

Sic:

Affirmative Action

May 15, 1973

MEMORANDUM

TO: Dr. Leroy C. Saylor

FROM: Clauston Jenkins

Attached is a copy of the School of Forest Resources affirmative action plan on which I have made a few changes as a result of my review and discussions with the General Administration of University of North Carolina. Please review my suggested changes and make any changes you wish. Just return this copy to me when you have reviewed it. I need it back by May 23.

CLJ:vg

Enclosure

AFFIRMATIVE ACTION PLAN
for the
School of Forest Resources
North Carolina State University

Introduction

This document contains the Affirmative Action Plan for the School of Forest Resources which is composed of the Department of Forestry, Department of Recreation Resources Administration and Department of Wood and Paper Science. The statements and in particular the "availability data" are presented in reference to the professional areas for which the departments are responsible. These include: Forest Resources Management, Recreation and Parks Administration, Forest Recreation, Wood Science, and Pulp and Paper Science. Embodied in the School plan is a summary and distillation of pertinent facts from the individual departmental affirmative action plans which are available for reference if needed.

General Statement

The School of Forest Resources agrees to continue established policies that in terms of Executive Order 11246 "will not discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin and that will provide affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to these factors."

Although as shown later, it is not felt that women, blacks or other minority ethnic groups are underrepresented in the School on the basis of

availability of qualified candidates, a serious attempt has been made to establish goals and procedures that are positive and even innovative as well as realistic in dealing with the problem of equal employment opportunity.

It is recognized that the scarcity of individuals from minority groups and females (in particular) in the professions represented in the School is in large measure the result of lack of interest and outright aversion by these groups because of the nature of the work associated with these areas. As a result, it is felt that some of the most profitable efforts in the future will be those directed toward rectifying past "image" problems and recruiting and training undergraduate, graduate and postdoctoral students even though results from these efforts will be more long term in nature. Hopefully, such activities will involve the professions at large as well as other Schools across the nation.

It is also recognized that recruitment of faculty by the School of Forest Resources is a highly competitive enterprise. Selection and appointment of an individual faculty member involves the process of identifying the best person possible for the needs of the School and the position available consistent with the salary and resources that can be provided to support the individual. In this sense, appointment of a faculty member has requirements above and beyond attainment of the minimum specifications of a particular academic degree. These additional requirements include evaluations of: a) the quality of the individual's past performance in teaching and/or research, b) the potential of the individual to make contributions of the highest quality in the field identified, and c) evidence of leadership and effective participation

as a team member. Judgments by the individual's peers in the fields of his interests and activities are a necessary input to the evaluation process.

In the above context, appointment of faculty (other than the best) made primarily to satisfy established quota goals for minorities and females could result in an erosion of the School's programs. If productivity or quality of School programs were lowered as the result of pressure to achieve firm goals, it would appear logical for the enforcing agency to provide additional financial resources to enable maintenance of quality programs.

School Statistics and Availability Data

Faculty (EPA) Personnel

Of the 44 faculty positions covering the ranks of instructor (or equivalent) to professor in the School of Forest Resources (Table 1), none is filled currently by a female or black; however, one at the assistant professor level is held by a member of another minority group (Oriental). This is not construed as underrepresentation of females or minorities in light of past and present availability data as presented below.

Meaningful availability data applicable to the School of Forest Resources are difficult to obtain for a variety of reasons such as past regulations that prohibited recording of race and sex, lack of systematic data recording and collection, incomplete responses to questionnaires that have been tried, etc. As a result it is only possible to provide data that are of value in obtaining a general overview of the situation.

Table 1. Faculty (EPA) positions and graduate assistants for the School of Forest Resources

Faculty	White Male	White Female	Black Male	Black Female	Other Male	Other Female	Vacancies	Total
Professor	17							17
Assoc. Prof.	12							12
Asst. Prof.	5				1			6
Instructor	2							2
Research Assoc.	2				1			3
Research Asst.	1							1
Teaching Tech.	1							1
Liaison Geneticist	2							2
TOTAL	42				2			44
<u>Graduate Assistants</u>								
Masters Candidate	16		1					17
Ph.D. Candidate	14				1			15
TOTAL	30		1		1			32

In June of 1971, a report was published by the Council for University Women's Progress at the University of Minnesota indicating that only one (0.18%) of the 558 doctorates awarded in Forestry from 1960-69 was earned by a female; for the same period only four (13.3%) of 30 doctorates in Recreation were listed as earned by females.

As seen in Table 2, there has been a slow but steady increase from 1963 to 1971 in the number of females enrolled in doctoral programs in

Table 2. Undergraduate and graduate enrollment from 1960-71 for females in all schools of forestry^{1/}

Year	Undergraduate Students		Graduate Students			
	Female (Total) Number	Female %	Master		Doctor	
			Female (Total) Number	Female %	Female (Total) Number	Female %
1960	24 (8,439)	0.3	6 (604)	1.0	-- (312)	-
1961	26 (8,704)	0.3	4 (696)	0.6	-- (351)	-
1962	30 (8,757)	0.3	8 (714)	1.1	-- (392)	-
1963	41 (8,804)	0.5	12 (839)	1.4	3 (418)	0.7
1964	70 (9,412)	0.7	12 (988)	1.2	2 (443)	0.5
1965	105 (10,339)	1.0	12 (1,217)	1.0	4 (518)	0.8
1966	134 (11,118)	1.2	21 (1,320)	1.6	10 (645)	1.2
1967	199 (12,358)	1.6	34 (1,330)	2.6	12 (785)	1.5
1968	313 (13,312)	2.4	53 (1,327)	4.0	11 (911)	1.2
1969	379 (13,480)	2.8	49 (1,351)	3.6	10 (907)	1.1
1970	696 (17,178)	4.1	115 (1,926)	6.0	24 (960)	2.5
1971	1,175 (19,313)	6.1	157 (2,227)	7.1	44 (870)	5.1

^{1/}Data were compiled from the 1972 annual report by Gordon D. Marckworth as published in the Journal of Forestry and further supplemented in a special report to deans of all forestry schools.

forestry schools. It should be recognized, however, that although 44 (5.1%) of 870 graduate candidates in 1971 were listed as females, these data are somewhat misleading because a significant proportion of the females are known to be foreign students (mainly Oriental) working in very specialized fields.

The above trend in University enrollment is also being experienced in some society memberships in that females in the Society of American Foresters increased from 38 to 95 during the nineteen month period ending January 3, 1973. Even so, this amounts to less than one percent of the total membership of approximately 17,000 in this Society. In the Society of Wood Science and Technology six (1%) are females, while in TAPPI (Technical Association of the Pulp and Paper Industry), 113 (0.9%) of the 12,800 members are females with affiliate standing (librarians or subscribers) and 38 (0.3%) are women with associate membership.

As shown by the above statistics, there has been a definite lack of qualified females for faculty positions, and to our knowledge only one forestry school currently has a female appointed to a forestry type position. The one area that might appear to be an exception is recreation and parks administration where according to the August 1971 issue of "Parks and Recreation" 107 (18%) of the 596 faculty members in these curriculums were listed as female. However, because many of these women are involved in programs that deal with therapeutic recreation or face-to-face leadership (e.g., physical education) roles, it is felt that less than five percent that obtain a doctorate degree would be qualified for positions in our recreation programs that emphasize concepts of management of recreation areas, facilities, personnel, programs, etc.

Statistics for blacks and other minority groups are more difficult to obtain than for females and the situation in general is even more discouraging. Some of the most meaningful data available are those published by Payne and Theoe (Table 3) which show, for example, that only six (0.3%) of 2,258 graduate students in forestry in 1969-70 were black. Similarly, in a survey during the 1970-71 academic year, the National Recreation and Park Association found only 8 (3.1%) of 257 doctoral candidates in recreation were black.

