NORTH CAROLINA STATE UNIVERSITY

AT RALEIGH

SCHOOL OF ENGINEERING

OFFICE OF THE DEAN BOX 5518 ZIP 27607

March 9, 1973

Memorandum

To: Provost H. C. Kelly

From: R. G. Carson, Jr.

Re: Affirmative Action Plan

This is in response to your memorandum of October 19 and November 8, 1972, and Dr. Clauston Jenkins' memorandum of January 12, 1973.

Attached is a copy of the Affirmative Action Plan for the School of Engineering. This plan has the endorsement of the Executive Committee and the administration of the School.

If you desire additional copies or more information, please let me know.

RGCJr:tt

Attachment

cc: Dr. Clauston Jenkins
Dean R. E. Fadum
School of Engineering Executive Committee

Affirmative Action Plan School of Engineering North Carolina State University Raleigh, North Carolina

The School of Engineering is committed to the concept that enrollment, employment and any other access to the School's facilities and resources shall be open to all regardless of race, sex or creed. Since engineering has traditionally been a world, this imposes a severe obligation on the School to be sure that women and blacks are given full consideration in our hiring and enrollment practices. The obligation is to do more than passively wait for applicants, but rather to seek out applicants at every opportunity. This we shall do without scarificing the quality of our students, employees or faculty.

Many of the activities described in this report are extension of things already underway or long done in the School. Joint undergraduate programs with predominantly black institutions were carried out for a period of more than five years (see p. 7). Black technicians and secretaries have been with us off and on for at least five years. But now the effort needs to be intensified.

This report concerns itself with the details with relation to the major groups within the School. The heads of the departments and divisions of the School of Engineering are those most frequently and most directly concerned with the employment of faculty, SPA and other personnel of the School. They are also the most frequent representatives of the School in contacts with the public schools, engineering societies and the public in general. For this reason, that group constitutes the Affirmative Action Committee for the School with the associate dean for academic affairs serving as chairman. This report concerns itself with the following groups: 1) faculty, 2) other EPA employees, 3) women SPA employees, 4) men SPA employees, 5) students. These groups differ from each other in terms of the availability of people and in terms of how one goes about generating contacts with them.

The committee is agreed that when a position becomes available, a sincere effort will be made to find a qualified black person or a qualified

woman to fill it. If no qualified black or women can be found, then, and only then, will the position be filled by a qualified white male. In the latter case, a statement will accompany the appointment form detailing the efforts that have been made to locate a black or a woman for the position. The committee pledges the School to carefully review salary increases and promotions to be sure that these are made without regard to race or sex. Since currently the number of blacks and the number of women (except for EPA clerical) are so very small, statistics proporting to show the current status within the School would not be meaningful. The policy, however, is clear and will be adhered to.

At the present time and for the next few years, the School does not expect major growth in personnel. The reasons for this are several:

1) a decrease in the number of students who are selecting engineering as a field of study, 2) an increase, mandated by the legislature, in the student-faculty ratio and 3) the phasing out of the federal programs which have directly supported certain faculty and research positions within the School. It appears, therefore, that the number of positions open within the next 6 to 8 years will be largely determined by retirements and by turnover. But turnover in the present climate of engineering education is not great. Projections for retirement and recent statistics on turnover provide the best evidence of the number of positions likely to become vacant during the next few years.

Facilty:

The proportion of doctorates earned by women in the United States during the period 1960-69 was 0.44% or in terms of absolute numbers, 82 (appendix, item no. 9). The listing also combines the statistics from 32

institutions which have granted more than 2,000 doctorates and gives the number granted to women by field. This ranges from 0 in several fields to a high of 4 in electrical engineering. In terms of percentage, the range is from 0 to 3.4%. The data on the availability of black Ph.D.'s are much less reliable. One list indicates only 32 awarded in the physical sciences, including engineering, for the period 1960 through 1969. This is less than half the small number granted to women referred to above (appendix, item no. 12).

In the case of women and of blacks, however, the prospects are that data in the future will be more reliable and accessible. Howard University is attempting to keep current a data bank of black graduate students and black graduate degree holders. Several efforts have been made to keep current better information about women with appropriate educational backgrounds and interest for careers in engineering (appendix, item no. 8). Openings at this School of Engineering will almost exclusively be at the assistant professor level for when professors retire or leave for other reasons, there is a decided tendency to bring in new people at the assistant professor level in order to keep some balance among the academic ranks. This will be appropriate as most women or blacks becoming available for academic positions are likely to be recent graduates not eligible for initial appointment at the associate or full professor levels.

During the last several years, turnover (exclusive of retirement) has been at the rate of 4 to 6 per year. Seven retirements are scheduled by June 30, 1976, and six more by June 30, 1978. It should be noted, however, that professors often continue to teach on a year-to-year basis after the mandatory retirement age of 65 is reached. Thus, vacancies are estimated

to be not more than eight per year (spread over ten departments) for the next five years. This is less than one per year per department.

There is a very small potential pool of applicants as indicated by the statistics cited above. There will also be a very small number of openings during the next few years, and it will, therefore, be important that each opening be filled very carefully. In view of these two considerations, rather than to set a goal in terms of numbers, the School pledges to seek out qualified women or blacks every time a vacancy occurs, and if it is not filled by either of these, to document the steps taken in seeking out qualified people.

Other EPA Personnel:

This group includes professional personnel employed at the Minerals Research Laboratory, the Industrial Extension Service, the Nuclear Reactor Project, and the Engineering Research Services Division. There are approximately 40 such individuals employed by the School of Engineering, both on-campus and off-campus. They are specialists in mining, mineral processing and mineral beneficiation, nuclear reactor operation, industrial plant layout, electron microscope operation, etc. Turnover in this group has averaged two per year. None are scheduled for retirement within the next 5 years. This University grants 85% of all the engineering BS degrees in the State of North Carolina and 100% of the degrees in many of the specialty areas referred to above (appendix, item no. 4). In the long term, therefore, we must expect to develop the personnel for most of these positions, but some might reasonably be filled with graduates of North Carolina A & T University or other predominantly black institutions. Therefore, in addition to a best effort pledge, the School sets as its goal the employment of one black

engineer in the above areas by 1975 and 2 by 1978. This translates into 2 1/2% by 1975 and 5% by 1978, more than the proportinate number of degrees currently being granted to blacks in the State of North Carolina. There are even fewer women receiving bachelor's degrees in engineering in the State of North Carolina, but these will be sought out, and we shall continue to document efforts to hire women and blacks whenever a vacancy becomes available.

SPA - Women:

Virtually all of the 54 women employed by the School of Engineering are in clerical positions and three of these are black. Other blacks have been hired and have served from time to time in the past. This is, perhaps, the area of greatest turnover for many of the clerical jobs are filled by young women who tend to move as they are promoted or as they are married or as their husbands graduate. Retirement and turnover statistics indicate that in the next five years we can expect about 8 vacancies at the steno or secretary I level, 45 at the steno or secretary II level, and 14 at stenc or secretary III level. This is more than 100% turnover during this period of time. Other positions are too few in number to lend themselves to statistical analysis. The University Personnel Office makes an effort to assist with filling these jobs and will be specifically requested to refer blacks whenever they are available. In addition, contacts will be sought through blacks now on the payroll to supplement those available from the central University office.

The School sets as a goal to have 8% of this group black by 1975 and an additional 5% black by 1978. This translates into 4 people by 1975 and 7 by 1978. There seems to be no pressures to hire males for these jobs, nor does there seem to be a readily available supply; however, as an Equal Opportunity Employer, males will be given full consideration where appropriate.

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SPA Male:

The School of Engineering has 37 males in various technician and machinist positions scattered throughout the School and its laboratories, including the Engineering Research Services Division and the Minerals Research Laboratory. None of these are black. Turnover among this group is much lower than among the SPA women category. Based on estimates of retirement and on statistics of recent turnover, we would expect to have 3 vacancies per year during the next few years. The technical institutes are graduating people with one year and two year certificates or degrees, some of which are appropriate to skills and abilities needed by the School of Engineering (appendix, item no. 3). The School sets as its goal, therefore, two black people in this area by 1975 and five by 1978. We do not see great pressures for employing women in these positions for many of the jobs are physically demanding; however, women will be given every consideration, though the technical institute data indicate that extremely low numbers of women select engineering technology fields.

Students:

The School of Engineering has 1.7% of its undergraduates as blacks, about the same percentage as for the University as a whole. The School has four black graduate students or 1.0%, whereas the University has 42 or 1.8%.

These figures include full and part-time students. Information is based on enrollment statistics reported by the University for compliance with Title VI of the Civil Rights Act of 1964.

Enrollment of blacks is not large enough either at the School or University level. Through release time funds made available by the Provost's office, a faculty member will devote part of his time during the spring 1973 semester to the recruiting of black students, almost exclusively undergraduates.

It is recommended that departments more actively involve themselves in the recruitment of black graduate students and that they do so by making direct contacts with North Carolina A & T and other predominantly black institutions throughout the South calling special attention to the availability of teaching assistantships, research assistantships and other financial support. In the long run, this will be our best source of black faculty members. A few of the current black, graduate and undergraduate, students who have been identified are willing to help with the recruiting. In November, 1971, Dean Walter J. Peterson appointed a committee with the charge of looking into ways to expand opportunities for black graduate students at NCSU and possibly to develop proposals for support of black students and black student programs. The Graduate School has also gathered information which may be helpful to graduate administrators in their efforts to recruit black students.

Over the years, the School has had joint programs with both Shaw University and St. Augustine University. These have been aimed at allowing students at these predominantly black institutions to combine engineering subjects at NCSU with liberal arts subjects at their home institutions. We believe that in the long run, it is better to make students aware of their opportunities here and generate enrollment at the freshman level. We think the problem is both in knowing about engineering and in finances.

At the undergraduate level, visits to high school counselors and to high schools with large black enrollments will be made during the spring. Efforts will also be made to obtain financing for an on-campus summer institute to which black potential undergraduate students can be invited. The out-of-pocket costs -- that is, dormitory and food costs, will be approximately \$1000 per one-week institute for about 30 students.

The School has an active and successful cooperative engineering program that also seeks to recruit black students. Industry is receptive to employing

additional black students as part of the co-op program. Participation in the program furnishes valuable financial assistance to students as well as industrial experience. There are currently no black students enrolled in co-op, though there have been in the past, and there are currently no women enrolled in the co-op program. A proposal to a private foundation is in the works to seek funding expressly for attracting black students to the co-op program.

As an objective, we aim to double black undergraduate enrollment by 1975, using as a round figure 100 undergraduate students. Since the current undergraduate engineering enrollment at North Carolina A & T University totals only 135 juniors and seniors, this may be an ambitious goal. However, it would still represent less than 10% of this School's enrollment. If the same magnitude of increase were used at the graduate level, the goal would be 8 graduate students by 1975. We could hope to have 12 graduate students by 1978.

No recommendation is made regarding recruitment efforts for women undergraduate or graduate students. Most of the counselors, high schools, and other sources from which most white undergraduate and graduate students are obtained are currently being covered. Recruiting for women, black and white, will be carried out concurrently with and incidental to other recruiting efforts. Annual Reporting:

For several years now, the School has included in its Annual Report a section on the recruitment of black faculty. The same section appears in the departmental annual reports. This section, expanded to include SPA and students, will furnish an annual progress report on the School's move toward its goal of more completely involving all segments of American society.

