

# NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES  
ACADEMIC AFFAIRS, EXTENSION & RESEARCH

OFFICE OF THE DEAN  
Box 5847, Zip 27607

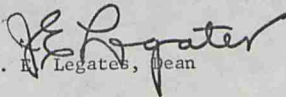
June 20, 1974

MEMORANDUM TO: Mr. William H. Simpson, Assistant to the  
Vice Chancellor and Provost

SUBJECT: Annual EPA Affirmative Action Report for SALS

A copy of the Affirmative Action Plan Report for EPA Faculty and EPA Non-Faculty for the SALS is attached. The following points may be of assistance in interpreting the tabular summations.

1. The decrease of one white female full-time faculty comes as a result of a resignation during the year. Recruitment efforts are in progress intended to fill the position with a female.
2. During the year black female and black male assistant professors have been added to the full-time faculty.
3. A mistake was made in classifying the EPA Non-Faculty Professionals for the June, 1973, inventory submitted in January, 1974. The number of Professionals should have been WM, 40; WF, 26; BM, 5; BF, 6; OM, 0; OF, 2. The total number of Professionals is correct; only the distribution was in error. However, no changes have been made in the attached summary.
4. The change from 10 black males for June, 1973, to 7 for June, 1974, derives from the misclassification detailed in 3. above and the death of one individual. Recruitment for a black male to fill this latter position is now in progress.
5. Several positions are now vacant and recruitment is in progress. One additional black, male assistant professor has already been appointed and will be reporting in August.

  
J. F. Legatee, Dean

JEL:cws  
Attach.  
cc: Dr. F. J. Hassler

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Agriculture and Life Sciences

Completed By J. E. Legates, Dean

Date June 13, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	19	1	0	0	0	0	19	1	20	1	0	0	0	0	20	1	20	1	0	0	0	0	20	1	
Professor	171	1	0	0	0	0	171	1	198	4	1	0	1	0	200	4	176	1	0	0	1	0	177	1	
Associate Professor	114	1	1	1	2	0	117	2	128	7	3	1	1	0	132	8	115	3	2	1	1	0	118	4	
Assistant Professor	91	8	3	0	0	0	94	8	83	13	9	3	1	0	93	16	102	6	3	1	0	0	105	7	
Instructor	20	2	0	0	0	0	20	2	8	2	1	0	0	1	9	3	14	1	0	0	0	0	14	1	
<b>SUB-TOTAL</b>	<b>415</b>	<b>13</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>421</b>	<b>14</b>	<b>437</b>	<b>27</b>	<b>14</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>454</b>	<b>32</b>	<b>427</b>	<b>12</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>434</b>	<b>14</b>	
<b>*PERMANENT PART-TIME</b>																									
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0
Associate Professor	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Instructor	1	0	0	1	0	0	1	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0
Lecturer	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0
Visiting	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0
<b>SUB-TOTAL</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>
<b>TOTAL</b>	<b>418</b>	<b>14</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>424</b>	<b>16</b>	<b>439</b>	<b>29</b>	<b>14</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>456</b>	<b>34</b>	<b>432</b>	<b>12</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>439</b>	<b>14</b>	

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

School/Department Agriculture and Life Sciences

Completed By J. E. Legates, Dean

Date June 13, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Mgrs.	14	5	3	2	0	0	17	7	14	5	3	2	0	0	17	7	14	5	2	2	0	0	16	7
Professionals	39	24	7	7	0	2	46	33	37	19	6	7	1	1	44	27	40	27	5	7	1	0	46	34
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Research Associates	19	1	0	0	0	0	19	1	21	6	2	1	2	0	25	7	16	0	0	0	0	1	16	1
Research Assistants	13	3	0	0	0	0	13	3	10	4	1	0	0	0	11	4	14	2	0	0	0	1	14	3
SUB-TOTAL	85	33	10	9	0	2	95	44	82	34	12	10	3	1	97	45	84	34	7	9	1	2	92	45
*PERMANENT PART-TIME																								
Officials & Mgrs.																								
Professionals																	1	0	0	0	0	0	1	0
Technicians																								
SUB-TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0
TOTAL	85	33	10	9	0	2	95	45	82	34	12	10	3	1	97	45	85	34	7	9	1	2	93	45

\*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
SPA

School/Department Agriculture & Life Sciences

Completed By F. J. Hassler

Date June 12, 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	16	2	0	0	0	0	16	2	16	2	0	0	0	0	16	2	15	2	0	0	0	0	15	2
Professionals	9	9	0	0	0	1	9	10	9	9	0	0	0	1	9	10	9	8	0	0	0	0	9	8
Technicians	172	79	19	7	1	4	192	90	181	80	20	7	1	4	202	91	172	76	18	8	1	4	191	88
Sales	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical	3	227	1	18	0	2	4	247	3	229	1	20	0	2	4	251	3	230	1	17	0	2	4	249
Craftsman	35	1	5	0	0	0	40	1	35	1	5	0	0	0	40	1	34	1	6	0	0	0	40	1
Operations (semi-skilled)	6	21	3	1	0	1	9	23	6	22	3	1	0	1	9	24	6	19	3	1	0	1	9	21
Laborers	18	3	25	3	0	0	43	6	18	3	25	3	0	0	43	6	19	4	22	3	0	0	41	7
Service Workers	0	0	0	3	0	0	0	3	0	0	0	3	0	0	0	3	0	0	0	3	0	0	0	3
SUB-TOTAL	259	342	53	32	1	8	313	382	268	346	54	34	1	8	323	388	258	340	50	32	1	7	309	379
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0
Sales																								
Clerical	0	37	0	0	0	0	37	0	0	43	0	0	0	0	0	43	0	35	0	0	0	0	0	35
Craftsman																								
Operations (semi-skilled)																								
Laborers	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2
Service Workers																								
SUB-TOTAL	2	39	0	0	0	0	2	39	2	45	0	0	0	0	2	45	2	37	0	0	0	0	2	37
TOTAL	261	281	53	32	1	8	315	421	270	391	54	34	1	8	325	433	260	377	50	32	1	7	311	416

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

# NORTH CAROLINA STATE UNIVERSITY

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

DEPARTMENT OF BIOLOGICAL AND AGRICULTURAL ENGINEERING  
Box 5906 Zip 27607

June 17, 1974

MEMORANDUM TO: William H. Simpson

FROM: F. J. Hassler



SUBJECT: Affirmative Action Plan -- Annual SPA  
Report for SALS

The following interpretations and comments pertain to the accompanying tabular statistics.

