Sie: afformative aden May 15, 1973 MEMORANDUM TO: Dr. Leroy C. Saylor FROM: Clauston Jenkins Attached is a copy of the School of Porest Resources affirmative action plan on which I have made a few changes as a result of my review and discussions with the Ceneral Administration of University of North Carolins. 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					63		2
TOTAL	42				2			44
Graduate Assist	ants							
Masters Candida	te 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

					Graduat	e Stud	ents	
	Undergraduate	Students		Mas	ter		Doctor	
Year	Female (Total)	Female	Female	(Total)	Female	Femal	e (Total)	Female
	Number	%	Numbe	er	%	Num	ber	%
1960	24 (8,439)	0.3	6 (60)4)	1.0		(312)	-
1961	26 (8,704)	0.3	4 (69	96)	0.6		(351)	-
1962	30 (8,757)	0.3	8 (71	14)	1.1		(392)	-
1963	41 (8,804)	0.5	12 (83	39)	1.4	3	(418)	0.7
1964	70 (9,412)	0.7	12 (98	38)	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

 $[\]frac{1}{D}$ Data were complied 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-fact 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.

Group	Student Enrollme Undergraduate	nt (Aca	demic Year 1969-7 Graduate	0)	Graduates of For Programs (1900-7	No.
оточр	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

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 Tuskeegee, 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 reprents 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

m	0 1-	White	White	Black	Black	Other	Other	Vacancies	Total
Title	Grade	Male	Female	Male	Female	Male	remale	vacancies	TOLA.
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. I	I 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			THE	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

	Minor	rity Work	Force	To	otal Work	Force
Category	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

			Emp.	Loymer	t Goals
Department	Retirements	Resignations	Females		ority Groups marily 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 secretarialstenographic 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

NORTH CAROLINA STATE UNIVERSITY

AT RALEIGH

SCHOOL OF FOREST RESOURCES

June 10, 1974

Office of the Dean Box 5488 Zip 27607

MEMORANDUM TO: W. H. Simpson

FROM: L. C. Saylor J. 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

School/Department School of Forest Resources	Completed ByL. C. Saylor	Date June 6, 1974

	Whit				ulty Con					1016	Juda ,		0 001	mp1eme	en C		June	1974	Facul	ty Com	plement
FULL-TIME		F	Bla M	F	Other M I		Total M F	W	hite F	BI	ack F	Ot M	her	To	tal F	White M F	B1	ack	Oth	er	Total M F
Department Head	3						3	3					T	3	1	3	M	F	M	F	M F
Professor	14						14	15						15	-	15	-				
Associate Professor	16						16	16					-	16		16	-			-	1.5
Assistant Professor	9						9	13	1	1				13	1	10**	-				0**
Instructor	8						8	4					-	4	-	6					-
													-	+		0	-				6
SUB-TOTAL	50						50	51	1				-	51	1	50			-		-
*PERMANENT PART-TIME				H										31	-	30			-	5	0
Professor																			-	-	-
Associate Professor																			-	-	-
Assistant Professor				4							- 1		-					-	-	-	-
Instructor																		-			-
Visiting						T													-		
SUB-TOTAL						T	700								-				-	-	-
COTAL	50					50		51	1			-	-	F1					-	-	

^{*} 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.

50

School/Department School/Department	oi/Department School of Forest Resources									Comple	ted I	Ву	L.	C. S	aylor						Date		June 6	6, 197
	Jun	e 197	3 ЕРА	Non-	Facul	lty Co	omp1e	nent		Pr	oject	ed 19	75-76	5 Com	p1eme	nt		June :	1974 1	EPA No	n-Fac	ulty	Comp1	ement
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Officials & Mgrs.														1		T	1	1	1	1	- FI	1	M	1
Professionals	5						5		6						6		6						6	
Technicians															J.									
Management and the Participants													- 1							-				
SUB-TOTAL	5						5		6						6		6						6	
*PERMANENT PART-TIME																								
Officials & Mgrs.																								
Professionals						1											1	-					1	
Technicians																								
		5 1						3															7	
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		
		L. C. Saylor	Date _ June 6, 1974	

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

24 2

28 4 25 2

28

 $[\]star SPA$ individuals working at least ½-time in a permanently established position.