Affirmative Action Committee For the School of Engineering

R. H. Hammond J. K. Ferrell D. L. Dean

D. L. Dean R. L. Murray
G. B. Hoadley J. R. Canada
P. H. McDonald R. G. Carson, Chairman

C. F. Zorowski

W. W. Austin

P. H. McDonald R. F. Stoops

March 9, 1973

Appendix Affirmative Action Information (on file in 232 Riddick)

- Department of HEW. Letter to President W. C. Friday dated September 27, 1972.
- Department of HEW. Memorandum to College and University Presidents. October 1, 1972.
- N. C. Two-Year Institutions. Degree statistics by field, sex and race for 1971-72, all programs.
- Number of Bachelor's Degrees Conferred by North Carolina Colleges and Universities By Institution, Sex and Field of Study, 1970-71, 1969-70, 1968-69.
- Graduate degrees conferred in North Carolina by institution and field, 1970-71, 1969-70, 1968-69.
- 1971 Work Force Estimates, State of North Carolina, by sex and white minority breakdown.
- Minority Employment in State Government, N. C. Human Relations Commission, April 1972.
- IEEE Committee on Professional Opportunities for Women, roster of women qualified for and interested in academic engineering positions, January, 1973.
- Association of American Colleges Project on the Status and Education of Women Statistics concerning Doctorates Awarded to Women by Area and Field, 1960-1969.
- Society of Women Engineers Report on Women Undergraduate Engineering Students - Biennial Survey, 1959-1972.
- Women Want Equality in Higher Education, K. Patricia Corss The Research Reporter Volume VII, Number 4, 1972. University of California, Berkeley.
- Data on Availability of Negro Ph.D.'s by C. Jenkins. Summary of statistics from several sources.
- Manpower Comments, Volume 9, No. 10, November 1972, pages 9-11.
 Comments re: Women and Minorities in the Sciences.
- A Quick Reference to Federal Laws and Regulations concerning Sex Discrimination in Educational Institutions, October 1972.
- Recommendations of the Minority Group Student Opportunities Committee of the Graduate School Administrative Board from Provost H. C. Kelly, February 6, 1973.

- Report of Good Neighbor Council, "Racism in Employment at NCSU --Patterns and Prospects", from H. C. Kelly, February 1, 1973.
- Printout of EPA personnel in School of Engineering by rank, sex and race, January 1973.
- Printout of SPA personnel in School of Engineering by sex and race, January 1973.
- 19. Enrollment by race, Fall 1972, NCSU.
- 20. Dartmouth College Affirmative Action Plan March 30, 1972.
- 21. Vice Manufacturing Division, Richardson-Merrell, Inc., Affirmative Action Program, July 1, 1971.
- College Management article, "Affirmative Action You Must Take", February 1973.
- Proceedings of an Engineering Foundation Conference, "Women in Engineering and Management," July 16-21, 1972.

Affirmative Action Annual Report School of Engineering

- 1. Faculty. The School has made a sincere and conscientious effort to fill each new faculty position from the ranks of minorities, either blacks or women. It is evident that with the very small number of blacks and the very small number of women obtaining Ph.D.'s in engineering each year the chances of success in any given case are small. We have, however, been in contact with several in each category and have had interviews and visits by at least one woman candiate and one black candidate. One black assistant professor has been hired for the 1974-75 year.
- 2. EPA Non-Faculty. The School's needs are for specialized, qualified professionals in specific areas. We were able to identify and interview a few candidates. Again, the chances of success in any given situation are very small.
- 3. SPA Personnel. Significant progress was made in the area of secretarial help where the availability of candidates is greater. Turnover among other groups, such as technicians, is extremely small.
- 4. Students. Some of our greatest successes have been in this area. We anticipate a fourfold increase of new black students into engineering in the fall of 1974 and a significant increase in the number of women coming in as new students. These are a direct result of active recruiting on the part of the University and the School. One significant part of this has been on-campus sessions financed by money from industry as well as money from within the University. We believe these efforts are noteworthy for only if we get people into the pipeline

and, ultimately, out of the pipeline can we hope to have people qualified to fill appropriate EPA positions at this and other institutions.

R. G. Carson, Jr.
Associate Dean

June 1974

School/Department School of Engineering	Completed By R. G. Carson, Jr.	Date	June 1974	
			197	

		Jui	ne 197	73 Fac	ulty	Comp 1	Lement			1	Projec	ted 1	975-76	Con	mp1eme	nt			June	1974	Facu	lty C	omplem	ent
FULL-TIME	Wh M	ite F	B1 M	ack F	Ot M	her F	To	tal F	Wh M	ite F	B1 M	ack F	Oth	er F	To	tal F	Wh	ite F	B1	ack	Oth	ier F	To	tal
Department Head	9						9		9					É	9		9			T			9	
Professor	53				3		56		55				3		58		56				3		59	
Associate Professor	41	1			2		43	1	41	1	1		3		45	1	40	1			3		43	1
Assistant Professor	26				1	1	27		21	2	1		L 5		22	2	25						25	
Instructor	11						11		8		1			Ŧ	9		9						9	
Other	4						4		2						2		2						2	
SUB-TOTAL	144	1			6		150	1	136	3	3		6		145	3	141	1			6		147	1
*PERMANENT PART-TIME																								
Professor	1						1		1						1		1						1	
Associate Professor	2						2		3						3		1						1	
Assistant Professor	1						1										4						4	
Instructor	1						1					in i					1						1	
Lecturer Other	2						2		1						1		1						1	
SUB-TOTAL	8						8		5						5		8						8	
TOTAL	152	1			6		158	1	141	3	3		6	1	150	3	149	1			6		155	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.

School/Department Dean of Engineering	Completed By	R. G. Carson, Jr.	Date	June 10, 19745
			Date	

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	Whit	e F	Black M F	Other M F	Total M F	Whit	te F	B1a M	ck	Othe	er	Total M F	Wh	ite	B1	ack	Otl	her	Tot	tal
Department Head							£	FI	F	M	F	M F	M	F	M	F	M	F	M	
Professor																				
Associate Professor	2				2	2						2	2						2	
Assistant Professor	2				2	2						2	2						2	
Instructor	5				5	4		1				5	5						5	
Senior Advisor	2				2	2						2	2						2	
SUB-TOTAL	11				11	10		1				11	11				-		11	-
*PERMANENT PART-TIME																				-
Professor																		•		Ť
Associate Professor																				-
Assistant Professor																				
nstructor																				
Lecturer Visiting	1				1	1						1	1						1	
UB-TOTAL	1				1	1						1	1						1	-
OTAL	12				12	11		1		-		12	12		-		-		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.

onemical Engineering	Completed By J. K. Ferrell	Date May 16, 1974
		Date 1914

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement White FULL-TIME Black Other Total M F Black Other M White Black Other Department Head 1 Professor 5 5 5 Associate Professor 3 3 3 Assistant Professor 2 2 1 1 1 Instructor SUB-TOTAL 11 11 9 10 *PERMANENT PART-TIME 11 Professor Associate Professor Assistant Professor Instructor Visiting SUB-TOTAL TOTAL 11 11 9 10 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.

School/Department	CIVIL ENGINEERING	Completed By	Dr. Paul Zia	Date	May 24, 1974	

		June 197	3 Fac	ulty Comp	lement		Projecte	d 1975	5-76 Co	mplement		June 1974	Faculty	Comple	ment
FULL-TIME	White M F		ack F	Other M F	Total M F	White M F	Blac M	k F	Other M F	Total M F	White M F	Black M F	Other M F	To	otal F
Department Head	1				1	1				1	1			1	
Professor	11			1	12	11			1	12	13		1	14	
Associate Professor	7			1	.8	6	1		1	8	5		1	6	
Assistant Professor	4				4	5				5	5			5	
Instructor	1		LIN'		1										
Research Assistant	1				1										I
SUB-TOTAL	25			2	27	23				26	24		2	26	
*PERMANENT PART-TIME															
Professor															
Associate Professor															
Assistant Professor	1				1	2				2	2			2	
Instructor															
Visiting							1								
SUB-TOTAL	1				1	2				2	2				
TOTAL	26			2 ,	. 28	25	1	2	2	28	26		2	28	

^{*} 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.

School/Department Electrical Engineering

Completed By Leange Hoadley

Date June 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	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	Black M F	Other M F	Tota
Department Head	1			1	1			1	1			1
Professor	9			9	9			9	9			9
Associate Professor	8			8	9			9	8			8
Assistant Professor	7			7	5 1			5 1	7			7
Instructor	0			0	0			0	0			0
SUB-TOTAL	25			25	24 /			24 1	25			25
*PERMANENT PART-TIME												90
Professor												100
Associate Professor												
Assistant Professor												
Instructor												
/isiting												
SUB-TOTAL												
COTAL	25			25	24 1			24 1	25			25

^{*} 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.

School/Department Engineering Mechanics

Completed By P. H. McDonald

Date May 16, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	Wh M	ite F	B:	lack	0 M	ther F	TM	otal	Wi-	ite F	B M	lack F	O M	her F	To	otal F	W	hite F	B M	lack	Ot	her	T T	otal
Department Head	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	10	0	0	1	10
Professor	2	0	0	0	1	0	3	0	2	0	0	0	1	0	3	0	2	0	0	0	1	0	3	0
Associate Professor	4	0	0	0	0	0	4	0	5	0	0	0	1	0	6	0	5	0	0	0	1	0	6	0
Assistant Professor	2	0	0	0	1	0	3	Ö	2	0	0	0	0	0	2	0	1 2	0	0	0	0	0	2	0
Instructor	2	0	.0	0	0	0	2	0	1	0	0	0	0	0	1	0	1	0	0	0			1	
Teaching Technician	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0		0	0	1	0
SUB-TOTAL	12	0	0	0	2	0	14	0	11	0	0	0	2	0	13	0	11	0		0	2	0	13	0
*PERMANENT PART-TIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0		0
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
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	Ò	0	0	0	0	0	0	0	0	0	0
assistant Professor	0	0	0	0	0.	0	0	0	0	0	0	0	0	0	0	0				0	0	0	0	0
eaching Technician	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
isiting -	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UB-TOTAL	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTAL	13	0	0	0	2	0	15	0	11	0	0	0	2	0	13		11	0	0	0	2	0	13	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.

School/Department Engi	neeri	ig ke	searci	1 Ser	vices	DIVI	sion	Comp	leted	Ву _		R.	F. S	toops					Date	e Ma	ay 23	, 1974		
		Ju	ne 197	3 Fac	ulty	Comp	lement				Proje	cted :	1975-7	76 Cor	mplem	ent			June	e 1974	Faci	alty (Comple	mant
FULL-TIME	Wh M	ite F	B1 M	ack F	Ot M	her F	To	tal F	W M	nite F	B:	lack	Ot	her F	To	otal F	Wh	ite		ack	Ot	her		otal F
Department Head														Ī	1	T	1	1	PI	1	M	F	1	F
Professor	3						3		3						3	1	2		-	-	-		2	
Associate Professor		1						1		1					1	1	-	1	+	-	-		1 2	-
Assistant Professor															-	1	1		+				-	1
Instructor																								
SUB-TOTAL	+						3	1		-	-													
*PERMANENT PART-TIME							3	1	3	1	1				3	1	3	1	-			-	3	1
Professor																								
Associate Professor																								
Assistant Professor**	1						1		1						1		1							
Instructor															1		1					-	1	
Visiting																								
SUB-TOTAL																				-				
TOTAL	4	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.
**This faculty member was not included in the original report

