

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 white man's 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 scarifying 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 purporting 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.

Faculty:

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 proportionate 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 steno 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.

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 | C. F. Zorowski |
| J. K. Ferrell | W. W. Austin |
| D. L. Dean | R. L. Murray |
| G. B. Hoadley | J. R. Canada |
| P. H. McDonald | R. G. Carson, Chairman |
| R. F. Stoops | |

March 9, 1973

Appendix
Affirmative Action Information
(on file in 232 Riddick)

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

16. Report of Good Neighbor Council, "Racism in Employment at NCSU -- Patterns and Prospects", from H. C. Kelly, February 1, 1973.
17. Printout of EPA personnel in School of Engineering by rank, sex and race, January 1973.
18. 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.
22. College Management article, "Affirmative Action You Must Take", February 1973.
23. Proceedings of an Engineering Foundation Conference, "Women in Engineering and Management," July 16-21, 1972.

Affirmative Action Annual Report
School of Engineering

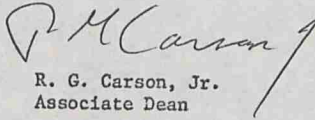
1. Faculty. The School has made a sincere and conscientious effort to fill each new faculty position from the ranks of minorities, either blacks or women. It is evident that with the very small number of blacks and the very small number of women obtaining Ph.D.'s in engineering each year the chances 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 candidate 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.

A handwritten signature in cursive script, appearing to read "R. G. Carson, Jr.", with a long, sweeping flourish extending to the right.

R. G. Carson, Jr.
Associate Dean

June 1974

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department School of Engineering

Completed By R. G. Carson, Jr.

Date June 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | | | | | | | | |
|-----------------------------|------------|----------|-------|---|----------|---|------------|----------|--|------------|----------|----------|---|-------|---|----------|------------|----------|---|------------|----------|---|----------|------------|----------|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | | M | F | | | | | |
| Department Head | 9 | | | | | | 9 | | | 9 | | | | | | | 9 | | | | | | | | |
| Professor | 53 | | | | 3 | | 56 | | | 55 | | | | | | 3 | 58 | | | 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 | | | | | | 2 | | | 3 | | | | | | | 3 | | | 1 | | | | 1 | |
| Assistant Professor | 1 | | | | | | 1 | | | | | | | | | | | | | 4 | | | | 4 | |
| Instructor | 1 | | | | | | 1 | | | | | | | | | | | | | 1 | | | | 1 | |
| Lecturer | 2 | | | | | | 2 | | | 1 | | | | | | | 1 | | | 1 | | | | 1 | |
| Other | 1 | | | | | | 1 | | | | | | | | | | | | | 1 | | | | 1 | |
| SUB-TOTAL | 8 | | | | | | 8 | | | 5 | | | | | | | 5 | | | 8 | | | | 8 | |
| TOTAL | 152 | 1 | | | 6 | | 158 | 1 | | 141 | 3 | 3 | | | | 6 | 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Dean of Engineering

Completed By R. G. Carson, Jr.

Date June 10, 19745

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | Black | Other | Total | | White | Black | Other | Total | | |
|-----------------------------|-----------|---|-------|---|-------|---|-----------|-----------|----------|-------|-------|-------|-----------|-----------|-------|-------|-------|---|-----------|
| | M | F | M | F | M | F | M | F | | | | M | F | | | | M | F | M |
| Department Head | | | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | |
| Lecturer | 1 | | | | | | 1 | 1 | | | | | 1 | 1 | | | | | 1 |
| Visiting | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 1 | | | | | | 1 | 1 | | | | | 1 | 1 | | | | | 1 |
| TOTAL | 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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

| FULL-TIME | White | | Black | | Other | | Total | White | | Black | | Other | | Total | White | | Black | | Other | | Total | |
|-----------------------------|-----------|---|-------|---|-------|---|-----------|----------|----------|-------|---|-------|---|-----------|-----------|---|-------|---|-------|---|-------|-----------|
| | M | F | M | F | M | F | | M | F | M | F | M | F | | M | F | M | F | M | F | | M |
| Department Head | 1 | | | | | | 1 | 1 | | | | | | 1 | 1 | | | | | | | 1 |
| Professor | 5 | | | | | | 5 | 5 | | | | | | 5 | 5 | | | | | | | 5 |
| Associate Professor | 3 | | | | | | 3 | 3 | | | | | | 3 | 4 | | | | | | | 4 |
| Assistant Professor | 2 | | | | | | 2 | | 1 | | | | | 1 | 1 | | | | | | | 1 |
| Instructor | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 11 | | | | | | 11 | 9 | 1 | | | | | 10 | 11 | | | | | | | 11 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | 11 | | | | | | 11 | 9 | 1 | | | | | 10 | 11 | | | | | | | 11 |

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department CIVIL ENGINEERING

Completed By Dr. Paul Zia

Date May 24, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|-----------------------------|-----------|---|-------|---|----------|---|-----------|---|-----------|---|----------|---|----------|----------|-----------|----------|-----------|---|-------|---|----------|---|-------|-----------|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Department Head | 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 | | | | | | 1 | | | | | | | | | | | | | | | | | |
| Research Assistant | 1 | | | | | | 1 | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 1 | | | | | | 1 | | 2 | | | | | 2 | | 2 | | | | | | | | |
| TOTAL | 26 | | | | 2 | | 28 | | 25 | | 1 | | 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Electrical Engineering

Completed By George Hoodley

Date June 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | |
|-----------------------------|-----------|---|-------|---|-------|---|-----------|-----------|----------|-------|---|-------|---|-------|---|-------|-----------|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F |
| Department Head | 1 | | | | | | 1 | | 1 | | | | | | | | 1 |
| Professor | 9 | | | | | | 9 | | 9 | | | | | | | | 9 |
| Associate Professor | 8 | | | | | | 8 | | 8 | | | | | | | | 8 |
| Assistant Professor | 7 | | | | | | 7 | 5 | 1 | | | | | | | | 7 |
| Instructor | 0 | | | | | | 0 | 0 | | | | | | | | | 0 |
| SUB-TOTAL | 25 | | | | | | 25 | 24 | 1 | | | | | | | | 25 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | |
| TOTAL | 25 | | | | | | 25 | 24 | 1 | | | | | | | | 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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 | White | | Black | | Other | | Total | White | | Black | | Other | | Total | White | | Black | | Other | | Total | | | |
|----------------------|-------|---|-------|---|-------|---|-------|-------|----|-------|---|-------|---|-------|-------|---|-------|---|-------|---|-------|---|----|---|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | | |
| Department Head | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Professor | 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 | 0 | 1 | 0 |
| Teaching Technician | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 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 | 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 | 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 | 0 | 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 | 0 | 0 | 0 |
| Teaching 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 |
| XXXXXXXX | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Visiting | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUB-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 |
| TOTAL | 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Engineering Research Services Division Completed By R. F. Stoops

Date May 23, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Industrial Engineering

Completed By W. A. Smith, Jr.

Date June 6, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|-----------------------------|-----------|---|-------|---|----------|---|-----------|---|-----------|----------|-------|---|----------|---|-----------|----------|-----------|---|-------|---|----------|---|-------|-----------|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Department Head | 1 | | | | | | 1 | | 1 | | | | | | | 1 | | 1 | | | | | | 1 |
| Professor | 3 | | | | | | 3 | | 4 | | | | | | | 4 | | 3 | | | | | | 3 |
| Associate Professor | 6 | | | | 1 | | 7 | | 6 | | | | 1 | | 7 | | 6 | | | | 1 | | | 7 |
| Assistant Professor | 4 | | | | | | 4 | | 2 | 1 | | | | 2 | 1 | 3 | | | | | | | | 3 |
| Instructor | 1 | | | | | | 1 | | 1 | | | | | 1 | | 2 | | | | | | | | 2 |
| SUB-TOTAL | 15 | | | | 1 | | 16 | | 14 | 1 | | | 1 | | 15 | 1 | 15 | | | | 1 | | | 16 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Materials Engineering

Completed By W. W. Austin

Date May 17, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | |
|------------------------------|-------|---|-------|---|-------|---|-------|---|----|-------|---|-------|---|-------|----|-------|---|----|-------|---|-------|---|-------|---|-------|----|---|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | M |
| Department Head | 1 | | | | | | 1 | | | 1 | | | | | | 1 | | | 1 | | | | | | | 1 | |
| Professor | 5 | | | | | | 5 | | | 5 | | | | | | 5 | | | 5 | | | | | | | 5 | |
| Associate Professor | 2 | | | | | | 2 | | | 2 | | | | | | 2 | | | 2 | | | | | | | 2 | |
| Assistant Professor | 1 | | | | | | 1 | | | 1 | | | | | | 1 | | | 1 | | | | | | | 1 | |
| Instructor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 9 | | | | | | 9 | | | 9 | | | | | | 9 | | | 9 | | | | | | | 9 | |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | 1 | |
| Visiting Lecturer | 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Mechanical and Aerospace Eng.