School/Department	Fores	try				_		Comp 1	leted	Ву _	C.E	. Dav	rey				Date	25 M	fay 197	4	
		Jur	ne 197	3 Fac	ulty (Comp1	ement			1	Projec	ted 1	1975-7	6 Com	plement		June 19	74 Fac	culty (Compleme	nt
FULL-TIME		ite F	B1a M	ack F	Oth	ner F	Tot	al F	Wh M	ite F	B1	ack F	I Oti	ner F	Total M F	White	Black M F	To	Other	Tota	
Department Head	1						1		1						1	1			T	1	
Professor	8						8		8						8	9				9	
Associate Professor	5						5		6						6	5				5	N.
Assistant Professor	5		1				5		6						6	5				5	
Instructor	4						4		3						3	3				3	
SUB-TOTAL	23						23		24						24	23		-		23	
*PERMANENT PART-TIME																					
Professor																					
Associate Professor																					-
Assistant Professor					-1																
Instructor																					
Visiting							7.1														
SUB-TOTAL																					
TOTAL	23					77	23		24						24	23				23	

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

Jervis, Steensen, Whitfield Promoted 1 July 1973

School/Department	Fores	stry	-				-		(Comple	eted E	у	C	.в. р	avey				_		Date	_ 25	May 1	.974
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Officials & Mgrs.																								
Professionals	4						4		4						4		4						4	
Technicians														1										
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SUB-TOTAL	4						4		4						4		4						4	
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Officials & Mgrs.						(+:																		
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Technicians																								
SUB-TOTAL																				4				
TOTAL	4						4		4						4		4						4	AP.

^{*}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/DepartmentF	orest	ry	-	-	-			Co	mplet	ed By		C.E	3. Day	ey					D	ate _	25 M	ay 19	74	
		June	1973	3 Comp	lemen	t				Pro	jecte	d 197	3-74	Comp 1	ement				June 1	974 C	omple:	ment		
FULL-TIME	Wh	ite F	B1.	ack F	Oth M	F	To	otal F		nite F		lack F		her	To M	tal F	Wit M	ite F		ack F	Ot	her F	To	otal F
Officials & Managers		1 3000	1 1 2 2	SAIN .				100														1		1
Professionals					10200																			
Technicians	1	5	2	2	- 10		3	7	1	5	2	2			3	7	1	5	2	2			3	7
Sales						e 3.94 = 1																		1
Clerical		7	-	1		HEE		8		7		1				8		7		1				8
Craftsman																								10
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										0								in 1						
Professionals																								
Technicians																								
Sales																								
Clerical						E					ПВ													
Craftsman																								
Operations (semi-skilled)																								
Laborers									U A															
Service Workers																								
SUB-TOTAL																								

TOTAL

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

ces	Adm.
	ces

Completed By Thomas I. Hines

Date May 30, 1974

June 1973 Faculty Complement

Projected 1975-76 Complemen

FULL-TIME	Wh	ite	B1.	ack	Othe	er	Total M F	Wh	ite	l B	ack	I Ot	how	I m	4-1	11 **						omple:	
	PI	I	M	F	M	F	MF	M	F	M	F	M	her F	M	tal F	M	hite F	B M	lack F	Ot!	her F	To	otal F
Department Head	1	-					1	1					1	1		1			1				I
Professor	1				Li		1	2			17.11			2		1		-				1	-
Associate Professor	4						4	2						2		4		-	-	-		1	-
Assistant Professor	0				io .		0	3	1					3	1	1		-				4	-
Instructor	2						2	0						0	1	1		-				1	
														"		1				dr.		1	
SUB-TOTAL	8						8	8	1					8/:	1	8		-		-	-		
PERMANENT PART-TIME														1 0,		0						8	
rofessor						P									100								
ssociate Professor																							
ssistant Professor							HH														1-0		-
nstructor																							
isiting																-				-	-		
UB-TOTAL						-														-	-	-	-
OTAL	8						8	8	1					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

chool/Department	Recreation	Resources	Adm.	

Completed By Thomas I. Hines

Date __ June 5, 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

		ite	Bla		Oth	ner	To	tal		nite		ack		her	To	tal F		ite		ack		her		tal
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
Officials & Managers		-		E 40404		Park																		
Professionals		77.45	1	4.5.1.5	4.6.4.		117 2 34																	
Technicians		911	3.00	200																				
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		T																						
Officials & Managers																						•		
Professionals																								
Technicians														100										
Sales					4																			
Clerical						1 10							× 1											
Craftsman														J.										
Operations (semi-skilled)							Let I	10						T.										
Laborers																								
Service Workers										- 1														
SUB-TOTAL																								A
TOTAL		Z²					T-	2		2						2		2						2

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

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 M I	7	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White	Black M F	Other M F	Total M F
Department Head	1				1	1				11		n F	M F
Professor	5				5	5			5	5			5
Associate Professor	7				7	8			8	7			7
Assistant Professor	4				4	4			4	4**			4**
Instructor	2	+			2	1			1	2			2
SUB-TOTAL	19				19	19			19	19			19
*PERMANENT PART-TIME												1.	
Professor													
Associate Professor													101
Assistant Professor								1					
Instructor													
Visiting													
SUB-TOTAL													
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.