Industrial	Engineering		Comp	leted	Ву _	W. A	. Smi	ith,	Jr.			_		Date		June	6, 19	74	
	une 1973 Fa	culty Com	plement		1	Proje	cted	1975-	76 Co	mp1em	ent			June	1974	Faci	ılty (Comple	ment
White M F	Black M F	Other M F	Total M F	WI	nite F	B1	ack F	Ot	her	To	otal F	W	nite	B1	ack	Ton	la a se		otal F
1			1	1					T		T		1	I M	1	M	F		F
3			3	4		171						1							-
. 6		1	7	6				1		400				-		-	-		
4			4	2	1						1	1		-		1	-		
1			1	1							1								
										1		-						2	
15		1	16	14	1			1	1	15	1	15				-		-	-
												13				1		16	
Li i																			
									7,40										
														-					
15		1	16	14	1			1		15	-,	12							
	J White M F 1 3 - 6 4 1 1 5 15	June 1973 Fa White Black M F H F 1	June 1973 Faculty Con White M F M F M F 1	White Black Other Total M F M F M F M F Total M Total Total	June 1973 Faculty Complement Mhite Black Other Total Mm F M F M F M F M M M	June 1973 Faculty Complement White Black Other Total White M F M F M F M F 1	June 1973 Faculty Complement Project White Black Other Total White Bl M F M F M F M 1	June 1973 Faculty Complement Projected White Black Other Total White Black M F	June 1973 Faculty Complement Projected 1975- White Black Other Total White Black M F M F M F M F M M	June 1973 Faculty Complement Projected 1975-76 Complement White Black M F M F M F M F M F M F M F M F M F M	June 1973 Faculty Complement Projected 1975-76 Complement White Black Other Total White Black Other M F	June 1973 Faculty Complement Projected 1975-76 Complement White	June 1973 Faculty Complement	June 1973 Faculty Complement Projected 1975-76 Complement Projected 1975-76 Complement White Black Other Total White M F	June 1973 Faculty Complement Projected 1975-76 Complement June 1973 Faculty Complement June 1973 Faculty Complement Projected 1975-76 Complement June 1973 Faculty Complement June 1975-76 Com	June 1973 Faculty Complement Projected 1975-76 Complement June 1972	June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement Mitte Black M F M F M F M F M F M F M F M F M F M	June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty (White Black Other Total White Black M F M F M F M F M F 1	June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement Mhite M F M F M F M F M F M F M F M F M F M

^{*} 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.

School/Department	Materials Engineering		Completed By	W. W. Austin	DateMay 17, 1974
-------------------	-----------------------	--	--------------	--------------	------------------

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement White Black Other Total White Black Other White FULL-TIME Black Other Total M F M F M F 1 Department Head 5 5 Professor 5 5 5 2 2 Associate Professor 2 2 1 Assistant Professor 1 Instructor 9 9 9 SUB-TOTAL 9 9 *PERMANENT PART-TIME Professor 1 Associate Professor 1 1 1 1 Assistant Professor Instructor 1 1 Wixxixixxx Lecturer 5 2 SUB-TOTAL 2 4 4 14 14 TOTAL 11 11 13 13

^{*} 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.

School/Department Mechanical and Aerospace Eng.

Completed By C.F. Zorowski

Date _ May 20, 1974

June 1973 Faculty Complement

FULL-TIME	Mh:	te	Blac M	k F	Othe	r	Total M F		White	Projected Black	-		mpleme	nt		June 19	74 Fac	ulty (Complemen
Department Head	1				T		M F	+	M F	M F		ther F	Tot	al F	White M F	Black	_	ther	
Professor	12				-		1	-	-				1		1	M F	M	F	Total M F
Associate Professor	. 5			1	1	+	13	12	-		1		13		10		-	-	1
Assistant Professor	4		-	+	+	+	5	4					4		13	+-	1	1	14
Instructor	2	1		+	-	+	4	14					1	\dashv	4		-		4
			-	+	+	+	2	2					2	-	4	-	-		4
UB-TOTAL	24	-		-	-	-							-	-#	1				1
PERMANENT PART-TIME	14	+	-	+	-	2	5	23			,			-					
rofessor		+	-	+	+-	+							24	- 12	3		1	1	24
ssociate Professor		1	+	+	+	+	-						-	+					
sistant Professor		+	-	+	+-	+	-						+	+	+++				
structor		+	+	+	+	-						1	+	+		-			
siting .		+		-	-	-					1	+	+	+	-	11			
3-TOTAL		-	-	-	-						1	+	-	-	-				
AL	0.4	-	-								+	-	+	-					
ERMANENT PART-TIME - In	24	_		1		25	1	23				+	-	-					

^{*} 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.

School/Department Engineering/Nuclear Engineering Completed By Raymond L. Murray/Beth Tolley Date May 16, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	Wh M	ite F	B1a M	ick F	Oth	ner F	To	tal F	Wh M	ite F	B1.	ack F	Oth	er	To	tal	Wh	ite F	B1	ack F	Ot	her F	To	ota:
Department Head	1						1		1		II.				1		1		1	1	M	1	1	Γ
Professor	4						4		5					-	5		4						14	T
Associate Professor	4						4		3						3		4						14	T
Assistant Professor			7,																		Đ)	18		Γ
Instructor	-																							
SUB-TOTAL	9						9		9						9		9		-				9	-
*PERMANENT PART-TIME																								r
Professor								- 6						,										
Associate Professor																								Г
Assistant Professor																								
Instructor				F																				
Visiting																								
SUB-TOTAL					LS.																			
TOTAL	9						9		9						9		9						9	

^{*} 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.

School/Department	Scho	ol of	Engi	neeri	ng		-			Comp1	eted 1	Ву	R. G	. Car	son,	Jr.					Date	June	2 1974	
	Jun	ie 197	3 EPA	Non-	Facul	ty Co	mp1en	ent		Pı	rojeci	ted 19	75-76	Comp	lemen	t	• Ј	une 1	974 I	EPA No	n-Fac	ulty	Comp1	ement
FULL-TIME	WI M	ite F	B:	lack F	0 M	ther F	To M	tal F	W M	hite F	B M	lack F	O	ther	To	tal F		ite F	1 B	lack F		her F		tal F
Officials & Mgrs.	5					THE	5		5			1		Ī	5	1	5	1	FI	1	M	1	5 M	F
Professionals	37	1					37	1	44	1	1				45	1	37	1				-	37	1
Technicians																						-	3,	-
						1																		-
FROM THE SAME SAME PROPERTY.																								
SUB-TOTAL	42	1			1,5		42	1	49	1	1				50	1	42	1					42	1
*PERMANENT PART-TIME																								-
Officials & Mgrs.																		17						
Professionals	2	1					2	1 '	2	1					2	1	. 2	1					2	1
Technicians											47													
					5.					9		Ŀ												
																		47						
SUB-TOTAL	2	1					2	1	2	1				-	2	1	2	1					-	

52

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.

benoof/bepartment	an or	Engi	neeri	ng			-	-		Comple	ted I	By R.	G. (Carson	ı, Jr				_		Date	6/10	/74	
	Jun	e 197	3 EPA	Non-	Facu:	lty Co	omple	ment		Pr	oject	ed 19	75-76	5 Com	oleme	nt	J	une 1	974 E	PA Nor	-Faci	ulty	Comp 1	
FULL-TIME	Wh M	ite F	B1 M	ack F	0 M	ther F	I	otal F	W	hite	B:	lack	1 01	ther F	1 7	otal F	II W	ite		ack F	I Ot	her		
Officials & Mgrs.										T	1	1	PI	1	- M	F	M	F	M	F	M	F	M	tal F
Professionals .																						-		-
Technicians														-		-				-				
Exhibits Manager	1						1		1						1	-	-				-	-		
															-		1			-			1	
SUB-TOTAL	1						1		1			-									-			
*PERMANENT PART-TIME	- "														1		1						1	
Officials & Mgrs.																								
Professionals																								
Technicians												-					J.							
				100		-	-	-	-		-			July										

School/Department

SUB-TOTAL TOTAL

Dean of Engineering

^{*}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.

Engineering School/Department Nuclear Engineering

Completed By Raymond L. Murray/Beth Tolley

Date May 16, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	Whi	te 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 & Mgrs.													
Professionals	14				4	3			3	3			3
Technicians													
SUB-TOTAL	4				14	3			3	3			3
*PERMANENT PART-TIME													
Officials & Mgrs.													
Professionals		100											
Technicians		-											
		+											
SUB-TOTAL													
TOTAL	14				14	3			3	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.

Industrial Extension Service School/Department

Completed By _ John R. Hart

Date May 22, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Com

FULL-TIME	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	974 EPA Nor Black	Other M F	Total
Officials & Mgrs.	3			3	3		1	3	1	M F	M F	MF
Professionals -	17			17	20			20	3			3
Technicians								20	19			19
SUB-TOTAL	20			20	23			23	22			
*PERMANENT PART-TIME									22			22
Officials & Mgrs.					4 -31							
Professionals	1			1	1		5 5					
Technicians								_1	1			1
									7			-
UB-TOTAL	1			1	1			1	1			
COTAL	21			21	24			24	23			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.

School/Department Engineering Research Services Division

Completed By _ R. F. Stoops

Date May 23, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	1 1	hite	B	lack	Other M I		Total	11 7	White	B	lack F	1 01	ther	1 3	otal	II W	hite	1 B	lack	l Ot	her	1 T	otal
Assistant Director	1			T		1	1	1	1	T M		M	F	1	F	M	F	M	F	M	F	M	F
Professionals														1	1	1	1					1	-
Technicians																1	1					-	+
Research Associate	2					2		2						2		4						-	+
Research Assistants	7	1				7	1	6	1	1				7	1	4	1					4	-
SUB-TOTAL	10	1				10	1	9	1	1				10	1	9	1				-	4=	1
*PERMANENT PART-TIME														10	1	1	1				-	9	1
Officials & Mgrs.			p 1																				
Professionals																							
Technicians											710												
Research Associate	1					1		1						1		1							
Research Assistants		1					1		1						1	1	1					1	
UB-TOTAL	1	1				1	1	1	1					1	1	1	1						1
OTAL	11	2				11	2	10	2	1				11	2	10	2	-		-	-	10	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.

School/Department	Minerals Research Laboratory
	(Engineering Research Services Div.)

Completed By W. T. McDaniel

Date 6 June 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement .

FULL-TIME	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
Chief Engineer	1				1				1		1		1 1
Chemical Engineer	1				1	1	1		2				
Mineral Dressing Engr. Ore Dressing Engineer	3 2				3 2	3 9			9	3**			3**
Senior Mnrl.Dress.Engr.		+				2			2	1			1
SUB-TOTAL	7				7	13***	1***		14***	7			7
*PERMANENT PART-TIME													
Officials & Mgrs.													
Professionals													
Technicians		-											
		+											
SUB-TOTAL													
TATO	7				7	13	1		14	7			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.

^{**}The correct title of this position is "Ore Dressing Specialist".