Table 3. Minority group students (1969-70 academic year) and graduates (1900-1970) in forestry programs^{1/}

Group	Student Enrollment (Academic Year 1969-70)				Graduates of Forestry Programs (1900-70)	
	Undergraduate		Graduate		Minority (Tot.)	%
	Minority (Tot.)	%	Minority (Tot.)	%		
Negro	18 (13,480)	0.13	6 (2,258)	0.27	12 (43,405)	0.03
Mexican American	27 (13,480)	0.20	5 (2,258)	0.22	20 (43,405)	0.05
American Indian	33 (13,480)	0.24	1 (2,258)	0.04	26 (43,405)	0.06
Oriental	14 (13,480)	0.10	37 (2,258)	1.64	45 (43,405)	0.10
TOTALS	92 (13,480)	0.68	49 (2,258)	2.17	103 (43,405)	0.24

^{1/}Minority group data were obtained from the article "Black foresters needed-- A professional concern" by B. R. Payne and D. R. Theoe. Journal of Forestry 69(5): 295-98. 1971.-----The enrollment and graduate totals were obtained from the 1972 report by Marckworth (see footnote for Table 2).

Beyond the student ranks, it is estimated by the national office of the Society of American Foresters that only five (0.03%) of 17,000 members are black. No blacks are known to be serving in faculty positions with traditional forest management responsibilities, while less than five percent of the faculty in recreation and parks programs were listed by "Parks and Recreation" (August 1971 issue) as black.

Along with the above data, our inability to successfully establish cooperative programs at N. C. State University with predominately black institutions indicates further how unattractive forestry and related areas have been to the blacks. Since 1968, various types of transfer programs have been attempted with Tuskegee, Shaw, St. Augustine and Fayetteville State Universities. However, to date we have not had a single black student enroll in one of these programs. A further indication of the negative attitude blacks have toward traditional forestry, is the fact that students and faculty at Fayetteville State University did not even want to establish a transfer program in forestry, although they did choose to do so in other areas such as recreation and wood and paper science.

As expressed from several sources, a basic reason efforts such as ours have not succeeded is the fact that most blacks associate forestry with "slave labor" activities, such as pulpwood and timber cutting, and these are the very jobs they have struggled so hard the past 100 years to break from.

Additional information relevant to the availability of blacks with doctorate degrees can be found in the Ford Foundation report "Black American Doctorates" and a book entitled "Negroes in Science: National Science Doctorates, 1876-1969." Meaningful excerpts include:

- As of 1969, there were approximately 2,300 blacks with Ph.D.'s in the United States. This total represents less than one percent of the country's earned doctorates.
- About 650 blacks obtained natural science doctorates between 1876 and 1969. This represents less than one percent of the total doctorates awarded in natural science fields.
- Of the 1,096 black respondents to the Ford Foundation survey, more than half earned their degrees in Education or Social Science; 13 percent earned degrees in the Biological Sciences and 12 percent in the Physical Sciences.
- About 80% of the blacks with doctorates who are employed by colleges and universities are employed by institutions with predominately black enrollments.

On the basis of the above statistics, competition for qualified females and blacks by universities throughout the United States will obviously be keen for several years to come. This seems especially true for Schools such as ours that deal with professional areas in which historically they have been almost non-existent.

Non-academic (SPA) Personnel

Thirty-one non-academic positions currently exist in the School (Table 4); of these 24 (77%) are held by females and 5 (16%) by blacks. In addition, the School is cooperating with a local high school by employing a black male student part time as a laboratory and field technician.

Of the 16 positions classified as research support staff (e.g., technicians), three are held by blacks and 10 by females. The remaining 15 positions (basically secretarial positions) are filled by females, one of which is black. Although blacks do not hold top ranking positions in either of the two major categories, this is not the result of discriminatory practices. Rather, it is attributed to lack of seniority.

Table 4. Non-academic (SPA) positions for the School of Forest Resources

Title	Grade	White Male	White Female	Black Male	Black Female	Other Male	Other Female	Vacancies	Total
Admin. Officer I	67								
Admin. Asst.	62								
Admin. Sec.	60		1						1
Secretary IV	60		1						1
Secretary III	57		2						2
Steno II	54		5		1				6
Typist II	54		1						1
Acct. Clerk II	56		1						1
Clerk IV	60		1						1
Computer Prog. I	64		1						1
Comp. Oper. II	63								
Keypunch Oper. II	54								
Dup.Equip. Oper. II	55		1						1
Ag. Res. Tech. II	68								
Ag. Res. Tech. I	64	1	1						2
Ag. Res. Asst.	54			1					1
Res. Tech. III	64	2	2						4
Res. Tech. II	62		3	1					4
Res. Tech. I	58		1		2				3
Res. Mechanic II	64	1							1
Res. Mechanic I	62								
Maint. Mechanic II	60	1							1
Maint. Mechanic I	56								
Farm Foreman II	62								
Farm Foreman I	58								
Farm Worker	50								
Greenhouse Mgr. I	58								
Greenhouse Worker	53								
TOTAL		5	21	2	3				31

Figures for the percentage of blacks in non-academic positions in the School (16%) compare rather favorably with the percentage of blacks listed in the work force of the local community (20% - Table 5). The area needing most immediate attention is that related to secretarial services.

Table 5. Wake County work force

Category	Minority Work Force			Total Work Force		
	Male	Female	Total	Male	Female	Total
Civilian Work Force	12,800	11,400	24,200	71,410	50,720	122,130
Employment	12,440	10,770	23,210	70,350	49,290	119,640
Unemployment	360	630	990	1,060	1,430	2,490
Unemployment rate (%)	2.8	5.5	4.1	1.5	2.8	2.0

Goals

Faculty (EPA) Personnel

Because of the extreme scarcity of qualified applicants, affirmative employment goals to increase females and minorities in the School of Forest Resources cannot be established realistically in a period less than five years in the future. Therefore, all figures are projections for 1978 unless stated otherwise.

No new faculty positions are expected to be created in the next five years in the School, so changes in personnel can only be accomplished as positions are vacated by retirement or resignation. A profile by

department is provided in Table 6 which indicates 13 positions may become available from 1973 to 1978.

Table 6. Anticipated retirements, resignations and employment goals for faculty positions in the School of Forest Resources

Department	Retirements	Resignations	Employment Goals	
			Females	Minority Groups (primarily Blacks)
Forestry	4	1	1	or 1
Recreation Resources Administration	4	1	1	or 1
Wood and Paper Science	2	1	0	0
TOTALS	10	3	1 or 2	1 or 2

An attempt will be made to fill two of the 13 positions with some combination of females and blacks. On the basis of anticipated availability of qualified professionals, this may be somewhat overly ambitious, but it is considered to be something worthy to strive for. However, because of the extremely low availability of minority candidates for these positions the most effective approach will be to establish accelerated efforts to train and educate more minority people in these fields.

Non-academic (SPA) Personnel

No new non-academic positions are expected in the next five years and none are scheduled to be vacated through retirement. The turnover resulting from resignations is anticipated to be nine. The School goal will be to fill three of these positions with blacks. Two of

the three appointments are scheduled tentatively to be in the secretarial-stenographic area with the first to be completed by January of 1975.

Procedures

The School of Forest Resources will continue to use recruitment procedures that maintain the high quality standards already established for the successful performance of the School's education, research and extension functions. For example, the requirement of a doctorate will be maintained for all faculty positions. In addition, one of the degrees (i.e., B.S., M.S. or Ph.D.) held by the applicant must be in a professional area of the School (e.g., forestry, recreation, wood science, etc.). However, when an applicant possesses qualifications urgently needed, the doctoral requirement may be waived temporarily with the proviso it be completed in some specified time period. Similarly, extensive experience in a professional area may on rare occasions be considered as a substitute for having a degree in that particular field.