Completed By C.F. Zorowski

Date May 20, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | Black | Other | Total | White | | Black | | Other | | Total | |
|----------------------|-------|---|-------|---|-------|---|-------|---|-------|-------|-------|-------|-------|----|-------|---|-------|---|-------|----|
| | M | F | M | F | M | F | M | F | | | | | M | F | M | F | M | F | | M |
| Department Head | 1 | | | | | | 1 | | 1 | | | | | | | | | | | |
| Professor | 12 | | | | 1 | | 13 | | 12 | | | 1 | | 1 | | | | | | 1 |
| Associate Professor | 5 | | | | | | 5 | | 4 | | 1 | 13 | | 13 | | | | 1 | | 14 |
| Assistant Professor | 4 | | | | | | 4 | | 4 | | | 4 | | 4 | | | | | | 4 |
| Instructor | 2 | | | | | | 2 | | 2 | | | 4 | | 4 | | | | | | 4 |
| SUB-TOTAL | 24 | | | | 1 | | 25 | | 23 | | | 2 | | 1 | | | | | | 1 |
| *PERMANENT PART-TIME | | | | | | | | | | | 1 | 24 | | 23 | | | | 1 | | 24 |
| Professor | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | | | |
| TOTAL | 24 | | | | 1 | | 25 | | 23 | | | 2 | | 1 | | | | | | 24 |

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department 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 | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | |
|-----------------------------|----------|---|-------|---|-------|---|----------|---|--|----------|---|-------|---|-------|---|----------|---|--|----------|---|-------|---|-------|---|-------|----------|---|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | M |
| Department Head | 1 | | | | | | 1 | | | 1 | | | | | | 1 | | | 1 | | | | | | | 1 | |
| Professor | 4 | | | | | | 4 | | | 5 | | | | | | 4 | | | 4 | | | | | | | 4 | |
| Associate Professor | 4 | | | | | | 4 | | | 3 | | | | | | 4 | | | 4 | | | | | | | 4 | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 9 | | | | | | 9 | | | 9 | | | | | | 9 | | | 9 | | | | | | | 9 | |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department School of Engineering

Completed By R. G. Carson, Jr.

Date June 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

• June 1974 EPA Non-Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | Black | | Other | | Total | |
|----------------------|-------|---|-------|---|-------|---|-------|---|-------|-------|---|-------|---|-------|----|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F |
| Officials & Mgrs. | 5 | | | | | | 5 | | 5 | | | | | | 5 |
| Professionals | 37 | 1 | | | | | 37 | 1 | 44 | 1 | 1 | | | | 45 |
| Technicians | | | | | | | | | | | | | | | |
| SUB-TOTAL | 42 | 1 | | | | | 42 | 1 | 49 | 1 | 1 | | | | 50 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | |
| Officials & Mgrs. | | | | | | | | | | | | | | | |
| Professionals | 2 | 1 | | | | | 2 | 1 | 2 | 1 | | | | | 2 |
| Technicians | | | | | | | | | | | | | | | |
| SUB-TOTAL | 2 | 1 | | | | | 2 | 1 | 2 | 1 | | | | | 2 |
| TOTAL | 44 | 2 | | | | | 44 | 2 | 51 | 2 | 1 | | | | 52 |

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Dean of Engineering

Completed By R. G. Carson, Jr.

Date 6/10/74

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | |
|-----------------------------|-------|---|-------|---|-------|---|-------|---|--|-------|---|-------|---|-------|---|-------|---|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F |
| Officials & Mgrs. | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | |
| Exhibits Manager | 1 | | | | 1 | | 1 | | | 1 | | | | 1 | | | 1 |
| SUB-TOTAL | 1 | | | | 1 | | 1 | | | 1 | | | | 1 | | | 1 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | |
| Officials & Mgrs. | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | |
| TOTAL | 1 | | | | 1 | | 1 | | | 1 | | | | 1 | | | 1 |

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Engineering
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 | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|-----------------------------|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Officials & Mgrs. | | | | | | | | | | | | | | | | |
| Professionals | 4 | | | | | | 4 | | 3 | | | | | | 3 | |
| Technicians | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 4 | | | | | | 4 | | 3 | | | | | | 3 | |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | |
| Officials & Mgrs. | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | |
| TOTAL | 4 | | | | | | 4 | | 3 | | | | | | 3 | |

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Industrial Extension Service

Completed By John R. Hart

Date May 22, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | Black | | Other | | Total | | White | Black | | Other | | Total | | |
|-----------------------------|-------|---|-------|---|-------|---|-------|---|-------|-------|---|-------|---|-------|---|-------|-------|---|-------|---|-------|---|----|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | | M | F | M | F | M | F | M |
| Officials & Mgrs. | 3 | | | | | | 3 | | 3 | | | | | 3 | | 3 | | | | | | | 3 |
| Professionals | 17 | | | | | | 17 | | 20 | | | | | 20 | | 19 | | | | | | | 19 |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 20 | | | | | | 20 | | 23 | | | | | 23 | | 22 | | | | | | | 22 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Mgrs. | | | | | | | | | | | | | | | | | | | | | | | |
| Professionals | 1 | | | | | | 1 | | 1 | | | | | 1 | | 1 | | | | | | | 1 |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 1 | | | | | | 1 | | 1 | | | | | 1 | | 1 | | | | | | | 1 |
| TOTAL | 21 | | | | | | 21 | | 24 | | | | | 24 | | 23 | | | | | | | 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.

**AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY**

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 | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|--------------------------------------------------------|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|----|-------|----|-------|---|-------|---|-------|----|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Assistant Director Officials & Mgrs. | 1 | | | | | | 1 | | 1 | | | | | | | 1 | | 1 | | | | | | 1 |
| Professionals | | | | | | | | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | |
| Research Associate | 2 | | | | | | 2 | | 2 | | | | | | | 2 | | 4 | | | | | | 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 | | | | | 9 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Mgrs. | | | | | | | | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | |
| Research Associate | 1 | | | | | | 1 | | 1 | | | | | | | 1 | | 1 | | | | | | 1 |
| Research Assistants | | 1 | | | | | | 1 | | 1 | | | | | | | | | | | | | | 1 |
| SUB-TOTAL | 1 | 1 | | | | | 1 | 1 | 1 | 1 | | | | | | 1 | 1 | 1 | 1 | | | | | 1 |
| TOTAL | 11 | 2 | | | | | 11 | 2 | 10 | 2 | 1 | | | | | 11 | 2 | 10 | 2 | | | | | 10 |

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department 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

June 1974 EPA Non-Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | |
|-------------------------|-------|---|-------|---|-------|---|-------|---|-------|-------|------|-------|---|-------|---|-------|-------|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F |
| Chief Engineer | 1 | | | | | | 1 | | | 1 | | | | | | | 1 |
| Chemical Engineer | 1 | | | | | | 1 | | 1 | | | | | | | | 1 |
| Mineral Dressing Engr. | 3 | | | | | | 3 | | 9 | | | | | | | | 3 |
| Ore Dressing Engineer | 2 | | | | | | 2 | | | | | | | | | | 3** |
| Senior Mnrl.Dress.Engr. | | | | | | | | | 2 | | | | | | | | 1 |
| SUB-TOTAL | 7 | | | | | | 7 | | 13*** | | 1*** | | | | | | 14*** |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | |
| Officials & Mgrs. | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | |
| TOTAL | 7 | | | | | | 7 | | 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.