1. Sixteen (16) new positions between October 1, 1973 and July 1, 1974 were projected, primarily in the Technician and Clerical Categories; 18 new positions were actually created -- 16 filled and 2 vacancies as of the report date.
2. During the report period, we had 69 terminations, which is very nearly the number anticipated (16% of base complement), principally in the Clerical and Technician Categories. Two (2) of the technician positions were abolished for lack of grant funds.
3. We had 63 new appointments (replacements and new positions), leaving the school with 31 vacancies as of July 1, 1974 (including 13 technicians and 11 clerical).
4. Of the 69 terminations seven (7) were black-male (10.1%) and two (2) black-female (2.9%). For the 63 new appointments four (4) were black-male (6.3%) and (2) were black-female (3.2%).
5. Based on the Availability Percentages used in supplemental Affirmative Action Plan submitted in January 1974, the personnel changes since October 1, 1973 do not significantly alter

Memorandum to: William H. Simpson  
June 17, 1974  
Page 2

the employment distribution by race and sex as of July 1, 1974. In other words the same problem areas still exist by the underemployment of blacks in the Officials and Managers, Professionals and Operations Categories.

6. The School will continue to work in good faith with Personnel Services in filling the 31 vacancies to increase the number of blacks in the problem categories. Therefore, we intend to meet the Projected SPA Complement for Academic Year 1974-75.

Dr. Marvin H. Gehle  
Office of the Provost

SUBJECT: Corrected Affirmative Action Plan-EPA

In response to your request for Dr. F. J. Hassler to resubmit reports dated June 13, 1974, we are attaching a copy of the EPA Faculty and EPA Non-Faculty reports for the School of Agriculture and Life Sciences.

EPA Faculty-Perm. Part-time-Assoc. Prof. 75/76

Total Male changed to 1

EPA Non-faculty-Officials & Mgrs.

Total Male changed to 17

Please let us know if any further corrections are required.

August 6, 1974

cc: Dr. F. J. Hassler

J. E. Legates, Dean

# NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES  
ACADEMIC AFFAIRS, EXTENSION & RESEARCH

OFFICE OF THE DEAN  
Box 5847, ZIP 27607

June 20, 1975

MEMORANDUM TO: Assistant Provost Lawrence M. Clark

SUBJECT: Affirmative Action Report for SALS

In response to your request dated May 29, 1975, we are enclosing the following material:

1. Edited computer read-outs for EPA Faculty and EPA Non-Faculty by reporting units
2. Completed tables for EPA Faculty, EPA Non-Faculty, and SPA Personnel
3. Narrative statements from four departments

In regard to the EPA Faculty and EPA Non-Faculty listings, we have sought to conform to the 22 reporting Departments and Divisions identified with your memorandum dated May 29, 1975. There are instances where individuals have been redlined or deleted from one Department or Division and added to the appropriate unit. Information is provided for correcting the input computer cards.

Major changes in personnel assignment were involved in the divisions for SALS-Administration, Extension Home Economics and Extension 4-H. No reasonable listing of the SALS-Administration complement was provided. As a consequence, a listing was compiled and is attached to my memorandum dated June 10, 1975, to Dr. Hassler. The Ag Extension listing as forwarded to us has been utilized to identify the personnel complement for Extension Home Economics and Extension 4-H.

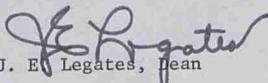
We discovered during our compilations that Sociology and Anthropology had previously included both their Liberal Arts and SALS EPA Faculty complement. This has been corrected to include only SALS personnel, and appropriate adjustments were made to our School totals for all years. This change, plus the reconciliation of the personnel composition of SALS-Administration, Extension Home Economics and Extension 4-H, will need to be taken into consideration when individual department or division summaries in your files are reconciled with those attached and compiled, June 1975. In addition, the deletion of EPA Faculty in Liberal Arts has reduced the SALS totals for all years reported.



June 20, 1975

Only a combined table for SPA Personnel including all divisions and departments has been included. Dr. Gehle has confirmed this as being adequate with Dr. Hassler, since it conforms to our previous reporting procedure. The increase in number of SPA for 1975 over 1974 is attributed to the 31 vacancies existing at that time and the addition of 5 personnel from the Division of Research Stations and 18 from the Central Crops Research Station.

All of our EPA appointments have been preceded by approval of AARR by the Office of the Provost. Our advertising has been extensive. Since June 1973 we have increased the number and proportion of women in EPA Non-Faculty. We find the pool of qualified faculty for females and minorities to be most limited. There was increase of three white females for 1975 over 1974. Individual narrative resumes for four departments are attached, and the procedures for our other departments parallel these.

  
J. E. Legates, Dean

JEL:cws

cc: Dr. F. J. Hassler

Attachments

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT AGRICULTURE & LIFE SCIENCES

COMPLETED BY F. J. Hassler

DATE June 18, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	19	1	0	0	0	0	19	1	20	1	0	0	0	0	20	1	20	1	0	0	0	0	20	1
Professor	167	1	0	0	0	0	167	1	195	4	1	0	1	0	197	4	173	1	0	0	1	0	180	1
Associate Professor	112	1	1	1	2	0	115	2	125	6	2	1	1	0	128	7	111	2	1	1	1	0	120	4
Assistant Professor	81	4	2	0	0	0	83	4	69	8	9	3	1	0	79	11	92	2	3	1	0	0	80	3
Instructor	13	2	0	0	0	0	13	2	8	2	0	0	0	1	8	3	11	1	0	0	0	0	9	3
SUB-TOTAL	392	9	3	1	2	0	397	10	417	21	12	4	3	1	432	26	407	7	4	2	2	0	413	12
*PERMANENT PART-TIME																								
Professor																	1	0	0	0	0	0	1	0
Associate Professor																								
Assistant Professor																								
Instructor	0	0	0	1	0	0	0	1																
Lecturer	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	1	0
Visiting	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0
SUB-TOTAL	1	1	0	1	0	0	1	2	1	1	0	0	0	0	1	1	3	0	0	0	0	0	3	0
TOTAL	393	10	3	2	2	0	398	12	418	22	12	4	3	1	433	27	410	7	4	2	2	0	416	12