Because the professions are relatively small in size and the number of universities offering professional degrees is limited, past recruitment has been handled primarily through direct (word of mouth) contact. In the future, however, recruitment efforts will become more formalized.

Policies and procedures pertinent to the School's Affirmative Action Plan include the following:

- (1) Descriptions of vacant faculty positions will be carefully prepared to define qualifications desired in applicants. These descriptions will be widely advertised through professional journals, communication media of professional societies or associations and direct contact

with universities offering professional forestry or related curricula. Announcements will also be sent to institutions of predominantly black enrollments with which cooperating programs have been established. All recruiting advertisements will indicate the School is an "Equal Opportunity Employer."

(2) Records will be kept of the activities related to the handling and disposition of all faculty and non-academic applications (unsolicited as well as solicited). Special attention will be given to documenting the reasons why applicants (especially females or members of minority groups) were not selected.

(3) All departmental recruitment activities will be coordinated through the School's Equal Employment Opportunity Officer.

(4) For non-academic personnel, the School will continue to solicit qualified applicants through the University Personnel Office, the State Employment Office, and the Raleigh Community Good Neighbor Council. Qualifications for these positions will continue to be those established by the North Carolina State Personnel Office.

(5) Because of the small number of non-academic personnel in the School and because there is no history of discrimination in advancement in the School, no special training programs are being planned for the near future.

(6) Special consideration will be given to new or additional efforts directed toward training postdoctoral students and attracting more females and minority students into School undergraduate and graduate programs. (It is recognized, however, that these programs and efforts

cannot be supported by funds from the School's operating budget which is currently less than adequate for normal operations.) Examples of such efforts include:

- a) Training in our specialized academic fields postdoctoral students from other support areas such as economics, chemistry, etc., that have no background in our professions.
- b) Developing more ties and programs with institutions with predominately black enrollments. Established programs will be re-evaluated and strengthened if possible. Funds for scholarships and assistantships will also be sought.
- c) Increasing recruitment efforts in general throughout the state and region to attract more females and minority students into the School curricula.

(7) The Assistant Dean will serve as the School's Equal Employment Opportunity Officer to coordinate and oversee the above activities. In addition, the School's Administrative Council (Deans, Department Heads, and Faculty Senate Representative) will act as an advisory body to periodically evaluate progress, review procedures, handle grievance matters, etc.

L. C. Saylor
Assistant Dean

March 12, 1973

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF FOREST RESOURCES

OFFICE OF THE DEAN
Box 5488 Zip 27607

June 10, 1974

MEMORANDUM TO: W. H. Simpson
FROM: L. C. Saylor *L. C. Saylor*
SUBJECT: Summary of Recruiting Activities as Related to
Affirmative Action Goals

Only one faculty position (EPA) was filled during the past year and that was in the Department of Recreation Resources Administration. We were not successful in filling that position with either a black or female candidate.

Two faculty positions are currently open. One of these is a new position in recreation and a maximum effort is being made to fill this with a female. One indication of our intentions is the fact that the position has already been left vacant for over five months in an attempt to find a qualified person.

Individuals were solicited for six secretarial positions the past year. Although a special effort was made in recruiting blacks, none were hired. Our special efforts included personally contacting agencies such as Hardbarger and King's Business Colleges, Holding Technical Institute, etc., as well as using the university and state personnel offices. From these efforts and others such as seeking referrals from presently employed blacks, we received applications from only two black females; two others made appointments for initial interviews but never kept them (or even notified us of the cancellation). Of the two black applicants, one was considerably below the minimum levels of acceptance and the other could not be considered because the position in question actually never became vacant.

Two of the Steno II positions were held open for over a month in an attempt to find qualified blacks. In addition, one position in recreation has been held open since April 15 and will not be filled before July 1, 1974 with other than a black; however, in so doing at least three well qualified white candidates have been bypassed.

From the above experiences, it is evident that there is a real shortage of qualified black stenographic personnel. To further document this, I was informed today by the placement officer at Holding Technical Institute that they have only two black stenographers graduating in the August class and the competition has already been exceptional for them.

LCS/nr

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department School of Forest Resources

Completed By L. C. Saylor

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		
	M	F	M	F	M	F	M	F				M	F	M
Department Head	3						3		3					3
Professor	14						14		15					15
Associate Professor	16						16		16					16
Assistant Professor	9						9	13	1			13	1	10**
Instructor	8						8	4				4		6
SUB-TOTAL	50						50	51	1			51	1	50
*PERMANENT PART-TIME														
Professor														
Associate Professor														
Assistant Professor														
Instructor														
Visiting														
SUB-TOTAL														
TOTAL	50						50	51	1			51	1	50

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

**Includes one position that is vacant but in the process of being filled.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department School of Forest Resources

Completed By L. C. Saylor

Date June 6, 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	5						5		6								6
Technicians																	
SUB-TOTAL	5						5		6								6
*PERMANENT PART-TIME																	
Officials & Mgrs.																	
Professionals																1	1
Technicians																	
SUB-TOTAL																1	1
TOTAL	5						5		6						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.

AFFIRMATIVE ACTION PLAN
SPA

School/Department Forest Resources

Completed By L. C. Saylor

Date June 6, 1974

FULL-TIME	June 1973 Complement								Projected 1973-74 Complement								June 1974 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
Officials & Managers																								
Professionals																								
Technicians																								
Sales	3	7	2	2			5	9	3	7	2	2			5	9	3	7	2	2			5	9
Clerical		17		1				18		16		2												
Craftsman	1						1		1					1		17		1						18
Operations (semi-skilled)		1					1		1					1		1								1
Laborers																	1							1
Service Workers	4	25	2	3			6	28	4	24	2	4			6	28	4	25	2	3			6	28
SUB-TOTAL																								
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	4	25	2	3			6	28	4	24	2	4			6	28	4	25	2	3			6	28

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Forestry

Completed By C.B. Davey

Date 25 May 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
Department Head	1						1		1					1					1
Professor	8						8		8					9					9
Associate Professor	5						5		6					5					5
Assistant Professor	5						5		6					5					5
Instructor	4						4		3					3					3
SUB-TOTAL	23						23		24					23					23
*PERMANENT PART-TIME																			
Professor																			
Associate Professor																			
Assistant Professor																			
Instructor																			
Visiting																			
SUB-TOTAL																			
TOTAL	23						23		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.

Jervis, Steensen, Whitfield Promoted 1 July 1973

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Forestry

Completed By C.B. Davey

Date 25 May 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	4									4	4							4	
Technicians																										
SUB-TOTAL	4						4	4									4	4							4	
*PERMANENT PART-TIME																										
Officials & Mgrs.																										
Professionals																										
Technicians																										
SUB-TOTAL																										
TOTAL	4						4	4									4	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
SPA

School/Department Forestry

Completed By C.B. Davey

Date 25 May 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians	1	5	2	2			3	7	1	5	2	2			3	7	1	5	2	2			3	7
Sales																								
Clerical		7		1			8		7		1			8			7		1				8	
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			3	15
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			3	15

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Recreation Resources Adm.

Completed By Thomas I. Hines

Date May 30, 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	1						1		2							2
Associate Professor	4						4		2							4
Assistant Professor	0						0	3	1							4
Instructor	2						2	0								2
SUB-TOTAL	8						8	3	1							12
*PERMANENT PART-TIME																
Professor																
Associate Professor																
Assistant Professor																
Instructor																
Visiting																
SUB-TOTAL																
TOTAL	8						8	3	1							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
SPA

School/Department Recreation Resources Adm.