**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.

Date June 1974

June 1973 *October Complement*
Complement

Projected 1973-74 Complement

June 1974 Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | Black | Other | Total | | White | Black | Other | Total | | | | | | | | |
|---------------------------|-------|----|-------|---|-------|---|-------|----|-------|-------|-------|-------|----|-------|-------|-------|-------|----|----|----|---|---|----|----|---|
| | M | F | M | F | M | F | M | F | | | | M | F | | | | M | F | M | F | M | F | M | F | |
| Officials & Managers | 3 | | | | | | 3 | | 3 | | | | 3 | | | | | 3 | | | | | | | |
| Professionals | | | | | | | | | | | | | 3 | | | | | | 3 | | | | | | |
| Technicians | 24 | | | | | | 24 | | 24 | | | | 24 | | | | | | | | | | | | |
| Sales | | | | | | | | | | | | | 24 | | | | | | | | | | | | |
| Clerical | | 52 | | 3 | | | | 55 | | 51 | | 4 | | | | | | 1 | 24 | 1 | | | | | |
| Craftsman | 10 | | | | | | 10 | | 10 | | | 4 | | | | | 47 | 5 | | 52 | | | | | |
| Operations (semi-skilled) | 1 | 1 | | | | | 1 | 1 | 1 | 1 | | | 10 | | | | 10 | | | 10 | | | | | |
| Laborers | | | | | | | | | | | | | 1 | 1 | 1 | 1 | | | | 1 | 1 | | | | |
| Service Workers | 1 | | | | | | 1 | | 1 | | | | | | | | | | | 1 | 1 | | | | |
| SUB-TOTAL | 39 | 53 | | 3 | | | 39 | 56 | 39 | 52 | | 4 | | | | | 39 | 56 | 39 | 48 | 5 | 1 | 39 | 54 | |
| *PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Managers | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sales | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerical | | 8 | | | | | | 8 | | 8 | | | | | | | | | | | | | | | |
| Craftsman | | | | | | | | | | | | | 8 | | | | 8 | | | | | | | | 8 |
| Operations (semi-skilled) | | | | | | | | | | | | | | | | | | | | | | | | | |
| Laborers | | | | | | | | | | | | | | | | | | | | | | | | | |
| Service Workers | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | 8 | | | | | | 8 | | 8 | | | | | | | 8 | | | | | | | | 8 |
| TOTAL | 39 | 61 | | 3 | | | 39 | 64 | 39 | 60 | | 4 | | | | | 39 | 64 | 39 | 56 | 5 | 1 | 39 | 62 | |

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

Affirmative Action Annual Report
School of Engineering

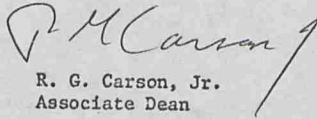
1. Faculty. The School has made a sincere and conscientious effort to fill each new faculty position from the ranks of minorities, either blacks or women. It is evident that with the very small number of blacks and the very small number of women obtaining Ph.D.'s in engineering each year the chances 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 candidate 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.

A handwritten signature in cursive script, appearing to read "R. G. Carson, Jr.", with a long, sweeping flourish extending to the right.

R. G. Carson, Jr.
Associate Dean

June 1974

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department School of Engineering

Completed By R. G. Carson, Jr.

Date June 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | |
|-----------------------------|------------|----------|-------|---|----------|---|------------|----------|--|------------|----------|----------|---|-------|----------|------------|----------|--|------------|----------|-------|---|-------|----------|-------|------------|----------|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | M |
| Department Head | 9 | | | | | | 9 | | | 9 | | | | | | 9 | | | 9 | | | | | | | 9 | |
| Professor | 53 | | | | 3 | | 56 | | | 55 | | | | | 3 | | | | 56 | | | | | 3 | | 59 | |
| Associate Professor | 41 | 1 | | | 2 | | 43 | 1 | | 41 | 1 | 1 | | | 3 | | | | 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 | | | | | | 2 | | | 3 | | | | | | 3 | | | 1 | | | | | | | 1 | |
| Assistant Professor | 1 | | | | | | 1 | | | | | | | | | | | | 4 | | | | | | | 4 | |
| Instructor | 1 | | | | | | 1 | | | | | | | | | | | | 1 | | | | | | | 1 | |
| Lecturer | 2 | | | | | | 2 | | | 1 | | | | | | 1 | | | 1 | | | | | | | 1 | |
| Other | 1 | | | | | | 1 | | | | | | | | | | | | | | | | | | | 1 | |
| SUB-TOTAL | 8 | | | | | | 8 | | | 5 | | | | | | 5 | | | 8 | | | | | | | 8 | |
| TOTAL | 152 | 1 | | | 6 | | 158 | 1 | | 141 | 3 | 3 | | | 6 | 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Dean of Engineering

Completed By R. G. Carson, Jr.

Date June 10, 19745

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | |
|----------------------|-----------|---|-------|---|-------|---|-----------|---|-----------|----------|---|-------|---|-------|-----------|-------|-----------|---|-------|---|-------|---|-------|-----------|-------|---|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F |
| Department Head | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | 2 | | | | | | 2 | | 2 | | | | | | | 2 | | 2 | | | | | | | | |
| Assistant Professor | 2 | | | | | | 2 | | 2 | | | | | | | 2 | | 2 | | | | | | | | |
| Instructor | 5 | | | | | | 5 | | 4 | 1 | | | | | 5 | | 5 | | | | | | | | | |
| Senior Advisor | 2 | | | | | | 2 | | 2 | | | | | | 2 | | 2 | | | | | | | | | |
| <u>SUB-TOTAL</u> | <u>11</u> | | | | | | <u>11</u> | | <u>10</u> | <u>1</u> | | | | | <u>11</u> | | <u>11</u> | | | | | | | | | |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lecturer | 1 | | | | | | 1 | | 1 | | | | | | 1 | | 1 | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | | | | | | | | | 1 | | |
| <u>SUB-TOTAL</u> | <u>1</u> | | | | | | <u>1</u> | | <u>1</u> | | | | | | <u>1</u> | | <u>1</u> | | | | | | | <u>1</u> | | |
| <u>TOTAL</u> | <u>12</u> | | | | | | <u>12</u> | | <u>11</u> | <u>1</u> | | | | | <u>12</u> | | <u>12</u> | | | | | | | <u>12</u> | | |

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Chemical Engineering

Completed By J. K. Ferrell

Date May 16, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | Black | Other | Total | | White | Black | Other | Total | |
|-----------------------------|-----------|---|-------|---|-------|---|-----------|---|----------|----------|-------|-------|-----------|-----------|-------|-------|-------|-----------|
| | M | F | M | F | M | F | M | F | | | | M | F | | | | M | F |
| Department Head | 1 | | | | | | 1 | | 1 | | | | | | | | | 1 |
| Professor | 5 | | | | | | 5 | | 5 | | | | | | | | | 5 |
| Associate Professor | 3 | | | | | | 3 | | 3 | | | | | | | | | 3 |
| Assistant Professor | 2 | | | | | | 2 | | | 1 | | | 1 | | | | | 2 |
| Instructor | | | | | | | | | | | | | 1 | | | | | 1 |
| SUB-TOTAL | 11 | | | | | | 11 | | 9 | 1 | | | 10 | 11 | | | | 11 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | |
| TOTAL | 11 | | | | | | 11 | | 9 | 1 | | | 10 | 11 | | | | 11 |

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department CIVIL ENGINEERING

Completed By Dr. Paul Zia

Date May 24, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | |
|-----------------------------|-----------|---|-------|---|----------|---|-----------|---|-----------|-------|----------|-------|----------|-------|---|----------|-----------|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F |
| Department Head | 1 | | | | | | 1 | | 1 | | | | | | | | 1 |
| Professor | 11 | | | | 1 | | 12 | | 11 | | | | | 1 | | | 14 |
| Associate Professor | 7 | | | | 1 | | 8 | | 6 | 1 | | | 1 | | | 1 | 6 |
| Assistant Professor | 4 | | | | | | 4 | | 5 | | | | | | | | 5 |
| Instructor | 1 | | | | | | 1 | | | | | | | | | | |
| Research Assistant | 1 | | | | | | 1 | | | | | | | | | | |
| SUB-TOTAL | 25 | | | | 2 | | 27 | | 23 | | | | | | | 2 | 26 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | |
| Assistant Professor | 1 | | | | | | 1 | | 2 | | | | | | | | 2 |
| Instructor | | | | | | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 1 | | | | | | 1 | | 2 | | | | | | | | 2 |
| TOTAL | 26 | | | | 2 | | 28 | | 25 | | 1 | | 2 | | | 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Electrical Engineering