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT AGRICULTURE & LIFE SCIENCES

COMPLETED BY F. J. HASSLER

DATE June 18, 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement						Projected 1975-76 Complement						June 1974 EPA Non-Faculty Complement						June 1975 EPA Non-Faculty Complement													
	White M	Black F	Other M	Other F	Total M	Total F	White M	Black F	Other M	Other F	Total M	Total F	White M	Black F	Other M	Other F	Total M	Total F	White M	Black F	Other M	Other F	Total M	Total F								
FULL-TIME																																
Officials & Managers	14	5	3	2	0	0	17	7	14	5	3	2	0	0	17	7	14	5	2	2	0	0	16	7	16	5	3	3	0	0	19	8
Professionals	39	24	7	7	0	2	46	33	37	19	6	7	1	1	44	27	40	27	5	7	1	0	46	34	45	30	4	6	1	1	50	37
Technicians																																
Research Associates	19	1	0	0	0	0	19	1	21	6	2	1	2	0	25	7	16	0	0	0	0	1	16	1	24	1	0	0	3	2	27	3
Research Assistants	13	3	0	0	0	0	13	3	10	4	1	0	0	0	11	4	14	2	0	0	0	1	14	3	10	2	1	0	0	1	11	3
SUB-TOTAL	85	33	10	9	0	2	95	44	82	34	12	10	3	1	97	45	84	34	7	9	1	2	92	45	95	38	8	9	4	4	107	51
*PERMANENT PART-TIME																																
Officials & Managers																																
Professionals																	1	0	0	0	0	0	1	0								
Technicians																																
SUB-TOTAL																	1	0	0	0	0	0	1	0								
TOTAL	85	33	10	9	0	2	95	44	82	34	12	10	3	1	97	45	85	34	7	9	1	2	93	45	95	38	8	9	4	4	107	51

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT AGRICULTURE & LIFE SCIENCES

COMPLETED BY F. J. Hassler

DATE June 16, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>FULL-TIME</b>																								
Officials & Managers	16	2	0	0	0	0	16	2	16	2	0	0	0	0	16	2	15	2	0	0	0	0	15	2
Professionals	9	9	0	0	0	1	9	10	9	9	0	0	0	1	9	10	9	8	0	0	0	0	9	8
Technicians	172	79	19	7	1	4	192	90	181	80	20	7	1	4	202	91	172	76	18	8	1	4	191	88
Sales	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical	3	2	2	1	18	0	2	4	2	4	2	4	2	4	2	4	2	4	2	4	2	4	2	4
Craftsman	35	1	5	0	0	0	40	1	35	1	5	0	0	0	40	1	34	1	6	0	0	0	40	1
Operations (semi-skilled)	6	2	1	3	1	0	1	9	2	3	1	0	1	9	2	6	1	9	3	1	0	1	9	2
Laborers	18	3	2	5	3	0	0	4	3	6	1	3	2	5	3	0	0	4	3	6	1	3	2	5
Service Workers	0	0	0	0	3	0	0	3	0	0	0	3	0	0	0	3	0	0	0	3	0	0	0	3
<b>SUB-TOTAL</b>	<b>259</b>	<b>342</b>	<b>53</b>	<b>32</b>	<b>1</b>	<b>8</b>	<b>313</b>	<b>382</b>	<b>268</b>	<b>346</b>	<b>54</b>	<b>34</b>	<b>1</b>	<b>8</b>	<b>323</b>	<b>388</b>	<b>258</b>	<b>340</b>	<b>50</b>	<b>32</b>	<b>1</b>	<b>7</b>	<b>309</b>	<b>379</b>
<b>*PART-TIME</b>																								
Officials & Managers																								
Professionals																								
Technicians	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0
Sales																								
Clerical	0	3	7	0	0	0	0	3	7	0	4	3	0	0	0	4	3	0	0	0	0	0	0	3
Craftsman																								
Operations (semi-skilled)																								
Laborers	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2
Service Workers																								
<b>SUB-TOTAL</b>	<b>2</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>
<b>TOTAL</b>	<b>261</b>	<b>381</b>	<b>53</b>	<b>32</b>	<b>1</b>	<b>8</b>	<b>315</b>	<b>421</b>	<b>270</b>	<b>391</b>	<b>54</b>	<b>34</b>	<b>1</b>	<b>8</b>	<b>325</b>	<b>433</b>	<b>260</b>	<b>377</b>	<b>50</b>	<b>32</b>	<b>1</b>	<b>7</b>	<b>311</b>	<b>416</b>

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

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SALS

SCHOOL/DEPARTMENT ADMINISTRATION

COMPLETED BY J. E. Legates

DATE June 10, 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement						Projected 1975-76 Complement						June 1974 EPA Non-Faculty Complement						June 1975 EPA Non-Faculty Complement													
	White M	Black F	Black M	Other F	Other M	Total F	White M	Black F	Black M	Other F	Other M	Total F	White M	Black F	Black M	Other F	Other M	Total F	White M	Black F	Black M	Other F	Other M	Total F								
<b>FULL-TIME</b>																																
<b>Officials &amp; Managers</b>	13	5	3	2	-	-	16	7	13	5	3	2	-	-	16	7	13	5	2	2	-	-	15	7	15	5	3	3	-	-	18	8
<b>Professionals</b>	2	0	4	4	-	-	6	4	2	0	4	4	-	-	6	4	3	2	2	4	-	-	5	6	2	3	-	-	-	-	2	3
<b>Technicians</b>																																
<b>SUB-TOTAL</b>	15	5	7	6	-	-	22	11	15	5	7	6	-	-	22	11	16	7	4	6	-	-	20	13	17	8	3	3	-	-	20	11
<b>*PERMANENT PART-TIME</b>																																
<b>Officials &amp; Managers</b>																																
<b>Professionals</b>																																
<b>Technicians</b>																																
<b>SUB-TOTAL</b>																																
<b>TOTAL</b>	15	5	7	6	-	-	22	11	15	5	7	6	-	-	22	11	16	7	4	6	-	-	20	13	17	8	3	3	-	-	20	11

