 | 0 | 0 | | 0 | | |
| ASIAN MALE | 1.0 | 0 | 1 | 100 | 1 | 10 | / | 0 | 0 | 1 | 100 | 1 | 11.1 | |
| ASIAN FEMALE | .3 | 0 | 0 | | 0 | | / | 0 | 0 | 0 | | 0 | | |
| TOTAL | | 9 | 100% | 1 | 100% | 10 | 100% | / | 8 | 100% | 1 | 100% | 9 | 100% |

SCHOOL/DEPARTMENT: PAMS

AFFIRMATIVE ACTION PLAN

COMPLETED BY: J. D. Memory

SPA PERSONNEL

DATE: July 16, 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 M | | |
|---------------------------------|--------------|----|-------|---|----------|---|--------------------|---|--------------------|---|-------|----|---|--------------|----|-------|---|----------|---|--------------------|---|--------------------|---|------------|----|--|
| | WHITE | | BLACK | | M | F | M | F | M | F | M | F | | WHITE | | BLACK | | M | F | M | F | M | F | | M | |
| | M | F | M | F | | | | | | | | | | M | F | M | F | | | | | | | | | |
| Exec., Admin., Mgr'l. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professional | | 2 | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerical & Secretarial | 2 | 37 | | 3 | | | | | | | | | | 2 | 37 | | 7 | | | | | | | | | |
| Tech. & Paraprofessional | 5 | 2 | | | | | | | | | | | | 6 | 2 | | | | | | | | | | | |
| Skilled Crafts | 4 | 1 | | | | | | | | | | | | 4 | 1 | | | | | | | | | | | |
| Service/Maintenance | 1 | | | | | | | | | | | | | 1 | | | | | | | | | | | | |
| SUB-TOTAL | 12 | 42 | | 3 | | | | | | | 12 | 45 | | 13 | 40 | | 7 | | | | | | | 13 | 47 | |
| PERMANENT *PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Exec., Admin., Mgr'l. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professional | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerical & Secretarial | | 2 | | | | | | | | | 2 | | | | 2 | | | | | | | | | | 2 | |
| Tech. & Paraprofessional | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Skilled Crafts | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Service/Maintenance | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | 2 | | | | | | | | | 2 | | | | 2 | | | | | | | | | 2 | | |
| TOTAL | 12 | 44 | | 3 | | | | | | | 12 | 47 | | 13 | 42 | | 7 | | | | | | | 13 | 49 | |

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

SCHOOL/DEPARTMENT: Department of Chemistry

AFFIRMATIVE ACTION PLAN

COMPLETED BY: R. H. Loeppert

SPA PERSONNEL

DATE: July 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 BLACK | | | | HISPANIC | | AMERICAN INDIAN | | ASIAN PAC. ISLE | | TOTAL M | |
|--------------------------|--------------|---|-------|---|----------|---|--------------------|---|--------------------|---|-------|----|---|-----------------------|---|-------|---|----------|---|--------------------|---|--------------------|---|------------|----|
| | WHITE | | BLACK | | M | F | M | F | M | F | M | F | | WHITE | | BLACK | | M | F | M | F | M | F | | M |
| | M | F | M | F | | | | | | | | | | M | F | M | F | | | | | | | | |
| Exec., Admin., Mgr'l. | 0 | | | | | | | | | | 0 | | | 0 | | | | | | | | | | 0 | |
| Professional | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerical & Secretarial | 2 | 9 | | 1 | | | | | | | 2 | 10 | | 2 | 8 | | 2 | | | | | | | 2 | 10 |
| Tech. & Paraprofessional | 3 | | | | | | | | | | 3 | | | 3 | | | | | | | | | | 3 | |
| Skilled Crafts | | | | | | | | | | | | | | | | | | | | | | | | | |
| Service/Maintenance | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 5 | 9 | | 1 | | | | | | | 5 | 10 | | 5 | 8 | | 2 | | | | | | | 5 | 10 |
| PERMANENT *PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | |
| Exec., Admin., Mgr'l. | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professional | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerical & Secretarial | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tech. & Paraprofessional | | | | | | | | | | | | | | | | | | | | | | | | | |
| Skilled Crafts | | | | | | | | | | | | | | | | | | | | | | | | | |
| Service/Maintenance | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | 5 | 9 | | 1 | | | | | | | 5 | 10 | | 5 | 8 | | 2 | | | | | | | 5 | 10 |