Completed By George Hoodley

Date June 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|-----------------------------|-----------|---|-------|---|-------|---|-----------|-----------|----------|---|-------|---|-------|-----------|----------|-----------|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Department Head | 1 | | | | | | 1 | | 1 | | | | | | 1 | |
| Professor | 9 | | | | | | 9 | | 9 | | | | | | 9 | |
| Associate Professor | 8 | | | | | | 8 | | 8 | | | | | | 8 | |
| Assistant Professor | 7 | | | | | | 7 | 5 | 1 | | | | | 5 | 1 | 7 |
| Instructor | 0 | | | | | | 0 | 0 | | | | | | 0 | | 0 |
| SUB-TOTAL | 25 | | | | | | 25 | 24 | 1 | | | | | 24 | 1 | 25 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | |
| TOTAL | 25 | | | | | | 25 | 24 | 1 | | | | | 24 | 1 | 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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 | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|-----------------------------|-----------|----------|----------|----------|----------|----------|-----------|----------|-----------|----------|----------|----------|----------|----------|-----------|----------|-----------|----------|----------|----------|----------|----------|-----------|----------|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Department Head | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 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 | 0 | 1 | 0 |
| Teaching 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 |
| SUB-TOTAL | 12 | 0 | 0 | 0 | 2 | 0 | 14 | 0 | 11 | 0 | 0 | 0 | 2 | 0 | 13 | 0 | 11 | 0 | 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 | 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 | 0 | 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 | 0 | 0 | 0 |
| Teaching 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 |
| AN* | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Visiting | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUB-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 |
| TOTAL | 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Engineering Research Services Division Completed By R. F. Stoops

Date May 23, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

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

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

**This faculty member was not included in the original report

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Industrial Engineering

Completed By W. A. Smith, Jr.

Date June 6, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | |
|-----------------------------|-------|---|-------|---|-------|---|-------|---|--|-------|---|-------|---|-------|----|-------|---|----|-------|---|-------|---|-------|---|-------|----|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F |
| Department Head | 1 | | | | | | 1 | | | 1 | | | | | | 1 | | | 1 | | | | | | | 1 |
| Professor | 3 | | | | | | 3 | | | 4 | | | | | | 4 | | | 3 | | | | | | | 3 |
| Associate Professor | 6 | | | | 1 | | 7 | | | 6 | | | 1 | | 7 | | | 6 | | | 1 | | | | | 7 |
| Assistant Professor | 4 | | | | | | 4 | | | 2 | 1 | | | | 2 | 1 | | 3 | | | | | | | | 3 |
| Instructor | 1 | | | | | | 1 | | | 1 | | | | | 1 | | | 2 | | | | | | | | 2 |
| SUB-TOTAL | 15 | | | | 1 | | 16 | | | 14 | 1 | | 1 | | 15 | 1 | | 15 | | | 1 | | | | | 16 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Materials Engineering

Completed By W. W. Austin

Date May 17, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|-----------------------------|-----------|---|-------|---|-------|---|-----------|---|-----------|---|-------|---|-------|---|-------|-----------|-------|-----------|-------|---|-------|---|-------|-----------|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Department Head | 1 | | | | | | 1 | | 1 | | | | | | | 1 | | 1 | | | | | | 1 |
| Professor | 5 | | | | | | 5 | | 5 | | | | | | | 5 | | 5 | | | | | | 5 |
| Associate Professor | 2 | | | | | | 2 | | 2 | | | | | | | 2 | | 2 | | | | | | 2 |
| Assistant Professor | 1 | | | | | | 1 | | 1 | | | | | | | 1 | | 1 | | | | | | 1 |
| Instructor | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 9 | | | | | | 9 | | 9 | | | | | | | 9 | | 9 | | | | | | 9 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | 1 | | | | | | 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 | | | | | | 1 |
| Wxxxxxx Lecturer | 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Mechanical and Aerospace Eng.

Completed By C.F. Zorowski

Date May 20, 1974

| FULL-TIME | June 1973 Faculty Complement | | | | Projected 1975-76 Complement | | | | June 1974 Faculty Complement | | | |
|-----------------------------|------------------------------|--------------|--------------|--------------|------------------------------|--------------|--------------|--------------|------------------------------|--------------|--------------|--------------|
| | White M F | Black M F | Other M F | Total M F | White M F | Black M F | Other M F | Total M F | White M F | Black M F | Other M F | Total M F |
| Department Head | 1 | | | 1 | 1 | | | | | | | |
| Professor | 12 | | 1 | 13 | 12 | | | 1 | 1 | | | 1 |
| Associate Professor | 5 | | | 5 | 4 | | 1 | 13 | 13 | | | 1 |
| Assistant Professor | 4 | | | 4 | 4 | | | 4 | 4 | | 1 | 14 |
| Instructor | 2 | | | 2 | 2 | | | 4 | 4 | | | 4 |
| | | | | | | | | 2 | 1 | | | 1 |
| <u>SUB-TOTAL</u> | 24 | | 1 | 25 | 23 | | 1 | 24 | 23 | | 1 | 24 |
| <u>*PERMANENT PART-TIME</u> | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | |
| <u>SUB-TOTAL</u> | | | | | | | | | | | | |
| <u>TOTAL</u> | 24 | | 1 | 25 | 23 | | 1 | 24 | 23 | | 1 | 24 |

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department 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 | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | |
|-----------------------------|----------|---|-------|---|-------|---|----------|---|--|----------|---|-------|---|-------|---|-------|----------|--|-------|----------|-------|---|-------|---|-------|---|----------|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | M |
| Department Head | 1 | | | | | | 1 | | | 1 | | | | | | | 1 | | | 1 | | | | | | | 1 |
| Professor | 4 | | | | | | 4 | | | 5 | | | | | | | 5 | | | 4 | | | | | | | 4 |
| Associate Professor | 4 | | | | | | 4 | | | 3 | | | | | | | 3 | | | 4 | | | | | | | 4 |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 9 | | | | | | 9 | | | 9 | | | | | | | 9 | | | 9 | | | | | | | 9 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department School of Engineering

Completed By R. G. Carson, Jr.

Date June 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

• June 1974 EPA Non-Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | Black | Other | Total | |
|----------------------|-------|---|-------|---|-------|---|-------|---|-------|-------|-------|-------|----|
| | M | F | M | F | M | F | M | F | | | | M | F |
| Officials & Mgrs. | 5 | | | | | | 5 | | 5 | | | | 5 |
| Professionals | 37 | 1 | | | | | 37 | 1 | 44 | 1 | 1 | | 45 |
| Technicians | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| SUB-TOTAL | 42 | 1 | | | | | 42 | 1 | 49 | 1 | 1 | | 50 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | |
| Officials & Mgrs. | | | | | | | | | | | | | |
| Professionals | 2 | 1 | | | | | 2 | 1 | 2 | 1 | | | 2 |
| Technicians | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| SUB-TOTAL | 2 | 1 | | | | | 2 | 1 | 2 | 1 | | | 2 |
| TOTAL | 44 | 2 | | | | | 44 | 2 | 51 | 2 | 1 | | 52 |

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Dean of Engineering

Completed By R. G. Carson, Jr.

Date 6/10/74

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | |
|----------------------|-------|---|-------|---|-------|---|-------|---|--|-------|---|-------|---|-------|---|-------|---|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F |
| Officials & Mgrs. | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | |
| Exhibits Manager | 1 | | | | 1 | | 1 | | | 1 | | | | | | | 1 |
| SUB-TOTAL | 1 | | | | 1 | | 1 | | | 1 | | | | | | | 1 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | |
| Officials & Mgrs. | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | |
| 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.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Engineering
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 | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|----------------------|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Officials & Mgrs. | | | | | | | | | | | | | | | | | | | | | | | | |
| Professionals | 4 | | | | | | 4 | | 3 | | | | | | | 3 | | 3 | | | | | | 3 |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 4 | | | | | | 4 | | 3 | | | | | | 3 | | 3 | | | | | | | 3 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Mgrs. | | | | | | | | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | 4 | | | | | | 4 | | 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.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Industrial Extension Service

Completed By John R. Hart

Date May 22, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

| | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | |
|----------------------|-------|---|-------|---|-------|---|-------|---|--|-------|---|-------|---|-------|---|-------|----|--|-------|----|-------|---|-------|---|-------|---|----|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | M |
| FULL-TIME | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Mgrs. | 3 | | | | | | 3 | | | 3 | | | | | | | 3 | | | 3 | | | | | | | 3 |
| Professionals | 17 | | | | | | 17 | | | 20 | | | | | | | 20 | | | 19 | | | | | | | 19 |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 20 | | | | | | 20 | | | 23 | | | | | | | 23 | | | 22 | | | | | | | 22 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Mgrs. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professionals | 1 | | | | | | 1 | | | 1 | | | | | | | 1 | | | 1 | | | | | | | 1 |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 1 | | | | | | 1 | | | 1 | | | | | | | 1 | | | 1 | | | | | | | 1 |
| TOTAL | 21 | | | | | | 21 | | | 24 | | | | | | | 24 | | | 23 | | | | | | | 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.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

