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 vanancies at regular and frequent intervals, and this is circulated to the University community.

-2-

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. 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

в.

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:



School/Department: Department of Chemistry

Form No. 2, Page One

Individual Completing Form: R. H. Loeppert

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.

B.S. Degree in Chemistry

15

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

-1.	OFFICIALS MANAGERS	5 &	PROFESS	TONALS	TECHNICI	TECHNICIANS	
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMB ER	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	the state				1,140	2.28	
Asian Female			-		310	0.62	
TOTAL		100%	1	100%	50,000	100%	



School/Department: Department of Chemistry

, Individual Completing Form: R. H. Loeppert

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:

Form No. 2, Page Three

Individual Completing Form:\_

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

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

	OFFICIALS & MANAGERS		PROFESSIONALS		TEHCNICIANS	
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT
White Male			line d			
White Female			5.57			
Black Male						
Black Female	<b>(</b> 1) - 3					
Hispanic Male						
Hispanic Female					17415	
Am. Indian Male						
Am. Indian Female						
Asian Male						: - 3
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

# AVAILABILITY STUDY REPORTING FORMS

## Form No. 1, page one

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
- -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

#### 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



experience

 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.		ASS	ASSI. PROF.		INSTRUCTOR	
	Number	Percent	Number	Precent	Number	.Precent	Number	Precent	
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	

ACCT DROF

INSTRUCTOR

School/Department: PAMS/Computer Science Department

dividual 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, givesrise 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	1.1	
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:



School/Department: PAMS/Computer Science Department

Form No. 2, Page One

dividual Completing Form: D. C. Martin

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

NONE

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

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

	OFFICIALS & MANAGERS		PROFESSIONALS		TECHNICIANS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT
White Male			-			1
White Female			-			
Black Male						
Black Female					-	
Hispanic Male						
Hispanic Female						-
Am. Indian Male						
Am. Indian Female	here and		a la constante			
Asian Male						
Asian Female				-		
TOTAL		100%	$n \neq j_{2}$	100%	1	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:

lividual Completing Form:\_

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

a. Describe the pool by functional category:

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

	OFFICIALS &		PROFESSIONALS		TEHCNICIANS	
	MANAGERS NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT
White Male					-	-
White Female						
Black Male					+	
Black Female				A		
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:



3/31/76

DATE:

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.

Ň	lumber	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	<u>i</u>
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, indendent research, extension, or another scholarly or germane creative activity.

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

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		194.7
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male		
Asian Female		
Total		100%

Not

Applicable

 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



Form No. 2, Page One

School/Department: PAMS/GEOSCIENCES

ividual 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 applica	able		TECHNICIANS	
	OFFICIALS	&	PROFESS	LUNALS	THOMATOL	
	MANAGERS	1	NUMBER	PERCENT	NUMBER	PERCENT
	NUMBER	PERCENT	NUMBER	TEROBIT		
			- 1 - <b>-</b> -			
White Male						
White Female				1		-
WILLE I CHALLO						
Black Male						
Black Female						
Hispanic Male						-
		4.00				
Hispanic Female	1					
Am. Indian Male					_	
Am. Indian Male						
Am. Indian Female						-
Asian Male				_	-	
Asian Female	1					
	1.1	100%		100%		100%
TOTAL	1.	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

School/Department: PAMS/GEOSCIENCES

Individual Completing Form: C. J. Leith.

- If you oridinarily draw your EPA non-faculty personnel from a smaller pool of 4. 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	NUMB ER	PERCENT	NUMBER	PERCENT
White Male						
White Female		- 1944				
Black Male			-			1.95
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male				44.4		
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

	Number	Percent
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	150	1.0
TOTAL	16,292	100%



· '2 Cont'd.

	PROFESSO	ORS		ASSOCIA	TE PROFESSO	ORS
		Number	Percent		Number	Percent
	White Male	3,058	70.0	White Male	1,141	50.1
	White Female	236	5.3	White Female	342	14.9
	Black Male	20	.5	Black Male	28	1.2
	Black Female	2	.05	Black Female	7	.3
	Hispanic. Male	20	.5	Hispanic Male	20	.9
	Hispanic Female	2	.05	Hispanic Female	7	.3
	Am. Indian Male	0	0	Am. Indian Male	0	0
	Am. Indian Female	0	0	Am. Indian Female	0	0
	Asian Male	1,000	22.9	Asian Male	700	30.5
-	Asian Female	30	6.7	Asian Female	40	1.8
	TOTAL	4,368	100%	TOTAL	2,291	100%

ASSISTANT PROFESSORS

INSTRUCTORS

	Number	Percent		Number	Percent
White Male	6,300	81.4	White Male	1,201	63.0
White Female	502	6.5	White Female	120	6.3
Black Male	42	.5	Black Male	20	1.0
Black Female	5	.1	Black Female	6	.3
Hispanic Male	40	.5	Hispanic Male	20	1.0
Hispanic Female	45.	.1	Hispanic Female	6	.3
Am. Indian Male	0	0	Am. Indian Male	2	.1
Am. Indian Female	0	. 0	Am. Indian Female	0	0
Asian Male	800	10.3	Asian Male	500	26.2
Asian Female	50	6	Asian Female	30	1.8
TOTAL	7,744	100%	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.
- Larney, Violet H., "Female Mathematicians, Where Are You?," American Mathematical Monthly 18 (1973), pp. 310-313.
- "Doctorates Awarded, 1970-71," Notices of the American Mathematical Society 18 (1971), p. 885. (Total was not broken down by categories.)
- "Sex, Race, and Citizenship of New Doctorates, 1971-72," Notices of the American Mathematical Society 19 (1972), p. 308.
- "Sex, Race, and Citizenship of New Doctorates, 1972-73," Notices of the American Mathematical Society 20 (1973), p. 301.
- "Sex, Race and Citizenship of New Doctorates, 1974-75," Notices of the American Mathematical Society, August 1975, p. 308.
- "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.

 Indicate particular problems encountered in trying to ascertain availability information:

Changing classifications from year to year causes problems.

School/Department:	Mathematics
--------------------	-------------

Form No. 2, Page One

Individual Completing Form: N. J. Rose

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

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

NONE 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	
1. E	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT
White Male						
White Female						
Black Male						
Black Female						
Hispanic Male		1				
Hispanic Female						
Am. Indian Male						
Am. Indian Female						
Asian Male						
Asian Female						
TOTAL	1. 1.2	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:

vidual Completing Form:

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

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

1	OFFICIA		PROFESS	LONALS	TEHCNICIANS					
	MA NA GERS	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT				
White Male					-					
White Female										
Black Male						L.				
Black Female					-					
Hispanic Male					-					
Hispanic Female			-							
Am. Indian Male										
Am. Indian Female										
Asian Male										
Asian Female				100%		100%				
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:

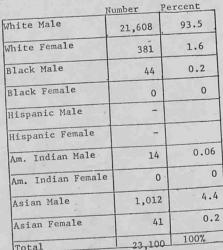
d. Indicate particular problems encountered in trying to ascertain availability information:

March 31, 1976

DATE:

 $\mathcal{A}_{\mathcal{A}}^{(1)}$ 

AVAILABILITY STUDY REPORTING FORMS	Form No. 1, page one
sahool/Department: PAMS - Physics	
Individual Completing Form: A. W. Jenkins, Jr.	
PART I - AVAILABLE POOL OF PROSPECTIVE FACULTY	MEMBERS
<ol> <li>PART I - AVAILABLE FOOL OF TREES</li> <li>State below the requirements as to education for members of your faculty at each academic rational statements of your faculty at each academic rational statements.</li> </ol>	
Ph.D at least five	years experience
a. Full Professor b. Associate Professor c. Assistant Professor b. Assistant Professor b. Assistant Professor c. Assistant Professor b. Assistant Professor c. Assistan	nt. Doctoral experience desirable.
the interior it is thent in the ior	escousirements in #1!
<ul> <li>d. Instructor</li> <li>approximate the united states meet</li> <li>approximate the chart below for each type of approximate the chart below for each type of approximate the state of the state</li></ul>	f the Doctorals degree in
physics is as intromet	Percent



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:

- "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		1 2 1
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

1 2.1

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:

chool	/Department:	1
CHOUL,	Deparement.	

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	δ. δ.	PROFESS	IONALS	TECHNICIANS					
	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT				
White Male			64	88						
White Female			2_	3		1.00				
Black Male	1.01		1	1		17.62.4				
Black Female			0	0	1.10					
Hispanic Male			-	-						
Hispanic Female			-	-						
Am. Indian Male										
Am. Indian Female										
Asian Male			5	7						
Asian Female			1	11						
TOTAL		100%	73	100%		100%				

PAMS/Physics

School/Department:

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:

School/Department: PAMS/Physics

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

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

We draw from the whole United States population

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

	OFFICIA: MANAGERS		PROFESS	IONALS	TEHCNICIANS					
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT				
White Male										
White Female	1									
Black Male			-							
Black Female										
Hispanic Male										
Hispanic Female										
Am. Indian Male		1.1								
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 shee

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

		ant Professor 1 higher		ructor ecturer
	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	۲.۱	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 used for arriving a Continued on attached sheet) b. Describe the method(s) used for arriving a Continued on attached sheet) 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.
- Professional Women and Minorities, A Manpower Data Resource Service, Scientific Manpower Commission, 1776 Massachusetts Avenue, N.W., Washington, D. C. 20036.

Form No. 2, Page One

School/Department: PAMS/Statistics

vidual Completing Form: David b. Mason

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

- Outline below the basic educational and experiential requirements for appointment to your EPA non-faculty positions by functional category.
- Research Associate (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.
- of statistics, statistical computing. <u>Research Assistant (FCC Code 2)</u>: 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)
  Recearch Assistants &

Research Assistants & Research Associates

	OFFICIAL	5 &	PROFESSI	ONALS	TECHNICIANS					
	MANAGERS NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT				
Thite Male	Rombart		1463	81.0						
White Female			281	15.4		1.				
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:

- Directory of Statisticians and Others in Allied Professions, 1973, American (1)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.
- University of Minnesota Council for Women's Progress, Doctorates Awarded to, Women, 1960-1969 June 1971 used for arriving at the figures recorded (6) 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 (Continued on attached sheet) 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 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: PAMS/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.
- (9) James M. Jay. Negroes in Science: Natural Science-Doctorates, 1876-1969.
- (8) Notices of the American Mathematical Monthly, October, 1972. (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.



1. 2.