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT ADULT & COMMUNITY COLLEGE EDUCATION COMPILED BY Edgar L. Boone DATE June 5, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1	1							1	1							1	
Professor	3						3	4							3	6							6	
Associate Professor	1						1	4	1						4	1	2						3	1
Assistant Professor	5	1					5	1	2	1	1				3	1	4	1					3	
Instructor																								
SUB-TOTAL	10	1					10	1	11	1	1	1			12	2	10	1					13	1
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting	1						1	1							1	1							1	
SUB-TOTAL	1						1	1							1	1							1	
TOTAL	11	1					11	1*	12	1	1	1			13	2	11	1					14	1

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT ADULT & COMMUNITY COLLEGE  
EDUCATION

COMPLETED BY Edgar J. Boone

DATE June 5, 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F
<b>FULL-TIME</b>																
Officials & Managers																
Professionals		1				1				1	2					2
Technicians																
<b>SUB-TOTAL</b>		1				1				1	2					2
<b>*PERMANENT PART-TIME</b>																
Officials & Managers																
Professionals																
Technicians																
<b>SUB-TOTAL</b>																
<b>TOTAL</b>		1				1				1	2					2

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT SALS AGRICULTURAL INFORMATION COMPLETED BY W. L. Carpenter DATE June 10, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1							1
Professor																								
Associate Professor																								
Assistant Professor	3						3		4						4		4							4
Instructor																								
SEA-TOTAL	4						4		5						5		5							5
PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SEA-TOTAL																								
Total	4						4		5						5		5							5

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.



AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT SALS  
AGRICULTURAL INFORMATION

COMPLETED BY W. L. Carpenter

DATE June 10, 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
FULL-TIME																									
Officials & Managers																									
Professionals	8	2					8	2	8	2							8	3	8	3		1		8	4
Technicians																									
SUB-TOTAL	8	2					8	2	8	2							8	3	8	3		1		8	4
*PERMANENT PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
SUB-TOTAL																									
TOTAL	8	2					8	2	8	2							8	3	8	3		1		8	4

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT ANIMAL SCIENCE

COMPLETED BY I. D. Porterfield

DATE June 9, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0
Professor	19	0	0	0	0	0	19	0	21	0	0	0	0	0	21	0	21	0	0	0	0	0	21	0
Associate Professor	17	0	0	0	0	0	17	0	14	0	1	0	0	0	15	0	14	0	0	0	0	0	14	0
Assistant Professor	4	0	1	0	0	0	5	0	5	1	2	0	0	0	7	1	7	0	1	0	0	0	8	0
Instructor	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	42	0	1	0	0	0	43	0	41	1	3	0	0	0	44	1	43	0	1	0	0	0	44	0
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL																								

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT ANIMAL SCIENCE

COMPLETED BY I. D. Porterfield

DATE June 9, 1975

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement											
	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
FULL-TIME																								
Officials & Managers																								
Professionals	5	0	0	0	0	0	5	0	3	0	0	0	0	0	3	0	5	0	0	0	0	0	5	0
Technicians																								
SUB-TOTAL	5	0	0	0	0	0	5	0	3	0	0	0	0	0	3	0	5	0	0	0	0	0	5	0
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
SUB-TOTAL																								
TOTAL																								

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT BIOCHEMISTRY

COMPLETED BY Samuel B. Tove

DATE June 5, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1	1							1	1								1
Professor	6						6	5						5	6									5
Associate Professor	1						1	2	1				2	1	1									2
Assistant Professor	1	1					1	1						1	1									1
Instructor																								
<b>SUB-TOTAL</b>	<b>9</b>	<b>1</b>					<b>9</b>	<b>1</b>	<b>8</b>	<b>1</b>				<b>8</b>	<b>1</b>	<b>9</b>	<b>1</b>						<b>8</b>	<b>1</b>
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
<b>SUB-TOTAL</b>																								
<b>TOTAL</b>	<b>9</b>	<b>1</b>					<b>9</b>	<b>1</b>	<b>8</b>	<b>1</b>				<b>8</b>	<b>1</b>	<b>9</b>	<b>1</b>						<b>8</b>	<b>1</b>

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT BIOCHEMISTRY

COMPLETED BY Samuel B. Tove

DATE June 5, 1975

	June 1973 EPA Non-Faculty Complement						Projected 1975-76 Complement						June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement															
	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total									
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F								
FULL-TIME																																
Officials & Managers																																
Professionals	1	3					1	3	1	2			1	1	2	3	1	4				1	4	1	3					1	1	4
Technicians																																
SUB-TOTAL	1	3					1	3	1	2			1	1	2	3	1	4				1	4	1	3					1	1	4
*PERMANENT PART-TIME																																
Officials & Managers																																
Professionals																																
Technicians																																
SUB-TOTAL																																
TOTAL	1	3					1	3	1	2			1	1	2	3	1	4				1	4	1	3					1	1	4

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

Note: For the June 1973 and June 1974 columns, one of the employees we have listed under "white female" should really go under the "other female" category since she is a naturalized citizen born in China.

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT BIOL. & AGR'L ENGINEERING

COMPLETED BY F. H. Hassler

DATE June 9, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1							1		1						1
Professor	4						4		8			1			9		4			1				7
Associate Professor	12				1		13		12						12		12							12
Assistant Professor	8						8		4						4		7							7
Instructor																								
SUB-TOTAL	25				1		26		25			1			26		24			1				27
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	25				1		26		25			1			26		24			1				27

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT BIOL. & AGR'L ENGINEERING

COMPLETED BY F. J. Hassler

DATE June 9, 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F
<b>FULL-TIME</b>																
Officials & Managers																
Professionals																
Technicians																
Research Associates	4			4	4		1	5	4			4	2		2	4
Research Assistants					1			1	2			2	3			3
<b>SUB-TOTAL</b>	<b>4</b>			<b>4</b>	<b>5</b>		<b>1</b>	<b>6</b>	<b>6</b>			<b>6</b>	<b>5</b>		<b>2</b>	<b>7</b>
<b>EMPLOYMENT PART-TIME</b>																
Officials & Managers																
Professionals																
Technicians																
<b>SUB-TOTAL</b>																
<b>TOTAL</b>	<b>4</b>			<b>4</b>	<b>5</b>		<b>1</b>	<b>6</b>	<b>6</b>			<b>6</b>	<b>5</b>		<b>2</b>	<b>7</b>

\* **EMPLOYMENT PART-TIME** - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

## AFFIRMATIVE ACTION PLAN

## EPA FACULTY

SALS  
SCHOOL/DEPARTMENT BOTANYCOMPLETED BY G. R. NoggleDATE 3 June 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1						1	
Professor	3						3		4						3		3						3	
Associate Professor	3						3		5						3		5						5	
Assistant Professor	4		1				5		2	1	2				4	1	3		2				5	
Instructor		1					1		1						1	1	1						1	
SUB-TOTAL	11	1	1				12	1	12	2	2				14	2	11	1	2				13	1
PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	11	1	1				12	1	12	2	2				14	2	11	1	2				13	1

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.





AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT CROP SCIENCE

COMPLETED BY Philip A. Miller

DATE June 4, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1							1		1						1
Professor	23						23		25						25		23							22
Associate Professor	6						6		6						6		6							9
Assistant Professor	7						7		6						6		8							7
Instructor	3						3		3	1			1	4	1	3								1
SUB-TOTAL	40						40		41	1			1	43	1	41								40
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	40						40		41	1			1	43	1	41								40

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

SALS

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTYSCHOOL/DEPARTMENT CROP SCIENCECOMPLETED BY Philip A. MillerDATE June 4, 1975June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty ComplementJune 1975 EPA  
Non-Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>FULL-TIME</b>																								
Officials & Managers																								
Professionals Ext. Specialists	2		2				4		3		1			4		2		1			3		2	
Technicians																								
Research Assistants																		2		1			1	3
<b>SEMI-FULL</b>		2		2			4		3		1			4		2		1			3		4	
<b>PERMANENT PART-TIME</b>																								
Officials & Managers																								
Professionals																								
Technicians																								
<b>SEMI-PARTIAL</b>																								
<b>TOTAL</b>	2		2				4		3		1			4		2		1			3		4	

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

SALS

AFFIRMATIVE ACTION PLAN  
EPA FACULTYSCHOOL/DEPARTMENT ECONOMICS & BUSINESSCOMPLETED BY W. D. ToussaintDATE 6/4/75

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1	1								1	1							1
Professor	17						17	19								18	18							18
Associate Professor	14						14	15								15	15							15
Assistant Professor	6	1					6	7	1							6	7	2						7
Instructor	1						1	1								1	2							2
SUB-TOTAL	39	1					39	43	1							42	42	38						38
PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	39	1					39	43	1							42	42	38						38

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT SALS-ECONOMICS & BUSINESS

COMPLETED BY W. D. Toussaint

DATE 6/4/75

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F
<b>FULL-TIME</b>																
Officials & Managers	1			1	1			1	1			1	1			1
Professionals																
Technicians																
<b>EMPLOYEES</b>	1			1	1			1	1			1	1			1
<b>EMPLOYMENT PART-TIME</b>																
Officials & Managers																
Professionals																
Technicians																
<b>GRAND TOTAL</b>	1			1	1			1	1			1	1			1

\* EMPLOYMENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT ENTOMOLOGY

COMPLETED BY K. L. Knight

DATE June 12, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1					1				1						1
Professor	15						15		16					16				16						16
Associate Professor	7				1		8		5			1		6			1	7				1		7
Assistant Professor	3						3		4	1				5			4	6						6
Instructor																								
SUB-TOTAL	26				1		27		26	1		1		28			1	28			1		30	
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL																								

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT ENTOMOLOGY

COMPLETED BY Kenneth L. Knight

DATE 6/12/75

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

FULL-TIME	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F
Officials & Managers																
Professionals																
<del>Technicians</del> Research Assoc.	10			10	8	1		8 1	8			8	11			11
Research Assistants	5			5	3			3	6			6	2			2
Extension Specialists	4			4	4			4	4			4	5			5
SUB-TOTAL	19			19	15			15 1	18			18	18			18
*PERMANENT PART-TIME																
Officials & Managers																
Professionals																
Technicians																
SUB-TOTAL																
TOTAL																

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT EXTENSION 4-H

COMPLETED BY Chester D. Black

DATE June 13, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1							1		1						1
Professor																								
Associate Professor							1		1															
Assistant Professor	1						1	1	1	1						1		1						1
Instructor																								
<b>SUB-TOTAL</b>	<b>2</b>						<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>						<b>4</b>	<b>1</b>	<b>2</b>					<b>2</b>	<b>2</b>
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
<b>SUB-TOTAL</b>																								
<b>TOTAL</b>	<b>2</b>						<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>						<b>4</b>	<b>1</b>	<b>2</b>					<b>2</b>	<b>2</b>

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.



AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT EXTENSION 4-H

COMPLETED BY Chester D. Black

DATE June 13, 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	White			Black			Other			Total		White			Black			Other			Total		White			Black			Other			Total									
	M	F		M	F		M	F		M	F	M	F		M	F		M	F		M	F	M	F		M	F		M	F		M	F								
FULL-TIME																																									
Officials & Managers																																									
Professionals (4-H Specialists)	6	2	1	1						7	3	4	2	1	1						5	3	5	2	1	1						6	3	7	2	2	2			9	4
Technicians																																									
SUB-TOTAL	6	2	1	1						7	3	4	2	1	1						5	3	5	2	1	1						6	3	7	2	2	2			9	4
*PERMANENT PART-TIME																																									
Officials & Managers																																									
Professionals																																									
Technicians																																									
SUB-TOTAL																																									
TOTAL	6	2	1	1						7	3	4	2	1	1						5	3	5	2	1	1						6	3	7	2	2	2			9	4

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT EXTENSION HOME ECONOMICS

COMPLETED BY Eloise Cofer

DATE June 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
<b>FULL-TIME</b>																									
Department Head		1						1		1						1			1					1	
Professor																									
Associate Professor		1		1			1	1		1			1		1	1				1			1	1	
Assistant Professor				1			1	1					1	1											
Instructor																									
SUB TOTAL		1	1		2			1	3		1	3		1		1	4		1	1		1	2	1	2
<b>*PERMANENT PART-TIME</b>																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting																									
SUB-TOTAL																									
<b>TOTAL</b>																									