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 M F		Black M F	Other M F	Total M F	W M	hite F	B1 M	ack F	Ot M	her F	To	tal F	Wi M	ite F	B)	ack F	Ot M	her F	To	tal F
Officials & Mgrs.															1		1				Ī
Professionals	1				1	2						2		2						2	
Technicians																					
							2.4														
SUB-TOTAL	1				1	2						2		2						2	
*PERMANENT PART-TIME																					
Officials & Mgrs.																					
Professionals														1						1	
Technicians																					
SUB-TOTAL														1						1	
COTAL	11	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

June 1973 Complement

Projected 1975-76 Complement

FULL-TIME		White	B1 M	ack		ner F	I I	otal		White	1 1	Black		Comp		lotal	- 11	White		200			ment		
Officials & Managers	1	****		-			M	F	-	M F	1	F	M		1	f F		M I		Bla M			ther	1 3	Tota
Professionals		2.7.5	100	1 -4.1				+-	-	-	-					T		T	-	1	F	M	F	1	1
Technicians	2	2	1	-	1		-	-	-	-	-	-								1		-	-	-	+
Sales	100						2	2	2	2	-	-			2	2	2	1 2					-	+-	+
Clerical		4	1	1	1 .	201.00		-	-	-	-									1		-	-	2	+
Craftsman	1						-	4	-	3	-	1				4		1		+	-	-	-	+-	+
Operations (semi-skilled)								-	1	-	-				1		1		1	+	-			+-	1
Laborers								-	-	-						-			1	+	-	-	-	1	+
Service Workers								-	-	-	_								1	+					+
SUB-TOTAL	3	6						_	-	-															
*PART-TIME		-					3	6	3	5		1			_ 3	6	3	6						3	1
Officials & Managers					-	-	-		-											+	-	-	-	3	6
Professionals					-	-	-	-					3				1	1	1	+	-	-			-
Technicians					-	-	-	-											1	+	+	+	-		-
ales						-	-												1	+	-	-+	-		
Clerical	-117			-	-	-	-	-												+	+	+	-	-	-
raftsman				-		-	-													+	+	+	-		
perations (semi-skilled)						-	-		-	-										+	+	+	-	-	
aborers					-	-	+	-	-	-										1	+	1	+		
ervice Workers						+	+	-	-	-		-								T	+	+	+	-	- 5
UB-TOTAL							+	-	-	-	-	-	-	+	-										
DTAL	3	6	1		+	1	+	-		-	-	-	-	-											
PA individuals working at						3		6	3	5		1	71 -	- 1	3	6	3	6							

NORTH CAROLINA STATE UNIVERSIT

SCHOOL OF FOREST RESOURCES

OFFICE OF THE DEAN Box 5488 ZIP 27607 June 10, 1974

MEMORANDUM TO: W. H. Simpson

FROM:

L. C. Saylor J. 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

smoot/peparementS	chool o	f Fo	rest R	esour	ces	- 1		Comp	leted	Ву _	L	. C. S	Saylor	:					Date		June	6, 19	74	
		Ju	ne 197	73 Fac	culty (Compl	lement				Proje	cted :	1975-7	76 Cor	mp1em	ent			June	1974	Facu	ltv (Complem	ant
FULL-TIME	Wh M	ite F	B1 M	ack F	Oth M	er F	To	tal F	WI	hite	B1	ack	l ot	her	200	tal F	W	ite	R1.	ack	Oti	her		
Department Head	3						3		3	1	1	T	PI	1	3	I	M	F	M	F	M	F		tal F
Professor	14					16.	14		15						15	-	15			-		-	3	
Associate Professor	16						16		16					-	16	-	16	-					15	
Assistant Professor	9						9		13	1	1	-	-	-	-	-	10**					-	16	
Instructor	8						8		4	1	-		-		13	1	1						10**	
									-		-		-	720	4	-	6						6	
SUB-TOTAL	50						50		51	1					-									
*PERMANENT PART-TIME	-								-	-					51	1	50						50	
Professor																								
Associate Professor						-																•		
Assistant Professor						H								172						-				
Instructor																		-	-	-	-			
Visiting				- 1															-	-				-
SUB-TOTAL						100		M						-						-	-			

TOTAL

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.