Completed By Thomas I. Hines

Date June 5, 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 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 & Managers																	
Professionals																	
Technicians																	
Sales																	
Clerical	0	2					0	2					0	2		0	2
Craftsman																	
Operations (semi-skilled)																	
Laborers																	
Service Workers																	
SUB-TOTAL	0	2					0	2					0	2		0	2
*PART-TIME																	
Officials & Managers																	
Professionals																	
Technicians																	
Sales																	
Clerical																	
Craftsman																	
Operations (semi-skilled)																	
Laborers																	
Service Workers																	
SUB-TOTAL																	
TOTAL		2					2		2				2				2

*SPA individuals working at least ½-time in a permanently established position.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Forest Resources - Wood & Paper Science Completed By I.S. Goldstein

Date June 5, 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
Department Head	1						1		1				1					1	
Professor	5						5		5				5					5	
Associate Professor	7						7		8				8					7	
Assistant Professor	4						4		4				4	4**				4**	
Instructor	2						2		1				1	2				2	
<hr/>																			
SUB-TOTAL	19						19		19				19	19				19	
<hr/>																			
*PERMANENT PART-TIME																			
Professor																			
Associate Professor																			
Assistant Professor																			
Instructor																			
Visiting																			
SUB-TOTAL																			
<hr/>																			
TOTAL	19						19		19				19	19				19	

* 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.

**One position vacant as of June 30, 1974.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Forest Resources - Wood & Paper Science

Completed By I. S. Goldstein

Date June 5, 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	1						1		2							2		2								2
Technicians																										
SUB-TOTAL	1						1		2						2		2								2	
*PERMANENT PART-TIME																										
Officials & Mgrs.																										
Professionals																		1								1
Technicians																										
SUB-TOTAL																		1								1
TOTAL	1						1		2						2		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
SPA

School/Department Forest Resources - Wood & Paper Science

Completed By I. S. Goldstein

Date June 5, 1974

FULL-TIME	June 1973 Complement						Projected 1975-76 Complement						June 1974 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		
Officials & Managers																										
Professionals																										
Technicians	2	2					2	2																		
Sales														2	2			2	2					2	2	
Clerical		4					4																			
Craftsman	1						1		3		1				4			4						4		
Operations (semi-skilled)								1						1			1							1		
Laborers																										
Service Workers																										
SUB-TOTAL	3	6					3	6	3	5	1			3	6		3	6						3	6	
*PART-TIME																									3	6
Officials & Managers																										
Professionals																										
Technicians																										
Sales																										
Clerical																										
Craftsman																										
Operations (semi-skilled)																										
Laborers																										
Service Workers																										
SUB-TOTAL																										
TOTAL	3	6					3	6	3	5	1			3	6		3	6						3	6	

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

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF FOREST RESOURCES

OFFICE OF THE DEAN
Box 5488 Zip 27607

June 10, 1974

MEMORANDUM TO: W. H. Simpson

FROM:

L. C. Saylor

L. C. Saylor

SUBJECT:

Summary of Recruiting Activities as Related to
Affirmative Action Goals

Only one faculty position (EPA) was filled during the past year and that was in the Department of Recreation Resources Administration. We were not successful in filling that position with either a black or female candidate.

Two faculty positions are currently open. One of these is a new position in recreation and a maximum effort is being made to fill this with a female. One indication of our intentions is the fact that the position has already been left vacant for over five months in an attempt to find a qualified person.

Individuals were solicited for six secretarial positions the past year. Although a special effort was made in recruiting blacks, none were hired. Our special efforts included personally contacting agencies such as Hardbarger and King's Business Colleges, Holding Technical Institute, etc., as well as using the university and state personnel offices. From these efforts and others such as seeking referrals from presently employed blacks, we received applications from only two black females; two others made appointments for initial interviews but never kept them (or even notified us of the cancellation). Of the two black applicants, one was considerably below the minimum levels of acceptance and the other could not be considered because the position in question actually never became vacant.

Two of the Steno II positions were held open for over a month in an attempt to find qualified blacks. In addition, one position in recreation has been held open since April 15 and will not be filled before July 1, 1974 with other than a black; however, in so doing at least three well qualified white candidates have been bypassed.

From the above experiences, it is evident that there is a real shortage of qualified black stenographic personnel. To further document this, I was informed today by the placement officer at Holding Technical Institute that they have only two black stenographers graduating in the August class and the competition has already been exceptional for them.

LCS/nr

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department School of Forest Resources

Completed By L. C. Saylor

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	M
Department Head	3						3				3						3										3
Professor	14						14				15						15										15
Associate Professor	16						16				16						16										16
Assistant Professor	9						9			13	1						13	1	10**								10**
Instructor	8						8			4							4		6								6
SUB-TOTAL	50						50			51	1						51	1	50								50
*PERMANENT PART-TIME																											
Professor																											
Associate Professor																											
Assistant Professor																											
Instructor																											
Visiting																											
SUB-TOTAL																											
TOTAL	50						50			51	1						51	1	50								50

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

**Includes one position that is vacant but in the process of being filled.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department School of Forest Resources

Completed By L. C. Saylor

Date June 6, 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	M	F
Officials & Mgrs.																												
Professionals	5						5			6							6			6							6	
Technicians																												
SUB-TOTAL	5						5			6						6			6								6	
*PERMANENT PART-TIME																												
Officials & Mgrs.																												
Professionals																				1								1
Technicians																												
SUB-TOTAL																				1								1
TOTAL	5						5			6						6			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.

AFFIRMATIVE ACTION PLAN
SPA

School/Department Forest Resources

Completed By L. C. Saylor

Date June 6, 1974

FULL-TIME	June 1973 Complement				Projected 1973-74 Complement				June 1974 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													
Officials & Managers																									
Professionals																									
Technicians	3	7	2	2																					
Sales					5	9	3	7	2	2			5	9	3	7	2	2			5	9			
Clerical		17		1						2															
Craftsman	1						1							18		17		1				18			
Operations (semi-skilled)		1				1		1					1		1							1			
Laborers													1		1							1			
Service Workers	4	25	2	3			6	28	4	24	2	4			6	28	4	25	2	3			6	28	
SUB-TOTAL																									
*PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
Sales																									
Clerical																									
Craftsman																									
Operations (semi-skilled)																									
Laborers																									
Service Workers																									
SUB-TOTAL																									
TOTAL	4	25	2	3			6	28	4	24	2	4			6	28	4	25	2	3			6	28	

*SPA individuals working at least ½-time in a permanently established position.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Forestry

Completed By C.B. Davey

Date 25 May 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
Department Head	1						1		1					1
Professor	8						8		8					9
Associate Professor	5						5		6					5
Assistant Professor	5						5		6					5
Instructor	4						4		3					3
SUB-TOTAL	23						23		24					23
*PERMANENT PART-TIME														
Professor														
Associate Professor														
Assistant Professor														
Instructor														
Visiting														
SUB-TOTAL														
TOTAL	23						23		24					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.

Jervia, Steensen, Whitfield Promoted 1 July 1973

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Forestry

Completed By C.B. Davey

Date 25 May 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		4									4
Technicians																	
SUB-TOTAL	4					4		4									4
*PERMANENT PART-TIME																	
Officials & Mgrs.																	
Professionals																	
Technicians																	
SUB-TOTAL																	
TOTAL	4					4		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
SPA

School/Department Forestry

Completed By C.B. Davey

Date 25 May 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians	1	5	2	2			3	7	1	5	2	2			3	7	1	5	2	2			3	7
Sales																								
Clerical		7		1			8		7		1			8			7		1				8	
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			3	15
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			3	15

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Recreation Resources Adm.