^{***}Increases contingent upon approval of federal legislation

AFFIRMATIVE ACTION PLAN SPA

School/Department	School of Engineering				
		Completed By	R. G. Carson, Jr.	Data June 1974	
	June 1973 October Comple.	nent		Date June 1974	_

FULL-TIME		Whit		B1:	ick	Otl	ier	1 7	otal	- 0					-74 Co		ement	•			Jun	ie 19	974 Co	omplen	nent		
Officials & Managers	+	M 3	F	М	F	M	F	M			White M I		Blac M	k F	Othe	F	To	otal F		White			ack		her	1 7	otal
Professionals		-	. 21	77.	1000	- t n		3	-	3							3	T	3	1	-	М	F	М	F	M	F
Technicians	2	4	- 7			-	0.00	-	-	-	+	1	100	11					1	-	+					3	+
Sales					1			24	-	24	-	-					24		24						-	-	+
Clerical		5	2		3			-	-	-	-						BT		1		+			-	1	24	1-
Craftsman	10		-		3		-	10	55		5.	1		4				55	-	4	7	1	5	-		-	-
Operations (semi-skilled)	1		1				-	-	-	10	-	-					10		10	1	-			-	-	10	52
Laborers			-					1	1	1		1					1	1	1		1						1
Service Workers	1		1				-	1		1	-	+	-	1												_1_	1
SUB-TOTAL	39	5:	3		3		-	39	56	1	-	+		+			1		1							1	
*PART-TIME		-	-	-	-	-	-	39	20	39	52			4		13	39	56	39	48			5		1	39	54
Officials & Managers			+	-	-	-				-	-										-	+		-			34
rofessionals			1	1		-	-													1	1	+	-	-	-	-	
echnicians echnicians			1	-	-	-		-	-												1	+	-	-	-	-	-
ales	21-03		1	1	1		-	-		-		-								-	1	+	-	-	-		-
lerical		8	+	+	+	-	-	-	_								19					+	-	-	-	-	
raftsman			+	+	+	-	-	-	8		8			1		T		8		8	-	+	-	-	-	-	
perations (semi-skilled)					1							-		-		F						1	1	1	1		8
ervice Workers			1	+	+		-	-									1					+	+	-	+	-	4
B-TOTAL		8		1				+	8		8		-													1	
TAL	39	61					1	9	-	39	60	-	-					8		8	4,1				1		8

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

Affirmative Action Annual Report School of Engineering

- 1. Faculty. The School has made a sincere and conscientious effort to fill each new faculty position from the ranks of minorities, either blacks or women. It is evident that with the very small number of blacks and the very small number of women obtaining Ph.D.'s in engineering each year the chances of success in any given case are small. We have, however, been in contact with several in each category and have had interviews and visits by at least one woman candiate and one black candidate. One black assistant professor has been hired for the 1974-75 year.
- 2. EPA Non-Faculty. The School's needs are for specialized, qualified professionals in specific areas. We were able to identify and interview a few candidates. Again, the chances of success in any given situation are very small.
- 3. SPA Personnel. Significant progress was made in the area of secretarial help where the availability of candidates is greater. Turn-over among other groups, such as technicians, is extremely small.
- 4. Students. Some of our greatest successes have been in this area. We anticipate a fourfold increase of new black students into engineering in the fall of 1974 and a significant increase in the number of women coming in as new students. These are a direct result of active recruiting on the part of the University and the School. One significant part of this has been on-campus sessions financed by money from industry as well as money from within the University. We believe these efforts are noteworthy for only if we get people into the pipeline

and, ultimately, out of the pipeline can we hope to have people qualified to fill appropriate EPA positions at this and other institutions.

R. G. Carson, Jr.
Associate Dean

June 1974

School/Department School	chool of	Eng	ineeri	ng		-		Comp	leted	Ву _	R.	G. Ca	irson,	Jr.					Date	Ju	ne 19	74		
		Jur	ne 197	3 Fac	ulty	Comp 1	ement			1	Projec	cted 1	975-76	Con	mpleme	nt			June	1974	Facu	lty C	omples	nent
FULL-TIME		ite F	B1.	ack F	Oth M	her F	To	tal F	Wh M	ite F	B1 M	ack F	Oth M	er F	To	tal F	Wh	ite F	B1 M	ack F	Ot!	her	To	tal F
Department Head	9						9	-1	9						9		9				W		9	
Professor	53				3		56		55				3		58		56				3		59	
Associate Professor	41	1			2		43	1	41	1	1		3		45	1	40	1			3		43	1
Assistant Professor	26				1		27		21	2	1				22	2	25						25	
Instructor	11						11		8		1				9		9						9	
Other	4						4		2						2		2						2	
SUB-TOTAL	144	1			6		150	1	136	3	3		6		145	3	141	1			6		147	1
*PERMANENT PART-TIME																								
Professor	1						1		1						1		1						1	
Associate Professor	2				1 9		2	M.	3			1			3	135	1						1	
Assistant Professor	1						1										4						4	
Instructor	1						1	Dec.									1						1	
Lecturer Other	2						2		1						1		1						1	

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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.

School/Department Dean of Engineering	Completed By R. G. Carson, Jr.	Date June 10, 19745
---------------------------------------	--------------------------------	---------------------

		June 1973 Faculty Complement P							Projected 1975-76 Complement						June 1974 Faculty Complement			
FULL-TIME	Whi	te F	Black M F	Other M F	Total M F	White M F		Blac M	ek F	Oth	ner F	Total	White	T	Black M F	Ot	her	Total M F
Department Head																- A	1	MF
Professor										1 14				1				
Associate Professor	2				2	2			7			2	2					2
Assistant Professor	2				2	2	151					2	2					2
Instructor	5				5	4		1				5	5					5
Senior Advisor	2				2	2		- 18				2	2					2
SUB-TOTAL	11				11	10		1				11	11			-		11
*PERMANENT PART-TIME														+				
Professor														+				
Associate Professor														+				
Assistant Professor														+				
Instructor				ATT.			1											
Lecturer Visiting	1				1	1	1				F	1	1					1
UB-TOTAL	1				1	1	1					1	1	+		-	-	1
COTAL	12				12	11	1	1			-	12	12	+		-	-	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.

School/Department	Chemical Engineering		
	-	Completed By J. K. Ferrell	
			Date May 16, 1974

June 1973 Faculty Complement Projected 1975-76 Complement * June 1974 Faculty Complement White FULL-TIME Black Other Total M F M F White Black Other M F MF Total White Black MF Other Total Department Head 1 M F 1 Professor 5 5 5 5 Associate Professor 5 3 3 Assistant Professor 2 2 Instructor SUB-TOTAL 11 11 9 10 11 *PERMANENT PART-TIME 11 Professor Associate Professor Assistant Professor Instructor Visiting SUB-TOTAL TOTAL 11 11 9 10 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.

School/DepartmentC	IVIL ENGI	NEERING			-1	Comp	leted By		Dr	. Pa	ul Zia					Date	Ma	y 24,	1974		
		June 197	3 Fac	culty C	omp1	ement		Pi	roject	ed 19	975-76 Co	mplem	ent	•		June	1974	Facu	lty C	omplen	nent
FULL-TIME	White		ack F	Otho	er F	Total M F	Whit	e F	Blac M	k	Other M F	To	tal F	Wh	ite F	B1 M	ack F	Oth M	er F	To M	tal F
Department Head	1					1	1					1		1						1	
Professor	11			1	71	12	11				1	12		13				1		14	
Associate Professor	7			1		8	6		1		1	8		5			4	1		6	
Assistant Professor	4					4	5			18		5		5						5	
Instructor	1				15	1															
Research Assistant	1					1															
SUB-TOTAL	25			2		27	23					26		24				2		26	
*PERMANENT PART-TIME																					L.
Professor																					
Associate Professor																					
Assistant Professor	1					1	2					2		2						2	
Instructor					10-																
Visiting																					
SUB-TOTAL	1					1	2					2		2							
TOTAT	26	100		2		28	25		1	MO.	2	28		26				2		28	

^{*} 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.

chool/Department	Electrical	Engineering	Completed By	Deorge Hoadley
		, 0		

Date June 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White M F	Black M F	Other M F	Total M F	Wh:	lte F	Black M F	Oth M	er F	Tot	tal F	White M F	B1	ack F	Other M F	Total
Department Head	1			1	1					1		1				1
Professor	9		15.5	9	9					9		9				9
Associate Professor	8			8	9					9		8				8
Assistant Professor	7			7	5	1				5	,	7				7
Instructor	0			0	0					0		0				0
SUB-TOTAL	25			25	24	1				24	/	2.5	-			25
*PERMANENT PART-TIME																
Professor																
Associate Professor																
Assistant Professor																
Instructor																
Visiting																
UB-TOTAL																
OTAL	25			25	24	,				24	,	25-				25

^{*} 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.

School/Department Engineering Mechanics Completed By P. H. McDonald

Date May 16, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	M:	ite F	B	lack F	Ot M	ther F	T	otal F	Wi M	ite F	B1 M	ack F	O M	ther	Te	otal F	W	hite F	BI	lack	Ot	her	To	ota
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	10
Professor	2	0	0	0	1	0	3	0	2	0	0	0	1	0	3	0	2	0	0	0	1	0	3	0
Associate Professor	4	0	0	0	0	0	4	0	5	0	0	0	1	0	6	0	5	0	0	0	1	0	6	0
Assistant Professor	2	0	0	0	1	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0
Instructor	2	0	0	0	0	0	2	0	1	0	0	0	0	0	1	0	1	0	0	0	0		1	
Ceaching Technician	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		10
UB-TOTAL	12	0	0	0	2	0	14	0	11	0	0	0	2	0	13	0	11,	0	0	0	2	0	13	-
PERMANENT PART-TIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0		0
rofessor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-0
ssociate 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
ssistant Professor	0	0.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		100	0	0	0
eaching Technician	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0
isiting	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UB-TOTAL	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DTAL	13	0	0	0	2	0	15	0	11	0	0	0	2	0	13	0	11	0	0	0	2	0	13	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.

School/Department Eng	ineeri	ng Re	searc	h Ser	vices	Divi	sion	Comp	leted	Ву _		R.	F. S	toops					Dat	e M	ау 23	, 1974		
		Jui	ne 197	73 Fac	ulty	Comp	lemen	t			Proje	cted :	1975-	76 Cor	np1em	ent			Jun	e 1974	Fact	ulty (Comple	ment
FULL-TIME	Wi-	ite F	B1 M	ack F	Otl M	her F	To	otal F	W	hite F	B:	lack	Ot	her	To	tal F	W	nite F	B1	ack	Ot	her		otal F
Department Head												T	1	T	T I	1	1 1		M	F	M	F		F
Professor	3						3		3						3		2	-	-			-	1	-
Associate Proféssor		1						1		1					1	1	12	1	+	-	-	-	2	
Assistant Professor																1	-	1	-	-		-		1
Instructor															-		-		-					
																-	1		-					
SUB-TOTAL	3	,					3	1	3	1					3	1	3	1	-		-	-	-	-
*PERMANENT PART-TIME																	-	-	-		-	-	3	1
Professor																	100		-			-		
Associate Professor							4							,					-					
Assistant Professor**	1						1		1						1		1						-	
Instructor															1								1	
Visiting																								100
SUB-TOTAL															-							-		
TOTAL	4	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.

ochoot/bepartment	Industria	1 En	gineering		—	Cor	npleted	Ву _	W. /	. Smi	th, J	r.		-			Date	2	June	6, 19	74	
		June	1973 Fa	culty	Comp	lement		1	Proje	cted :	1975-7	76 Co	np1em	ent			June	1974	Faci	ulty (Comple:	ment
FULL-TIME	Whit		Black M F	Ot M	her F	Total M F	W	hite F	B1	lack F	Ot	her	To	tal F	WI	nite F	B1	ack F	Tot	her		otal F
Department Head	1					1	1					1	1	T	1	Ì	1	T	I H		1	1
Professor	3					3	4					1	4		3						3	
Associate Professor	. 6			1		7	6			far'	1		7		6				1		7	
Assistant Professor	4					4	2	1					2	1	3			T.			3	
Instructor	1	+		-		1	1						1		2						2	
SUB-TOTAL	15			1		16	14	1			1	-	15	1	15				1	-	16	
*PERMANENT PART-TIME													ITT									
Professor																						
Associate Professor																						
Assistant Professor																111						
Instructor																						
Visiting																						
SUB-TOTAL																						
TOTAL	15			1	-	16	14	1			1		15	1	13				1		14	

^{*} 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.

School/Department Na	certais in	gineering		Con	pleted By _	W. W. Aus	tin		_	Date M	ay 17, 197	4
	J	me 1973 Fac	culty Comp	Lement		Projected :	1975-76 Cor	mp1ement		June 1974	Faculty (Complement
FULL-TIME	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	Black M F	Other M F	Total M F
Department Head	1			1	1			1	1			1
Professor	5			5	5			5	5			5
Associate Proféssor	2			2	2			2	2			2
Assistant Professor	1			1	1			1	1			1
Instructor												
CIM MODEL	9			9	9							
SUB-TOTAL *PERMANENT PART-TIME					9			9	9			9
Professor	1			1					1			1
Associate Professor	1			1	1			1	1			1
Assistant Professor	1			1	1			1	1			1
Instructor	1			1					1			1
Vixixixx Lecturer	1		1 1	1								
SUB-TOTAL	5			5	2			2	4			4
TOTAL	14			14	11			11	13			13

^{*} 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.