School/Department _	School of Forest Resources	Completed By L. C. Saylor	Date June 6, 1974

FULL-TIME	Whi M	te F	Blac M	k F	Other M F	Total M F	1	hite i F	BI	ack F	O	ther	T	otal F	W	nite F	B	lack F	Ot	her F	To	tal F
Officials & Mgrs.								1				1		T	1	Ī	FI	1	M		M	I
Professionals	5					5	6						6		6						6	
Technicians																						
				1																		
The service of the Australian Control of the State of the																						
SUB-TOTAL	5					5	6						6		6						6	
*PERMANENT PART-TIME																						
Officials & Mgrs.																						
Professionals														H	1						1	
Technicians																			1			
Band Cities and Cities and													1									
SUB-TOTAL															1						1	
COTAL	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 For	rest	Resou	irces	-	-				Comp 1	etec	d By		L. C.	Say1	or					1	Date _	June	6. 1	974	*
		Jun	e 197	3 Con	pleme	nt										1emen					1974 C			7.4	H
FULL-TIME	W	hite F		ack		ther	T	Total	T	Whi			lack		ther			11					20		
Officials & Managers	1	T	M	F M F M F M F M F T TOTAL TOTAL											M	iite F	B.	lack F	Ot M	ther	T	otal			
Professionals		-		100	-		+	-	+	-			-	-							1		1	1 1	1
Technicians		7	2	2	1	-	-	-	+	-	_	-	+	-	-									-	1
Sales		1	1	1	1 1 2 2 2	1000	5	9	3	+	7	2	2	-	-	5	9	3	7	2	2			5	9
Clerical		17	-	1	-	-	-	-	+	+	5.0	-	-	-	-	-									1
Craftsman	1	1		1		-	1	18		1	6	-	2	-	-	-	18		17		1				18
Operations (semi-skilled)		1				-	1	1	1	+		-	-	-	-	1		1						1	1
Laborers				- 2				1	+	+	1		-	-	-		1		1						1
Service Workers	4	25	2	3			6	28	4	24	,	2	1		-	-									
SUB-TOTAL								=	+	-	-	-	4		-	6	28	4	25	2	3			6	28
*PART-TIME						-	-	-	-	-	-	-	-	-											
Officials & Managers								-	-	+	-	-													
Professionals		n.							1	+	-	-			_				1				-		
Technicians									1	+	+														
Sales					1				1	+	-			-											
Clerical					1				-	+-	+	-													1 23
Craftsman								-	-	+	+	-	-	-											
Operations (semi-skilled)											1							-	-					-	
Service Workers							-	-	-	-	+	_													-
SUB-TOTAL										-	+			-				-		-		1	1		
COTAL	4	25	2	3			6	28		2/	+		-	-	-		-	-	-	_					

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

School/Department	Fores	try		-		-	Comp	letec	Ву _	C.I	B. Day	rey				Dat	е	25 Ma	y 197	4	
		Jur	ne 197	3 Fac	ulty Co	omplem	ent		١,	Projec	cted 1	1975-7	6 Con	plement		Jun	e 1974	Facu	ulty (Complem	ment
FULL-TIME	Wh:	ite F	B1a M	ick F	Othe M	r	Total M F	W M	hite F	B1 M	ack F	Otl M	her F	Total M F	White	B:	lack F	Ot M	her	To	tal F
Department Head	1						1	1						1	1		T	1	İ	1	
Professor	8						8	8						8	9					9	
Associate Professor	5						5	6				-		6	5					5	
Assistant Professor	5						5	6						6	5					5	
Instructor	4						4	3						3	3					3	
SUB-TOTAL	23					2	3	24						24	23					23	
*PERMANENT PART-TIME						P															
Professor																					
Associate Professor																					
Assistant Professor																					
Instructor					10																
Visiting		19				4,5															
SUB-TOTAL																					
TOTAL	23					2:	3	24						24	22						