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT EXTENSION HOME ECONOMICS

COMPLETED BY Eloise Cofer

DATE June 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

*Fill out*

	June 1973 EPA				Projected 1975-76 Complement				June 1974 EPA				June 1975 EPA							
	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total				
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F				
FULL-TIME																				
Officials & Managers																				
Professionals	1	15	2	17*	1	16	1	4	2	20	1	15	2	1	17*	1	16	3	19	
Technicians																				
SUB-TOTAL	1	15	2	17*	1	16	1	4	2	20	1	15	2	1	17*	1	16	3	19	
*PERMANENT PART-TIME																				
Officials & Managers																				
Professionals																				
Technicians																				
SUB-TOTAL																				
TOTAL																				

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

\* A & T 1890 not included

\*\* 1890 specialists added

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT FOOD SCIENCE

COMPLETED BY Dr. T. N. Blumer

DATE June 5, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
FULL-TIME																									
Department Head	1						1		1									1						1	
Professor	10						10		12								12	10						10	
Associate Professor	7						7	6	1							6	1	7	1					8	1
Assistant Professor	5	1					5	1	4						4	4		4	4					4	
Instructor							1								1	1		1	1					1	
Visit. Asst. Professor					1		1						1		1						1			1	
SUB-TOTAL	23	1			1		24	1	24	1		1		25	1	23	1	24	1			1	25	1	
*PERMANENT PART-TIME																									
Professor (Etchells)								1							1	1		1	1					1	
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting																									
SUB-TOTAL								1						1	1			1	1					1	
TOTAL	23	1			1		24	1	25	1		1		26	1	24	1	25	1			1	26	1	

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT FOOD SCIENCE

COMPLETED BY Dr. T. N. Blumer

DATE June 5, 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement												
	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	
<b>FULL-TIME</b>																									
Officials & Managers																									
Ag. Ext. Specialists																									
Professionals	2						2		2						2		2							2	
Technicians																									
Research Assistants	2	2					2	2	2	2					1	1	3	1	2					1	2
Research Associates					1		1	1	1						1	1							2	2	
<b>SUB-TOTAL</b>	4	2			1		4		5	3				5	3	4	3	2					2	3	4
<b>*PERMANENT PART-TIME</b>																									
Officials & Managers																									
Professionals																									
Technicians																									
<b>SUB-TOTAL</b>																									
<b>TOTAL</b>	4	2			1		4		5	3				5	3	4	3	2					2	3	4

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT GENETICS

COMPLETED BY John L. Scudalio

DATE June 10, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1							1		1					1	
Professor	10						10		13						10		10						10	
Associate Professor	2						2								2		1						1	
Assistant Professor	1						1		3						3*		2*						2*	
Instructor	1						1																	
Associate Geneticist		1					1		1						1		1						1	
SUB-TOTAL	15	1					15	1	17	1					16	1	16	1					16	1
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	15	1					15	1	17	1					17	1	16	1					16	1

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

\* Includes 1 Visiting

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT GENETICS

COMPLETED BY John B. Scandalios

DATE June 10, 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F
<b>FULL-TIME</b>																
Officials & Managers																
Professionals																
Technicians																
Research Associate	1			1	1			1					2			2
Research Assistant													1			1
SUB-TOTAL	1			1	1			1					3			3
<b>*PERMANENT PART-TIME</b>																
Officials & Managers																
Professionals																
Technicians																
SUB-TOTAL																
TOTAL	1			1	1			1					0	0	3	3

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.





AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT HORTICULTURAL SCIENCE

COMPLETED BY James W. Strobel, Head

DATE June 9, 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	White				Black				Other				Total		White				Black				Other				Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
FULL-TIME																													
Officials & Managers																													
Professionals			1						1								1												1
Technicians																													
SUB-TOTAL			1						1							1													1
*PERMANENT PART-TIME																													
Officials & Managers																													
Professionals																													
Technicians																													
SUB-TOTAL																													
TOTAL			1						1							1													1

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT MICROBIOLOGY

COMPLETED BY James B. Evans

DATE June 3, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

FULL-TIME	White			Black			Other			Total		White			Black			Other			Total		White			Black			Other			Total	
	M	F		M	F		M	F		M	F	M	F		M	F		M	F		M	F	M	F		M	F		M	F		M	F
Department Head	1									1		1									1		1			1			1			1	
Professor	3									3		3									3		3			3			3			3	
Associate Professor										1		1																					
Assistant Professor	1									1		1			1	1					1		1	1		1	1		1	1		1	1
Instructor																																	
SUB-TOTAL	5									5	1	5	1	5	0					5	0	5	1		5	1		5	1		5	1	
*PERMANENT PART-TIME																																	
Professor																																	
Associate Professor																																	
Assistant Professor																																	
Instructor																																	
Visiting																																	
SUB-TOTAL	0									0	0	0	0							0	0	0	0		0	0		0	0		0	0	
TOTAL	5									5	1	5	1	5	0					5	0	5	1		5	1		5	1		5	1	

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT MICROBIOLOGY

COMPLETED BY James B. Evans

DATE June 3, 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>FULL-TIME</b>																								
<b>Officials &amp; Managers</b>																								
<b>Professionals</b>										1						1	2	1					2	1
<b>Technicians</b>																								
<b>SUB-TOTAL</b>							0	0							0	1	2	1					2	1
<b>*PERMANENT PART-TIME</b>																								
<b>Officials &amp; Managers</b>																								
<b>Professionals</b>																								
<b>Technicians</b>																								
<b>SUB-TOTAL</b>							0	0		0	0				0	0	0	0					0	0
<b>TOTAL</b>							0	0		0	1				0	1	2	1					2	1

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT PLANT PATHOLOGY

COMPLETED BY Robert Aycock

DATE 6-12-75

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total								
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F							
FULL-TIME																															
Department Head	1						1		1						1		1							1							
Professor	14	1					14	1	15	1					15	1	13	1						14	1						
Associate Professor	7						7		8						8		9							7							
Assistant Professor	5						5	2			1			2	1	3			1				3	1	4		1		4	1	
Instructor																															
SUB-TOTAL	27	1					27	1	26	1		1			26	2	26	1		1			26	2	26	1		1		26	2
*PERMANENT PART-TIME																															
Professor																															
Associate Professor																															
Assistant Professor																															
Instructor																															
Visiting																															
SUB-TOTAL																															
TOTAL	27	1					27	2	26	1		1			26	2	26	1		1			26	2	26	1		1		26	2

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT NCSU  
PLANT PATHOLOGY

COMPLETED BY Robert Aycock

DATE 6-12-75

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F
<u>FULL-TIME</u>																
<u>Officials &amp; Managers</u>																
<u>Professionals</u>																
<u>Technicians</u>																
<u>Research Associates</u>										2			2	4		4
<u>SUB-TOTAL</u>										2			2	4		4
<u>*PERMANENT PART-TIME</u>																
<u>Officials &amp; Managers</u>																
<u>Professionals</u>																
<u>Technicians</u>																
<u>SUB-TOTAL</u>																
<u>TOTAL</u>										2			2	4		4

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.



AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT POULTRY SCIENCE

COMPLETED BY ROBERT E. COOK

DATE June 3, 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F
FULL-TIME																
Officials & Managers																
Professionals																
Technicians																
Ext. Specialist	1			1	1			1	1			1	1			1
SUB-TOTAL	1			1	1			1	1			1	1			1
*PERMANENT PART-TIME																
Officials & Managers																
Professionals																
Technicians																
SUB-TOTAL																
TOTAL	1			1	1			1	1			1	1			1

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT SOCIOLOGY & ANTHROPOLOGY

COMPLETED BY Selz C. Mayo

DATE 6-3-75

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head								1										1						1
Professor								2										1						1
Associate Professor								7		1								5		1				6
Assistant Professor									1									3						3
Associate Instructor																			1					1
SUB-TOTAL								10	1	1								10	1	1				11
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL								10	1	1								10	1	1				11

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.



AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT SOIL SCIENCE

COMPLETED BY C. B. McCants

DATE June 10, 1975

June 1973 Faculty Complement | Projected 1975-76 Complement | June 1974 Faculty Complement | June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0
Professor	11	0	0	0	0	0	11	0	14	0	0	0	0	0	14	0	11	0	0	0	0	0	11	0
Associate Professor	10	0	0	0	0	0	10	0	12	0	0	0	0	0	12	0	10	0	0	0	0	0	10	0
Assistant Professor	9	0	0	0	0	0	9	0	6	0	1	0	0	0	7	0	10	0	0	0	0	0	10	0
Instructor	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	32	0	0	0	0	0	32	0	33	0	1	0	0	0	34	0	32	0	0	0	0	0	32	0
*PERMANENT PART-TIME	NONE								NONE								NONE							
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	32	0	0	0	0	0	32	0	33	0	1	0	0	0	34	0	32	0	0	0	0	0	32	0

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT SOIL SCIENCE

COMPLETED BY C. B. McCants

DATE June 10, 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	June 1973 EPA				Projected 1975-76 Complement				June 1974 EPA				June 1975 EPA			
	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total
FULL-TIME	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																
Professionals																
Extension Soils Specialist <del>XXXXXXXX</del>																
Research Associates	4	0	0	0	4	0	5	1	1	0	1	0	7	1	4	0
Research Assistants	6	0	0	0	6	0	4	1	1	0	0	0	5	1	5	0
SUB-TOTAL	10	0	0	0	10	0	9	2	2	0	1	0	12	2	9	0
*PERMANENT PART-TIME	NONE								NONE							
Officials & Managers																
Professionals																
Technicians																
SUB-TOTAL																
TOTAL	10	0	0	0	10	0	9	2	2	0	1	0	12	2	9	0

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT VETERINARY SCIENCE

COMPLETED BY T. M. Curtin

DATE June 3, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
FULL-TIME																									
Department Head								1	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	1	-
Professor								3	-	-	-	-	-	3	-	1	-	-	-	-	-	1	-	3*	-
Associate Professor								2	1	1	-	-	-	3	1	2	-	-	-	-	-	2	-	2	-
Assistant Professor								2	1	-	-	-	-	2	1	1	-	-	-	-	-	1	-	-	-
Instructor								-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SUB-TOTAL								8	2	1	0	0	0	9	2	5	0	0	0	0	0	5	0	6	0
*PERMANENT PART-TIME																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting																									
SUB-TOTAL								0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL								8	2	1	0	0	0	9	2	5	0	0	0	0	0	5	0	6	0

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

\*1 visiting professor

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT VETERINARY SCIENCE

COMPLETED BY T. M. Curtin

DATE June 3, 1975

June 1973 EPA  
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA  
Non-Faculty Complement

June 1975 EPA  
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement											
	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Research Associate								3	3	1	1	0	0	4	4	0	0	0	0	0	0	0	0	0
SUB-TOTAL								3	3	1	1	0	0	4	4	0	0	0	0	0	0	0	0	0
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
SUB-TOTAL								0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL								3	3	1	1	0	0	4	4	0	0	0	0	0	0	0	0	0

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

## AFFIRMATIVE ACTION PLAN

## EPA FACULTY

SCHOOL/DEPARTMENT ZOOLOGYCOMPLETED BY David E. DavisDATE June 9, 1975

June 1973 Faculty Complement    Projected 1975-76 Complement    June 1974 Faculty Complement    June 1975 Faculty Complement

	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M
FULL-TIME																											
Department Head	1						1		1							1		1								1	
Professor	10						10		12							11		11		11						11	
Associate Professor	2	1					2	1	1						1	1		1		1						1	
Assistant Professor	5						5		8	1					9	7		7		8						8	
Instructor	1						1		1						1	2		2		2	1				2	1	
SUB-TOTAL	19	1					19	1	22	1	1				23	1	21	1	21	1	22	2			22	2	
*PERMANENT PART-TIME																											
Professor																											
Associate Professor																											
Assistant Professor																											
Instructor		1						1																			
Visiting																											
SUB-TOTAL		1						1																			
TOTAL	19	2					19	2	22	1	1				23	1	21	1	21	1	22	2			22	2	