Completed By Thomas I. Hines

Date May 30, 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	1						1		2							1
Associate Professor	4						4		2							1
Assistant Professor	0						0	3	1							4
Instructor	2						2	0								1
SUB-TOTAL	8						8	8	1							8
*PERMANENT PART-TIME																
Professor																
Associate Professor																
Assistant Professor																
Instructor																
Visiting																
SUB-TOTAL																
TOTAL	8						8	8	1							8

* 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 Recreation Resources Adm.

Completed By Thomas I. Hines

Date June 5, 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 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 & Managers																		
Professionals																		
Technicians																		
Sales																		
Clerical	0	2					0	2		0	2						0	2
Craftsman																		
Operations (semi-skilled)																		
Laborers																		
Service Workers																		
SUB-TOTAL	0	2					0	2		0	2						0	2
*PART-TIME																		
Officials & Managers																		
Professionals																		
Technicians																		
Sales																		
Clerical																		
Craftsman																		
Operations (semi-skilled)																		
Laborers																		
Service Workers																		
SUB-TOTAL																		
TOTAL		2					2			2							2	

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Forest Resources - Wood & Paper Science Completed By I.S. Goldstein

Date June 5, 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	5						5		5								5
Associate Professor	7						7		8								7
Assistant Professor	4						4		4								4**
Instructor	2						2		1								2
<hr/>																	
SUB-TOTAL	19						19		19								19
<hr/>																	
*PERMANENT PART-TIME																	
Professor																	
Associate Professor																	
Assistant Professor																	
Instructor																	
Visiting																	
<hr/>																	
SUB-TOTAL																	
<hr/>																	
TOTAL	19						19		19								19

* 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.

**One position vacant as of June 30, 1974.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Forest Resources - Wood & Paper Science

Completed By I. S. Goldstein

Date June 5, 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	1						1		2								2
Technicians																	
SUB-TOTAL	1						1		2								2
*PERMANENT PART-TIME																	
Officials & Mgrs.																	
Professionals																	1
Technicians																	
SUB-TOTAL																	1
TOTAL	1						1		2								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
SPA

School/Department Forest Resources - Wood & Paper Science

Completed By I. S. Goldstein

Date June 5, 1974

FULL-TIME	June 1973 Complement						Projected 1975-76 Complement						June 1974 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
Officials & Managers																								
Professionals																								
Technicians	2	2					2	2	2	2						2	2	2	2				2	2
Sales																								
Clerical		4																						
Craftsman	1								3	1					4		4							4
Operations (semi-skilled)							1		1						1		1							1
Laborers																								
Service Workers																								
SUB-TOTAL	3	6					3	6	3	5	1			3	6	3	6						3	6
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	3	6					3	6	3	5	1			3	6	3	6						3	6

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

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF FOREST RESOURCES

June 16, 1975

OFFICE OF THE DEAN
Box 5488 Zip 27607

MEMORANDUM TO: L. M. Clark

FROM: L. C. Saylor

SUBJECT: Summary of Recruiting Activities for 1974-75

Two faculty positions (both in the Department of Recreation Resources Administration) were filled last year. A special effort was made to hire a female because of certain departmental needs and because although quite limited in number more females are available in this area than any other in the School. Of the 43 applicants, six were female and one was black (male). One female was very well qualified and a special effort was made to recruit her. For example, special arrangements were made to offer a salary significantly above the level normally offered in the School for assistant professors because of her high market value. However, even then we were not successful. The position was eventually filled at the instructor level by a female graduate candidate in the department who because of her excellent performance will be employed again next year (1975-76).

An unexpected advancement in achieving EPA affirmative action goals occurred in the Department of Forestry. About mid-year permission was given to create a new position in forest engineering. Because individuals with such training are rather limited, it was surprising to find that the best qualified engineer of the final three interviewed was a female. An Egyptian by ancestry, she will join the faculty as an associate professor beginning August 1975.

Individuals were solicited for six technician or EPA non faculty positions (e.g., extension specialist). Primarily because of the technical requirements associated with these positions, there were no female applicants and only one black applicant. The black applicant was not hired because of background deficiencies in chemistry and because his former employer did not consider him capable of handling the research assignments associated with the position.

Five secretarial positions were filled during the year; three of these were departmental head secretarial positions which were considered to be of strategic importance to the operation of the School. Again qualified blacks were sought through special efforts such as holding positions open for exceptional periods of time (up to two months) and personally contacting local agencies such as Hardbargers and King's Business College, Holding Technical Institute, etc., as well as the university and state personnel offices. Approximately 30 applicants (including eight blacks) were interviewed. No black applicant was hired for the general secretarial positions

Memorandum to L. M. Clark

Page 2

June 16, 1975

because their qualifications were considered to be well below the minimum. None were hired for the head secretarial positions because of minimum qualifications and experience of the blacks compared to outstanding ratings for several of the white applicants. (It should be noted that half of the black applicants were already employed by the university so hiring them would have only involved an internal shift.)

The total complement of blacks in the SPA category was reduced by one as a result of the above hiring efforts and the fact that the black head secretary for the Department of Forestry resigned to move to Washington, D. C. As a result, an even greater effort to recruit blacks will be made in the future.

Although the enrollment of female students in the School continues to increase, efforts to recruit black students (especially in forestry) continue to be marginal at best. More recent efforts involved providing special instruction and setting up transfer programs with predominantly black institutions such as Shaw University and Tuskegee Institute. Unfortunately the one black student recruited last fall and awarded a substantial industrially supported fellowship was suspended this spring because of academic difficulties.

LCS/nr

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF FOREST RESOURCES

DEPARTMENT OF FORESTRY
Box 5488 ZIP 27607

6 June 1975

Affirmative Action in Forestry

During the 1974-1975 year, several changes occurred in personnel and in job classifications. By 1 June 1975, all EPA non-faculty and SPA positions were filled. One EPA faculty position will be filled in August 1975.

During the year, two white female technicians resigned their positions to become full-time graduate students. One of the positions was filled by a male oriental. Before the end of his probationary period it was repeatedly demonstrated that his work was entirely unsatisfactory and he was dismissed. He was replaced by a white male who is now in a probationary period. To date, his work has been satisfactory. The other position was also filled by a white male. Both of these positions were advertised through local personnel channels.

A new secretarial position was created in one of the cooperative research programs. This position was advertised through local personnel channels and was filled by a white female.

One black female resigned to move to Washington, DC. Her position was advertised through local channels. Seven females applied for the position including one black. The applicants were interviewed and tested for typing speed and accuracy. The candidate with the best speed also had the fewest errors. She was hired and is performing very satisfactorily. She is white.

One SPA non-faculty was hired away from the department to a corporate economist position in a large forest industry. The pool of people with qualifications to fill such a position is very small and includes the major forest industries in the South and four southern schools of forestry. The position was advertised in these places. One white male applied for the position. He was qualified and was hired. He is now in a probationary period.

Our greatest progress in overcoming imbalances in the sex and race make-up of the department personnel came in the area of EPA faculty. We received permission from the University Administration to create a new faculty position in forest engineering. The position was advertised nationwide among institutions

who train or hire forest engineers and in the national professional forestry journal and in a major general scientific journal. More than a dozen applications were received of which seven appeared worthy of further consideration. Three candidates were invited to visit campus to be interviewed. The best qualified candidate from among the three was hired. She is both female and "Other" insofar as race goes. She is of Egyptian ancestry. She will begin her teaching and research duties on the faculty in August, 1975.

In summary, several personnel changes have occurred during the year. All vacant positions have been appropriately advertised so as to attract qualified applicants, especially including females and minorities.