School/Department _ Mechanical and Aerospace Eng.

Completed By C.F. Zorowski

Date _ May 20, 1974

June 1973 Faculty Complement

FULL-TIME	M	hite F	B1.	ack F	Othe	r	Total M F	11	White	Project	-		2000	mpleme	nt		June 197	Facult	y Comple	mon
Department Head	1				1	P	MF	+	M F	Bla M	ck F	Ot: M	her F	To	al F	White	Black	Other	-	
Professor	12				,		1	+	-		-			1		1	M F	M 1	- 10 M	F
Associate Professor	. 5				1		.3	12				1		13		13		-	1	L
Assistant Professor	4				+	+	5	4	-					4				1	14	
Instructor	2				+	1	1	4	1	1				4		4			4	
				+	-	2	-	2						2	-	4			4	
SUB-TOTAL	24			-	-	-								4	\dashv	1			1	
PERMANENT PART-TIME	24	+	-	-	1	25		23				,		-	-					
rofessor		+	-	+	-	+						+	-	24	-11	23		1	24	
ssociate Professor			+	-	-	+	-						1	+			++			
ssistant Professor			+	+	+	+							1	+	+			-		
structor		+	+	+	+	-						1	1	+	+	+++				
siting		+	+	+	-	-			7				+	+	+	++				
B-TOTAL		-	-	-	-							1	+	+	-	-				
FAL	24	+	-	-	-						-	-	+	-	-	-				
ERMANENT PART-TIME - In erm of one academic yea		-	-	1		25	2	3			-	-	24	-	-		- A			_

^{*} 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.

School/Department Engineering/Nuclear Engineering Completed By Raymond L. Mirray/Beth Tolley Date May 16, 1974

June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement White Black Other Total White Black Other White Black Other FULL-TIME M F M F Department Head 1 4 Professor 5 5 4 Associate Professor 3 Assistant Professor Instructor 9 SUB-TOTAL 9 9 9 9 9 *PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor Visiting SUB-TOTAL 9 9 9 TOTAL 9 9 9

^{*} 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.

School/Department	Scho	ol of	Engi	neeri	ng		-			Comp1	eted 1	Ву	R. 0	G. Car	son,	Jr.					Date	June	1974	
	Jur	ie 197	3 EPA	Non-	Facul	ty Co	omp1er	nent		P	roject	ed 19	75-76	6 Com	lemer	t	• J	une :	1974 1	EPA Noi	ı-Facı	ulty	Comp1	ement
FULL-TIME	Wi M	nite F	B: M	ack F	Oi M	ther F	TM	otal F	W	hite F	l B	lack F	0 M	ther	To	tal F		ite F		lack F	I Ot	her		tal F
Officials & Mgrs.	5						5		5					1	5		5	1	1	1	M	1	5	
Professionals	37	1					37	1	44	1	1		100		45	1	37	1					37	1
Technicians																	-					-	37	1
MIT OF THE PARTY OF THE PARTY OF	-																							
SUB-TOTAL	42	1					42	1	49	1	1				50	1	42	1					42	1
*PERMANENT PART-TIME																								
Officials & Mgrs.																								
Professionals	2	1					2	1	2	1					2	1	. 2	1					2	1
Technicians						41	8																-	-
SUB-TOTAL	2	1					2	1	2	1					2	1	2	1			-	-	2	1
POTAT.	44	2					44	2	51	2	1				50		-		-	-		-		_

^{*}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.

School/Department	Dean	of En	gineer	ing			-	ü		Comp1	eted	By R.	G.	Carso	n, Jr						Date	6/10	/74	
	J	une 1	973 EP	A Non-	Facul	lty Co	omple	ment		P	rojec	ted 19	75-7	6 Com	pleme		J	une 1	974 E	PA Nor				
FULL-TIME		White M F	B	lack F	OI M	ther	I	otal F	1	White	B	lack	1 0	ther	1 3	Total	_	ite F		lack F		her		
Officials & Mgrs.			7	1				I	1	1	1	1	1	1 1	1	F	M	F	М	F	M	F	Tot	F
Professionals														-	+					-	-			
Technicians											-		-	-	+	-								
Exhibits Manager	1						1	1	1	1	-	-	-	+	1									
			1							-	-	-	-	+	1		1						1	
SUB-TOTAL	1						1		1		+	-	-	-	-									
*PERMANENT PART-TIME				19.3							-	-		-	1	-	1		_		_		1	
Officials & Mgrs.														-							-		-	
Professionals														-	-									
Technicians																					-		-	-127
															-						-		-	
																	-		-	-		-		
SUB-TOTAL														-			-	-			-			
TOTAL	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.

Engineering Nuclear Engineering School/Department

FULL-TIME

TOTAL

Officials & Mgrs.

Professionals Technicians

White

4

June 1973 EPA Non-Faculty Complement

Other

Total

Black

Completed By Raymond L. Murray/Beth Tolley

Other

3

Projected 1975-76 Complement

Date May 16, 1974

June 1974 EPA Non-Faculty Complement

Other

Black

White

Total M F 3 3 3

Black

3 SUB-TOTAL 3 3 *PERMANENT PART-TIME Officials & Mgrs. Professionals Technicians SUB-TOTAL

White

^{*}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.

School/Department Industrial Extension Service

Completed By John R. Hart

Date May 22, 1974

June 1973 EPA Non-Faculty Complement

FULL-TIME	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	Other	Total M F
Officials & Mgrs.	3			3	3			3	3	M F	M F	
Professionals	17			17	20			20				3
Technicians							-	20	19			19
SUB-TOTAL	20			20	23			23				
*PERMANENT PART-TIME								23	22			22
Officials & Mgrs.												
Professionals	1			1	,							
Cechnicians								1	1			1
UB-TOTAL	1			1	1			1	1	-		
OTAL	21			21	24			24	23			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.

School/Department Engineering Research Services Division

Completed By _ R. F. Stoops

Date May 23, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	W	hite F	B	lack F	Other M F	1 ;	Total	11 3	hite	I	lack	1 01	ther	1 3	Total	II W	hite	1 B	lack		her	Comp	1000
Assistant Director	1			1		1	1	1	1	1	1	M	F	1	F	M	F	M	F	M	F	Ħ	otal
Professionals								T						1	+	1	+		-		-	1	+
Technicians															1	1	-	1	-		-	-	+
Research Associate	2					2		2			and a			2		1	-				-	-	+
Research Assistants	7	1				7	1	6	1	1				7	1.	4	-				-	4	+
SUB-TOTAL	10	1				10	1	9	1	1				-	1.	4	1					4=	1
*PERMANENT PART-TIME								ľ		1				10	1	9	1					9	1
Officials & Mgrs.						- 1							,		-						•		-
Professionals												30			-						-		-
Technicians																							\vdash
Research Associate	1					1		1						,		,							
Research Assistants		1					1		1					1	,	1				-		1	
UB-TOTAL	1	1				1	1	1	1					,	1		1			-			1
OTAL	11	2	100			11	2	10	2	1				11	2	10	2	-		-		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.

School/Department	Minerals	Research	Laboratory	

Completed By ___ W. T. McDaniel

Date 6 June 1974

(Engineering Research Services Div.)

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement . June 1974 EPA Non-Faculty Complement

FULL-TIME	White M F	P.	Black I 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
Chief Engineer	1				1	1			11	1			1
Chemical Engineer	1				1	1	1		2	1			
Mineral Dressing Engr. Ore Dressing Engineer	3 2				3 2	} 9			9	3**			3**
Senior Mnrl.Dress.Engr.		-				2			2	1			1
SUB-TOTAL	7				7	13***	1***		14***	7			7
*PERMANENT PART-TIME													
Officials & Mgrs.													
Professionals													
Technicians		-											
		+											
SUB-TOTAL													
COTAL	7				7	13	1		14	7			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.

^{**}The correct title of this position is "Ore Dressing Specialist".

^{***}Increases contingent upon approval of federal legislation

AFFIRMATIVE ACTION PLAN SPA

School/Department Scho	ool of Engineering					
		Completed By	R. G. Carson, Jr.		June 1974	
	June 1000 October Complex	nent		Date		

FULL-TIME		White M F		Blac		Oth		To	otal	1	White		Blac									ne 1	974 C	omplem	ent		
Officials & Managers		3		M	F	M	F	M	F	-	M 1	F		F	M	ther F		Cotal		Whit	e	B1 M	ack	Oth		To	otal F
Professionals			+		- 10	100,000		3	-	13	1	-					3	1	3	11111	1	M	I	M	F		I F
Technicians	24					1	-	24	-	-	-	-							1	1	1			-	-+	3	-
Sales		-	1				MONT T	24	-	24	-	-					24		24						1	01	-
Clerical		52	2		3	-	8 .			-	-	-													1	24	1
Craftsman	10		1		-			10	55	-	5	1		4				55	-	4	7	7	5		-	-	52
Operations (semi-skilled)	1	1								10	-	-		1			10		10					-	-	10	54
Laborers						-		1	1	1	-	1	_				1	1	1		1			-		1	-
Service Workers	1		+			-		1	-	1	+	+	-	1							1					1	_1
SUB-TOTAL	39	53	T		3			39	56	1		+	+	+			1		1							1	
*PART-TIME			-		-		-	39	26	39	52	2		4			39	56	39	48	3		5		1 3	9	54
Officials & Managers			+	-	-	-	-	-	_	-												1		1.	-	-	-
Professionals	1			-	+	-	-	-	-	-	-	-									1	+		-	-	+	
Technicians			1	+	+		-	-	_	-	-	-										1		-	+	+	-
Sales					+	-	-	-	-	-	-	-								1	1	1		+	+	+	
Clerical		8			+	-	-	-	0	-	-	-												+	+	+	-
Craftsman					+	-	-	-	8	-	8							8		8		+	-	+	-	+	8
perations (semi-skilled)														+	+							1		1		1	0
ervice Workers				+	+	-	+	-														+	+	-	+	+	_
UB-TOTAL		8				1			8		8	-	-	-	+	-	1					1				1	
OTAL	39	61		3	1		3		-	39	60		-	-	-			8		8							8

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

AFFIRMAT/	ACTION	PLAN

COMPLETED BY DE Carons ph. DATE One 1975 SCHOOL/DEPARTMENT Let of English Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

	Wh	ite	B1:	ack	Othe	er	Tot	tal	Wh	ite		ick		er	To	tal	Wh	ite	Bla	ick	Oth	er	To	tal	Wh	ite	Bla	ck	Oth	er	Tot	al
FULL-TIME	M	, F	M	F	M	F	M	F	M	F	M	F	M .	F	M	F	M	F	M	F.	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	. 3			-			2		3						3		13								16	1					61	1
Professionals																									12	1					2	1
Technicians	2.7				-		24		24.						£.		2.7					1		1	18	1				1	1	1
Sales																										1						
Clerical		57		5				35		51		11				1.2		47		5				5:		46		4				50
Craftsman	10				200		10		10						13		10			1			10		10						10	
Operations (semi-skilled)	1	1					1	1	1	1					1	1	1	1					1	1	-	1			1		1	1
Laborers																																
Service Workers	1						1	-	1		-				1		1						1		1						1	
SUB-TOTAL	37	13					30		27	5		4			2 -	14	37	24		5		1	20	12	37	50		#	1	13	1	54
*PART-TIME																								1								
Officials & Managers						1		1000																								
Professionals																							ER									
Technicians																																
Sales																				100												
Clerical		4						1		8						1		8						8		10						10
Craftsman												17.0																				
Operations (semi-skilled)																																
Laborers			-															13														
Service Workers																																
SUB-TOTAL		8						1		4						.8										10						10
TOTAL	30	61		3			39	64	39	100		11		1	39	64	3.9	56		5		1	39	62	37	60		4	1	3	8	64