AFFIRMATIVE ACTION PLAN EPA FACULTY

DEPARTMENT: PAMS COMPLETED BY: J. D. Memory

TABLE I

PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation) DATE: July 16, 1976

PAGE: 1 of 2

TABLE II

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

	NON-HISPANIC HISPA	PANIC	ASL	AN	AME	RICAN	TOTAL		1					SPA		HIS	PANIC	ASIA			ICAN	TO	TAL				
FULL-TIME								IFIC IS.	IND					1	FULL-TIME			BL					FIC IS.	INDI		-	
	M	F	M	F	M	F	M	F	М	F	M	F	-	1	1	M	F	M	F	M	F	M	F	М	F	M	F
Department Head	6										6		$\square$		Department Head	6										6	
Professor	60						3				63			$\backslash$	Professor	66					1	5				71	
Assoc. Professor	51						2				53				Assoc. Professor	50	2					2				52	2
Asst. Professor	32	2	1				1	1			34	3		1	Asst. Professor	32	8	3				3	1		1.1	38	9
Instructor	10	3					2				12	3			Instructor	6	2	1					1			7	3
Lecturer							-								Lecturer												
SUBTOTAL	159	5	1				8	1			168	6			SUBTOTAL	160	12	4				10	2			174	14
VISITING FULL-TIME														1	VISITING FULL-TIME												
Professor													1		Professor		1.6				5						
Assoc Professor	E,													1	Assoc. Professor	1										1	1
Asst. Professor	8		1					1			9	1			Asst, Professor	2	3									2	
Instructor	3	2									3	2		/	Instructor						-			-			
Lecturer													1		Lecturer												
SUBTOTAL	11	2	1					1			12	3		1	SUBTOTAL	3	3				e je di					3	3

e de la companya de l	
SCHOOL/DEPARTMENT:	PAMS



DATE: April 12, 1976

PAGE: 2 of 2

. . . . .

' TABLE II

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

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

TABLE I PRESENT FACULTY COMPLEMENT

(According to June 1976 Tabulation)

COMPLETED BY:

J. D. Memory

### AFFIRMATIVE ACTION PLAN

DEPARTMENT: Department of Chemistry

EPA FACULTY

COMPLETED BY: R. H. Loeppert

TABLE I

#### PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation)

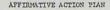
DATE: July 9, 1976

PAGE: 1 of 2

TABLE II

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

		N-HI			HIS	PANIC	ASI	N	AME	RICAN	TOT	TAL	1					SPA		HIS	PANIC	ASIA			RICAN	TO	TAL
FULL-TIME		ITE						IFIC IS.	IND						FULL-TIME			BL					FIC IS.	INDI			
	M	F	M	F	M	F	M	F	M	F	M	F	-	1		M	F	М	F	M	F	M	F	M	F	M	F
Department Head	1										1		1		Department Head	1										1	
Professor	15										15			$\backslash$	Professor	16			1							16	
Assoc. Professor	10								c. 5		10				Assoc. Professor	8										8	1
Asst. Professor	4							1			4	1		$\backslash$	Asst. Professor	4	2						1			4	3
Instructor	0	2									0	2			Instructor	0	1	3								0	1
Lecturer						-								1	Lecturer												
SUBTOTAL	30	2						1			30	3			SUBTOTAL	29	3						1			29	4
VISITING FULL-TIME														1	VISITING FULL-TIME	-											
Professor													1		Professor												
Assoc, Professor														1	Assoc. Professor								12				
Asst. Professor	1										1				Asst. Professor		1										1
Instructor														/	Instructor												
Lecturer													1		Lecturer												
SUBTOTAL	1										1			/	SUBTOTAL	_	1					-					1
TOTAL	31	2						1			31	3				30	3						1			30	4





0

0

0

Instructor

Lecturer

SUBTOTAL\_

EPA FAC

DATE: April 9, 1976 PAGE: 1 of 2

TABLE I

TABLE II

PROJECTED FACULTY COMPLEMENT (1978-1979) (Reflecting Anticipated Promotions Goals)

> > 0 0 0

> > 0

0

0

	INO	N-HJ	SPA	VIC	HIS	PANIC	ASIA	N	AME	RICAN	TO	TAL	5							HISI	PANIC			AMER	
PULL-TIME	WH	ITE	BL	CK			PACI	FIC IS	IND	IAN			-	K	JFULL-TIME		ITE		ACK				FIC IS	INDI	
-	M	F	M	F	Μ	F	M	F	M	F	M	F		1		M	F	M	F	M	F	M	F	M	
Department Head	1										1		/		Department Head	1									
Professor	2										2			1	Professor	4									_
Assoc. Professor	6										6		/		Assoc. Professor	7				<u> </u>					
Asst. Professor	7										7			1	Asst. Professor	4	1								
Instructor	2				10.7						2		/		Instructor	2									
Lecturer	0										0			1	Lecturer	0						14			
SUBTOTAL	18										18		/		SUBTOTAL	18	1								-
VISITING FULL-TIME														1	VISITING FULL-TIME							_		_	-
Professor	0										0		/		Professor	0									
Assoc. Professor	0										0			$\backslash$	Assoc. Professor	0									
Asst. Professor	0										0		1		Asst. Professor	0	1					_		-	
						-																			

Instructor

Lecturer

SUBTOTAL

0

0

0

0

0

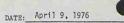
0

PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation)

2				
3CHOOL	L/DEPART	IBNT:	PAMS/Computer	Science

AFFIRMATIVE CON PLAN

EPA FACULTY



PAGE: 2 of 2

COMPLETED BY: D. C. Martin

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		ON-H	ANIC		SPAN	ASIA	N FIC IS	AMER	ICAN	TOTAL	 PART-TIME		N-HI		NIC	HISI	PANIC	ASIA	N FIC IS	AMER	AN AN	TOT	TAL
		F	F	M		М	F	M	F	M		M	F	M	F	М	F	М	F	м	F	M	F
Lecturer	1									1	Lecturer	1										1	
											3-1-12												
IDMOMAT	,										SUBTOTAL	,											
UBTOTAL	19										TOTAL	19	1									19	1

EPARTMENT:	Genter	nces	
MPLETED BY:	C. J. Le	eith	

....

## AFFIRMATIVE ACTION PLAN

EPA FACUL

DATE:	3/31/76	
PAGE:	1 of 2	

TABLE II

TABLE I

PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation) PROJECTED FACULTY COMPLEMENT (1978-19:0 (Reflecting Anticipated Promotions And Your Projected Hiring Goals)

Line of the second second	NO	7.117	CDAY	UTC I	HTSI	PANTC	ASIA	U I	AMERIC	AN	TOT	AL	5					SPANIC		PANIC	ASLA	N IFIC IS	AMER	ICAN	TOL	AL
			BLA		112.01		PACI	FIC IS	INDIAN				/	~	FULL-TIME			BLACK				F	M	F	M	F
ULL-TIME	M	F	M	F	M	F	M	F		F	M	F		2		M	F	MF	M	F	M	F				-
Department Head	1										1		/		Department Head	1								_	1	_
Professor	2										2			1	Professor	2									0	
Assoc. Professor	7										7		7	_	Assoc. Professor	8					1				4	
Asst. Professor	4										4			1	Asst. Professor	5	_				2				1	_
Instructor	1						1				2		1		Instructor		_					-		-	-	
Lecturer															Lecturer	_										-
JUBTOTAL	15	0					1.	0			16	0	1	-	SUBTOTA L	16	0		-		3	0			19	0
VISITING FULL-TIME	-								- 1				_		VISITING FULL-TIME	-						-				-
Professor													$\geq$		Professor											-
Assoc. Professor															Assoc. Professor	-	-				-					-
isst. Professor													$\geq$		Asst. Professor	_										-
Instructor													-		Instructor		-			_				-		+
Lecturer		-						-			-			-	Lecturer		-				-			-		-
SUBTOTA L	0	0					0	0			0	0		1	SUBTOTAL	0	0		1	:	0	0	1	1	0	10

CHOOL/DEPARTMEN	Geosciences
OMPLETED BY:	C. J. Leith

# AFFIRMATIVE ACTION PLAN

EPA FACU

DATE: 3/31/76

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		N-H		ACK	HIS	PANIC		N FIC IS	AMER	ICAN	TOTAL		PART-TIME			BLACK		PANIC		N FIC IS	AMER		TOT	AL
		F		F	M	F	M	F	M	F	M	T				MF	M	F	M	F	M	F	MI	F
																	•							
																			·					
																	- 10 - 10 							
			-			1										-								
UBTOTAL	0	0			-		0	0			0	0	SUBTOTAL	0	0	_						1	~	
OTAL	15	0					1	0			16	0	TOTAL	16	0				3	0			19	0

SPARTMENT:	Mathematics	
MPLETED BY:	N. J. Rose	

. 4

### AFFIRMATIVE ACTION PIAN

DATE: April 1, 1976

PAGE: 1 of 2

TABLE I

PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation) TABLE II

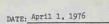
PROJECTED FACULTY COMPLEMENT (1978-197 (Reflecting Anticipated Promotions And Your Projected Hiring Goals)

	INO	J_HT	SPAT	TC	HIS	PANTC	ASIA	N	AME	RICAN	TOT	AL		1	1	NC	N-HI	SPAN	IC	HIS	PANIC				RICAN	TO	TAL
PULL-TIME			BL		1120			FIC IS	IND	IAN			1		FULL-TIME		ITE	BLA					TIC IS	INDI		-	
OTIC-TIME	MI		M		M	F	M	F	М	F	M	F		1		M	F	M	F	M	F	M	F	M	F	M	F
)epartment Head	1										1		/	_	Department Head	1										1	
Professor	12						2				14	0		1	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		1	Asst. Professor	12	3	3				1				16	3
Instructor	6	1					1				7	1	1		Instructor	4	1	1			-		1			5	12
Lecturer				Ľ.										1	Lecturer						-					-	1
SUBTOTAL	48	3	ı			1	5				54	3	/		SUBTOTAL	44	.6	4				5	1			53	7
VISITING FULL-TIME														1	VISITING FULL-TIME											-	-
Professor		1					-	_					1		Professor	_					-				-	-	-
Assoc. Professor															Assoc. Professor	1								_		1	-
Asst. Professor	2										2		/		Asst. Professor				-						-		-
Instructor	2	2									2	2			Instructor	2	2		11					-		2	2
Lecturer								1					/		Lecturer	_					-		-			-	-
SUBTOTA L	4	2				1					4	2		1	SUBTOTA L	3	2				1	1			1	3	2

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

EPA FA

(1. Tal.) 📥 T	
SCHOOL/DEPARTMENT:	Mathematics
COMPLETED BY:	N. J. Rose



PAGE: 2 of 2

· TABLE II

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

PART-TIME		SPAN		HIS	PANIC		TIC IS		RICAN	TOTAL	PART-TIME				BLACK		PANIC		N FIC IS	AMER	RICAN	TOT	AL
	M	M		M	F	M	F	M	F	M			M		MF	M	F	M	F	M	F	M	F
	5							T			Retired Facul		8	1									
Retired Faculty	>	 -		-	-						Retired Facu.	LUY	0	-	-		-	-		1	1		
V. Assoc. Prof.	ı	- 10									V. Professor		1	0		:							
V. Instructor	ı			- 1		-																	
UBTOTAL	7		ł		1						SUBTOTAL		9	1									
OTAL											TOTAL						1.00						

TABLE I

PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation) AFFIRMATIVE ACTION PLAN

PARTMEN	Phys.	cs		
MPLETED	BY: A.W.	Jenkins,	Jr.	