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

SCHOOL/DEPARTMENT ZOOLOGY

COMPLETED BY David E. Davis

DATE June 9, 1975

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F
FULL-TIME																
Officials & Managers																
Professionals	4			4	3		1	4	3		1	4	6		1	7
Technicians																
SUB-TOTAL	4			4	3		1	4	3		1	4	6		1	7
*PERMANENT PART-TIME																
Officials & Managers																
Professionals																
Technicians																
SUB-TOTAL																
TOTAL	4			4	3		1	4	3		1	4	6		1	7

\* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES  
ACADEMIC AFFAIRS, EXTENSION & RESEARCH

OFFICE OF THE DEAN  
Box 5847, Zip 27607

June 20, 1975

MEMORANDUM TO: Assistant Provost Lawrence M. Clark

SUBJECT: Affirmative Action Report for SALS

In response to your request dated May 29, 1975, we are enclosing the following material:

1. Edited computer read-outs for EPA Faculty and EPA Non-Faculty by reporting units
2. Completed tables for EPA Faculty, EPA Non-Faculty, and SPA Personnel
3. Narrative statements from four departments

In regard to the EPA Faculty and EPA Non-Faculty listings, we have sought to conform to the 22 reporting Departments and Divisions identified with your memorandum dated May 29, 1975. There are instances where individuals have been redlined or deleted from one Department or Division and added to the appropriate unit. Information is provided for correcting the input computer cards.

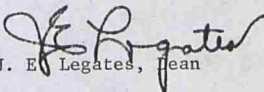
Major changes in personnel assignment were involved in the divisions for SALS-Administration, Extension Home Economics and Extension 4-H. No reasonable listing of the SALS-Administration complement was provided. As a consequence, a listing was compiled and is attached to my memorandum dated June 10, 1975, to Dr. Hassler. The Ag Extension listing as forwarded to us has been utilized to identify the personnel complement for Extension Home Economics and Extension 4-H.

We discovered during our compilations that Sociology and Anthropology had previously included both their Liberal Arts and SALS EPA Faculty complement. This has been corrected to include only SALS personnel, and appropriate adjustments were made to our School totals for all years. This change, plus the reconciliation of the personnel composition of SALS-Administration, Extension Home Economics and Extension 4-H, will need to be taken into consideration when individual department or division summaries in your files are reconciled with those attached and compiled, June 1975. In addition, the deletion of EPA Faculty in Liberal Arts has reduced the SALS totals for all years reported.

June 20, 1975

Only a combined table for SPA Personnel including all divisions and departments has been included. Dr. Gehle has confirmed this as being adequate with Dr. Hassler, since it conforms to our previous reporting procedure. The increase in number of SPA for 1975 over 1974 is attributed to the 31 vacancies existing at that time and the addition of 5 personnel from the Division of Research Stations and 18 from the Central Crops Research Station.

All of our EPA appointments have been preceded by approval of AARR by the Office of the Provost. Our advertising has been extensive. Since June 1973 we have increased the number and proportion of women in EPA Non-Faculty. We find the pool of qualified faculty for females and minorities to be most limited. There was increase of three white females for 1975 over 1974. Individual narrative resumes for four departments are attached, and the procedures for our other departments parallel these.

  
J. E. Legates, Jean

JEL:cws

cc: Dr. F. J. Hassler

Attachments



June 1975

AFFIRMATIVE ACTION STATEMENT

The Department of Economics and Business sent announcements of vacant positions to approximately 400 departments of economics, agricultural economics and schools of business. In addition the American Economic Association has started publishing a bimonthly listing of jobs entitled, "Job Opportunities for Economists." This latter publication is widely distributed and led to a very large number of applications. We did send announcements of job openings to predominantly black schools listing economists on their faculty. We received approximately 230 applications for our positions with eight female applicants.

We filled six positions with white males and two positions with white females this year. Our remaining vacancies (5) are in the School of Agriculture and Life Sciences. To this point, we have been unable to obtain applications from females or blacks for any of these positions. In fact, we have been unable to obtain many applications of any kind for these positions.

For the last SPA position filled, we had nine applications from white females only. We do have three black secretaries in the Department.

June 3, 1975

Department of Veterinary Science  
Recruitment for 1975-1976  
Narrative Report

The Department of Veterinary Science has filled an open position effective July 1, 1975. The following is an outline narrative of the position and recruitment procedures.

I. Position Number and Rank

05612  
Associate Professor

II. Position Description (as advertised)\*

Positions were advertised in the following:

Journal of the American Veterinary Medical Association  
A.V.M.A. Placement Service Bulletin  
Journal American College of Veterinary Toxicologists  
Journal of Veterinary Pathology  
Health Sciences Placement Service from the Center of Health  
Manpower Information Systems, University of Minnesota

\*Examples enclosed as Attachment #1


III. Consideration and Review of Candidates

Curriculum vitae and other materials submitted by candidates were examined independently by members of a departmental screening committee. Each ranked candidates on the basis of (1) professional qualifications, (2) experience and competence demonstrated, (3) compatibility and/or support by the candidate's area of interest to existing faculty and departmental objectives, and (4) an estimate of the candidate's potential for outstanding performance and contribution.

The screening committee presented and discussed their reviews collectively with the Department Head and recommendations were made for action. Attachment #2 is a summary list of candidates and actions.

Among the 4 candidates interviewed were 3 white males and 1 black male. The position was offered to a white male who declined because of insufficient salary and academic rank. It was subsequently offered to a second white male who accepted.

Respectfully submitted,



Terrence M. Curtin, DVM, PhD  
Professor and Head

Attachments #1 and #2



# NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

DEPARTMENT OF PLANT PATHOLOGY  
Box 5397 ZIP 27607

June 13, 1975

## MEMORANDUM

TO: Dr. F. J. Hassler  
SALS Affirmative Action Representative

FROM: Robert Aycock *Robert Aycock*

SUBJECT: Affirmative Action Annual Unit Report

Each EPA vacancy or new position is routinely advertised by writing Department and furnishing position description to Chairman of all Departments in the United States and most of the departments of botany or plant sciences in major universities where no department of Plant Pathology exists. These include thirteen 1890 institutions. The fact that we solicit applications without respect to sex, race or ethnic origin is stated in each letter or advertisement.

We also list our vacancies or new positions with the Placement Office of the American Phytopathological Society, which serves as the principal clearing house for available professional plant pathologists in the United States. We have also requested from the Placement Office information on applicants listed, but most frequently the available applicants contact us directly.

RA:bb