CB Davy

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF FOREST RESOURCES

DEPARTMENT OF RECREATION RESOURCES ADMINISTRATION
4008 BILTMORE HALL
RALEIGH, N. C. 27607

June 9, 1975

MEMORANDUM

TO: Dr. L. C. Saylor
FROM: Thomas I. Hines *T. I. Hines*
SUBJECT: Affirmative Action

Specifically, the following information relates to persons that were employed by the Department of Recreation Resources Administration during the year, July 1, 1974 to June 30, 1975.

1. Assistant Professor (Replacement for Hammon)

The position was advertised nationally by the use of services provided by the National Recreation and Park Association: placement services and the Communique. Announcements were directly mailed to 30 universities and colleges throughout the United States including several predominately black institutions. Twenty-five persons, all white and including one female, applied. (No blacks responded.) Four persons, all male, who were considered by the selection committee were invited to the campus for interview. Dr. David Erickson was employed.

2. Instructor (New position)

Communique, March 15, 1974, advertised nationally a new position made available for the 1974-75 academic year; also on March 4, 1974, announcements of the position opening was mailed to 78 universities and colleges. A total of 18 persons responded: white males, 12; black males, 1; and 5 females. An all-out effort was made to hire a highly qualified female, and Miss Margot Unkel was invited to the campus January 21, 1975, for interview. She was offered the position at an unusually high salary and the rank of assistant professor; however, she decided not to accept the 12 months' position.

Miss Beth Wilson served during the academic year, 1974-75, in a temporary role as a teaching technician. She has been reappointed for the 1975-76 year.

3. Steno II position (Replacement for Templeton)

On April 22, 1974, we notified the University's Personnel Office of a vacancy, Steno II. Within the week following the above date, we also informed the State Personnel Office and Hardbarger Business College of the opening. During the week of May 6, we contacted Holding Tech.

In an effort to acquire a black female for the position, it was decided to give ample time for blacks to apply and to be employed if qualified. As of May 15, 1974, five women had been interviewed; one of these - a black. Another black inquired of the position but removed herself from consideration when she learned of the salary.

From May 22 to June 1, six women contacted our office: two blacks and four whites. Even though appointments were given to the blacks, they did not show. We would have recommended employment for two of the white applicants: Miss Nancy Hall and Miss Julia Sherrill; however, the decision was made to continue search for a black.

From June 1 to June 24, no referrals were made to our office. On June 17, we appealed to the State Personnel Office for assistance; similar action was made to the University's Personnel Office. From this request the University provided the name of one applicant. Four other applicants, recruited by our office, were contacted; three, including one black, were interviewed. The black failed to satisfy the requirements.

All blacks who met their appointments were interviewed, and all blacks and those whites who indicated an interest in the position were given a shorthand and typing test.

It was my recommendation that we employ Mrs. Jacquelin Rawls to fill the vacant position, Steno II, Step 1, effective July 8, 1974. Mrs. Rawls is the wife of a post graduate student who intends to be on campus two years or longer. She is highly qualified for the position by virtue of her experience and education.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF FOREST RESOURCES

DEPARTMENT OF WOOD & PAPER SCIENCE
Box 5488 Zip 27607

Memorandum To: L. C. Saylor
From: I. S. Goldstein *ISG*
Subject: Affirmative Action During 1974-75

During the past year we filled the following positions:

Technician I
2 Research Assistants
Extension Specialist
Secretary IV

The four technical positions were filled with white males and the secretarial position with a white female. This represents no progress toward our Affirmative Action goals.

The Technician I position was filled after a two month search produced only three applicants, all male and only one black. The black applicant had no chemical background and his former employer did not consider him capable of handling research assignments.

One Research Assistant and the Extension Specialist positions were advertised nationally, but only white male applicants resulted because of the special technical knowledge required.

The other Research Assistant position was filled from within by advancing one of our graduates who had been working on the project in an hourly wage capacity. The need for intimate knowledge of the oxygen pulping process to provide continuity to the project was paramount.

Of the five black candidates for the Secretary IV position, one had been previously passed over because of adverse reference reports and four were interviewed. Of these, one was well qualified while three were only marginally qualified. Because of the critical importance of this position to the smooth functioning of the department, the final decision was made on the basis of typing accuracy and specific University experience without regard to minority status. One of the white candidates excelled in these aspects and was hired. All the black candidates are employed by the University in Secretary III positions.

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT School of Forest ResourcesCOMPLETED BY L. C. SaylorDATE June 13, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	3						3		3							3		3						3
Professor	14						14		15							15		16						16
Associate Professor	16						16		16							16		16						16
Assistant Professor	9						9	1	13	1						10		7						7
Instructor	8						8	4								6		7	1					7 1
SUB-TOTAL	50						50	1	51	1						50		49	1					49 1
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	50						50	1	51	1						50		49	1					49 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 School of Forest ResourcesCOMPLETED BY L. C. SaylorDATE June 13, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	3						3		3							3		3						3
Professor	14						14		15							15		16						16
Associate Professor	16						16		16							16		16						16
Assistant Professor	9						9	1	13	1						10		7						7
Instructor	8						8	4	4							6		7	1					7 1
SUB-TOTAL	50						50	1	51	1						50		49	1					49 1
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	50						50	1	51	1						50		49	1					49 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 School of Forest Resources

COMPLETED BY L. C. Saylor

DATE June 13, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	June 1973 EPA Non-Faculty Complement				Projected 1975-76 Complement				June 1974 EPA Non-Faculty Complement				June 1975 EPA Non-Faculty Complement			
	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F	White M	Black F	Other M	Total F
FULL-TIME																
Officials & Managers																
Professionals	5			5	6			6	6			6	8			8
Technicians																
SUB-TOTAL	5			5	6			6	6			6	8			8
*PERMANENT PART-TIME																
Officials & Managers																
Professionals									1			1				
Technicians																
SUB-TOTAL									1			1				
TOTAL	5			5	6			6	7			7	8			8

* 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 Forest Resources

COMPLETED BY L. C. Saylor

DATE June 13, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Officials & Managers																										
Professionals																										
Technicians	3	7	2	2			5	9	3	7	2	2			5	9	3	7	2	2					8	7
Sales																										
Clerical		17		1				18		16		2				18		17		1						18
Craftsman	1						1	1	1	1					1	1	1	1							1	1
Operations (semi-skilled)		1						1		1						1		1								1
Laborers																										
Service Workers																										
SUB-TOTAL	4	25	2	3			6	28	4	24	2	4			6	28	4	25	2	3					9	26
*PART-TIME																										
Officials & Managers																										
Professionals																										
Technicians																										
Sales																										
Clerical																										
Craftsman																										
Operations (semi-skilled)																										
Laborers																										
Service Workers																										
SUB-TOTAL																										
TOTAL	4	25	2	3			6	28	4	24	2	4			6	28	4	25	2	3					9	26

* SPA individuals working at least ½-time in a permanently established position.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY I. S. Goldstein

DATE June 10, 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	7						7		8						8		7						8	
Assistant Professor	4						4		4						4		4						4	
Instructor	2						2		1						1		2						3	
	19						19		19						19		19						18	
SUB-TOTAL																								
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL																								
	19						19		19						19		19						18	

* 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 Forest Resources - Wood and Paper Science COMPLETED BY I. S. Goldstein

DATE June 10, 1975

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

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY I. S. Goldstein

DATE June 10, 1975

June 1973 Complement

Projected 1975-76 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Officials & Managers																									
Professionals																									
Technicians	2	2					2	2	2	2					2	2	3	2					3	2	
Sales																									
Clerical		4					4		3	1				4	4			4	4					4	
Craftsman	1						1		1					1	1			1	1					1	
Operations (semi-skilled)																									
Laborers																									
Service Workers																									
SUB-TOTAL	3	6					3	6	3	5	1			3	6	3	6			3	6	4	6	4	6
*PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
Sales																									
Clerical																									
Craftsman																									
Operations (semi-skilled)																									
Laborers																									
Service Workers																									
SUB-TOTAL																									
TOTAL	3	6					3	6	3	5	1			3	6	3	6			3	6	4	7	4	7