NAMES OF A DAMAGED AND A DESCRIPTION OF A DESCRIPTION OF

# EPA FAC

DATE: 4/1/76

PAGE: 1 of 2

#### TABLE I

PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation) TABLE II

PROJECTED FACULTY COMPLEMENT (1978-1 (Reflecting Anticipated Promotions And Your Projected Hiring Goals)

	I NON-	HIS	PANT	CI	HISP	ANIC	ASIA	N	AME	RICAN	TTO	TAL	N	1		NC	N-HI			HIS	PANIC				RICAN	TOT	AL
ULL-TIME	WHIT				11201			FIC IS					1	X	FULL-TIME		ITE		ACK				FIC IS	IND			_
OBD-TTUD	MF				М	F	M	F	M	F	M	F		1		M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1										1		1		Department Head	1									-	1	
Professor	12						1				13			1	Professor	12						2				14	
\ssoc. Professor	6						1				7		1		Assoc. Professor	8										8	_
Asst. Professor	2										2			1	Asst. Professor	5				-						5	
Instructor	1		1								1		1	-	Instructor											-	
Lecturer			1												Lecturer	-			_				-				
SUBTOTAL	22						2				24		1		SUBTOTAL	26					_	2	-			28	_
JISITING FULL-TIME														1	VISITING FULL-TIME	_					-						
Professor						-			1.1				1		Professor	-		1									
Assoc. Professor														1	Assoc. Professor										-		
Asst. Professor	5		1					1			6	1	$\sum$		Asst. Professor											-	
Instructor												1	_	1	Instructor	-	1		-								
Lecturer								1					1		Lecturer							-				-	_
SUBTOTAL	51		1					1			6	1		1	SUBTOTAL		-				1		1		1		

1		AFFIRMATIVE FION PLAN	4/1/76
3CHOOL/DEPARTMENT:	Physics	EPA FACULTY	DATE:
COMPLETED BY:	A.W. Jenkins, Jr.		PAGE: 2 of 2

TABLE I

PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation) PROJECTED FACULTY COMPLEMENT (1978-1979) (Reflecting Anticipated Promotions And Your Projected Hiring Goals)

' TABLE II

PART-TIME	NON				HIS	PANIC	ASIA			ICAN	TOTAL		PART-TIME	NON-HI WHITE		HISI	ANIC	ASIA	N FIC IS	AMER	AN	TOT	
	WHI		BLA		N	F	M	FIC IS	INDI	I F	M	F	-	MIF	F	М	F	M	F	M	F	M	F
Professor	M 2	r	M	F	M	F	A				2		Professor	1								1	
												in,				:							-
1. L.																							
BTOTAL	2										2		SUBTOTAL	1									
)TA L	29		1				2	1			32	1	TOTAL	27				2				29	

AFFIRMATIVE ACTION PLAN EPA FACULTY

DEPARTMENT: Statistics

COMPLETED BY: D. D. Mason

TABLE I

PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation) DATE: July 13, 1976

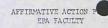
PAGE: 1 of 2

TABLE II

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

	NO	N-HI	SPA	NIC	HIS	PANIC	ASI	AN	AME	RICAN	TO	TAL				NC	N-H	SPAN	NIC	HIS	PANIC	ASIA			RICAN	TO	TAL
FULL-TIME		ITE						IFIC IS.	IND						FULL-TIME		ITE						FIC IS.	IND			-
and the state of the	M	F	M	F	M	F	M	F	M	F	M	F	-	1		M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1										1		$\sum$		Department Head	1										1	
Professor	17										17			$\backslash$	Professor	20										20	
Assoc. Professor	7										7				Assoc. Professor	4										4	
Asst. Professor	1										1			1	Asst. Professor	2	2				-					2	2
Instructor															Instructor												
Lecturer															Lecturer												
SUBTOTAL	26										26		1		SUBTOTAL.	27	2				-					27	2
VISITING FULL-TIME														1	VISITING FULL-TIME												
Professor								. L.,					/		Professor									_			
Assoc, Professor														1	Assoc, Professor												
Asst, Professor	1										1		/		Asst. Professor							-					
Instructor	1										1			1	Instructor												
Lecturer													/	-	Lecturer												
SUBTOTAL	2										2			/	SUBTOTAL												

	1
SCHOOL DEPT.	PAMS
COMPLETED BY	J. D. Memory



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)

Sec Table VI

	Availability	Ful	l-time	Visiti	Ing F. T.	Part	-time	Tot	al	See	Full-	-time	Visiti	ng F. T.	Part.	-time	Totr!
	Percentages (a)		% (5)	No.	% (c)	No.	% (d)	No.	% (e)	Note (f)	No.	%	No.	%	No.	%	No . %
White Male		1011															
White Female						Les State											
Black Male			1												-		
Black Female						1000											
Hispanic Male		1.															
Hispanic Female				-		5.000			1			1					T.
Am. Indian Male Am. Indian Female										1.00		1					
Asian Male		-						•							1.000	1	100
Asian Female																	
ind tall i charac									100%			100%		100%		100%	
TOTAL			100%		100%		100%		100%			100%	-	100%		1001	

(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.

(c) 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

FACULTY COMPLEMENT

TABLE III

(According to June 1976 Tabulation)

See Table I

DATE July 9, 1976

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

	h	Ful	1-time	Visit	ing F. T.	Part	-time	Tot	:1	See		Full	-time	Visiti	ing F. T.	Part-tir		tal
	Availability Percentages (a)	No.	% (b)	No.	<sup>4/</sup> / <sub>/a</sub> (c)	No.	% (d)	No.	% (e)	Note	(f)	No.	%	No.	0,	No.	No	
White Male	92.5	30	90.9	1	100			31	91.1	-	1	29	87.9				29	85.3
White Female	4.7	2	6.1					2	5.9	+	1	3	9.1	1	100		4 4	11.8
Black Male	0.86					-				-	6							
Black Female	0.043										1						-	
ispanic Male	0.48									-	1						+	
ispanic Female	0.024									-	1				1		+	
m. Indian Male	0.095									-								
m. Indian Female	0.005									-	1	Long and						
sian Male	1.24								Sec. Sec.	-	4							2.9
sian Female	0.062	1	3.0			00000		1	2.9	+	1	1	3.0				1-1	2.9
aran remarc											1	-	1002		100%	1100	1 34	····
TOTAL	100.		100%		100%		100%		100%		1	33	100%	_1	100%		. 34.	

(a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.

TOTAL

(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. PAMS/Computer Science

SCHOOL COMPLET

AFF	IRMATIN	E ACTION PL	AN
	EPA	FACULTY	

TABLE III

TOTAL . FACULTY COMPLEMENT

(According to June 1976 Tabulation)

See Table I

DATE April 8, 1976



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

	Availability	Ful	l-time	, Visit	ing F. T.	Part	-time	Tot	al 🛛	See		Full	-time		17 F. T.	Part-cir	
	Percontages (a)	No.	% (b)	No.	: % (c)	No.	% (d)	No.	% (e)	Note	(f)	No.	01 18	No.	**	No.	No.
nite Male	75	18	100			1	100	19	100	+	1	18	95			1 100	1
ite Female	7										1	1	5			1	1 1
ack Male	2								1	-	1						1
ick Female	1									-	1. Martin						1
panic Male	0									-	• 1						1 1
panic Female	C			1 8			2.4		and the second	-	÷			1			1
Indian Male	0									-		-					1 1
Indian Female	0									-	1.5	1.11.1			1		1 1
	1 10									-						1	1 1
an Male	5									-	-1		1	1.11	- 1		
ian Female		-									1-1		1				
IAL	100	18	100%		100%	1	100%	19	100%		1	19	1007.		100%	1 100	54 2

(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.

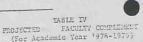
(e) These percentages should be computed on the basis of total number of full-time plus visiting full-time and part-time.

(f) In this column: place a + (plus) is 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

		AFFIRM	TIVE ACTIO
SCHOOL DEPT.	Geosciences	1	EPA FACULTY
COMPLETED BY	C. J. Leith		SLE III

3/31/76 DATE



See Table II

(According to June 1976 Tabulation) Can Table T

					Dee tubie										17	Dawn	12 000	Tatiat	
White Male White Female Black Male Black Female	Availability <u>97.6</u> 2.0 0.1 0.1		-time <u>% (b)</u> 93.8	Visit No.	ing F. T. % (c)	Part No.	-time % (d)	Tot: No. 15	21 ** (e) 93.8	See Note		No.	-timo %	No.	17 F. T.	No.		10r No. 7/ 6 84	
Hispanic Male Hispanic Female Am. Indian Male Am. Indian Female Asian Male	0.2	1	6.3					1	6.3	+		3_	15.8		100%		100/11	3 15	-
Asian Female	100.0	16	100%		100%		100%	16	100%	1	1	1 19	100%		100%				ľ

TOTAL

(a) These percentages should be taken directly from the charts you completed in questions #2 or #4 of Form I.

(b) These percentages should be computed on the basis of total number of full-time. (c) These percentages should be computed on the basis of total number of visiting full-time.

(d) These percentages should be computed on the basis of total number of part-time.

(e) These percentages should be computed on the basis of total number of full-time plus visiting full-time and part-time.

(f) In this column: place a + (plus) if the percentage in the column marked Total in Table III is higher than the percentage in the corresponding column marked Availability or place a - (minus) if the percentage in the column marked Total is lower than the percentage in the corresponding column marked Availability.