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 | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|--------------------------------------------------------|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|----|-------|----|-------|---|-------|---|-------|----|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Assistant Director Officials & Mgrs. | 1 | | | | | | 1 | | 1 | | | | | | | 1 | | 1 | | | | | | 1 |
| Professionals | | | | | | | | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | |
| Research Associate | 2 | | | | | | 2 | | 2 | | | | | | | 2 | | 4 | | | | | | 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 | | | | | 9 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Mgrs. | | | | | | | | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | |
| Research Associate | 1 | | | | | | 1 | | 1 | | | | | | | 1 | | 1 | | | | | | 1 |
| Research Assistants | | 1 | | | | | 1 | | | 1 | | | | | | 1 | | 1 | | | | | | 1 |
| SUB-TOTAL | 1 | 1 | | | | | 1 | 1 | 1 | 1 | | | | | | 1 | 1 | 1 | 1 | | | | | 1 |
| TOTAL | 11 | 2 | | | | | 11 | 2 | 10 | 2 | 1 | | | | | 11 | 2 | 10 | 2 | | | | | 10 |

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department 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 • June 1974 EPA Non-Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | |
|-----------------------------|----------|---|-------|---|-------|---|----------|---|--------------|-------|----------|-------|---|-------|---|-------|--------------|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F |
| Chief Engineer | 1 | | | | | | 1 | | | 1 | | | | | | | 1 |
| Chemical Engineer | 1 | | | | | | 1 | | 1 | | | | | | | | 1 |
| Mineral Dressing Engr. | 3 | | | | | | 3 | | 9 | | | | | | | | 3 |
| Ore Dressing Engineer | 2 | | | | | | 2 | | 2 | | | | | | | | 2 |
| Senior Mnrl.Dress.Engr. | | | | | | | | | 2 | | | | | | | | 2 |
| SUB-TOTAL | 7 | | | | | | 7 | | 13*** | | | | | | | | 14*** |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | |
| Officials & Mgrs. | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | |
| TOTAL | 7 | | | | | | 7 | | 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.

**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.

Date June 1974

June 1973 Complement *October Complement*

Projected 1973-74 Complement

June 1974 Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | Black | Other | Total | | White | Black | Other | Total | | | |
|---------------------------|-------|----|-------|---|-------|---|-------|----|-------|-------|-------|-------|----|-------|-------|-------|-------|----|----|----|
| | M | F | M | F | M | F | M | F | | | | M | F | | | | M | F | M | F |
| Officials & Managers | 3 | | | | | | 3 | | 3 | | | | | | | | | | 3 | |
| Professionals | | | | | | | | | | | | | 3 | | | | | | | |
| Technicians | 24 | | | | | | 24 | | 24 | | | | | | | | | | 3 | |
| Sales | | | | | | | | | | | | 24 | | | | | | | | |
| Clerical | | 52 | 3 | | | | 55 | 51 | | 4 | | | | | | | 1 | 24 | 1 | |
| Craftsman | 10 | | | | | | 10 | 10 | | | 4 | | 55 | 47 | 5 | | | | 52 | |
| Operations (semi-skilled) | 1 | 1 | | | | | 1 | 1 | 1 | 1 | | | 10 | 10 | | | | | 10 | |
| Laborers | | | | | | | | | | | | 1 | 1 | 1 | 1 | | | | 1 | |
| Service Workers | 1 | | | | | | 1 | | | | | | | | | | | | 1 | |
| SUB-TOTAL | 39 | 53 | 3 | | | | 39 | 56 | 39 | 52 | 4 | | 39 | 56 | 39 | 48 | 5 | 1 | 39 | 54 |
| *PART-TIME | | | | | | | | | | | | | | | | | | | | |
| Officials & Managers | | | | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | | | | |
| Sales | | | | | | | | | | | | | | | | | | | | |
| Clerical | | 8 | | | | | 8 | 8 | | | | | 8 | 8 | | | | | 8 | |
| Craftsman | | | | | | | | | | | | | | | | | | | | |
| Operations (semi-skilled) | | | | | | | | | | | | | | | | | | | | |
| Laborers | | | | | | | | | | | | | | | | | | | | |
| Service Workers | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | 8 | | | | | 8 | 8 | | | | | 8 | 8 | | | | | 8 | |
| TOTAL | 39 | 61 | 3 | | | | 39 | 64 | 39 | 60 | 4 | | 39 | 64 | 39 | 56 | 5 | 1 | 39 | 62 |

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

AFFIRMATIVE ACTION PLAN

SCHOOL/DEPARTMENT

School of Engineering

COMPLETED BY

R. G. Carson, Jr.

DATE

June 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

| | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|---------------------------|-------|----|-------|---|-------|---|-------|----|-------|---|-------|----|-------|---|-------|-----|-------|----|-------|---|-------|---|-------|----|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| FULL-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Managers | 3 | | | | | | 3 | | 3 | | | | | | | 3 | | 6 | 1 | | | | 6 | 1 |
| Professionals | | | | | | | | | | | | | | | | | | 2 | 1 | | | | 2 | 1 |
| Technicians | 24 | | | | | | 24 | | 24 | | | | | | 1 | | 1 | 18 | 1 | | | | 19 | 1 |
| Sales | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerical | | 22 | 12 | | | | 34 | 51 | 4 | | | 55 | 27 | 5 | | 52 | 43 | 4 | | | | | 50 | |
| Craftsman | 14 | | | | | | 14 | 10 | | | | 14 | 10 | | | 10 | 10 | | | | | | 10 | |
| Operations (semi-skilled) | 1 | 1 | | | | | 1 | 1 | | | | 1 | 1 | | | 1 | 1 | | | 1 | | | 1 | 1 |
| Laborers | | | | | | | | | | | | | | | | | | | | | | | | |
| Service Workers | 1 | | | | | | 1 | | 1 | | | | | | 1 | | 1 | | | | | | 1 | |
| SUB-TOTAL | 39 | 23 | 12 | | | | 39 | 51 | 4 | | | 39 | 56 | 5 | | 120 | 52 | 37 | 50 | 4 | 1 | | 38 | 54 |
| *PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Managers | | | | | | | | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | |
| Sales | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerical | | 4 | | | | | 4 | | | | | 4 | | | | 4 | 10 | | | | | | 10 | |
| Craftsman | | | | | | | | | | | | | | | | | | | | | | | | |
| Operations (semi-skilled) | | | | | | | | | | | | | | | | | | | | | | | | |
| Laborers | | | | | | | | | | | | | | | | | | | | | | | | |
| Service Workers | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | 4 | | | | | 4 | | | | | 4 | | | | 4 | 10 | | | | | | 10 | |
| TOTAL | 39 | 27 | 12 | | | | 39 | 51 | 4 | | | 39 | 56 | 5 | | 124 | 62 | 37 | 50 | 4 | 1 | | 38 | 64 |

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT

School of Engineering

COMPLETED BY

R. S. Carson Jr.

DATE

June 1975

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

June 1975 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|----------------------|-------|---|-------|---|-------|---|-------|---|-------|----|-------|---|-------|---|-------|----|-------|---|-------|---|-------|---|-------|---|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Department Head | 9 | | | | | | 9 | | 9 | 9 | | | | | | 0 | 10 | | | | | | 10 | |
| Professor | 53 | | | | 3 | | 56 | | 55 | 56 | | | 3 | | 59 | 58 | | | | | 3 | | 61 | |
| Associate Professor | 41 | 1 | | | 2 | | 44 | 1 | 41 | 1 | 1 | | 3 | | 45 | 1 | 40 | 1 | | | 3 | | 41 | 1 |
| Assistant Professor | 28 | | | | 1 | | 29 | | 21 | 2 | 1 | | | | 22 | 2 | 25 | | | | 1 | | 21 | |
| Instructor | 11 | | | | | | 11 | | 8 | | 1 | | | | 9 | | 7 | | | | 1 | | 5 | |
| Visiting | 2 | | | | | | 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 | | | | | | 1 | 1 |
| Associate Professor | 2 | | | | | | 2 | 3 | | | | | | | 3 | 1 | 5 | | | | | | 5 | |
| Assistant Professor | 1 | | | | | | 1 | | | | | | | | 4 | | 4 | | | | | | 4 | |
| Instructor | 1 | | | | | | 1 | | | | | | | | 1 | 1 | 1 | | | | | | 1 | |
| Visiting | 2 | | | | | | 2 | 1 | | | | | | | 1 | 1 | 1 | | | | | | 1 | |
| SUB-TOTAL | 8 | | | | | | 8 | 5 | | | | | | | 5 | 8 | 7 | | | | | | 7 | 1 |
| TOTAL | 152 | 1 | | | 6 | | 158 | 1 | 141 | 3 | 3 | | 6 | | 150 | 3 | 149 | 1 | | | 6 | | 154 | 2 |