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY I. S. Goldstein

DATE June 10, 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	7						7		8							7		8						8
Assistant Professor	4						4		4							4		1						1
Instructor	2						2		1							2		3						3
	19						19		19							19		18						18
SUB-TOTAL																								
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	19						19		19							19		18						18

* 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 Forest Resources - Wood and Paper Science COMPLETED BY I. S. Goldstein

DATE June 10, 1975

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

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY J. S. Goldstein

DATE June 10, 1975

June 1973 Complement

Projected 1975-76 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																									
Professionals																									
Technicians	2	2					2	2	2	2					2	2	3	2					3	2	
Sales																									
Clerical		4					4	3	1				4	4			4	4						4	
Craftsman	1						1	1				1	1			1	1						1		
Operations (semi-skilled)																									
Laborers																									
Service Workers																									
SUB-TOTAL	3	6					3	6	3	5	1		3	6	3	6			3	6	4	6		4	6
*PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																		1						1	
Sales																									
Clerical																									
Craftsman																									
Operations (semi-skilled)																									
Laborers																									
Service Workers																									
SUB-TOTAL																									
TOTAL	3	6					3	6	3	5	1		3	6	3	6			3	6	4	7		4	7

* SPA individuals working at least ½-time in a permanently established position.

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY I. S. Goldstein

DATE June 10, 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	M
Department Head	1						1			1							1			1							1
Professor	5						5			5							5			5						5	
Associate Professor	7						7		8								7		8							8	
Assistant Professor	4						4		4								4		1							1	
Instructor	2						2		1								2		3							3	
	19						19		19								19		18							18	
SUB-TOTAL																											
*PERMANENT PART-TIME																											
Professor																											
Associate Professor																											
Assistant Professor																											
Instructor																											
Visiting																											
SUB-TOTAL																											
TOTAL	19						19		19								19		18							18	

* 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 Forest Resources - Wood & Paper Science COMPLETED BY I. S. GoldsteinDATE June 10, 1975

June 1973 Complement

Projected 1975-76 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians	2	2					2	2	2	2					2	2	3	2					3	2
Sales																								
Clerical		4					4		3	1					4		4							4
Craftsman	1						1		1						1		1							1
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL	3	6					3	6	3	5	1				3	6	3	6					4	6
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	3	6					3	6	3	5	1				3	6	3	6					4	7

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Recreation Res. Admin.COMPLETED BY Thomas I. HinesDATE June 9, 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	0						1	0
Professor	1						1	2							2	1							2	0
Associate Professor	4						4	2							4	4							4	0
Assistant Professor	0						0	3	1						3	1							3	0
Instructor	2						2	0							0	1							0	1
SUB-TOTAL	8						8	8	1						8	1	8						8	1
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	8						8	8	1						8	1	8						8	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

SPA

SCHOOL/DEPARTMENT Recreation Res. Admin.

COMPLETED BY Thomas I. Hines

DATE June 9, 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																										
Professionals																										
Technicians																										
Sales																										
Clerical	0	2					0	2									0	2						0	2	
Craftsman																										
Operations (semi-skilled)																										
Laborers																										
Service Workers																										
SUB-TOTAL	0	2					0	2									0	2							0	2
*PART-TIME																										
Officials & Managers																										
Professionals																										
Technicians																										
Sales																										
Clerical																										
Craftsman																										
Operations (semi-skilled)																										
Laborers																										
Service Workers																										
SUB-TOTAL																										
TOTAL	0	2					0	2									0	2							0	2

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Recreation Res. Admin.COMPLETED BY Thomas I. HinesDATE June 9, 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	0					1	0
Professor	1						1		2							1		2	0					2	0
Associate Professor	4						4		2							4		2	0					2	0
Assistant Professor	0						0	1	3	1						1		3	0					3	0
Instructor	2						2		0							1		0	1					0	1
SUB-TOTAL	8						8	1	8	1						8		8	1					8	1
*PERMANENT PART-TIME																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting																									
SUB-TOTAL																									
TOTAL	8						8	1	8	1						8		8	1					8	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

SPA

SCHOOL/DEPARTMENT Recreation Res. Admin.

COMPLETED BY Thomas I. Hines

DATE June 9, 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																										
Professionals																										
Technicians																										
Sales																										
Clerical	0	2					0	2									0	2						0	2	
Craftsman																										
Operations (semi-skilled)																										
Laborers																										
Service Workers																										
SUB-TOTAL	0	2					0	2									0	2							0	2
*PART-TIME																										
Officials & Managers																										
Professionals																										
Technicians																										
Sales																										
Clerical																										
Craftsman																										
Operations (semi-skilled)																										
Laborers																										
Service Workers																										
SUB-TOTAL																										
TOTAL	0	2					0	2									0	2							0	2

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Recreation Res. Admin.

COMPLETED BY Thomas I. Hines

DATE June 9, 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	0				1	0
Professor	1						1		2							2		1	0				2	0
Associate Professor	4						4		2							4		2	0				2	0
Assistant Professor	0						0	1	3	1						1		3	0				3	0
Instructor	2						2	0	0							1		0	1				0	1
SUB-TOTAL	8						8	1	8	1						8		8	1				8	1
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	8						8	1	8	1						8		8	1				8	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

SPA

SCHOOL/DEPARTMENT Recreation Res. Admin.

COMPLETED BY Thomas I. Hines

DATE June 9, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical	0	2					0	2	0	2					0	2	0	2					0	2
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL	0	2					0	2	0	2					0	2	0	2					0	2
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	0	2					0	2	0	2					0	2	0	2					0	2

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT

FORESTRY

COMPLETED BY

C. B. DAVEY

DATE

6 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	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	8					8		8						9		9						9
Associate Professor	5					5		6						5		6						6
Assistant Professor	5					5		6						5		3						3
Instructor	4					4		3						3		4						4
SUB-TOTAL	23					23		24						23		23						23
*PERMANENT PART-TIME																						
Professor																						
Associate Professor																						
Assistant Professor																						
Instructor																						
Visiting																						
SUB-TOTAL																						
TOTAL	23					23		24						23		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 FACULTY

SCHOOL/DEPARTMENT

FORESTRY

COMPLETED BY

C. B. DAVEY

DATE

6 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	8						8		8							9		9						9
Associate Professor	5						5		6							5		6						6
Assistant Professor	5						5		6							5		3						3
Instructor	4						4		3							3		4						4
SUB-TOTAL	23						23		24							23		23						23
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	23						23		24							23		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 FORESTRY

COMPLETED BY C. B. DAVEY

DATE 6 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																										
Professionals	4						4	4		4							4		5							5
Technicians																										
SUB-TOTAL	4						4	4		4						4		5							5	
*PERMANENT PART-TIME																										
Officials & Managers																										
Professionals																										
Technicians																										
SUB-TOTAL																										
TOTAL	4						4	4		4						4		5							5	

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT FORESTRY

COMPLETED BY C. B. DAVEY

DATE 6 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 M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F	White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
FULL-TIME																								
Officials & Managers																								
Professionals	4						4	4						4	4		5						5	
Technicians																								
SUB-TOTAL	4						4	4						4	4		5						5	
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
SUB-TOTAL																								
TOTAL	4						4	4						4	4		5						5	