DATE \_\_\_\_\_\_\_ April\_1, 1976

Mathematics N. J. Rose

#### TABLE TIT TOTAL FACULTY COMPLEMENT (According to June 1976 Tabulation)

See Table T

AFFIRMATIVE ACTION DEAN

EPA FACULTY

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

	Availability		ll-time	Visit	ing F. T.	Part	-time	To	:21	See	-	Ful	1-time	Windh	iny F. T.				
	Percentages (a)	No.	% (5)	No.	# (c)	No.	% (2)	No.	% (e)	, Note	(f)	No.	# 6111C	NO.	1117 F. T.		t-time		<u></u>
White Male	71.8	48	1 84.2	4	67.	7	100	1 59	1 84.2	1.000	1		1 22 21	00.		No.		No.	
White Female	7.4	3	5.3	2	33.	0	0	5	7 1			44	173.3		60	9	90 !	56	1 74.7
Black Male	.6	1	1 1.8 1	0	0	0	0	1-1-	1.1			6	10.0	.2	40	1	1 10	9	112.0
Black Female	.1 1	0	0	0	0	0	0	0	1.4	+	1.	4	6.6	0	0	0	101	4	1 5.3
Hispanic Male	1 .6	0	0 1	0	1 0 1	0	0	0	0	-		0	1 Oi	0	0 1	0	01	0	1 0
Hispanic Female	1	0	0	0	1 0 1	0	0		0	-	1000	0	0	0	1 0 1	0	101	0	0
Am. Indian Male	0	0	0	0	0	0		0	0	-		0	1 0	0	1 0 1	0	101	0	TO
Am. Indian Female	0	0	0	0	0	0 1	0	0	0	0		0	0	0	0	0	101	0	1 0
Asian Male	18.4	5	8.7	0	0	0 1	0	0	0	0	1.	0	0	0	0	0	1 0 1	0	1 0
Asian Female	1.0			0	0	0 1	0	5	7.3	-		5	8.3	0	1 0 1	0	101	- 0 c	6.7
Asian remaie	1.0	0	0	0	0	0	0 1	0	0 1	-	1-1	1	1.8	0.	1 0 1	0	1 0 1		1 1.3
					1						1-1		T.T.		1 1		1 0 1	1	
TOTAL	hard a state of the state of th	57	100%	6	100%		100%	70	100%		1-1	60	1100% 1		100%	10	1007	75	
	· · · · · · · · · · · · · · · · · · ·					-						00	1-0010 1	2	1 100%	10	1004	15	22

(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.

(c) 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 DEL

COMPLETE



SCHOOL DEPT Physics / COMPLETED A.W. Jenkins, J AFFIRMATIVE ACTION PLAN EPA FACULTY

DATE 4/1/76



TABLE IV PROJECTED FACULTY CONFLEMENT (For Academic Year '978-1979) See Table II

TOT	2.A	FACUI	LTY CO	OMPLEMENT
(Accord	ing to	June	1976	Tabulation)

	Availability	Ful	l-time	Visit	ing F. T.	Part	-time	Tot	a1	See		Ful	-time	Visit	ing F. T.	Part	- : me	Tot	
	Percentages (a)	No.	% (b)	Nb.	an (c) *	No.	% (d)	No.	% (e)	, Note	(f)	No.	2	No.	31	No.	<i>a.</i>	No.	7
White Male	93.5	22	91.7	5	71	2	1 100;	29	, 88	-	1/	26	1		1 1	1	1 100!	27	193
White Female	1.6	0	0	0	1 0	0	0	0	0		1/		1		1		1 1		T
Black Male	0.2	1 0	0	1	14	0	. 0	1	3	1 +	1				1 1		1		T
Black Female	0	0	01	0	0	0	0	0	0	1	lard 1		1		1		1 1		T
Hispanic Male	-	0	01	0	0 1	0	1 01	0	0		1				1 1		1		1
Hispanic Female	-	0	0	0	1 0 1	0	1 01	0	0				1		1		1 1		1
Am. Indian Male	0.06	0	0	0	1 0 1	0	0	0	0	-	1				1		1 1		1
Am. Indian Female	0	0	01	0	0	0	0;	0 1	0	1	1.0		1. 1.1		1		1		1.
Asian Male	4.4	2 1	8.31	0	0	0	0	2	6	+	-	2			1		1 1	2	17
Asian Female	0.2	0	01	1	14	. 0	0	1	3	+	-		1		1		1		T
	La serie de la serie	1	1							1.04	1-1		1 1		1		1 1		1
TOTAL		24	100%	7	100%	2	100%	33 1	100%		1-1	28	100% 1		100%	1	100%		X

(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 TO PAMS/Statistics

AFFIRMATIVE ACTION BAN EPA FACULTY

DATE March 25, 1976

TABLE III TOTAL FACULTY COMPLEMENT (According to June 1976 Tabulation) See Table I TABLE IV PROJECTED FACULTY COMPLEMENT (For Academic Year '978-1979) See Table II

	Availability		Full-time		Visiting F. T.		Part-time		:21	See	Full-time		Visiting F. T.		Part-21	me Tot."
	Percentages (a)	No.	% (5)	No.	<sup>21</sup> / <sub>14</sub> (c)	No.	% (d)	No.	% (e)	, Note (f)	No.	%	No.		No.	" No. 7.
White Male	92.2	26	1 100	. 1	1 100 1	10 3			1			1		1	1	1
White Female	5.7	10	0	0	0			1				1				1
Black Male	.9	1 0	0	0	0				1	1					S	
Black Female	.2															
Hispanic Male																
Hispanic Female	L_ 5.1	10	0 1	0	0								_			
Am. Indian Male	L. S.L	1 0	0	0	0				1							1
Am. Indian Female	0	0	0	0	0		1	2								
Asian Male	.6	0	1 0 1	0	0		a second of									
Asian Female	11	0	0	0	0											
TOTAL		26	100%		100%		100%		100%			100%		100%	10	074 - 2X
TOTUT		-								A subscription of the subs						

10 1111

12 . . .

(a) These percentages should be taken directly from the charts you completed in guestions #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	1	PAM	5	
OMPLETED BY			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)

		Non-	Hispa	anic	His	panic	Ame	rican	Asi	an	Tot	al	11	Non-	Hispa	nic	Hisp	anic	Ame	erican	Asia	an	Tota	1
FULL-TIME	Wh	ite	B14	ack		and the	Ind	lian	Pac	. Is.			Wh	ite	Bla			-	Ind	lian	Pac.	Ts.		_
	М	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	М	F	М	F
Officials & Managers	1							1			1		1				1						1	
Professionals	8	1									8	1	7	1 1									7	1
Technicians		1										1		2										2
*Teaching Technician	5 4	2											3	3									3	3
																								-
Sub Total	13	4									9	2	11	6									11	6-
PART-TIME																-					1. J.			
Officials & Managers Professionals	-								1							_					-1			T
Technicians	_	1																						
Sub Total		1							1															
Total	13	5							1		10	3	11	6							1		9.12	13

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

#### SCHOOL/DEPARTMENT Department of Chemistry COMPLETED BY R. H. Loeppert

#### AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE July 9, 1976

TABLE VI

#### TABLE V

#### PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1975 TABULATION

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

		Non-	Hispa		His	panic		erican	Asi	an	Tot	al	11	Non-	llispa	nic	Hisp	anic	Ame	rican	Asi	an	Tota	1
FULL-TIME	Wh	ite	Bla	ck			Inc	lian	Pac	. Is.			Wh		Bla					ian		Ts.	1	·
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	М	F	M	F
Officials & Managers							-				1		1		1		1						1	+
Professionals													1		-	1000			1.000					+
Technicians		1										1		2				1				1		2
Teaching Techn	4	2									4	2	3	3									3	3
							-																	
		10																						
Sub Total	4	3									4	3	3	5									3	5
PART-TIME																								
Officials & Managers		-		-							1													
Professionals	1				-		-																	
Technicians	_	1										_ 1												
			-													-		-			-			-
Sub Total		1		-							-	1		-							_			
Total	4	4									4	4	3	5								1	3	5

\*5 Teaching technicians are hired on a year-to-year basis and are not considered permanent employees.

Physics JL/DEPARTMENT SC. COMPLETED BY

A.W. Jenkins, Jr.