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

SCHOOL/DEPARTMENT: PAMS/Computer Science
 COMPLETED BY: D. C. Martin

AFFIRMATIVE ACTION PLAN
 SPA PERSONNEL

DATE: April 8, 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., Merit. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professional | | | | | | | | | | | 4 | | | | | | | | | | | | | | | 4 |
| Clerical & Secretarial | 3 | | | 1 | | | | | | | | | | | | | | | | | | | | | | |
| Tech. & Paraprofessional | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Skilled Crafts | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Service/Maintenance | | | | | | | | | | | | | | | | | | | | | | | | | | 4 |
| SUB-TOTAL | 3 | | | 1 | | | | | | | 4 | | | | | | | | | | | | | | | 4 |
| PERMANENT *PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Exec., Admin., Merit. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professional | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerical & Secretarial | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tech. & Paraprofessional | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Skilled Crafts | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Service/Maintenance | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | 4 | | | | | | | | | | | | | | | 4 |
| TOTAL | 3 | | | 1 | | | | | | | 4 | | | | | | | | | | | | | | | 4 |

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

SCHOOL/DEPARTMENT: Mathematics

AFFIRMATIVE ACTION PLAN

DATE: 3-31-7

COMPLETED BY: N. J. Rose

SPA PERSONNEL

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., Mer'l. | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professional | | | | | | | | | | | | | | | 6 | | 2 | | | | | | | | |
| Clerical & Secretarial | 5 | | | 1 | | | | | | | | | | | | | | | | | | | | | |
| Tech. & Paraprofessional | | | | | | | | | | | | | | | | | | | | | | | | | |
| Skilled Crafts | | | | | | | | | | | | | | | | | | | | | | | | | |
| Service/Maintenance | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | |
| PERMANENT *PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | |
| Exec., Admin., Mer'l. | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professional | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerical & Secretarial | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tech. & Paraprofessional | | | | | | | | | | | | | | | | | | | | | | | | | |
| Skilled Crafts | | | | | | | | | | | | | | | | | | | | | | | | | |
| Service/Maintenance | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | |

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

SCHOOL/DEPARTMENT: PAMS/Statistics

AFFIRMATIVE ACTION PLAN

COMPLETED BY: D. D. Mason

SPA PERSONNEL

DATE: July 13, 1976

TABLE I
PRESENT SPA COMPLEMENT

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

| 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 |
| Exec., Admin., Mgr'l. | 0 | 0 | | | | | | | | | 0 | 0 | | 0 | 0 | 0 | 0 | | | | | | | 0 | 0 |
| Professional | 0 | 2 | | | | | | | | | 0 | 2 | | 0 | 2 | 0 | 0 | | | | | | | 0 | 2 |
| Clerical & Secretarial | 0 | 12 | | | | | | | | | 0 | 12 | | 0 | 12 | 0 | 1 | | | | | | | 0 | 13 |
| Tech. & Paraprofessional | 1 | 2 | | | | | | | | | 1 | 2 | | 1 | 2 | 0 | 0 | | | | | | | 1 | 2 |
| Skilled Crafts | 0 | 1 | | | | | | | | | 0 | 1 | | 0 | 1 | 0 | 0 | | | | | | | 0 | 1 |
| Service/Maintenance | 0 | 0 | | | | | | | | | 0 | 0 | | 0 | 0 | 0 | 0 | | | | | | | 0 | 0 |
| SUB-TOTAL | 1 | 17 | | | | | | | | | 1 | 17 | | 1 | 17 | 0 | 1 | | | | | | | 1 | 18 |
| PERMANENT *PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | |
| Exec., Admin., Mgr'l. | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professional | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerical & Secretarial | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tech. & Paraprofessional | | | | | | | | | | | | | | | | | | | | | | | | | |
| Skilled Crafts | | | | | | | | | | | | | | | | | | | | | | | | | |
| Service/Maintenance | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | 1 | 17 | | | | | | | | | 1 | 17 | | 1 | 17 | 0 | 1 | | | | | | | 1 | 18 |

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

AFFIRMATIVE ACTION 1975/76

SCHOOL OF TEXTILES

The School of Textiles is searching for qualified persons to fill academic positions. This advertisement appeared for the Department of Textile Technology in ten periodicals, including the Equal Opportunity Register and American Women in Science.