^{*} 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

School/Department	Fores	stry		-	-				(Completed ByC.B. Davey										Date 25 May 1974							
	Jun	e 197	3 EPA	Non-	Facul	ty Co	omp1er	nent		Pr	oject	ed 19	75-76	.974 I	74 EPA Non-Faculty Complement												
FULL-TIME	Wh	ite F	B1 M	ack F	01 M	ther F	TM	otal F	W M	hite F	B1 M	ack F	Ot M	her	To	otal F	∥ Wi	ite F	B	lack F	Ot	her	To M	tal			
Officials & Mgrs.																				1							
Professionals	- 4						4		4			1			4		4						4				
Technicians						_	-																				
	-		-					-	-		-			-		-		-	-								
STREET, SELECTION OF THE SERVICE	-	-	-	-	-	-	-	-	-	-	-			-		-	-	-	-	-		-	-				
SUB-TOTAL	4	-					4		4						4		4	-					4				
*PERMANENT PART-TIME																											
Officials & Mgrs.																											
Professionals																											
Technicians																							13				
																							Maj				
SUB-TOTAL																											
TOTAL	4						4		4					5	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								C	omple	ted B	у	C.	B. Da	vey		1	Date25 May 1974										
		June	197	3 Com	1emer	nt				Pr	oject	ed 19	73-74	Comp	lemen				June 1974 Complement								
FULL-TIME	W	hite F	B1 M	ack F	M	her F	TM	otal F		white	I	lack F	O	ther	I I	otal F		hite F	I B	lack	O	ther	T	otal F			
Officials & Managers						1 0 7 1.3																T		1			
Professionals					1 2 2																						
Technicians	1	5	2	2			3	7	1	5	2	2			3	7	1	5	2	2			3	7			
Sales					1	1	1																				
Clerical	1	7		1		100		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								1											1								
Officials & Managers																					100	1					
Professionals																											
Technicians	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Sales Clerical	-	-	-	-		-		-	-	-	-	-	-	-	-	-		-	-	-	-	-	-				
Craftsman	-		-	-		-	-	-	-	-	-	-		-	-	-		-	-	-	-	-	-	-			
Operations (semi-skilled)							-	-	-	-	-	+	-		-	-	-	-	-	-	-	-	-				
Laborers			-					-	-	-	-	-		-		-	-	-	-	1	-	1	-	-			
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 12-time in a permanently established position.

School/Department Recreation Resources Adm.

Completed By Thomas I. Hines

Date May 30, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

FULL-TIME	Whit		Bla	ack	Other		Total		II tan	ite	1 2		1 .		-				June 1974 Faculty Complement								
TODA TIME	M F		M	F	M	F	M	Total M F		F	M	Black M F		Other M F		Total M F		White M F		Black M F		Other M F		Total			
Department Head	1						1		1	1					1		1		1	T	Pi	1	M	T			
Professor	1						1		2							1	1	-	-	-		-	1	+			
Associate Professor	4						4		2					-	2		1	-	-	-		-	1	+			
Assistant Professor	0				-		0		3	1		1			2	-	4	-	-	-		-	4	-			
Instructor	2						2		0	1		-			3	1	1		-			-	1				
							-		0		\vdash		-		0	-	1		-		-		1				
SUB-TOTAL	8						8		8	1				-	8	-	-				-						
*PERMANENT PART-TIME				F							-				0	1	8		-				8	_			
Professor																							-				
Associate Professor																											
Assistant Professor												7.									-			_			
nstructor						H															-	-					
isiting																											
UB-TOTAL						- 4								-							-		12.0	133			
OTAL	8						8		8	1	-			-	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.

chool/Department Recrea	tion Resources	Adm.	_
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Completed By Thomas I. Hines

Date June 5, 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

		ite	Bla		Oth	er	To	tal		ite		ack		her	To	tal F		ite		ack		her	To	tal
FULL-TIME	М	F	M	F			M	F	M	F	M	F	М	F	M	F	M	F	М	F	M	F	M	F
Officials & Managers		13/20					X																	
Professionals		27.00	1	4.1.5.4.1	4 5 6 6 8			-			100													
Technicians		14.		120		150 to t	1							LA I						Hr.	-			
Sales				1	* * * * * * * * * * * * * * * * * * * *										12									
Clerical	0	2					0	2	0	2					0	2	0	2					0	2
Craftsman		T. Page																						
Operations (semi-skilled)																-								
Laborers																								
Service Workers											9-11-1	1 1.1												
SUB-TOTAL	0	2				6	0	2	0	2					0	2	0	2					0	2
*PART-TIME																					-			
Officials & Managers																						•		
Professionals	III II																						1	
Technicians							-0.							, L										
Sales																								
Clerical						7																	1	
Craftsman																								_
Operations (semi-skilled)							2														w.			_
Laborers																						*		
Service Workers					1													-						-
SUB-TOTAL																								
TOTAL		2"						2		2						2		2						2