#### ACTION PLAN AFFIRMAT EPA NON-FACULTY

TABLE VI



#### TABLE V

#### PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1975 TABULATION

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

N	Ion-	Hisp	anic	His	panic	Ame	rican	Asi	an	Tot	al	11	Non-	lispa	nic	Hisp	anic	American	Asi		Tota	1
				-						1.		Whi	te	31a	ck .	i						
M	F	M	F	M	F					M	F	M	F	M	F	M	F	MF	M	F	M	F
1			-	-																		-
		-	-																			
														-								
-		-	1									1										
					1							11										
				1-																		_
1				-					1	1		1									_1_	
1									- 10 C													
														1								
							-															
														1								
-				-																		
1												10									-	-
		1.4									-		-						122	-		
	What	White	White   Bla	Non-HSspanic Nhite Elack M F M F I	White Black	White Black	White   Black   Ind	White Black Indian	White Black Indian Pac	White Black Indian Pac. Is.	Nhite         Undian         Pac. Is.           M         F         M         F         M         F         M         F         M         F         M         F         M         F         M         F         M         F         M         F         M         I	Nhite         Ulack         Indian         Pac. Is.           M         F         M	Nhite         Llack         Indian         Pac. Is.         Whi           M         F         M         F         M         F         M         F         M         F         M         F         M         F         M         F         M         F         M         F         M         F         M         F         M         F         M         F         M         F         M         I	White     Dlack     Indian     Pac. Is.       M     F     M     F     M       I     I     I     I       I     I     I     I       I     I     I     I       I     I     I     I       I     I     I     I       I     I     I     I       I <td< td=""><td>White         Black         Tudian         Pac. Is.         White         91a           M         F         M&lt;</td><td>Nhite         Undian         Pac. Is.         White         Slack           M         F<td>Nhite         Indian         Pac. Is.         White         Slack           M         F<td>Nhite         Olack         Indian         Pac. Ts.         White         3lack           M         F</td><td>Non-rispance         Inspance         Inspance         Inspance         Inspance         Indian         <thindian< th="">         Indian         <thindian< th=""></thindian<></thindian<></td><td>Non-stagante         Inspante         Inspante         Indian         Pan           Mitte         Ilack         Indian         Pac.         Ilack         Indian         Pac.           M         F</td><td>Non-staganic         Inspanic         Inspanic         Inspanic         Indian         Pac. Is.           Mitte         Ilack         Indian         Pac. Is.         White         Ilack         Tudian         Pac. Is.           M         F         M</td><td>Non-staggaric         Insparic         Insparic         Indian         Pac. 1s.         White         Undian         Pac. 1s.         White         Indian         Pac. 1s.         M         F</td></td></td></td<>	White         Black         Tudian         Pac. Is.         White         91a           M         F         M<	Nhite         Undian         Pac. Is.         White         Slack           M         F <td>Nhite         Indian         Pac. Is.         White         Slack           M         F<td>Nhite         Olack         Indian         Pac. Ts.         White         3lack           M         F</td><td>Non-rispance         Inspance         Inspance         Inspance         Inspance         Indian         <thindian< th="">         Indian         <thindian< th=""></thindian<></thindian<></td><td>Non-stagante         Inspante         Inspante         Indian         Pan           Mitte         Ilack         Indian         Pac.         Ilack         Indian         Pac.           M         F</td><td>Non-staganic         Inspanic         Inspanic         Inspanic         Indian         Pac. Is.           Mitte         Ilack         Indian         Pac. Is.         White         Ilack         Tudian         Pac. Is.           M         F         M</td><td>Non-staggaric         Insparic         Insparic         Indian         Pac. 1s.         White         Undian         Pac. 1s.         White         Indian         Pac. 1s.         M         F</td></td>	Nhite         Indian         Pac. Is.         White         Slack           M         F <td>Nhite         Olack         Indian         Pac. Ts.         White         3lack           M         F</td> <td>Non-rispance         Inspance         Inspance         Inspance         Inspance         Indian         <thindian< th="">         Indian         <thindian< th=""></thindian<></thindian<></td> <td>Non-stagante         Inspante         Inspante         Indian         Pan           Mitte         Ilack         Indian         Pac.         Ilack         Indian         Pac.           M         F</td> <td>Non-staganic         Inspanic         Inspanic         Inspanic         Indian         Pac. Is.           Mitte         Ilack         Indian         Pac. Is.         White         Ilack         Tudian         Pac. Is.           M         F         M</td> <td>Non-staggaric         Insparic         Insparic         Indian         Pac. 1s.         White         Undian         Pac. 1s.         White         Indian         Pac. 1s.         M         F</td>	Nhite         Olack         Indian         Pac. Ts.         White         3lack           M         F	Non-rispance         Inspance         Inspance         Inspance         Inspance         Indian         Indian <thindian< th="">         Indian         <thindian< th=""></thindian<></thindian<>	Non-stagante         Inspante         Inspante         Indian         Pan           Mitte         Ilack         Indian         Pac.         Ilack         Indian         Pac.           M         F	Non-staganic         Inspanic         Inspanic         Inspanic         Indian         Pac. Is.           Mitte         Ilack         Indian         Pac. Is.         White         Ilack         Tudian         Pac. Is.           M         F         M	Non-staggaric         Insparic         Insparic         Indian         Pac. 1s.         White         Undian         Pac. 1s.         White         Indian         Pac. 1s.         M         F

SCHOOL/DEPARTMENT	PAMS/Statistics
COMPLETED BY	David D. Mason

#### AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

DATE March 25, 1976\_

TABLE VI

#### TABLE V

#### PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1975 TABULATION

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

		Non-	Hispa	nic	llis	panic		erican	Asia		Tot	al			lispa		Hisp	anic	Ame	rican	Asi: Pac		Tota	1
FULL-TIME	Wh	ite	B1a	ick	12			dian		T.s.	1		Whi		31a	CK	M	F		F	.M	F	м	F
	M	17	M	F	M	F	M	F	M	F	M	F	M	F	M	1	51	1 5		E		1		
Officials & Managers	0						-				-		7										7	1
Professionals	8	11						1	1		8	12	17	1-1-										1-0-
Technicians	0	-										-							1					
						-	1						11	-										
										-					1									1
	-	-	-	-				1												_				
																	-							
	1												1 7	1.								-	7	1
Sub Total	8	11				_					8	11	1 7	1 1							-	1		
					-		11			<b>1</b> 8		101	1.11	1 12									1.1	1
PART-TIME		1					1		-				11							1.100				1
Officials & Managers			-	1	-					0		0		1			1	1			1	0	1	0
Professionals		-			-	-	-			-0	1	10	1	1	1				1	1				
Technicians	-							1			1	-	11	1		-	-		-					
								10. B.	1								1							120
Sub Total	- 12	-					-	1	1	0	11	0									1	0	1 8	0
Total	8	1	-				1		1	0	19	1	1 7	11	1		1	1	1		1_1_	10	0	1





DATE: April 12, 1976

SCHOOL/DEPARTMENT: PAMS

COMPLETED BY: J. D. Memory

#### TABLE VII

## TABLE VIII

TOTAL 1	NON	-FACUI	LTY CO	OMPLEMENT
(According	to	June	1976	Tabulation)
	1	See Ta	able V	V

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

	AVAILABILITY	FULL	-TIME	PART-	TIME	TOTAL			FULL-	IME	PART	-TIME	TOTAL	
	PERCENTAGES	NO	1 %	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE				1.				1						
WHITE FEMALE			Cin C					1				Li		
BIACK MALE				1				_				-		
BLACK FEMALE														
HISPANIC MALE								1				in male in		
HISPANIC FEMALE			h br fi			1								
AMERICAN INDIAN MALE				1				>						
AMERICAN INDIAN FEMALE								1						
ASIAN MALE					1-11-1-			1						
ASIAN FEMALE	and the second second					An t	i	1						
TOTAL			100%		100%		100%	$\searrow$		100%		100%		100%

Availability percentages vary by department. Departmental reports follow.

 $\mathcal{A}$ 

#### 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

FULL-TIME FART-TIME FULL-TIME PART-TIME PERCENTAGES NO | % NO | % % NO % NO 2 NO % WHITE MALE 4 57 4 50 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 100% TOTAL 100% 7 1 -8 100% 8 100% 100% 8 100%

#### TABLE VIII



ONE	IN	MATH	-



DATE: April 1, 1976

SCHOOL/DEPARTMENT:

Mathematics

1

## AFFIRMATIVE ACTION PIAN EPA NON-FACULTY

COMPLETED BY: N. J. Rose

#### TABLE VII

## TABLE VIII

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

	AVAILABILITY	FULL-	TIME	PART-1	TIME	TOTAL		$\langle \neg \rangle$	FULL-T	EME	PART	-TIME	TOTAL	
	PERCENTAGES	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	-									_				
WHITE FEMALE									5		-		_	
BIACK MALE											-			
BIACK FEMALE								$\geq$		_				
HISPANIC MALE						_							-	
HISPANIC FEMALE			Second State								-			-
AMERICAN INDIAN MALE						-								
AMERICAN INDIAN FEMALE														
ASIAN MALE											-			-
ASIAN FEMALE		-									_			
TOTAL			100%		100%		100%			100%		100%		1007



SCHOOL/DEPARTMENT: Physics

EPA NON-FACULTY

DATE:

4/1/76

COMPLETED BY: A.W. Jenkins, Jr.

#### TABLE VII

## TABLE VIII

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

	AVAILABILITY	FULL	TIME	PART	TIME	TOTAL		N	FULL-	TME	Intra			
	PERCENTAGES	NO	%	NO	%	NO	1 %		NO	%	NO	-TIME	TOTA I NO	
WHITE MALE	88	1	100			1	100		1	100	1.10	10	1	%
WHITE FEMALE	3									100	1			100
BLACK MALE	1							R		<u>e 1. 1</u> .			-	
BLACK FEMALE	0												-	
HISPANIC MALE							-	R						
HISPANIC FEMALE							1	R						
AMERICAN INDIAN MALE								$\langle \rangle$	-					
AMERICAN INDIAN FEMALE														
ASIAN MALE	7		1.1					<	-					
ASIAN FEMALE	1							<					-	
TOTAL		1	100%		100%	1	100%	1	-	100%		100%	1	100%



#### SCHOOL/DEPARTMENT: PAMS/Statistics

#### EPA NON-FACULTY

#### DATE: March 25, 1976

COMPLETED BY: David D. Mason

11. 1

TABLE VII

## TABLE VIII

TOTAL	NON-FA	ACU.	LTY CO	OMPLEMENT
(According	to Ju	ine	1976	Tabulation)
	See	e Ti	able 1	V

	AVAILABILITY	FULL	TIME	PART-	TIME	TOTAL	5		FULL-	TIME	PART	-TIME	TOTA	L
	PERCENTAGES	NO	%	NO	%	NO	%		NO	%	NO	%	NO	%
WHITE MALE	81.0	8	88.9	0		8	80	5	7	87.5	0	1	7	77.8
WHITE FEMALE	15.4	1	11.1	0		1	10	1	1	12,5	0	h Singl	1	11.1
BLACK MALE	1.1	0		0		0		1	0	0	0		0	
BLACK FEMALE	.5	0		0		0			0	0	0	124.14	0	
HISPANIC MALE	.6	0		0		0		$\square$	0	0	0	in de s	0	
HISPANIC FEMALE	.1	0		0		0			0	0	0		0	
AMERICAN INDIAN MALE	.2	0		0		0			0	0	0		0	
AMERICAN INDIAN FEMALE	0	0		0		0			0	0	0		0	
ASIAN MALE	1.0	0		1	100	1	10		ò	.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

COMPLETED BY: J. D. Memory

#### AFFIRMATIVE ACTION PLAN SPA PERSONNEL

#### DATE: July 16, 1976

#### TABLE I PRESENT SPA COMPLEMENT

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

TABLE II

PERMANENT FULL-TIME		NON-HI ITE F		ACK	HISP. M	ANIC F	AMERI INDI M		SIAN ISLE F	TO: M	EAL F	X		NON-HI LTE F	SPANIC M	ACK F	HIS M	PANIC F	AMER IND M	ASIA PAC. M	N ISLE F	TOT M	A
Exec., Admin., Mgr'1.				1								$\langle \rangle$	1							_			F
Professional		2		-				· · ·				$\perp X$		-						 			+
Clerical & Secretarial	2	37		3					 			1/	2	37		7	See All	-		 			1
Tech. & Paraprofessional	5	2								_		V \	6	2		1				 			L
Skilled Crafts	4	1							 			N/	4	1						 		-	+
Service/Maintenance	1								 			X	1							 			t
SUB-TOTAL	12	42		3					 	12	45	$\langle \rangle$	13	40		7				 		13	4
												X								Π.)			
PERMANENT *PART-TIME												$\mathbf{X}$											
Exec., Admin., Mgr 1.		-		-					 			K /	1		-					 			-
Professional				1	1					-		V			-	1							Γ
Clerical & Secretarial		2		1							2			2	1								Г
Tech.& Paraprofessional	11-11-11-1		1					<b>1</b>	in the C			1											2
Skilled Crafts												$\backslash$											1
Service/Maintenance									 			X											-
SUB-TOTAL		2							 		2	$\langle \rangle$								 			2
SUB-TOTAL									 			$\checkmark$								 			t
TOTAL	12	44	÷	3						12	47		13	42		7		1.0			ingen i	13	4