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT FORESTRY

COMPLETED BY C. B. Davey

DATE 6 June 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians	1	5	2	2			3	7	1	5	2	2			3	7	1	5	2	2			5	5
Sales																								
Clerical		7		1			8		7		1			8		7		1			8			8
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			5	13
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			5	13

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT FORESTRYCOMPLETED BY C. B. DaveyDATE 6 June 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	June 1973 Complement				Projected 1973-74 Complement				June 1974 Complement				June 1975 Complement								
	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F					
FULL-TIME																					
Officials & Managers																					
Professionals																					
Technicians	1	5	2	2		3	7	1	5	2	2		3	7	3	3	2	2		5	5
Sales																					
Clerical		7		1		8		7		1		8		7		1		8			8
Craftsman																					
Operations (semi-skilled)																					
Laborers																					
Service Workers																					
SUB-TOTAL	1	12	2	3		3	15	1	12	2	3		3	15	3	11	2	2		5	13
*PART-TIME																					
Officials & Managers																					
Professionals																					
Technicians																					
Sales																					
Clerical																					
Craftsman																					
Operations (semi-skilled)																					
Laborers																					
Service Workers																					
SUB-TOTAL																					
TOTAL	1	12	2	3		3	15	1	12	2	3		3	15	3	11	2	2		5	13

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT

FORESTRY

COMPLETED BY

C. B. DAVEY

DATE

6 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	8						8		8							9		9						9
Associate Professor	5						5		6							5		6						6
Assistant Professor	5						5		6							5		3						3
Instructor	4						4		3							3		4						4
SUB-TOTAL	23						23		24							23		23						23
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	23						23		24							23		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
SPA

SCHOOL/DEPARTMENT FORESTRY

COMPLETED BY C. B. Davey

DATE 6 June 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians	1	5	2	2			3	7	1	5	2	2			3	7	1	5	2	2			3	5
Sales																								
Clerical		7		1			8		7	1				8		7	1			8		8		8
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			3	13
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			3	13

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT School of Forest Resources

COMPLETED BY L. C. Saylor

DATE June 13, 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	3						3		3						3		3						3	
Professor	14						14		15						15		16						16	
Associate Professor	16						16		16						16		16						16	
Assistant Professor	9						9		13	1					13	1	10						7	
Instructor	8						8		4						4		6						7	1
SUB-TOTAL	50						50		51	1					51	1	50						49	1
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	50						50		51	1					51	1	50						49	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 Forest Resources - Wood & Paper Science COMPLETED BY I. S. Goldstein

DATE June 10, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<u>FULL-TIME</u>																								
Department Head	1						1		1						1		1							1
Professor	5						5		5						5		5							5
Associate Professor	7						7		8						7		8							8
Assistant Professor	4						4		4						4		1							1
Instructor	2						2		1						2		3							3
	19						19		19						19		18							18
<u>SUB-TOTAL</u>																								
<u>*PERMANENT PART-TIME</u>																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
<u>SUB-TOTAL</u>																								
<u>TOTAL</u>	19						19		19						19		18							18

* 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

FORESTRY

COMPLETED BY

C. B. DAVEY

DATE

6 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	8						8		8							9		9						9
Associate Professor	5						5		6							5		6						6
Assistant Professor	5						5		6							5		3						3
Instructor	4						4		3							3		4						4
SUB-TOTAL	23						23		24							23		23						23
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	23						23		24							23		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 FACULTY

SCHOOL/DEPARTMENT Recreation Res. Admin.

COMPLETED BY Thomas I. Hines

DATE June 9, 1975

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

	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total			
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F
FULL-TIME																												
Department Head	1						1		1								1		1	0							1	0
Professor	1						1		2								2		1	0							2	0
Associate Professor	4						4		2								2		4	0							4	0
Assistant Professor	0						0		3	1							3	1	1	0							3	0
Instructor	2						2		0								0		1	1							0	1
SUB-TOTAL	8						8		8	1							8	1	8	1							8	1
*PERMANENT PART-TIME																												
Professor																												
Associate Professor																												
Assistant Professor																												
Instructor																												
Visiting																												
SUB-TOTAL																												
TOTAL	8						8		8	1							8	1	8	1							8	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 School of Forest Resources

COMPLETED BY L. C. Saylor

DATE June 13, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals	5						5		6								6							8
Technicians																								
SUB-TOTAL	5						5		6								6							8
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																		1						1
Technicians																								
SUB-TOTAL																		1						1
TOTAL	5						5		6								7							8

* 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 Forest Resources - Wood and Paper Science COMPLETED BY I. S. Goldstein

DATE June 10, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

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	1					1			2							2		2							2			
Technicians																												
SUB-TOTAL	1					1			2							2		2							2			
*PERMANENT PART-TIME																												
Officials & Managers																												
Professionals																		1							1			
Technicians																												
SUB-TOTAL																		1							1			
TOTAL	1					1			2							2		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 FORESTRY

COMPLETED BY C. B. DAVEY

DATE 6 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		White		Black		Other		Total
FULL-TIME	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Officials & Managers																															
Professionals	4						4		4						4		4						4		5					5	
Technicians																															
SUB-TOTAL	4						4		4						4		4						4		5					5	
*PERMANENT PART-TIME																															
Officials & Managers																															
Professionals																															
Technicians																															
SUB-TOTAL																															
TOTAL	4						4		4						4		4						4		5					5	

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT School of Forest Resources

COMPLETED BY L. C. Saylor

DATE June 13, 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																																
Professionals																																
Technicians	3	7	2	2			5	9	3	7	2	2			5	9	3	7	2	2			6	5	2	2			8	7		
Sales																																
Clerical		17		1			18		16		2			18		17		1					18						18			
Craftsman	1						1		1						1		1						1				1		1			
Operations (semi-skilled)		1					1		1						1		1						1				1		1			
Laborers																																
Service Workers																																
SUB-TOTAL	4	25	2	3			6	28	4	24	2	4			6	28	4	25	2	3			6	28	7	24	2	2			9	26
*PART-TIME																																
Officials & Managers																																
Professionals																																
Technicians																																
Sales																																
Clerical																																
Craftsman																																
Operations (semi-skilled)																																
Laborers																																
Service Workers																																
SUB-TOTAL																																
TOTAL	4	25	2	3			6	28	4	24	2	4			6	28	4	25	2	3			6	28	7	24	2	2			9	26

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY I. S. Goldstein

DATE June 10, 1975

June 1973 Complement

Projected 1975-76 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																									
Professionals																									
Technicians	2	2					2	2	2	2					2	2			3	2			3	2	
Sales																									
Clerical		4					4	3	1			4	4			4			4				4		
Craftsman	1						1				1	1			1			1					1		
Operations (semi-skilled)																									
Laborers																									
Service Workers																									
SUB-TOTAL	3	6					3	6	3	5	1			3	6	3	6			4	6			4	6
*PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
Sales																									
Clerical																									
Craftsman																									
Operations (semi-skilled)																									
Laborers																									
Service Workers																									
SUB-TOTAL																									
TOTAL	3	6					3	6	3	5	1			3	6	3	6			4	7			4	7

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT FORESTRY

COMPLETED BY C. B. Davey

DATE 6 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																								
Professionals																								
Technicians	1	5	2	2			3	7	1	5	2	2			3	7	1	5	2	2			5	5
Sales																								
Clerical		7		1			8		7		1			8		7		1			8			8
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			5	13
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			5	13

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Recreation Res. Admin.

COMPLETED BY Thomas I. Hines

DATE June 9, 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																								
Professionals																								
Technicians																								
Sales																								
Clerical	0	2					0	2	0	2					0	2	0	2					0	2
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL	0	2					0	2	0	2					0	2	0	2					0	2
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	0	2					0	2	0	2					0	2	0	2					0	2

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