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

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 M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White	Black M F	Other M F	Total M F
Department Head	1				1			1			1	1,1
Professor	5			5	5			5	5			5
Associate Professor	7			7	8			8	7			7
Assistant Professor	4			4	4			4	4**			4**
Instructor	2			2	1			1	2			2
SUB-TOTAL	19	M		19	19			19	19			19
*PERMANENT PART-TIME												
Professor												
Associate Professor												
Assistant Professor												
Instructor												
/isiting												
SUB-TOTAL												
COTAL	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.

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	Whit	e F	Blac	k F	Other M F	Total M F	V	hite I F	B1 M	ack F	Ot M	her F	To	tal F	What M	ite F	B1 M	ack F	Oti M	her F	Tot	tal F
Officials & Mgrs.										-								1				
Professionals	1					1	2						2		2						2	
Technicians																					n i	
								1-11														
CONTROL OF A SECTION PROPERTY.																						
SUB-TOTAL	1					1	2						2		2						2	
*PERMANENT PART-TIME														il.								
Officials & Mgrs.																						
Professionals															1						1	
Technicians												,						-				
SUB-TOTAL															1						1	
COTAL	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.

School/Department Forest Resources - Wood & Paper Science

Completed By I. S. Goldstein

Date June 5, 1974

June 1973 Complement

Projected 1975-76 Complement

FULL-TIME		White M F		lack	Ot	her		otal		White		lack	5-76 C	ner I			11			974 Co	omple:	ment		
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Professionals		-						-	-								1	T	M	F	M	F	M	1
Technicians	2	2	-		1		-	-	-	-							1	1-	-	-		-	-	+
Sales	5 35	1	1	1.50	2 F + A 1		2	2	2	2	-				2	2	2	2	-		-	-	-	+
Clerical		4		-	-	10.11	-	-	-	-								1			-	-	2	1
Craftsman	1		1	-	-		-	4	-	3		1				4		4			-	-	-	-
Operations (semi-skilled)			1		-				1	-					1		1						-	1 4
Laborers				1	1				-	-	1.			-							-	-		-
Service Workers	1	1	1	-	1				-	-											-			+
SUB-TOTAL	3	6		-				_		-										1				\vdash
*PART-TIME	1	1	-	-			3	6	3	5		1			3	6	3	6					-	-
Officials & Managers		1	-	-		-	-				6						-	-	-	-	-		3	6
Professionals				-		-	-											-+	-	-	-			
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SPA individuals working at least k-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 instutitions 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.

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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 Tl Hene

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 <u>Communique</u>. 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 contact 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 JAS

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.

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

	Whit			Total M F		ite					ota		Whi		Blac		Othe		Total		ite	Bla		Other	To	tal
FULL-TIME	M	F M F	M F	M F	M	F	M	F	M	FP	_	F	M	F	M	F	M	F	M F	M	F	M	F	M F	M	F
Department Head	3			3	3	_				3	1		3	1					3	3					3	1
Professor	14		-	14	15					13			15	1					15	16					16	
Associate Professor	16			16	1.6					10			16	-					16	16					16	
Assistant Professor	9			9	1.3	1				13	1		10	1					10	7	L				7	L
Instructor	8			8	4	-			-	- 4	+	-	6	-			-		6	7	1				7	1
SUB-TOTAL	50			50	51	1				51	1		50						50	49	1				49	1
*PERMANENT PART-TIME																										
Professor																										
Associate Professor					-					1	1	4								-	-					1
Assistant Professor		44-			-					1	1	1	-	_	_		_			-	-				-	1
Instructor		44-			-				1	-	1	-								-	-			-	-	_
Visiting								-		-	-				-						-					1
SUB-TOTAL																								-		
TOTAL	50			50	51	1				51	1		50		- 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.

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

51 1 50

49 1

49 1

TOTAL

50

50

51 1

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

SCHOOL/DEPARTMENT School of Forest Resources COMPLETED BY L. C. Saylor DATE _____June 13, 1975 June 1973 EPA June 1974 EPA June 1975 EPA Non-Faculty Complement Projected 1975-76 Complement Non-Faculty Complement Non-Faculty Complement White Black Other White Black Other Total White Black Other M F M F M F White Black Other FULL-TIME M F M F M F M F M F M F M F MF Officials & Managers Professionals 5 Technicians SUB-TOTAL 6 8 *PERMANENT PART-TIME Officials & Managers Professionals Technicians SUB-TOTAL TOTAL 6

^{*} 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.