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT School of Engineering

COMPLETED BY R. D. Brown Jr

DATE June 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

| | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|----------------------|-------|---|-------|---|-------|---|-------|----|-------|---|-------|---|-------|---|-------|----|-------|---|-------|---|-------|---|-------|---|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| FULL-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Managers | 5 | | | | | | 5 | 5 | | | | | | | 5 | 5 | | | | | | | 5 | |
| Professionals | 37 | 1 | | | | | 37 | 44 | 1 | 1 | | | | | 45 | 37 | 1 | | | | | | 33 | 1 |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 42 | 1 | | | | | 42 | 49 | 1 | 1 | | | | | 50 | 42 | 1 | | | | | | 33 | 1 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Managers | | | | | | | | | | | | | | | | | | | | | | | | |
| Professionals | 2 | 1 | | | | | 2 | 2 | 1 | | | | | | 2 | 2 | 1 | | | | | | 5 | 3 |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 2 | 1 | | | | | 2 | 2 | 1 | | | | | | | | | | | | | | 5 | 3 |
| TOTAL | 44 | 2 | | | | | 44 | 51 | 2 | 1 | | | | | 52 | 44 | 2 | | | | | | 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

SPA

SCHOOL/DEPARTMENT

School of Engineering

COMPLETED BY

R. G. Carson, Jr.

DATE

June 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

| | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|---------------------------|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|----|-------|----|-------|---|-------|---|-------|----|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| FULL-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Managers | 2 | | | | | | 2 | | 3 | | | | | | | 3 | | 3 | | | | | | 6 |
| Professionals | | | | | | | | | | | | | | | | | | | | | | | | 2 |
| Technicians | 24 | | | | | | 24 | | 24 | | | | | | | 24 | | 24 | | | | | | 24 |
| Sales | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerical | | 2 | | | | | 2 | | 2 | 2 | 1 | 1 | | | | 5 | | 5 | 2 | 3 | 4 | | | 50 |
| Craftsman | 10 | | | | | | 10 | | 10 | | | | | | | 10 | | 10 | | | | | | 10 |
| Operations (semi-skilled) | 1 | 1 | | | | | 1 | 1 | 1 | 1 | | | | | | 1 | 1 | 1 | | | 1 | | | 1 |
| Laborers | | | | | | | | | | | | | | | | | | | | | | | | |
| Service Workers | 1 | | | | | | 1 | | 1 | | | | | | | 1 | | 1 | | | | | | 1 |
| SUB-TOTAL | 24 | 2 | | | | | 26 | 2 | 28 | 2 | 1 | 1 | | | | 29 | 2 | 31 | 5 | | 1 | | | 37 |
| *PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Managers | | | | | | | | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | |
| Sales | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerical | | 2 | | | | | 2 | | 2 | | | | | | | 2 | | 2 | | | | | | 10 |
| Craftsman | | | | | | | | | | | | | | | | | | | | | | | | |
| Operations (semi-skilled) | | | | | | | | | | | | | | | | | | | | | | | | |
| Laborers | | | | | | | | | | | | | | | | | | | | | | | | |
| Service Workers | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | 2 | | | | | 2 | | 2 | | | | | | | 2 | | 2 | | | | | | 10 |
| TOTAL | 24 | 2 | | | | | 28 | 2 | 30 | 2 | 1 | 1 | | | | 31 | 2 | 33 | 5 | | 1 | | | 47 |

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Dean of Engineering

COMPLETED BY R. S. Adams, Jr.

DATE June 1975

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

| FULL-TIME | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | |
|----------------------|-------|---|-------|---|-------|---|-------|----|-------|---|-------|---|-------|---|-------|---|-------|----|-------|---|-------|---|-------|----|-----------------|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | |
| Department Head | | | | | | | | | | | | | | | | | | | | | | | | 1 | 1 |
| Professor | | | | | | | | | | | | | | | | | | | | | | | | 1 | 1 |
| Associate Professor | 2 | | | | | | 2 | 2 | | | | | | | | | 2 | 2 | | | | | | 5 | 3 |
| Assistant Professor | 2 | | | | | | 2 | 2 | | | | | | | | | 2 | 2 | | | | | | 2 | 1 |
| Instructor | 5 | | | | | | 5 | 4 | 1 | | | | | | | | 5 | 5 | | | | | | 5 | 5 |
| <i>Lecturers</i> | 2 | | | | | | 2 | 2 | | | | | | | | | 2 | 2 | | | | | | 2 | 2 |
| SUB-TOTAL | 11 | | | | | | 11 | 10 | 1 | | | | | | | | 11 | 11 | | | | | | 11 | 13 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | | | | | |
| Instructor Lecturer | 1 | | | | | | 1 | 1 | | | | | | | | | 1 | 1 | | | | | | 1 | 1 |
| Visiting | | | | | | | | | | | | | | | | | | | | | | | | | 1 (Asst. Prof.) |
| SUB-TOTAL | 1 | | | | | | 1 | 1 | | | | | | | | | 1 | 1 | | | | | | 1 | 2 |
| TOTAL | 12 | | | | | | 12 | 11 | 1 | | | | | | | | 12 | 12 | | | | | | 12 | 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.

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT

Chemical Engineering

COMPLETED BY

R. H. Parsons, Jr.

DATE

June 1975

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

June 1975 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|----------------------|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|----|-------|----|-------|---|-------|---|-------|----|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Department Head | 1 | | | | | | 1 | | 1 | | | | | | | 1 | | 1 | | | | | | 1 |
| Professor | 5 | | | | | | 5 | | 5 | | | | | | | 5 | | 5 | | | | | | 5 |
| Associate Professor | 3 | | | | | | 3 | | 3 | | | | | | | 4 | | 4 | | | | | | 3 |
| Assistant Professor | 2 | | | | | | 2 | | | 1 | | | | | | 1 | | 1 | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | | 1 | | 1 |
| SUB-TOTAL | 11 | | | | | | 11 | | 9 | 1 | | | | | | 10 | | 11 | | | | | | 10 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | 11 | | | | | | 11 | | 9 | 1 | | | | | | 10 | | 11 | | | | | | 10 |

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT

Civil Engineering

COMPLETED BY

W. H. Pearson, Jr.

DATE

June 1975

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

June 1975 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|---------------------------|-------|---|-------|---|-------|----|-------|---|-------|----|-------|---|-------|---|-------|----|-------|---|-------|---|-------|---|-------|----|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Department Head | 1 | | | | | | 1 | | 1 | | | | | | | 1 | | 1 | | | | | | 1 |
| Professor | 11 | | | 1 | | 13 | 11 | | 1 | 12 | | | 1 | | 14 | 11 | | | | 1 | | | | 12 |
| Associate Professor | 7 | | | 1 | | 8 | 6 | 1 | 1 | 8 | | | 1 | | 6 | 6 | | | | 1 | | | | 7 |
| Assistant Professor | 4 | | | | | 4 | 5 | | | 5 | | | | | 5 | 3 | | | | | | | | 3 |
| Instructor | 1 | | | | | 1 | | | | | | | | | | | | | | | | | | |
| <i>Research Assistant</i> | 1 | | | | | 1 | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 25 | | | 2 | | 27 | 23 | 1 | 2 | 26 | | | 2 | | 26 | 21 | | | | 2 | | | | 23 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | | | | | | | 1 |
| Associate Professor | | | | | | | | | | | | | | | | 3 | | | | | | | | 3 |
| Assistant Professor | 1 | | | | | 1 | 2 | | | 2 | | | | | 2 | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | 1 | | | | | | | | 1 |
| Visiting | | | | | | | | | | | | | | | | 1 | | | | | | | | 1 |
| SUB-TOTAL | 1 | | | | | 1 | 2 | | | 2 | | | | | 2 | 5 | 1 | | | | | | | 5 |
| TOTAL | 26 | | | 2 | | 28 | 25 | 1 | 2 | 28 | | | 2 | | 28 | 26 | 1 | | | 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT

Engineering Division - Mechanics COMPLETED BY G. H. Carson, Jr.