"Academic positions are available in the area of textile technology with responsibilities in teaching and research and possibly extension. Advanced degree in textiles or related discipline preferable. Opportunity to work on an advanced degree may be provided. Industrial and/or teaching experience required involving the science, technologies and management of processes involved. Specific interest required in fiber, yarn and fabric forming systems and related management control systems. An Equal Opportunity Employer, School of Textiles, NCSU."

Responses received to this advertisement were received from 58 white males, no black males, and two women (one foreign national and the other with home economics training).

The Department of Textile Chemistry is seeking faculty, too. Responses to their search have come from 43 white males, no blacks and no females.

Textiles suffers because of an insufficient number of blacks and females with appropriate training in textiles. It is hoped that the continuing growth of minorities in student enrollment will overcome this deficiency in time and permit us to hire these persons for responsible positions in textile education.

Respectfully submitted,

J. F. Bogdan
June 14, 1976

AVAILABILITY STUDY REPORTING FORMS

Form No. 1, page one

School/Department: TextilesIndividual Completing Form: J. F. Bogdan

PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY MEMBERS

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

The requirements for rank in the School of Textiles are the same as for all schools on this campus and are given in the Faculty Handbook. The field, Textiles, differentiates this school from the others.

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

| | Number | Percent |
|-------------------|--------|---------|
| White Male | 120 | 96 |
| White Female | 2 | 2 |
| Black Male | | |
| Black Female | | |
| Hispanic Male | | |
| Hispanic Female | | |
| Am. Indian Male | | |
| Am. Indian Female | | |
| Asian Male | 2 | 2 |
| Asian Female | | |
| Total | 124 | 100% |

School/Department: Textiles

Individual Completing Form: J. F. Bogdan

Form No. 1, page two

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

a. List sources of data:

From National Council of Textile Education data

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

The figures recorded in the chart on page 1 are obtained from our knowledge of the complement of other textile schools.

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

We believe that these data are reliable and complete.

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

No undue problems were encountered in trying to ascertain availability information because of our recent experience in searching for personnel to assume teaching duties in the School of Textiles.

School/Department: Textiles

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

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

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

Because of the limited number of available persons who qualify to teach textiles, it has been necessary to find faculty members in other countries. The pool of persons engaged in textile education at the present time is given in 2 of Part 1 and will not be repeated in Part b of 4. The questions in Part 5 have been answered in 3.

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

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

School/Department: Textiles

Individual Completing Form: J. F. Bogdan

Form No. 1, page four

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

a. List sources of data:

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

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

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

Individual Completing Form: J. F. Bogdan

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.

Same requirements as shown in Part I. Use same numbers and percentages.

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% |

School/Department: Textiles

Individual Completing Form: J. F. Bogdan

Form No. 2, page two

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

a. List sources of data:

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

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

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

Individual Completing Form: J. F. Bogdan

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% |

School/Department: Textiles

Individual Completing Form: J. F. Bogdan

Form No. 2, page four

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

a. List sources of data:

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

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

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

SCHOOL/DEPARTMENT: Textiles

AFFIRMATIVE ACTION PLAN

COMPLETED BY: J. F. Bogdan

SPA PERSONNEL

DATE: June 4, 1976TABLE I
PRESENT SPA COMPLEMENTTABLE II
PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1973 - 1979
(Reflecting Anticipated Promotions & Your Projected Hiring Goal)

| PERMANENT FULL-TIME | NON-HISPANIC WHITE | | NON-HISPANIC BLACK | | HISPANIC | | AMERICAN INDIAN | | ASIAN PAC. ISLE | | TOTAL | | 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 | |
| Exec., Admin., Mer'l. | | 1 | | | | | | | | | 1 | | | 1 | | | | | | | | | 1 |
| Professional | 1 | | | | | | | | | | 1 | | | 1 | | | | | | | | | 1 |
| Clerical & Secretarial | | 13 | 1 | 2 | | | | | | | 1 | | | 13 | 1 | 2 | | | | | | | 1 |
| Tech. & Paraprofessional | 7 | 2 | 1 | | | | | | | | 8 | | | 8 | 2 | 1 | | | | | | | 11 |
| Skilled Crafts | | 3 | | | | | | | | | 3 | | | 3 | | | | | | | | | 3 |
| Service/Maintenance | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 11 | 16 | 2 | 2 | | | | | | | 13 | 18 | | 12 | 16 | 2 | 2 | | | | | | 14 |
| PERMANENT *PART-TIME | | | | | | | | | | | | | | | | | | | | | | | |
| Exec., Admin., Mer'l. | | | | | | | | | | | | | | | | | | | | | | | |
| Professional | | 1 | | | | | | | | | 1 | | | 1 | | | | | | | | | 1 |
| Clerical & Secretarial | | 2 | | | | | | | | | 2 | | | 2 | | | | | | | | | 2 |
| Tech. & Paraprofessional | | | | | | | | | | | | | | | | | | | | | | | |
| Skilled Crafts | | | | | | | | | | | | | | | | | | | | | | | |
| Service/Maintenance | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | 11 | 19 | 2 | 2 | | | | | | | 13 | 21 | | 12 | 19 | 2 | 2 | | | | | | 14 |