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT	21 5 1	1 =		in.			COMPLE	TED	BY _	. 1	0	1. 3.	امات		12.				D	ATE		0	in	1	975	_	
	Jui	e 19	73 Fac	ulty	Com	plement	Pro	ecte	1 197	5-76	Com	pleme	ent	Jui	ne 1	974 F	acui	lty Co	mp1e	ment	Ju	ne 1	975	Fac	ulty	Comp.	lement
THE TAXABLE	Whi	te I	Black	Oth	ner	Total M F	Whit	e B	lack	Oth	er	Tota	al	Wh i	Lte	Blac	k (Other	To	tal F	Wh.	ite F	Bla	ck F	Othe	c i	Total M F
Department Head	9					7	9		Ė			9		7					0		10		-				10
Professor	53			3		5%	55			3		58		56	1		1	3	59		58				3	1	0/

FULL-TIPLE	- 11	1	111	111	-		-		-	1.	-			1	-	1			-	T	1	T						
Department Head	9					7		9					9	_	19	1			10	-	10		1	-			10	
Professor	53			3		5%.		55				3	5%	2	50	1	1	3	5	7	58	1		-	3	- 1	51	_
Associate Professor	47	1		2		43	1	41	1	1		3	45	1	41		11	3	4/3	1	38	1	1	-	3		-	1
Assistant Professor	2			1		27	E	21	2	1			2.	2	73	1	1		12.	5	2	0	1	1	1	- 0	3/	
Instructor	173					11		8		1			9	7	1 3	2			1	7	1	1	1	1			5	
244						4		a		4			2		.0	,			1	2	13						7	-
SUB-TOTAL	144	1		6	l nom	50	1	136	3	3	-3-	6	145	3	14	/	/	6	14	1	13.	5/		1	7.	-	43	/
*PERMANENT PART-TIME															_	-			-	-	_	-	-	1		-	_	_
Professor	1					1		1					1		1				1	1	1	1		-		_	1	1
Associate Professor	12					2		3					3		1				1	1	5	L	_	_			5	-
Assistant Professor	1					1									14				11		14	1		1		-	4	
Instructor	1					1									1/				1/		1	_	L	1			9	
Visiting Arra	12					2,		/					1		1				1		1'						/	
SUB-TOTAL	8				THE RESERVE	8		5					5		8	,			1.7		22	1					22	1
TOTAL	IC.	1		6		65	1	141	3	2		6	15	9	14	7	/	6	150	- 1	15	1.3	1		7		165	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.

SCHOOL/DEPARTMENT Let of Engineery COMPLETED BY R. L. Oaren & DATE Grand 1977.

June 1973 EPA
Non-Faculty Complement Projected 1975-76 Complement Non-Faculty Complement Non-Faculty Complement

FULL-TIME	Wh:	ite F	B1 M	ack F	Oth M	er	Tot	al F	Wh M	ite F	Bla M	Oth	ier F	Tot	ral F	Wh	ite F	Bla M	ick F	Oth M	er F	Tot	tal F	Wh M	ite F	B1:	ack F	Oth M	er F	Tot	al F
Officials & Managers	5						5		5					5		5						5		5						5	
Professionals	37	1					37	1	44	1	1			45	-/	37	1					3.7	1	33	1					33	1
Technicians	+	-																						-	-						
SUB-TOTAL	4:	1					42	1	49	1	1			50	1	15	1					42		38						35	1
*PERMANENT PART-TIME																							-								
Officials & Managers																								_	-						
Professionals	3	1					2	1	2	1				2	1	2.	1					2	1	5	3					5	3
Technicians	-										,		· .																		
CUD. TOTAL	13	1					2	1	2	1														5	3	-33				5	3
SUB-TOTAL TOTAL	42	2					44	2	51	2	Ī			52	2	14	2					Lil	2	43	4				-	43	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

CHOOL/DEPARTMENT	Selant of Environment	
	ant due	

COMPLETED BY R. C. Caron ph. DATE On 1975

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

			Bla		Oth		To	tal F		ite		ack	Other	T	otal			ite		ick	Oth		To	tal		ite	Bla		Oth		Tot	
FULL-TIME	M	_	M	F	M	F	M	F	M	F	M	F	M I				M	F	M	F-	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	. 3						3		3					1			3								16	1					6	1
Professionals									1000																12	1					1.1	1
Technicians	2						24		24					r.	4		24					1	1.00	1	18	1					18	1
Sales																													-			
Clerical		150		3				13		51		11						41		5				5:		143		4				50
Craftsman	10						10		10					1/	7		10						10		10						10	
Operations (semi-skilled)	1	1					1	1	1	1					/	1	1	1					1	1		1			1		1	1
Laborers																																
Service Workers	1						1		1					1			1						1		1						/	
SUB-TOTAL	2	£3		7			30	. 11	29	50		4		2	10	,	37	41		5		1	20	1.	37	50		#	1		18	54
*PART-TIME															1																	
Officials & Managers															1		~															
Professionals																																
Technicians																	- 17															
Sales												1						-														
Clerical		4						- 6		8						4		8						8		10						10
Craftsman																																
Operations (semi-skilled)																																
Laborers															1																	
Service Workers																																
SUB-TOTAL		8						1		8						8										10						10
TOTAL	30	61		3			39	64	39	10		11		39	6	1	3.9	56		5		1	39	62	37	60		4	1	3	3	64

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

SCHOOL/DEPARTMENT Description COMPLETED BY A. M. DATE June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

FULL-TIME	Whi		Black M F		Tota	1	White M F		rck F	Other M F	Tot	al F	Whit	e I	Black		er	Total M F	Wh M	ite F	Bla	ck F	Other M F	
	1"		T	TT	T T						T			+	T	1			1	T			T	1
Department Head		-	-	++	++	-	+	-	-		1	-		+	+	1	-	-	+	-	-	-	-	
Professor			_	1	-	-	-				-		-	+	-				1	-		-	-	11
Associate Professor	2				2		2				2		2	i	1			5	3	_				3
Assistant Professor	2				,2.		2				2		2	1				2	1				L S	1
Instructor	5				5		1	1			5	-	5					5	5					15
Lecias advisor	2				2		2				2		2					2	2					2
SUB-TOTAL	11				11		0	1			11		11					11	13					13
*PERMANUNT PART-TIME																								
Professor														1										
Associate Professor														-					_	_		_		1
Assistant Professor																	Ú.							
Instructor Lecturer	1				1						1		. 1					1	1					1
Visiting																			1	A S	:+	1-	4)	1
SUB-TOTAL	1	•			1		/				1		1					1	2					12
TOTAL	12				12		,	,	H		12		12					12.	15					15

^{*} 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.

SCHOOL/DEPARTMENT Doans of Engineery COMPLETED BY R. D. CALLERY Dr. DATE Green 1975 June 1973 EPA June 1974 EPA June 1975 EPA Non-Faculty Complement Projected 1975-76 Complement Non-Faculty Complement Non-Faculty Complement White Black Other Black Other Total White Black Other White | Black | Other FULL-TIME M F M F M F M F Officials & Managers Professionals Technicians E. T. lat. Trainge SUB-TOTAL *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.

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

10

SCHOOL/DEPARIMENT Charge Street Completed BY R. H. Cansan Q. DATE Completed BY R. H. Cansan Q.

White | Black | Other Total White Black Other Total White | Black | Other Whitel Black | Other MFMFMF M F M F M F M M F M F M F MF M F FULL-TIME Department Head Professor 3 3 3 Associate Professor 2 Assistant Professor Instructor 10 10 SUB-TOTAL *PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor 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.

SCHOOL/DEPARTMENT	Pinit.	6			1		COMPL	ETED	вч		Ce.	11 :	ne	4 21.	2				D	ATE		0	0	, /	97	5		
					Comple	ment	Pro	jecte	d 19	75-76	Соп	plemen	nt Ji	ine :	1974 1	Fac	ulty					*					aplem	ent
FULL-TIME		ite F	Black M F		r To	tal F	Whi		lack F		er F	Tota:	Wi M	ite F	Blac	ck F	Oth M	er F	To	tal F	Wh M	ite F	Bla	ck F			Tot	al F
Department Head	1				1		1					1	1						1		1						1	
Professor	11			1	12		11			1		121	13				1		14		11				1		12	
Associate Professor	7			1	8		6	1	1	1		8	5				1		6		6				1		7	
Assistant Professor	4		_		1		5					5	5						5		3		_				3	
Instructor	1				1				1													L	_					
River to Oscitat	1				1																	L						
SUB-TOTAL	05			2	37		33	1		21		16	24				2		.26		21				2		23	-
*PERMANENT PART-TIME																						L						
Professor			1.																			1						1
Associate Professor									1												3						3	
Assistant Professor	1				1		21					2	2			-			2			_						
Instructor									1				-		_	1	-				/					_	1	
Visiting		-			THE CHIEFE	arane .		-	-											Tager .	1	10	550	1	20%)	1	
GUD MOMAY	1				1,		2			1		1	-					- 9	2		5	11					5	1

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.

SCHOOL/DEPARTMENT Electrical Englishing COMPLETED BY G. M. Paran S. DATE Grant 1975 Faculty Complement

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

THE MANUEL	White M F		Other M F	Total M F	Whit	e B1	Other M F	To	tal	Whit	te	Black M F	Othe	7 1	Total	Wh:	ite F	Blac	O	ther	Tota:
FULL-TIME	M F	I F	1 19	1 17	1 1	FIFE	T F	11	1	1	1	1	1	-	7	1	Ė	T	+	T	111
Department Head	1	-		//	11	-		1		/	-	-	-	+	4	1			+	-	
Professor	9			9	9	_		G		9	1	_		-	7	10			1	-	10
Associate Professor	8			8	9			9		2	i				8	8		_	1		8
Assistant Professor	7			7	5	/		5	1	7	1	_		1	7	5			+	-	5
Instructor			-	-	+	-		-	-		+	-	-		+	-		-	+	-	\vdash
SUB-TOTAL				25	24	/		24	1	25				1	5	24			t	1	24
*PERMANENT PART-TIME																				1	
Professor											1			1	1	1			1	_	1
Associate Professor																1			-	1	1
Assistant Professor																2					2
Instructor																				-	
Visiting															-	3	1/20	street	do	(0)	3
SUB-TOTAL																7					7
TOTAL	25			25	24	1		24	1	25				2	4.	31					31

^{*} 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.

SCHOOL/DEPARTMENT English Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement

	Wh		Black		ther	Total M F	1	White		ack	Oth	er	Tot	tal		ite	Blac		Othe	r	Total M H	Wh	ite	Bla		Other		Total M F
FULL-TIME	M		M I			M F		M F	M	F	M	F	M	F	M	F	M	F	M	F	MI	M	F	M	F	MI	+	M
Department Head	1			1		1		/				_	1		1			-	-		1	1'	-		-	-	-	-
Professor	3			1	1	3	1	2			1	-	3		2		_	-	1	-	3	12	-			1	3	2
Associate Professor	4					4		5	_		1		6		5			-	1	_	6	5	-			1	-	61
Assistant Professor	2.			1	/	3		2					2.		2			-	-		2	3	-			+	+	3
Instructor	2				1	3		1	-				1		/			-	-		1	+	+				+	-
Jending Telling	1					1								-									-			_	+	4
SUB-TOTAL	1.2			-	2	14	,	//		-	50		13	-	1/				2		13	11				2	1/	3
*PERMANENT PART-TIME				L			_			_							_	_	4	_		-	-	-		-	+	
Professor				_	-			_		_		_	_					-	-			-	-					
Associate Professor		_		-	1		_ _						-			_	-		-		-	-	+	-		-	+	+
Assistant Professor														_				-		_		1	_	-	_		_ _	
Assistant Professor	1					1	_		_	_								-	1			1	-				-	1
Visiting	200.00	en car	-		-			-	-	-			-			-		-	-			-	-	-		-	+	2
SUB-TOTAL	1					1					_							_		-	-	2	-			-	+	
TOTAL	13			1	2	15	1	1			2		13		11				2		13	13	1			2	1	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.