DATE June 1975

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

| FULL-TIME | White | | | Black | | | Other | | | Total | | | White | | | Black | | | Other | | | Total | | |
|----------------------------|-------|---|--|-------|---|--|-------|---|--|-------|---|--|-------|---|--|-------|---|--|-------|---|--|-------|---|----|
| | M | F | | M | F | | M | F | | M | F | | M | F | | M | F | | M | F | | M | F | |
| Department Head | 1 | | | | | | | | | 1 | | | | | | | | | 1 | | | | | |
| Professor | 2 | | | 1 | | | 3 | | | 2 | | | | | | 3 | | | 2 | | | 1 | | |
| Associate Professor | 4 | | | | | | 4 | | | 5 | | | 1 | | | 6 | | | 5 | | | 1 | | |
| Assistant Professor | 2 | | | 1 | | | 3 | | | 2 | | | | | | 2 | | | 2 | | | 3 | | |
| Instructor | 2 | | | | | | 2 | | | 1 | | | 1 | | | | | | 1 | | | | | |
| <i>Teaching Assistants</i> | 1 | | | | | | 1 | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 13 | | | 2 | | | 14 | | | 11 | | | 2 | | | 13 | | | 11 | | | 2 | | |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | 1 | | | | | 1 |
| <i>Teaching Assistants</i> | | | | | | | | | | | | | | | | | | | 1 | | | | | 1 |
| Instructor | 1 | | | | | | 1 | | | | | | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 1 | | | | | | 1 | | | | | | | | | | | | 2 | | | | | 2 |
| TOTAL | 13 | | | 2 | | | 15 | | | 11 | | | 2 | | | 13 | | | 13 | | | 2 | | 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.

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT EA 207COMPLETED BY W. J. Brown, Jr.

DATE

June 2, 1975

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

June 1975 Faculty Complement

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

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT 5012

COMPLETED BY P.H. Co...

DATE June 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | |
|---------------------------------------------|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|----|---|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | |
| Assistant Directors Officials & Managers | 1 | | | | | | 1 | | 1 | | | | | | | 1 | | 1 | | | | | | 1 | |
| Professionals | | | | | | | | | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | | |
| Principal Associates | 2 | | | | | | 2 | | 2 | | | | | | | 4 | | 3 | | | | | | 3 | |
| Principal Technicians | 4 | 1 | | | | | 7 | 1 | 6 | 1 | 1 | | | | 7 | 1 | 4 | 1 | | | | | | 5 | 1 |
| SUB-TOTAL | 10 | 1 | | | | | 10 | 1 | 7 | 1 | 1 | | | | 10 | 1 | 7 | 1 | | | | | | 9 | 1 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Managers | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professionals | | | | | | | | | | | | | | | | | | | | | | | | | |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | | |
| Principal Associates | 1 | | | | | | 1 | | 1 | | | | | | 1 | | 1 | | | | | | | 2 | 1 |
| Principal Technicians | | 1 | | | | | 1 | | 1 | | | | | | 1 | | 1 | | | | | | | 3 | 2 |
| SUB-TOTAL | 1 | 1 | | | | | 1 | 1 | 1 | 1 | | | | | 1 | 1 | 1 | 1 | | | | | | 5 | 3 |
| TOTAL | 11 | 2 | | | | | 11 | 2 | 10 | 2 | 1 | | | | 11 | 2 | 14 | 4 | | | | | | 14 | 4 |

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT

Industrial Engineering

COMPLETED BY

R. H. Casan, Jr.

DATE

June 1975

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

June 1975 Faculty Complement

| | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|----------------------|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|----|-------|----|-------|----|-------|---|-------|---|-------|---|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| FULL-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Department Head | 1 | | | | | | 1 | | 1 | | | | | | | 1 | | 1 | | | | | 1 | |
| Professor | 3 | | | | | | 3 | | 4 | | | | | | 3 | | 5 | | | | | | 5 | |
| Associate Professor | 6 | | | 1 | | | 7 | | 6 | | | 1 | | 7 | | 3 | | 4 | | 1 | | | 4 | |
| Assistant Professor | 4 | | | | | | 4 | | 2 | 1 | | | | 2 | 1 | 3 | | 4 | | | | | 4 | |
| Instructor | 1 | | | | | | 1 | | 1 | | | | | 1 | 2 | | 1 | | | | | | 1 | |
| SUB-TOTAL | 15 | | | 1 | | | 16 | | 14 | 1 | | | 1 | 15 | 1 | 15 | | 14 | | 1 | | | 15 | |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | 1 | | | | | 1 | |
| Associate Professor | | | | | | | | | | | | | | | | | | 1 | | | | | 1 | |
| Assistant Professor | | | | | | | | | | | | | | | | | | 1 | | | | | 1 | |
| Instructor | | | | | | | | | | | | | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | | | | | | | | 2 | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | 4 | | | | | 4 | |
| TOTAL | 15 | | | 1 | | | 16 | | 14 | 1 | | | 1 | 15 | 1 | 15 | | 19 | | 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.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT

Administrative Services Division

COMPLETED BY

R. B. Mason

DATE

June 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | | White | | Black | | Other | | Total | | |
|----------------------|-------|---|-------|---|-------|---|-------|---|--|-------|---|-------|---|-------|---|-------|---|--|-------|---|-------|---|-------|---|-------|---|---|
| | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | | M | F | M | F | M | F | M | F | M |
| Officials & Managers | 3 | | | | | | 3 | | | 3 | | | | | | 3 | | | 3 | | | | | | 3 | | |
| Professionals | 17 | | | | | | 17 | | | 20 | | | | | | 20 | | | 17 | | | | | | 17 | | |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 20 | | | | | | 20 | | | 23 | | | | | | 23 | | | 20 | | | | | | 20 | | |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Officials & Managers | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Professionals | 1 | | | | | | 1 | | | 1 | | | | | | 1 | | | 1 | | | | | | 1 | | |
| Technicians | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 1 | | | | | | 1 | | | 1 | | | | | | 1 | | | 1 | | | | | | 1 | | |
| TOTAL | 21 | | | | | | 21 | | | 24 | | | | | | 24 | | | 21 | | | | | | 21 | | |

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT

Materials Engineering

COMPLETED BY

P. L. Casari

DATE

June 1975

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

June 1975 Faculty Complement

| FULL-TIME | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|----------------------------|-------|---|-------|---|-------|---|-------|----|-------|---|-------|---|-------|---|-------|----|-------|---|-------|---|-------|---|-------|---|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Department Head | 1 | | | | | | 1 | 1 | | | | | | | | 1 | 1 | | | | | | | 1 |
| Professor | 5 | | | | | | 5 | 5 | | | | | | | | 5 | 6 | | | | | | | 6 |
| Associate Professor | 2 | | | | | | 2 | 2 | | | | | | | | 2 | 1 | | | | | | | 1 |
| Assistant Professor | 1 | | | | | | 1 | 1 | | | | | | | | 1 | 1 | | | | | | | 1 |
| Instructor | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 9 | | | | | | 9 | 9 | | | | | | | | 9 | 9 | | | | | | | 9 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | 1 | | | | | | 1 | | | | | | | | | 1 | | | | | | | | |
| Associate Professor | 1 | | | | | | 1 | 1 | | | | | | | | 1 | | | | | | | | |
| Assistant Professor | 1 | | | | | | 1 | 1 | | | | | | | | 1 | | | | | | | | |
| Instructor | 1 | | | | | | 1 | | | | | | | | | 1 | | | | | | | | |
| Visiting <u>Professors</u> | 1 | | | | | | 1 | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 5 | | | | | | 5 | 2 | | | | | | | | 4 | | | | | | | | |
| TOTAL | 14 | | | | | | 14 | 11 | | | | | | | | 13 | 9 | | | | | | | 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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Washington V. Tennessee

COMPLETED BY W. S. [Signature]