SCHOOL/DEPARTMENT: Department of Chemistry

COMPLETED BY:

R. H. Loeppert

#### AFFIRMATIVE ACTION PLAN SPA PERSONNEL

#### DATE: July 9, 1976

#### TABLE I PRESENT SPA COMPLEMENT

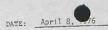
TABLE II PROJECTED SPA COMPLEMENT FOR FISCAL YEARS 1978 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Ge

PERMANENT FULL-TIME		NON-HI		LACK F	HISP M	ANIC F	AMERI INDI M			SIAN ISLE F	TO M	TAL F	X	MHI M		SPANIO M	C LACK F	HIS M	PANIC F		ICAN IAN F	ASIA PAC. M	N ISLE F	TOT. M
Exec., Admin., Mgr <sup>1</sup> 1.	0	1		1							0		1	0										0
Professional								745					IV						-					_
Clerical & Secretarial	2	9		1							2	10	$  \land  $	2	8		2							2
Tech. & Paraprofessional	3										3		$V \land$	3		1	1							31
Skilled Crafts													N	1			-		-					
Service/Maintenance	-			1									IV											
		1							1				1A										i	
	-	1	1	1							1		K											5
SUB-TOTAL	5	9		1			1 and 1		-	in and	. 5	10	1./	5	8		2							- 2
				1 1	-								IX											
									- L				$\vee \setminus$											
PERMANENT													$\mathbb{N}$											
*PART-TIME			100										$ \rangle$	1			-							
Exec., Admin., Mgr'1.						-				-			K Z	1										
Professional													$\nabla$	1000										
Clerical & Secretarial	1000																							
Tech.& Paraprofessional				1																		_		
Skilled Crafts					5	1.5		1					$\backslash$			1							1	
Service/Maintenance				1																				
											-		A							_				
SUB-TOTAL													K Ż											
TOTAL	5	9		1		1					5	10	X	5	8		2							5

SCHCOL/DEPARTMENT:

PAMS/Computer	Science
---------------	---------





COMPLETED BY:

D. C. Martin

TABLE II

TABLE I PRESENT SPA COMPLEMENT

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

PERMANENT	NON-HI WHITE M F	SPANIC BLACK M F	HISPANIC M F	AMERICAN INDIAN M F	ASIAN PAC. ISLE M F	total M F	X	NON-HI <u>WHITE</u> M F	SPANIC M M F	HISPANIC M F	AMERICAN INDIAN M F	ASIAN PAC. ISLE M F	TOTAL M F	
FULL-TIME Exec., Admin., Mar'l.							N						4	-
Professional Clerical & Secretarial Tech. & Paraprofessional Scilled Crafts	3					4	$\left \right\rangle$	3						
Service/Maintenance						4		3					4	_
SUB-TOTAL	3						X							
PERMANENT *PART-TIME							X							
Exec., Admin., Mar'l. Professional Clevica' & Secretarial Tech.& Paraprofessional							X							-
Skilled Crafts Service/Maintenance		· · · · · ·					X							-
SUB-TOTAL TOTAL	3	- 1				4	X	3	1					4

SCHOOL/DEPARTMENT:

Geosciences





COMPLETED BY:

C. J. Leith

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

TABLE I

PRESENT SPA COMPLEMENT

PERMANENT		NON-HI		C ACK F	HISP	ANIC F	AMERI INDI M			SIAN ISLE F	tot M	AL F	X		ON-III TE F	SPANIC BL M	ACK F	HIST M	F	AMER IND M		ASIA PAC. M	N ISLU F	TOT. M	
	Pi	·		-									N/		-										
Exec., Admin., Mgr'l. Professional Clerical & Secretarial Tech. & Paraprofessional		3											Å		3										
Skilled Crafts Service/Maintenance													X					•			-				3
SUB-TOTAL	0	3	0	0	0	0	0	0	0	0	0	3	X	0	3	0	0	0	0	0	0	0	0		
PERMANENT *PART-TIME			1		1								X				:								
Exec., Admin., Mgr'1. Professional			-		•								X		1	-									
Clericsl & Secretarial Toch & Paraprofessional Skilled Crafts Service/Maintenance.	1												X									-	-	-	+
Service/								1			1		K	X		10	10	0	0	0	0	0	0	0	1
SUB-TOTAL	0	11	0	1	0	0	0	0	0	0	0	4	TX	0	4	0	0	0	0	0	0	0	0	0	4
TOTAL	0	4	1 0	0	0	0	1.9			_			1/	1		1.1	1000	1	_					-	

SCHOOL/DEPACENT: Mathe

Mathematics N. J. Rose



DATE: 3-31-7

COMPLETED BY:

#### TABLE II

TABLE I PRESENT SPA COMPLEMENT

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

ASIAN TOTAL AMERICAN HISPANIC NON-HISPANIC TOTAL AMERICAN ASIAN PAC. ISLE HISPANIC INDIAN NON-HISPANIC BLACK WHITE WHITE M PAC. ISLE Μ F M F INDIAN F M F Μ BLACK M PERMANENT M F F M x М F M F M F F FULL-TIME Exec., Admin., Mgr'l. Professional 6 2 Clerical & Secretarial 5 Tech. & Paraprofessional Skilled Crafts Service/Maintenance SUB-TOTAL PERMANENT \*PART-TIME Fxec., Admin., Mer'l Professional Clerical & Secretarial Tech.& Paraprofessional S'dilled Crafts Service/Maintenance SUB-TOTAL TOTAL

\* SPA individuals working at least 4-time in a permanently established position

1

- SCHOOL/DE TMENT: Physics



DATE: 4/1/76

COMPLETED BY:

A.W. Jenkins, Jr.

#### TABLE II

TABLE I PRESENT SPA COMPLEMENT

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

PERMANENT FULL-TIME		NON-HI ITE F	, BI	C ACK F	HISP M	ANIC F	AMERI INDI M		SIAN ISLE F	TO M	FAL F	$\mathbb{X}$		NON-HI ITE F		ACK F	HIS M	PANIC	AMER IND M		ASIA PAC. M	N ISLE F	TO M	TAL
Exec., Admin., Mar'l.												15/	1	1										1
Professional				1				 	!!			L <u>X</u>												-
Clerical & Secretarial		5	A	1	1		tores and	 				1/1		5									2	16_
Tech. & Parnorofessional	1						1	 		1			1 2										4	-
Skilled Crafts	4							 		4		1	4				10.70						4	
Service/Maintenance	1			1		10				1		X	-1										-	-
SUB-TOTAL	6	5		1		-				6		$\langle - \rangle$	7	5		1							7	16
305+101HL												X												
PERMANENT *PART-TIME						14						X			: T	·						-		
Exec., Admin., Mar'l.				-				1000	1			1				1			l		i			
Professional			The second	-					1										1		1	1		1
Clerical & Secretarial		1								()	1	$\wedge$		1 1				1						-
Tech.& Paraprofessional								21 J. H.																1
Skilled Crafts						la series and						1/		1						-				-
Service/Maintenance			_			_		 		1		X												
		_										$\langle \rangle$											_	-
SUB-TOTAL		_1						 _			1	X												-
TOTAL	6	6								6	6	X	7	6		1		1					7	7

SCHOOL/DEPARTMENT: \_\_\_\_\_\_ PAMS/Statistics

COMPLETED BY: D. D. Mason

AFFIRMATIVE ACTION PLAN SPA PERSONNEL

DATE: July 13, 1976

TABLE I

PRESENT SPA COMPLEMENT

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

TABLE II

PERMANENT FULL-TIME		NON-HI		LACK F	HISP M	ANIC F	AMER IND M			SIAN ISLE F	TO M	TAL F	$\mathbb{X}$		NON-HI ITE F		ACK F	HIS M	PANIC F	AMER IND M	ICAN IAN F	ASIA PAC. M	N ISLE F	TOTA M
Exec., Admin., Mgr'1.	0	0		1							0	0	$\Lambda$	0	0	0	0							0
Professional	0	2				in the second	1	1	4		0	2	IV	0	2	0	0							0
Clerical & Secretarial	0	12									0	12	1/	0	12	0	1							0
Tech. & Paraprofessional	1	2				1.1	1				- 1	2	V	1_1	2	0	0							1
Skilled Crafts	0	1				1					0	1	N/	10	1	0	0							0
Service/Maintenance	0	0									0	0	+X-	0	0	0	0	1						0
SUB-TOTAL		17				-					1	17	$\langle \rangle$	1	17	0	1			_				
PERMANENT *PART-TIME													$\bigotimes$											
Exec., Admin., Mgr'l.		-											$\langle \cdot \rangle$			-			1.1.1					
Professional		1					1						V											
Clerical & Secretarial	1000												IA											
Tech.& Paraprofessional						A SHALL																1		
Skilled Crafts			1	1		1							$\backslash$	1		F								
Service/Maintenance													X											
	_			1		_							$\langle \rangle$											
SUB-TOTAL											1		X											
TOTAL	1	17									1	17	X	1	17	0	1							1

#### 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 <u>Equal Opportunity Register</u> 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: Textiles

Individual 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	1	
Hispanic Male		
Hispanic Female		
Am. Indian Male		
Am. Indian Female		
Asian Male	2	2
Asian Female		
Total	124	100%

Individual Completing Form: J. F. Bogdan

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:

and the second se	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		1.00%

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 1. Use same numbers and percentages.