2. 1

SCHOOL/DEPARTMENT	SK 20	-	-		-	Ė.	COM	PLET	ED B	- Y	4	.0	1	a	2771	-	16	-			D	ATE	-	1		2	14.73		
	Ju	ne 1	973 Fa	culty (Comple	ment	Pı	oje	cted	197	75-76	6 Co	mp1e	ment	Ju	ine	1974	Fac	ulty	Con	mp1er	nent	Ju	ne 1	975	Fact	ilty C	omple	ment
FULL-TIME	Wh	ite F	Black M F	Other M I	To M	tal F	W M	ite F	B1 M	ack	Oth	ner F	To M	tal F	Wh M	ite	B1a M	rck F	Oth	er	To	tal F		ite F	Blac M	ck F	Other M F	To M	tal F
Department Head															1						1		1					1	
Professor	3				3		3						3		2					Ш	2.		2					2	
Associate Professor		1		1		1	_	1						1		1						1		1				1	1
Assistant Professor			1	-	-	_	-	-	_	_																1	-	1	
Instructor	-	-	+	+	-		-	-	-	-				-		-		-	_				-			-	-	-	-
SUB-TOTAL		1			3	/	3	1					3	1	3	1					3	1	3	1				3	1
*PERMANENT PART-TIME		_																											
Professor							_	_		_						_								1		1		-	_
Associate Professor						_	-	_	_	_						_								_		1	-	ļ	_
Assistant Professor	1				1	_	1			_			1		1	_			_		1					1		-	_
Instructor			-	-		-	_	ļ.,	_	_						_										1	4	-	
Visiting		-				-	-	_					-	_	-	-3-				-						-	-		-
SUB-TOTAL	1				. /	-	1		_				1		1						1		TOP						
TOTAL	100	1			11	1	14	1					4	1	11	1				11	11	1	3	1		1		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.

June 1974 EPA

5

14

SCHOOL/DEPARTMENT SP. 2 COMPLETED BY R.M. COM. DATE Grand 1973

June 1973 EPA

SUB-TOTAL

TOTAL

Non-Faculty Complement Projected 1975-76 Complement Non-Faculty Complement Non-Faculty Complement White Black Other White Black Other White | Black | Other Total White Black Other Total 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 MF FULL-TIME Questait Director Officials & Managers-Professionals Technicians Franchides mites 2 4 1. Tritat 6 11 5 117 SUB-TOTAL *PERMANENT PART-TIME Officials & Managers Professionals Technicians 2 Francis asserile Property Azarta

^{*} 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

		Din incomi		
SCHOOL/DEPARTMENT	Industrial Engraving	COMPLETED BY R.4	Paran, In. DATE	green 1975
		Projected 1975-76 Complement		June 1975 Faculty Complement

	Wa M	ite F	Blac	k C	Other M F	Tota	1 1	Whi		Black		her	To	tal F	Wh M	ite	Black	k O	ther	To	tal F			Blac	k	Other M F	Total M
FULL-TIME	- m	-	T	-	1	1.1	1	/	1	T	1	1	1	-	,		T	1	T	1,	Ė	,		ΪŢ	Ť		11
Department Head	/	-	++	+	-	1	-	1	+	-	+	-	/		/		-	+	-	1	-	-		-	-	-	-
Professor	3					3	1	4	_	-	-	_	4		3		_	-	-	3		5			4		5
Associate Professor	6				1	7	_	6	-	-	1	_	7		6	i	1	1	4	7		3			1	1	4
Assistant Professor	+		-	1		4	1	2	1	+	+	-	2	1	3		_	+	-	3	-	4	-		4	-	4
Instructor		-	\vdash	+	-	1	-	1	+	+	+	-	1		2)		+	+	+	3	-	1			+	+	1
SUB-TOTAL	15	22.0			/	16		14	1		1		15	1	15					13		14				1	15
*PERMANENT PART-TIME				1			1	1	-	1	-							1	_	-			_		1	-	-
Professor										-	-	_						+	-	-		_	-		1	-	
Associate Professor											-							-				1	L		1		1
Assistant Professor											1							1	1	-		1	_		1		/
Instructor								-	_	-	-	<u>_</u>					_	-	4	-	_				1	-	_ _
Visiting								- 722					-					-		1		2		-	1		2
SUB-TOTAL											1									1		4					4
TOTAL	15				/	16		14	/		1		15	,				1/		16		18				1	17

^{*} 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.

SCHOOL/DEPARTMENT Animalian Estimation Completed By P. C. Jason

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

June 1975 EPA Non-Faculty Complement

FULL-TIME	Whi M	te F	Blac		Other M F	Total M F	Wh M	ite F	Blac M	k O	ther F	Tot	il F	Whit	e B	lack		r F	Total M F	Wh	ite F	Blac	O	ther	Tota
Officials & Managers						3	3				T	3		3		Ť	Ï		3	3	Ì	Ï	1	T	3
Professionals	11					17	2:					1949		17					1.9	16					13
Technicians				+						-					-	-		1	-				-		
		-		+						+	-				-	-		+	+				-	+	
SUB-TOTAL	20					,2	23					2.3		2,2						19					19
*PERMANENT PART-TIME																									
Officials & Managers																									
Professionals	1	1	-	1		1	1					1		1					/	1			1		1
[echnicians				1											1				_	-		5	1		
	-	-	-	+			-	-		+	-				-			_	+	-		-	-		
	-	-	-		-		-				-		-	-	-	-	_	_		-	-	-	-	-	
SUB-TOTAL	1			-		1	1					1		1	-			1		1		_			1
TOTAL	21					2/	124			1		24		23		1		1	3	20					20

^{*} 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.

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

SCHOOL/DEPARTMENT Materials Engineering COMPLETED BY P.L. Cours DATE Come 1975

FULL-TIME | White | Black | Other | Total | White | Display | Other | Total | Other | Total | Other | Total | Other | 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.

Professor

Associate Professor
Assistant Professor
Instructor

Visiting Lister 2

SCHOOL/DEPARTMENT Minima V Transcore

COMPLETED BY CONTRACT CA

DATE 9-11-1975

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

FULL-TIME	Whi M	te F	Blac	ck F	Other M F	Total M F	Wh	ite F	B1 M	ack F	Oth	er	Tot	al F	Wh M	ite	Bla M	ck F	Otl	ner F	To	tal F	Wh:	ite	Blac	k F	Other M F	Tota
FULL-TIME	PI	r	m	F	FI F	FIF	FI	T	FI	-	FI	F	1	T	FI	F		1	FI	F	Fi	1	1		1	+	1	11
Department Head				-	_	1-1-	1	-	-	-	-	-	4	_	/		-	-			/		/	-				
Professor	12				1	12	12				1	-	3		10				1		1-	_	12			_	/	13
Associate Professor	.5					5	4						4		4						2/		5			-		5
Assistant Professor	12					-2"	15						1		11						4		3			1	1	4
Instructor	1. 5					5	-						2		1						1		1			1		1
SUB-TOTAL	3.7				/	25	20		-		1		24		. 25				4		12		22				2	24
*PERMANENT PART-TIME																												
Professor				_														_			_					-		
Associate Professor				_								4	-			-		_							_	1		
Assistant Professor			-				_				_		1		_			-								1		
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^{*} 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.

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> June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement Non-Faculty Complement

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June 1973 EPA Non-Faculty Complement

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NORTH CAROLINA STATE UNIVERSITY

AT RALEIGH

SCHOOL OF ENGINEERING

OFFICE OF THE DEAN BOX 5518 ZIP 27607

January 29, 1975

HEMORANDUM

TO: Dr. Lyle Rogers
Mr. Kenneth Raab
Ms. Anna Keller
Dr. Nash Winstead
Dr. L. M. Clark

FROM: R. G. Carson, Jr.

You may be interested in this -- note especially the back page for Engineering School summary.

RGCJr:tt

Attachment

NORTH CAROLINA STATE UNIVERSITY School of Engineering Raleigh, North Carolina

Summer Program for High School Black Students - 1973

In the fall of 1972, Provost Kelly made some release time funds available to be used in behalf of affirmative action programs. The School of Engineering had long been interested in increasing minority enrollment with special reference to Blacks. \$5000 of these funds was allocated to the School of Engineering to be used for this purpose. Informal talks among a number of people indicated that it might be worthwhile to have one or more on-campus sessions for potential Black engineering students. A small group looked into this possibility and decided that such sessions should be aimed at students who had completed the eleventh grade in high school and that the sessions should be approximately a week in length.

From the allotted funds, a graduate assistantship was provided to the Electrical Engineering Department for the spring 1973 semester which, in turn, allowed Professor A. R. Eckels to spend part of the spring semester planning the summer on-campus sessions and establishing contacts with high schools, counselors and potential students. Concurrently, the Dean's office undertook to raise funds from N. C. industry based around the theme of "North Carolina Industry Providing Money to a North Carolina Institution to Attract North Carolina Blacks to Engineering."

Three industrial firms were contacted and two of them, the Western Electric Company and, collectively, the several General Electric plants, contributed \$1000 each to the effort. The release time money provided for salaries and the industrial money provided for meals, postage, dormitory rooms and other necessary expenses associated with carrying on the project.

Dr. A. R. Eckels, professor of electrical engineering, assumed leadership of the project. In conference with small groups of Black students, the Black Assistant Admissions Officer and other interested people, he planned the content of the program. During the spring of 1973, he made thirteen visits to selected high schools, usually accompanied by a Black NCSU engineering student. During these visits, he talked with high school counselors, students and others about the program and about engineering. Additional high schools were contacted by phone and by mail.

As a result of these contacts, 110 applications from 45 different high schools were received for the two one-week sessions planned for June 1973. The sessions were planned to handle 30 students for a total of 60, but 67 of the 110 applications were approved and of these 53 actually attended, 16 women and 37 men. Thirty-nine different schools were represented by the attendees.

Students arrived before noon on Monday and left after noon on

Friday providing their own transportation, but all other expenses were

furnished by the project. The program itself consisted of an opportunity

to attend sample classes, campus tours, talks on admissions, financial

aid, engineering, engineering career opportunities, off-campus tours and

visits to different engineering departments.

At the end of the week, the students were surveyed to determine their responses to various aspects of the program and to obtain other information. Faculty who participated in the program and staff who worked with it were also surveyed informally for comments concerning the program including its potential value.

Results: The 67 students selected from the 110 who applied were those with the best indications of having a potential for success in college. Of those who attended, more than 90% indicated that they were planning to attend college <u>before</u> hearing of the program or participating in it. In effect, we selected college bound youths. The number who would seriously consider engineering as a curriculum possibility, however, almost doubled as a result of the program from approximately 55% to approximately 95%.

The students who attended the program in the summer of 1973 graduated from high school in June of 1974. An effort was made during the fall of 1974 to contact each of the 53 students and to obtain information about them. The results are as follows:

Attending North State University School of Engineering 12
Attending North Carolina State University in other curricula 2
Attending other colleges in and out of North Carolina 30
Attending technical institutes 2
Serving in the Armed Forces
Working 5
and the safe of the design of the design of the design of the
53

Among the other colleges attended are:

UN	C- (Chapel	Hill	9
N.	C.	Centra	1	5
N.	C.	A&T		3

The other colleges attended are scattered over a wide range of schools, including MIT, Princeton, Morehouse and Delaware State as well as a number of in-state colleges. Three of the students not attending N. C. State are also studying engineering.