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

SCHOOL DEPT. Textile Chemi try
 COMPLETED BY J. F. Bordan

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE June 4, 1976

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

TABLE IV
 PROJECTED FACULTY COMPLEMENT
 (For Academic Year 1976-1977)
 See Table II

| Availability | Full-time | | Visiting F. T. | | Part-time | | Total | | See Note (f) | Full-time | | Visiting F. T. | | Part-time | | Total | | | |
|-------------------|-----------------|-----|----------------|-----|-----------|-----|-------|-----|--------------|-----------|-----|----------------|-----|-----------|-----|-------|----|------|---|
| | Percentages (a) | No. | % (b) | No. | % (c) | No. | % (d) | No. | | % (e) | No. | % | No. | % | No. | | % | | |
| White Male | | 13 | 93 | | | | | 13 | 87 | + | 14 | 88 | | | | 14 | 82 | | |
| White Female | | 1 | 7 | | | 1 | 100 | 2 | 13 | + | 1 | 6 | | | 1 | 100 | 2 | 12 | |
| Black Male | | | | | | | | | | | 1 | 6 | | | | | | 1 | 6 |
| Black Female | | | | | | | | | | | | | | | | | | | |
| Hispanic Male | | | | | | | | | | | | | | | | | | | |
| Hispanic Female | | | | | | | | | | | | | | | | | | | |
| Am. Indian Male | | | | | | | | | | | | | | | | | | | |
| Am. Indian Female | | | | | | | | | | | | | | | | | | | |
| Asian Male | | | | | | | | | | | | | | | | | | | |
| Asian Female | | | | | | | | | | | | | | | | | | | |
| TOTAL | | 14 | 100% | | 100% | 1 | 100% | 15 | 100% | | 16 | 100% | | 100% | 1 | 100% | 17 | 100% | |

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

SCHOOL DEPT. Textile Technology
 COMPLETED BY J. E. Bordan

AFFIRMATIVE ACTION PLAN
 EPA FACULTY

DATE June 4, 1976

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

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

| | Availability | | Full-time | | Visiting F. T. | | Part-time | | Total | | See Note (f) | Full-time | | Visiting F. T. | | Part-time | | Total | | |
|-------------------|-----------------|-----|-----------|-----|----------------|-----|-----------|-----|-------|-----|--------------|-----------|------|----------------|------|-----------|------|-------|------|---|
| | Percentages (a) | No. | % (b) | No. | % (c) | No. | % (d) | No. | % (e) | No. | | % | No. | % | No. | % | No. | | % | |
| White Male | 96 | 24 | 96 | | | 1 | 100 | 25 | 96 | - | 25 | 93 | | | | 2 | 100 | 27 | 93 | |
| White Female | 2 | 1 | 4 | | | | | 1 | 4 | + | 2 | 7 | | | | | | | 2 | 7 |
| Black Male | | | | | | | | | | | | | | | | | | | | |
| Black Female | | | | | | | | | | | | | | | | | | | | |
| Hispanic Male | | | | | | | | | | | | | | | | | | | | |
| Hispanic Female | | | | | | | | | | | | | | | | | | | | |
| Am. Indian Male | | | | | | | | | | | | | | | | | | | | |
| Am. Indian Female | | | | | | | | | | | | | | | | | | | | |
| Asian Male | | | | | | | | | | | | | | | | | | | | |
| Asian Female | | | | | | | | | | | | | | | | | | | | |
| TOTAL | | 25 | 100% | | 100% | 1 | 100% | 26 | 100% | | | 27 | 100% | | 100% | 2 | 100% | 29 | 100% | |

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

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT: Textile Technology

EPA NON-FACULTY

DATE: June 4, 1976

COMPLETED BY: J. F. Bogdan

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

NONE

NONE

| 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% |