SPA

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

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SCHOOL/DEPARTMENT	School of Forest REsources_	COMPLETED BY	L. C. Saylor	DATEJune_13, 1975

FULL-TIME	Wh	ite F	B1 M	ack F		her		tal F		ite		ack F		er	To	tal F		ite		ack F-		ner F	To	tal		ite F		ck F	Other M F	To	tal F
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Professionals		-	-	1			1		1		1	-	1					-							-					1	+
Technicians	3	7	1 2	2			5	9	3	7	12	2			5	9	3	7	2	2			5	9	6	5	2	2		18	7
Sales			1																												T
Clerical		1.7		1				18		16		2				18		17		1				18		18					18
Craftsman	1						1		1					127	1		1						1		1					1	
Operations (semi-skilled)		1						1		1						1		1						1		1					1
Laborers																															
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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
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Officials & Managers																															
Professionals												5																			
Technicians		7																													
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Operations (semi-skilled)																															
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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.

June 1973 Complement

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY 1. S. Goldstein

DATE June 10, 1975

	Ju	ne 1	973 F	acul	ty Co	mp1e	ment	Proj	ect	ted 197	5-76	5 Co	npleme	nt	June	19	74 Fac	ulty	Comp	ement	: Ju	me 1	975	Fac	ulty	y Cor	nplem	nent
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Department Head	1			1		1		1					1		1	1			1		1						1	
Professor	5			1		5		5	1				5		5	1			5		5						5	
Associate Professor	7		1	1	1	7	3	8					8		7	1			7		8				T.		8	
Assistant Professor	4					4		4					4		4	1			4		1						1	
Instructor	2			1	-	2		1	1				1		2				2		3					15	3	
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SUB-TOTAL																												
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Instructor	1								L																			
Visiting						-																						
SUB-TOTAL																												
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^{*} PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

SCHOOL/DEPARTMENT Forest Resources - Wood and Paper ScienceOMPLETED BY 1. S. Goldstein

DATE June 10, 1975

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

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SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY 1. S. Goldstein

DATE June 10, 1975

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

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

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY 1. S. Goldstein DATE _June 10, 1975 White Black Other Total White | Black | Other | Total M F White Black Other White Black FULL-TIME M F M F M F M F M F M F M F M F MFM M F Department Head Professor 5 5 Associate Professor 8 8 7 4 Assistant Professor 4 4 4 Instructor 2 19 19 19 ----19 19 19 18 18 SUB-TOTAL *PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor Visiting

19

19

19

SUB-TOTAL TOTAL

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

SCHOOL/DEPARTMENT Forest Resources - Wood and Paper ScienceCOMPLETED BY 1, S. Goldstein

DATE June 10, 1975

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

SPA

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY 1. S. Goldstein

DATE June 10, 1975

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

TOTAL

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

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY 1. S. Goldstein DATE _June 10, 1975 White | Black | Other White | Black | Other White | Black | Other Total M F White | Black | Other Total FULL-TIME MFMF M F M F M F MFM M M F M F Department Head Professor 5 Associate Professor 7 8 8 Assistant Professor 4 4 4 2 Instructor 2 19 19 19 19 19 19 18 18 SUB-TOTAL *PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor Visiting

119

19

19

19

TOTAL

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

SCHOOL/DEPARTMENT Forest Resources - Wood and Paper ScienceCOMPLETED BY 1. S. Goldstein

DATE June 10, 1975

		ne 1 n-Fa				1eme	nt		Pı	ojec	ted	197	5-76	Cor	nple:	ment			1974 1cu1t			eme	nt				1975 acul			emer	ıt	
FULL-TIME	Wh:	ite F	B1a M	ack F	Otl M	ner F	To	tal F		ite	B1a M	ack F	Oth M		To	ta1 F	Wh	ite F	B1a M	ck F	Oth M	er F	To	tal F	Wh	ite F	B1a M	ack F		er F	To	tal F
Officials & Managers															4 2											1				Ì		İ
Professionals	1						1		2						2		2						2		3						3	
Technicians	_	-						-	-	-	_		1				_															
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*PERMANENT PART-TIME													1.										- 00.50	-prose.r	- And	OF T	E.ME.		20-902	120	THE WA	- THE REAL PROPERTY.
Officials & Managers																																
Professionals			1		_									1			1						1									
Technicians																																
	_		-	-									-	1																		
THE PERSON NAMED IN COLUMN TO A DESCRIPTION OF THE PERSON NAMED IN COLUMN TO THE PERSON NAMED IN	in i			-	142				- 414 to 1				-											Tanta a	CTROSCO .							-
SUB-TOTAL	21022		-				-	-					W115	- 1		ntrana.	1		enter la				1	120000								
TOTAL	1						1		2						2		3						3		3						3	