While more than 90% of the students indicated in 1973 that they were planning to attend college, only 83% are actually attending college in the fall of 1974. One of the students who is working indicated his hopes of going to school at a later time and it could be that those students in service as well as the other working students also have hopes of continuing their education.

Conclusions and Observations: High school counselors were very responsive and cooperative. Many of them were grateful for an opportunity for some of their Black students to visit a campus, to meet other students and to have what they felt would be a good experience — an opportunity that was all too rare for some of them.

For the most part, students attending the summer institutes were planning to attend college, so it is doubtful if the institutes significantly increased the number of Black students attending college.

28% of the students attending the institutes enrolled in this or some other engineering college. There is no way of knowing how many of them were influenced toward engineering by the sessions. Only one of the 16 girls enrolled in engineering while 14 of the 37 boys ended up in engineering. In addition, one other girl and three other boys are in technical type activities such as computer science or technical institute education. There is no way of knowing how much effect the

sessions had on choice of curricula except the end of session survey which indicated a greater sympathy for engineering. Since the students apparently enjoyed the sessions and the opportunity to visit the campus and live in the dormitories, one would expect that they would be sympathetic to their host.

In general, those who had some contact with the program felt that there were some public relations benefits that were real but difficult to quantify.

R. G. Carson, Jr. January 10, 1975

1973 Sessions

	Girls	Boys	Total
N. C. State University - School			
of Engineering	1	11	12
N. C. State University - other			
curricula	1	1	2
N. C. Central	3	2	5
N. C. A&T	1	2	3
Kittrell College		1	1
Winston-Salem State University	1		1
Merchant Marine Academy		1	1
UNC-CH	6	3	9
MIT		1	1
Guilford		1	1
Princeton	1	1	1
Wake Forest		2	2
UNC-C	1		1
Morehouse		1	1
Methodist College	1		1
Delaware State		2	2
Guilford Tech	1		1
Computer School		1	1
Working		5	5
Service		2	2
	16	37	53

Black Enrollment 1972-74

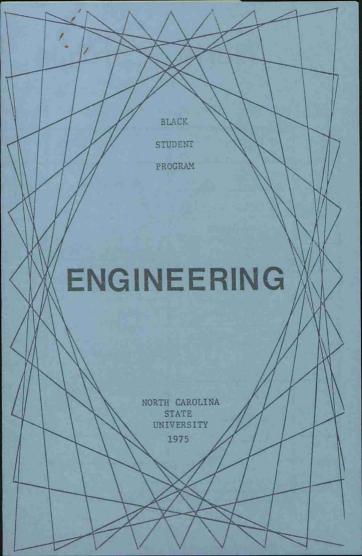
								GRAND		
	FR	SOPH	JR	SR	SP	TOTAL	MR	PHD	TOTAL	TOTAL
1972	15	14	6	10		45	4		4	49
1973	13	- 11	11	5	THE REAL PROPERTY.	40	4	1	5	45
1974	47	9	8	9	3	76	8	1	9	85

Grade-Point Average*
New Freshman Black Students
Fall 1974

	Number
Less than 1.00	6
1.00-1.499	3
1.50-1.99	5
2.00-2.49	12
2.50-2.99	5
3.00+	7
	38

*Grade-point averages available as of date of this report

January 10, 1975



North Carolina State University

- SCHOOL

OF

ENGINEERING -

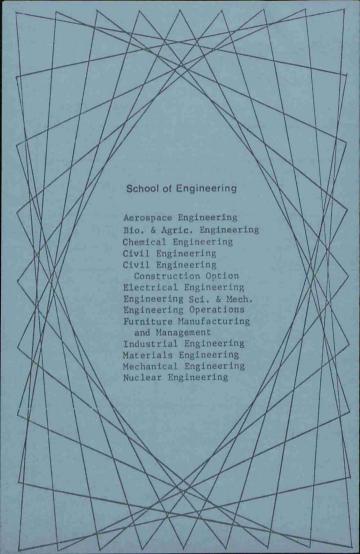
Engineering Program For Black Students

Summer 1975

HOUR	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
8		Sample Class 8:10 - 10:00	Career Opportunities 8:10 - 10:00	Admissions and Financial Aid 8:10 - 10:00	Departmental Open House 8:30 - 10:00
10	Registration; Metcalf Residence Hall Lobby 9:00 - 11:00	Departmental Open House 10:10 - 11:00	Sample Class 10:10 - 12:00	Sample Class 10:10 - 11:50	Sample Class 10:10 - 12:00
12 2 3	Luncheon and Welcome Walnut Room* 12:00 - 2:00 Campus Facility Tour 2:15 - 3:45	Luncheon-Walnut Rm.* 11:30 - 1:00 Tour State Highway Commission 1:30 - 5:00	Luncheon-Walnut Rm.* and Departmental Presentations 12:10 - 2:30 Campus Facility Tour	Luncheon and Industrial Plant Tour 12:00 - 4:30	Luncheon-Walnut Rm.* Closing Remarks 12:10 - 1:00
5 6 7	Picnic (Campus) 4:00 - 7:00		3:00 - 4:30	Picnic Reedy Creek 5:00 - 7:00	

*University Student Center (#83 on Campus Map)

June 16 to 20 and June 23 to 27 60 Admitted 58 Admitted



ENGINEERING

ENGINEERING PROGRAM FOR BLACK STUDENTS SCHOOL OF ENGINEERING NORTH CAROLINA STATE UNIVERSITY RALEIGH. NORTH CAROLINA 27607



TO: R. G. Carson, Jr., Associate Dean of Engineering P. O. Box 5518

North Carolina State University
Raleigh, North Carolina 27607

Please accept my application for the ENGINEERING PROGRAM FOR BLACK STUDENTS to be held at the School of Engineering, North Carolina State University.

	I prefer the dates		June 16-20,	975	
	I can attend either week		June 23-27,	975	
NAME (Mr.) (Ms.)			GRADI	JATION	YEAR
SCHOOL			COUNTY		
COUNSELOR					
SCHOOL ADDRESS					ZIP
HOME ADDRESS					ZIP
Entrance requirements to for those you have complete senior year. One unit of each of follow					
One unit of each of follow	ing.				
Freshman English	Sophomore English		Junior English		Senior English
Algebra	Geometry		Trigonometry		Other Mathematics
Science	NAME		Science		NAME
GRADE AVERAGE TO DATE	E RANK IN CL	ASS _	OUT	OF	STUDENTS
PSAT (If available) MATHEN	MATICS	/ERBAI		<u>.</u>	
STUDENT'S SIGNATURE _			DAT	E	
CERTIFICATION BY SPONS	ORING CAREER GUIDANG	CE COL	INSELOR.		
The above grade and scor	re information is correct an	d the a	pplicant is recom	mended	for the program.
SPONSOR'S PRINTED NAM	IE .	SIGN	ATURE		DATE
Sponsor: Please mail directl	y to the addressee by April	15, 197	5. Applicants will	be notif	ied by April 30,

THERE IS

A

FUTURE

IN

ENGINEERING

ENGINEERING PROGRAM FOR BLACK STUDENTS

In order to interest more Black students in pursuing the study of Engineering at North Carolina State University, a special five-day engineering program will be offered for high school students who expect to graduate in 1976. Students may apply for either the period June 16-20, 1975 or June 23-27, 1975.

Students will live on campus and have the opportunity to experience the several dimensions of campus life as well as to learn about application procedures, financial assistance for attending college, and engineering as a career.

There will be no expense to the student other than his travel to Raleigh and pocket money.

The conference will convene at 10 a.m. Monday and end at 2 p.m. Friday. Special arrangements are possible for those who must spend Sunday night in the dormitory to accommodate travel schedules.



engineering at NCSU



Conference On ENGINEERING CAREERS For Woman

APPLICATION FORM

Please accept my application for the CONFERENCE ON ENGINEERING CAREERS FOR

TO: R. G. Carson, Jr., Associate Dean of Engineering P. O. Box 5518 North Carolina State University Raleigh, North Carolina 27607

will be notified by May 15, 1975.

WOMEN to be held at the School of Engineering, North Carolina State University on June 9-10, 1975. (See description overleaf.) PLEASE PRINT. GRADUATION YEAR SCHOOL COUNTY SCHOOL ADDRESS ZIP ZIP HOME ADDRESS HOME TELEPHONE SCHOOL TELEPHONE Entrance requirements for the School of Engineering include those courses listed below. Place an X in box for those you have completed or are presently taking. Encircle the box for those you intend to take. One unit of each of following: Freshman English Sophomore English Junior English Senior English Algebra I Geometry Algebra II Mathematics Science ____ GRADE AVERAGE TO DATE ____ RANK IN CLASS OUT OF STUDENTS PSAT (If available) MATHEMATICS VERBAL STUDENT'S SIGNATURE CERTIFICATION BY SPONSORING CAREER GUIDANCE COUNSELOR. The above grade and score information is correct and the applicant is recommended for the program. SPONSOR'S PRINTED NAME SIGNATURE DATE Sponsor: Please mail directly to the addressee by May 1, 1975. Applicats

Engineering Is For Women 700!

CONFERENCE ON ENGINEERING CAREERS FOR WOMEN

To make young women more aware of the opportunities in Engineering and to acquaint them with the programs available at North Carolina State University, a special conference on engineering careers for women will be offered for high school students who expect to graduate in 1976 or 1977. This conference will be held on June 9 and 10, 1975, convening at 9:00 a.m. on the first day and ending at 1:00 p.m. the second.

Participants will hear from engineers in industry and from engineering faculty and students their respective views of the expanding opportunities for women in Engineering. Information about application procedures and financial assistance for attending college will also be given.

There will be no expense to the student other than her travel to Raleigh and pocket money.

North Carolina State University

- SCHOOL OI

ENGINEERING -

Conference On Engineering Careers For Women

Summer 1975

HOUR	June 8 SUNDAY	June 9 MONDAY	June 10 TUESDAY	ADDITIONAL INFORMATION	
8		*Registration 7:30-8:30	NCSU - Engineering Curricula & Programs		
9		Welcome & Speaker 9:00-10:00	8:30-9:30		
10		I. Career Discussion 10:15-11:00	NCSU - Admissions 9:45-10:45	Career Discussion Panels Panels of staff members, working	
11		II. Career Discussion 11:15-12:00	NCSU - Financial Aid 11:00-12:00	engineers and students will discuss en- gineering careers in the following six	
12		Lunch Guest Speaker	Lunch & Remarks 12:00-1:00	areas - Transportation Human Factors	
1	Girls II.	12:15-1:30 III. Career Discussion	Departure 1:00-	Energy Communications	
2		2:00-2:45 IV. Career Discussion	4	Computers Materials	
3		3:00-3:45		All six of these panels will meet at the same time during each of the four	
4		Assembly and Nuclear Reactor Tour		Career Discussion periods. Each participant will choose the	
5		4:00-5:30		four of these panels in which she is most interested and she will then be	
6	Registration and Check-In	Picnic		assigned a time to attend the Career Discussion panels of her choice.	
7	Bowen Lobby 6:00-9:00	6:30-8:30 Campus			

NORTH CAROLINA STATE UNIVERSITY AT

AT BALEIGH

SCHOOL OF ENGINEERING

OFFICE OF THE DEAN Box 5518 ZIP 27607

5/23/75

Du Clark:

Larry told me he had been in contact with you.

The enclosed are for

your information.

Art Eckela Program Director