DATE June 1975

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

| FULL-TIME | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|----------------------|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|----|-------|----|-------|---|-------|---|-------|----|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Department Head | 1 | | | | | | 1 | | 1 | | | | | | | 1 | | 1 | | | | | | 1 |
| Professor | 12 | | | 1 | | | 12 | | 12 | | | 1 | | 1 | | 12 | | 12 | | | 1 | | | 13 |
| Associate Professor | 5 | | | | | | 5 | | 5 | | | | | | 5 | | 5 | | | | | | | 5 |
| Assistant Professor | 4 | | | | | | 4 | | 4 | | | | | | 4 | | 4 | | | 1 | | | | 4 |
| Instructor | 5 | | | | | | 5 | | 5 | | | | | | 5 | | 5 | | | | | | | 5 |
| SUB-TOTAL | 27 | | | 1 | | | 28 | | 28 | | | 1 | | 1 | | 29 | | 29 | | | 2 | | | 24 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | | | 2 | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | 2 | | | | | | 2 |
| TOTAL | 27 | | | 1 | | | 28 | | 28 | | | 1 | | 1 | | 29 | | 24 | | | 2 | | | 26 |

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT Winnipeg Provincial Laboratory COMPLETED BY W.D. Pascoe

DATE June 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

| FULL-TIME | June 1973 EPA | | | | Projected 1975-76 Complement | | | | June 1974 EPA | | | | June 1975 EPA | | | | | | | | | | | |
|---------------------------------|---------------|---|-------|---|------------------------------|---|-------|----|---------------|---|-------|----|---------------|---|-------|---|-------|---|-------|---|-------|---|-------|---|
| | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| <i>Officials & Managers</i> | 1 | | | | | | 1 | 1 | | | | | 1 | 1 | | | 1 | 1 | | | | | 1 | 1 |
| <i>Professionals</i> | 1 | | | | | | 1 | 1 | 1 | | | | 2 | 1 | | | 1 | 1 | | | | | 1 | 1 |
| <i>Technicians</i> | 3 | | | | | | 3 | 3 | | | | 3 | 3 | | | | 3 | 3 | | | | | 2 | 2 |
| <i>Sub-Total</i> | 2 | | | | | | 2 | 2 | | | | 2 | 2 | | | | 2 | 2 | | | | | 1 | 1 |
| <i>Sub-TOTAL</i> | 7 | | | | | | 7 | 13 | 1 | | | 14 | 7 | | | | 7 | 7 | | | | | 7 | 7 |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| <i>Officials & Managers</i> | | | | | | | | | | | | | | | | | | | | | | | | |
| <i>Professionals</i> | | | | | | | | | | | | | | | | | | | | | | | | |
| <i>Technicians</i> | | | | | | | | | | | | | | | | | | | | | | | | |
| <i>Sub-TOTAL</i> | | | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | | | | | | | | | | | | | | | | | | | | | | | | |
| | 7 | | | | | | 7 | 13 | 1 | | | 14 | 7 | | | | 7 | 7 | | | | | 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.

W. Pascoe's contingent need approval of federal legislation.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Research Foundation

COMPLETED BY W. J. Adams, Jr.

DATE 11/10/75

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

| FULL-TIME | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | | White | | Black | | Other | | Total | |
|----------------------|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|-------|---|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Department Head | 1 | | | | | | 1 | | 1 | | | | | | 1 | | 1 | | | | | | 1 | |
| Professor | 4 | | | | | | 4 | | 5 | | | | | | 5 | | 4 | | | | | | 4 | |
| Associate Professor | 4 | | | | | | 4 | | 3 | | | | | | 3 | | 4 | | | | | | 4 | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | 9 | | | | | | 9 | | 9 | | | | | | 9 | | 9 | | | | | | 9 | |
| *PERMANENT PART-TIME | | | | | | | | | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Associate Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Assistant Professor | | | | | | | | | | | | | | | | | | | | | | | | |
| Instructor | | | | | | | | | | | | | | | | | | | | | | | | |
| Visiting | | | | | | | | | | | | | | | | | | | | | | | | |
| SUB-TOTAL | | | | | | | | | | | | | | | | | | | | | | | | |
| 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.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT Nuclear Engineering

COMPLETED BY A. H. Person

DATE June 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

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

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

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF ENGINEERING

OFFICE OF THE DEAN
Box 5518 ZIP 27607

January 29, 1975

MEMORANDUM

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 before 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 | 2 |
| Working | 5 |
| | <hr/> |
| | 53 |

Among the other colleges attended are:

| | |
|------------------|---|
| UNC- Chapel Hill | 9 |
| N. C. Central | 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

| | <u>Girls</u> | <u>Boys</u> | <u>Total</u> |
|------------------------------------------------|--------------|-------------|--------------|
| 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 |
| 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 |
| | <u>16</u> | <u>37</u> | <u>53</u> |

Black Enrollment
1972-74

| | <u>FR</u> | <u>SOPH</u> | <u>JR</u> | <u>SR</u> | <u>SP</u> | <u>TOTAL</u> | <u>MR</u> | <u>PHD</u> | <u>TOTAL</u> | <u>GRAND TOTAL</u> |
|------|-----------|-------------|-----------|-----------|-----------|--------------|-----------|------------|--------------|--------------------|
| 1972 | 15 | 14 | 6 | 10 | | 45 | 4 | | 4 | 49 |
| 1973 | 13 | 11 | 11 | 5 | | 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 |
| | <u>38</u> |

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

January 10, 1975



BLACK
STUDENT
PROGRAM

ENGINEERING

NORTH CAROLINA
STATE
UNIVERSITY
1975

North Carolina State University

- SCHOOL OF ENGINEERING -

Engineering Program For Black Students

Summer 1975

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

*University Student Center (#83 on Campus Map)

June 16 to 20 and June 23 to 27

60 Admitted

58 Admitted



School of Engineering

Aerospace Engineering
Bio. & Agric. Engineering
Chemical Engineering
Civil Engineering
Civil Engineering
Construction Option
Electrical Engineering
Engineering Sci. & Mech.
Engineering Operations
Furniture Manufacturing
and Management
Industrial Engineering
Materials Engineering
Mechanical Engineering
Nuclear Engineering

ENGINEERING

ENGINEERING

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ENGINEERING

ENGINEERING

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



APPLICATION FORM

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, 1975
 I can attend either week June 23-27, 1975

NAME (Mr.) (Ms.) _____ GRADUATION YEAR _____

SCHOOL _____ COUNTY _____

COUNSELOR _____

SCHOOL ADDRESS _____ ZIP _____

HOME ADDRESS _____ ZIP _____

Entrance requirements for the School of Engineering include those listed below. Place an X in box for those you have completed or are presently enrolled. Encircle the box for those you will complete your senior year.

One unit of each of following:

- Freshman English Sophomore English Junior English Senior English
 Algebra Geometry Trigonometry Other Mathematics
 Science _____ NAME _____ Science _____ NAME _____

GRADE AVERAGE TO DATE _____ RANK IN CLASS _____ OUT OF _____ STUDENTS

PSAT (If available) MATHEMATICS _____ VERBAL _____

STUDENT'S SIGNATURE _____ DATE _____

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 April 15, 1975. Applicants will be notified by April 30, 1975.

**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

Engineering

Is For Women Too!

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 OF 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 8:30-9:30 | <p>Career Discussion Panels</p> <p>Panels of staff members, working engineers and students will discuss engineering careers in the following six areas -</p> <ul style="list-style-type: none"> Transportation Human Factors Energy Communications Computers Materials <p>All six of these panels will meet at the same time during each of the four Career Discussion periods.</p> <p>Each participant will choose the four of these panels in which she is most interested and she will then be assigned a time to attend the Career Discussion panels of her choice.</p> |
| 9 | | Welcome & Speaker 9:00-10:00 | | |
| 10 | | I. Career Discussion 10:15-11:00 | NCSU - Admissions 9:45-10:45 | |
| 11 | | II. Career Discussion 11:15-12:00 | NCSU - Financial Aid 11:00-12:00 | |
| 12 | | Lunch Guest Speaker 12:15-1:30 | Lunch & Remarks 12:00-1:00 | |
| 1 | | | Departure 1:00- | |
| 2 | | III. Career Discussion 2:00-2:45 | | |
| 3 | | IV. Career Discussion 3:00-3:45 | | |
| 4 | | Assembly and Nuclear Reactor Tour 4:00-5:30 | | |
| 5 | | | | |
| 6 | Registration and Check-In | | | |
| 7 | Bowen Lobby 6:00-9:00 | Picnic 6:30-8:30 Campus | | |

*Registration for those who did not register on June 8 (University Student Center).

123 admitted

NORTH CAROLINA STATE UNIVERSITY | AT RALEIGH

SCHOOL OF ENGINEERING

OFFICE OF THE DEAN
Box 5518 ZIP 27607

5/23/75

Dr. Clark:

Larry told me he had
been in contact with you.

The enclosed are for
your information.

Art Eckels

Program Director