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

	OFFICIAL MANAGERS	3 &	PROFESS	LONALS	TECHNICIA	INS
	NUMBER	PERCENT	NUMBER	PERCENT	NUMB ER	PERCENT
White Male						
White Female						14.14
Black Male		1 F		2 · · ·		
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						
Am. Indian Female						
Asian Male						
Asian Female						
TOTAL		100%		100%	1.0	100%

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

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

	OFFICIA MANAGERS		PROFESS	IONALS	TEHCNICI	ANS
	NUMBER	PERCENT	NUMB ER	PERCENT	NUMBER	PERCENT
White Male			. i			
White Female			,			
Black Male						
Black Female						
Hispanic Male						
Hispanic Female						
Am. Indian Male						
Am. Indian Female				. 1. 24		
Asian Male						
Asian Female						
TOTAL		100%		100%		100%



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:



#### AFFIRMATIVE ACTION PLAN EPA FACULTY

DEPARTMENT: Textiles

COMPLETED BY: T. F. Bogdan

TABLE I

#### PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation)

DATE:\_\_\_\_\_ PAGE: \_1 of 2

TABLE II

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

			SPA			PANIC				RICAN	TO	TAL	1					SPA		HIS	PANIC	ASIA			RICAN	TO	TAL
FULL-TIME			BL				PAC	IFIC IS.	IND	LAN					FULL-TIME			BL					FIC IS.	INDI		·	
and the second second	M	F	M	F	M	F	M	F	M	F	M	F		1	1	M	F	М	F	M	F	M	F	M	F	M	F
Department Head	2										2	4			Department Head	2				2						2	
Professor	10										10			$\land$	Professor	12							100			12	
Assoc. Professor	17										17		$\geq$		Assoc. Professor	18										18	
Asst. Professor	4	1									4	1		1	Asst. Professor	3	1									3	1
Instructor	1					1					1		1		Instructor	1	1	1								2	1
Lecturer	1										1			1	Lecturer	1										1	
SUBTOTAL													1		SUBTOTAL	37	2	1								38	2
VISITING FULL-TIME	35	1									35	1		1	VISITING FULL-TIME		1										
Professor								4					1		Professor												
Assoc. Professor														/	Assoc. Professor								-				
Asst. Professor							1						1		Asst. Professor				X								
Instructor														/	Instructor												
Lecturer													1		Lecturer	1					5.5						
SUBTOTAL											1.1		-	1	SUBTOTAL						1.5						

#### . AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT: Textiles

#### TABLE I

PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation) PROJECTED FACULTY COMPLEMENT (1973-1979 (Reflecting Anticipated Promotions And Your Projected Hiring Goals)

PART-TIME						SPANIC				ICA:	TOTAL		PART-TIME			BLACK		PANIC	ASTA	LFIC IS	INDI	IGAT	TC	T
				LACK				FIC IS								MIF	M	F	M	1 5	M	I F	M	1 5
	M	F	M	F	M	F	M	F	M	F	M	F		M	F	MIF	1 11	F	1 11		1	T		-
	1		1		1													1.1						
		100		114	1			100 3		1		1.00		- 11		100		100						
						1				1		1.1										1		-
and the second second	-									1			1				1					1.1.1.1		
				· ·		1.1	1			1. IN					1.00						1.1			
	1						-					1	Asst. Professor	1									1	
				1.1		1			1.1													·		-
	1				1	1												1	1.5					
							1.5																	1
					18		11-51				1.1.1.1						6 H	1.1	1		2			1
			_						-															
							1.0	1.00				1.1				-								
					1.0							9 a.												
					100					- 1													-	
						1111			1100										1 - 1 - 3					
												1.1		1									1	
				1				L					SUBTOTAL	-			<			1		1.11		
BTOTAL	18 - 1 1	-	-	-		1000			-				SUBIOLAL							1				
				1.	1					1.00										1.1.1		1.1		
					× .	1.00					35								1			-	20	
TAL	35	1									33	1	TOTAL	38	2	1		2		1 million			39	-

DATE: June 4, 1976

TABLE II

PAGE: 2 of 2



SCHOOL/DEPARTMENT Textiles COMPLETED BY J. F. Bogdan AFFIRMATIVE ACTION PLAN EPA NON-FACULTY DATE\_ June 4, 1976

TABLE V

#### TABLE VI

PRESENT NON-FACULTY COMPLEMENT ACCORDING TO JUNE 1975 TABULATION PROJECTED NON-FACULTY COMPLEMENT FOR ACADEMIC YEAR 1978-1979 'Reflecting Anticipated Promotions And Your Projected Hiring Goals)

		Non-	Hispa	inic	His	panic	Ame	erican	Asi	an	Tot	al	11	Non-	Hispa	nic	Hisp	anic		rican	Asia	an	Tota	1
FULL-TIME	W	nite	B14	ick			Inc	iian	Pac	. Is.			Whi	lte	Bla	ck			Ind	ian	Pac	Ts.		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	5						-				5		5		-								5	
Professionals	5	11	1								6	1	7	11									17	1
Technicians	-	-												-										
										100					-	4								
									-															
				-							-			~										
																			-					
Sub Total	10	1	1	-							11	1	12	1								-	12	1
PART-TIME																				1			11	
Officials & Managers		-																						
Professionals		1		1						1		1		1		1000	1	1						11
Technicians							-					-												
			-									-						-						
Sub Total		1		-	-		-				-	1		1			-							1
Total	10	2	1								11	2	12	2	alar a			1	1000				12	2





SCHOOL/DEPARTMENT: Text les

#### AFFIRMATIVE ACTION PLAN SPA PERSONNEL

COMPLETED BY: J. F Bogdan

#### DATE: June 4, 1976

## TABLE I

#### PRESENT SPA COMPLEMENT

#### TABLE II

PROJECTED SPA COMPLEXENT FOR FISCAL YEARS 1973 - 1979 (Reflecting Anticipated Promotions & Your Projected Hiring Goal

PERMANENT FULL-TIME	M M	NON-H HITE F		IC LACK F	HISI M	PANIC	AMER IND M			ASIAN . ISLE F	TO M	TAL · F	X	MI	NON-HI	SPANIC M	ACK	HIS	PANIC	AMERI INDI M		ASIA PAC. M	ISLE F	TOT	TAL
Free., Admin., Mer'l. Professional Clerical & Secretarial Tech. & Paraprofessional Skilled Grafes Service/Daintenance	7	1 13 2		2					· · · · · · · · · · · · · · · · · · ·		1 1 8 3	1		1 8 3	1 13 2		2								11
SUB-TOTAL	11	16	2	2							13	18	$\mathbf{X}$	12	16	2	2							14	18
PERMANENT *PART-TIME			-										$\bigtriangledown$					•							
Fxec., Admin., Mer'l. Professional	_												$\langle \cdot \rangle$												
Clerical & Secretarial Foch & Paraprofessional Skilled Crafts		2											X		1 _2			_							1
Service/Maintenance								-					X												Ξ
SUB-TOTAL				-				-					$ \rightarrow $					]			1				
FOTAL	11	19	2	2							13	21	X	12	19	2	2							14	21

#### AFFIRMATIVE ACTION PLAN

## DEPARTMENT: Textile Chemistry

EPA FACULTY .

COMPLETED BY: J. F. Bogdan

TABLE I

#### PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation)

DATE: June 4, 1976

PAGE: 1 of 2

TABLE II

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

			SPA			PANIC				RICAN	TO	TAL				NO	N-H	SPAN	NIC	HIS	PANIC	ASIA	N	AME	RICAN	TO	TAL
FULL-TIME			BL			-		IFIC IS.	IND					X	FULL-TIME			BL					FIC IS.	IND	LAN		
	M	F	M	F	M	F	M	F	M	F	M	F	-	$\rightarrow$	1	M	F	M	F	M	F	М	F	M	F	M	F
Department Head	1								1.0		1				Department Head	1						e.,]				1	
Professor	6										6			N	Professor	6										6	
Assoc. Professor	4										4		$\backslash$		Assoc. Professor	5										5	
Asst. Professor															Asst. Professor												
Instructor	-												1		Instructor			1								1	
Lecturer														$\square$	Lecturer												
SUBTOTAL	11										11		1		SUBTOTAL	12		1								13	
VISITING FULL-TIME														$\square$	VISITING FULL-TIME					*							
Professor						(B.,							1		Professor												
Assoc. Professor														$\square$	Assoc. Professor		-			-							
Asst. Professor													1		Asst. Professor												
Instructor								1.1						1	Instructor												
Lecturer													1		Lecturer						1.1.7						
SUBTOTAL	11									5	11			1	SUBTOTAL	12		1								13	



#### . AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT: Textiles Chemistry COMPLETED BY: J. F. Bogdan

#### TABLE I

PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation) PROJECTED FACULTY COMPLEXENT (1978-1979) (Reflecting Anticipated Promotions And Your Projected Hiring Goals)

PART-TIME						PANIC	ASL			ICA:	TOTAL		PART-TIME		ON-THE			HIST	PANIC	ASTA	FIC IS	IND	LICA"	TC	<b>T</b> #1
	MIF		BLACE		MI	F	M	FIC IS	M	AN	M	There			F			M	F	M	IF	M	IF	M	1 5
	1 11		M F	+	en 1		1 21	1	m	1	1 1				1	11	-			1	1	1	T	11	1
							1.7													1	1.1				
									1.1		1.1			1.1	1. 1.		-								
				1	1.4	1. 11		the second				distance of	and the second second											1	
		1	1 .	1													1								1 .
								10.00	1.0		10.00	1.20	the first day of							-					
								1.14				12.00	The state of the state										1	1	1
				+-		-	-					1			İ	i i					-		1		1
			1.1					a 🗌 🗄 🖗			1 <b>.</b> .				1.1					1.1					
	1		1 -				1. 7	1.00			- File (														
			1	1	14									100										·	
	1 1	1	1	1								1													1.14
				1			- T													* I					
				1			1.18					1.1.1			1				- 63						
	1 1	1	1	-																			- 1		
			1														- 5								
								S		1.1													1 B		
UBTOTAL	12 12		-	-	_			_	-		1 1 m 1	and so the second	SUBTOTAL									-		-	-
		1												1.1										1	
		1		1										12		1					1.000			13	
DTAL	11			1							11	S	TOTAL	12		-						- the	1.1		

DATE: June 4, 1976

' TABLE II

PAGE: 2 of 2

#### AFFIRMATIVE ACTION PLAN EPA FACULTY

DATE

June 4, 1976

TABLE ITT TOTAL FACULTY COMPLEMENT (According to June 1976 Tabulation) See Table T

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

1. N. 1.	Availability		1-time		ing F. T.	Part	-time	To	tal	See		Full	-time	Visit	ing F. T.	Down			
	Percentages (a)		% (b)	No.	" (c)	No.	% (d)	No.	% (c)	Note	(f)	No.	%	No.	***** L.	No.	ectine .	No.	
. White Male		13	93					113	87	+	1	14	1 88		1 1				
White Female Black Male			1 7			1	100	2	13	+	1	1	1 6		1	1 (	1001		12
Black Female											12	1	6		1			1	6
Hispanic Male											1000						1	10 T. I	
Hispanic Female												-							-
Am. Indian Male															1			-	-
Am. Indian Female								1	1		1				i				-
Asian Male									1	1	1								-
Asian Female											1-1				1	i.			i.
TOTAL		14	100%		100%	1	100%	15	100%			16	100%		100%	1 1	100%	17	Ex

(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.

SCHOOL DEPT. Textile Chemi try

COMPLETED BY J. F. Bogdan

(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.

(c) 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 Textile Chemistry COMPLETED BY J. F. Bogdan

#### AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

#### DATE\_\_\_\_June 4, 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)

NONE

#### NONE

FULL-TIME			Hispa		llis	panic		erican	Asi		To	cal	11	Non-	llispa	níc	His	anic	Ame	rican	Asia	in	Tot	21
FORD-TIPES			81,					lian		. Ts.	1		Wh	ite	Bla	ck	1			ian	Pac		1000	
Officials & Managers	- 11	F	M	F	M	F	M	F	M	F	M	F	M	F	I M	F	M	F	M		M		1 M	IF
Differais & Managers				1.1.1.1		1	-			1	1		1		1		1					-		1 8
Professionals		-		-			100				1	1	1											
Technicians		-		*					1	1	1	1		1									1	
							0		1		1													
		10.00		10000	1000					-									1		- and			Ĭ
	Concerto,									-				1			(#1	-	-					1
												1		1	1		-						1	
					-						1	-							1.000					-
		-	-				100			Carlos and														
							-				1	-												
			_									1												
	_		1.1.1								1		1									-		1
Sub Total																							L	1
																							C. 1. 501	1
	1	1	3				6 - J		(															
ART-TIME							C		1.00		e - 13			1.1						i				
fficials & Managers													1	_		-								
rofessionals									_	_				in the second second										
echnicians								and the second				1	1	1				1					1000 2000	
ecunicians	-	-							The second						1									
											-	1	1											
	1															and the second second								
ub Total		1																						1
otal		T										-		1										1
	-	-	-								and the second	1.1												1





AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT:	Textile	Chemistr
--------------------	---------	----------

EPA NON-FACULTY

COMPLETED BY: J. F. Bogdan

TABLE VII

	NONE	TOTAL NO	N-FACULTY o June 197 See Table	6 Tabu	MENT lation)			NONE		PROJECTED (For Aca	NON-FA demic Y	E VIII CULTY COMPI ear 1978-19 able VI	EMENT 79)	
	AVAILABILITY PERCENTAGES	FULI	-TIME		-TIME	TOTA	L	N	FULL-	TIME	PART	-TIME	TOTAL	_
WHITE MALE	T DROEN INGIN	NO	%	NO	%	NO	%	$\geq$	NO	%	NO	7.	NO	. %
WHITE FEMALE								2						
BLACK MALE	and sectors -				•			1					-	
BLACK FEMALE								1					-	
HISPANIC MALE								N						1-
HISPANIC FEMALE														
AMERICAN INDIAN MALE														
AMERICAN INDIAN FEMALE													-	
ASIAN MALE	Land and a lot					1.5								
ASIAN FEMALE								$\overline{\}$				1 1 1		
FOTAL			100%		100%	-	100%			100%		100%		1007.



DATE: June 4, 1976

AFFIRMATIVE ACTION PLAN

EPARTMENT: Textile Technology

The time the set as a constrained and an an an entry of a call of the set.

MPLETED BY: J. F. Bogdan

EPA FACULTY

#### DATE: June 4, 1976

#### PAGE: 1 02 2

#### TABLE II

TABLE I PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation)

PROJECTED FACULTY COMPLEMENT (1978-197 (Reflecting Anticipated Promotions And Your Projected Hiring Goals)

						PANIC	AST/		AMER		TOT	FAL	1					ISPANIC		ANIC				ALCAN:	TO:	LAL A
FULL-TIME				ACK				FIC IS					-	1	FULL-TIME		IITE			_		FIC IS	INDI		-	
	M	F	M	F	M	F	M	F	M	F	M	F	L	1		M	F	MF	M	F	M	F	M	F	M	F
Department Head	1										1		1		Department Head	1									1	
Professor	4										4			1	Professor	6									6	
Assoc. Professor	13	i n									13		1		Assoc. Professor	13	-								13	
Asst. Professor	4	1									4	1		1	Asst. Professor	3	1								-3	1
Instructor	1									-	1		1		Instructor	1	1								1	1
Lecturer	1			1							1			$\backslash$	Lecturer	1									1	
SUBTOTAL	24	1									24	1	1		SUBTOTAL	25	2								25	2
VISITING FULL-TIME						1							1	1	VISITING FULL-TIME											
Professor															Professor											
Assoc. Professor				s -										$\backslash$	Assoc. Professor											
Asst. Professor															Asst. Professor											
Instructor															Instructor											
Lecturer								1					/		Lecturer											
SUBTOTAL														1	SUBTOTAL											1



#### . AFFIRMATIVE ACTION PLAN

### 3CHOOL/DEPARTMENT: Textile Technology

EPA FACULTY

COMPLETED BY: J. F. Bogdan

#### TABLE I

PRESENT FACULTY COMPLEMENT (According to June 1976 Tabulation) DATE: June 4. 1976

PAGE: 2 of 2

TABLE II

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

FART-TIME					IIS	PANIC				RICAN	TOTAL		PART-TIME			ISTA:		HIST	PANIC	ASTA	M FIC IS	INDI	ICA"	TC:	I- I.
				LACK	-	_		FIC IS	IND							MI		M	F		FICIN	M	IF	M	F
	M	IF	I M	F	M	F	M	F	M	F	M	diam'r a san a s		M	11	1 21	r I	M	F	e	-	1 -1	T		i
			1		-					1.1				1.1		1 1									
							1.00				1.1	1						1.5				100			
			in S				1.1					·													
	-		+-			-				1		1			İ	i i						1	1		
			1							1.11								1.1			• •	1. 1. 1.	1. 3		
		e																			i.	-			
		-								1					1 6									_	
	1	1	1									1			1 3		-						1.1.1		
				1		- · · · · · · · · · · · · · · · · · · ·							Asst. Professor	1.0	1		- 1			1.1.1		1.1		5	1
	1					1.1					1. St. 1		BUCC FICTODOCT		-		1				1.1				
	-						-		-						-		-+						1		
		1		( 🔳 )						1.1								1.1	1 U 4			1.1			
																	ł			·	1.1				
								1.1																	_
and the second se					1					100 m														100	- 3
										f - 1											2.103				
					10.5							1.11		1	1.1							1.00	1		
UBTOTAL	1.00										1		SUBTOTAL	-			-				-			-	-
				-																	1	1. B	15.0		
						1.						1.1.1				-			•	1		1.1			
OTAL	24	1		100							24	1	TOTAL	26	2						1-1.3			26	2





AFFIRMATIVE ACTION PLAN EPA FACULTY

DATE June 4, 1976

TABLE III FACULTY COMPLEMENT (According to June 1976 Tabulation) See Table I TABLE IV PROJECTED FACULTY CONFLEMENT (For Academic Year 1975-1979) See Table II

	Availability	Full-time		Visiting F. T.		Part	-time	Tot	al	See		Full	-time	Visit	Part-cime		Tet-1		
	Percontages (a)	No.	% (b)	No.	% (c)	No.	% (d)	No.	% (e)	Note	(f)	No.	%	No.	e, -3	No.	-	Yo.	13
White Male	96	24	96			1	100	25	96	-	4	25	93			2	100	27	.93
White Female			4					1_1_	4	+	1	2	1 /		1				7
Black Male Black Female		1																_	
Hispanic Male								1	-		1.				i				÷
Hispanic Female		1													1		1 1		T.
Am. Indian Male																		-	4
Am. Indian Female Asian Male																	1	-	-
Asian Female															1 1		1 1		Ť.
			1000								1				1		1		-
TOTAL		25	100%		100%	1	100%	2.6	100%		1	27	100%		100%	2	100%	29	al

(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.

SCHOOL DEPT.

COMPLETED BY

Textile Technology

J. F. Bogdan

(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 Textile Technology COMPLETED BY J. F. Bogdan

#### AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

#### DATE\_\_\_\_June 4, 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)

NONE

NONE

FULL-TIME Officials & Managers	Non-Hispanic White Black M F M F			llis	panic	American				Total		Non-Hispanic			Hist	anic	American		NoT an					
						Indian		Pac. Is.				White Black				- naopunze		Indian		Asian Pac. Is.		Total		
		F		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		M		M	F
rofessionals		1000																	1					1
Technicians				-									-			ř.								1-
											1													
		1000																						
						1	-								-								-	1
														_										-
																								1
				-																				-
																	_							1
																							C. Coming	1
ub Total	1																							1
	1																			-				
																1.00						-		1
ART-TIME																					10.11			
fficials & Managers																								ľ
rofessionals																	1							1
echnicians																								
																		_	-	Section 1				1
					1													-						
ab Total																						1		-
otal		200									-						-			1	1		1	

AFFIRMATIVE ACTION PIAN

## SCHOOL/DEPARTMENT: Textile Technology

#### EPA NON-FACULTY

COMPLETED BY: J. F. Bogdan

### DATE: June 4, 1976

#### TABLE VII

#### TABLE VIII

	NONE	TOTAL NON-FACULTY According to June 19 See Tabl	76 Tabulat:		PROJECTED NON-FACULTY COMPLEMENT (For Academic Year 1978-1979) NONE See Table VI									
	AVAILABILITY PERCENTAGES	FULL-TIME	PART-TIN				FULL-TIME	PART-	TIME	TOTAL				
WHITE MALE		10 10	NO	K NO	%_		NO %	NO	%	NO %				
WHITE FEMALE						0								
BLACK MALE						2								
BLACK FEMALE														
HISPANIC MALE														
HISPANIC FEMALE									-					
AMERICAN INDIAN MALE														
AMERICAN INDIAN FEMALE														
ASIAN MALE						0			-					
ASIAN FEMALE									_					
TOTAL.		100%		100%	100%		100%		100%	100%				