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

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY 1. S. Goldstein

DATE June 10, 1975

June 1973 Complement

Projected 1975-76 Complement June 1974 Complement

June 1975 Complement

	Wh	ite	Blac	ck	Other	To	ta1	Wh	ite	B1:	ack	Oth	ner	Tot	:a1	Wh	ite	Blac	ck	Oth	er	Tot	a1	Wh:	ite	Bla	ck	Oth	er	Tot	tal
FULL-TIME	M	F	M	F	M F	M	F	M	F	M	F	M	F	M	F	M	F	М.	F-	М	F	M	F	М	F	M	F	М	F	M	F
Officials & Managers											1														1						
Professionals											Bu																				
Technicians	2	2				2	2	2.	2					2	2	2	2				100	2	2	3	2					3	2
Sales					111																										
Clerical		4					4		3		1				4		4						4		14						4
Craftsman	1					1		1						1		1						1		1						1	
Operations (semi-skilled)																											2				
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										1.0										1											
Professionals																															
Technicians																									1						1
Sales																															
Clerical																								-							
Craftsman																															
Operations (semi-skilled)								120																ellocon.							
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-time in a permanently established position.

DATE June 9, 1975 SCHOOL/DEPARTMENT Recreation Res. Admin. COMPLETED BY Thomas I. Hines June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement June 1975 Faculty Complement White | Black | Other | White | Black | Other White | Black | Other | White | Black | Other MFMF MFMF M F M F FULL-TIME M F M F M F M F 1 0 0 Department Head 2 2 0 2 0 Professor 2 2 0 2 4 Associate Professor 3 0 3 3 0 1 Assistant Professor 2 0 0 0 0 Instructor 8 8 SUB-TOTAL *PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor Visiting SUB-TOTAL

TOTAL

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.

Thomas I. Hines COMPLETED BY

DATE

June 9, 1975

June 1973 Complement

SCHOOL DEPARTMENT Recreation Res. Admin.

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

FULL-TIME	Wh	ite	B1	ack F	Oth	er	Tot	ral F	Wh	ite F	B1a M	ack	Oth		To	tal		ite			Oth		To	ta1			Bla		Oth		Tot	
	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	М	F	М	F	M	F
Officials & Managers Professionals	-	-	-	-	-		-	-	-	-	-	-					-		-													
Technicians	+-	-	-	-		-	-	-	-	-	-	_																				
Sales	+	-	-	-	-	-	-	-	-	-	-		-	-		-	-		-	-		-	-		_							
Clerical	0	2	-	-	-	-	0	2	0	2	-	-		100	0	2	0	2	-	-			0	2	0	2						-
Craftsman	1	-	1			-	-	-	-	-	-	-	-		-	-	10	- 2	-	-	-	-	U	1 2	U	1 2	-	-			0	2
Operations (semi-skilled)						-	-	-	-	-	-	-	-			-	-	-	-	-		-	-		-	-	-		-		-	-
Laborers	1	-						-	-	-	-		-	-	-	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-	-
Service Workers																-											-			-		
SUB-TOTAL	0	2					0	2	0	2					0	2	0	2					0	2	0	2				-	0	2
*PART-TIME					-		71300		-		-	-		-					-	-	-	-	-	-	-	-	-		-			-
Officials & Managers									-							-	-	-	-	-	-	-	-	-		-			-		-	-
Professionals																-			-		-		-			-			-	-	-	
Technicians																-										-				-	-	-
Sales																	-															
Clerical																		-	-		-	-		_	_				-	-		
Craftsman																	9					Com (_	
Operations (semi-skilled)																														-		
Laborers																						-	-			_						
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SUB-TOTAL			P												-	,						-		-			-		7			
TOTAL	0	2					0	2	0	2		Total Control		-	0	2	0	2				-	0	2	0	2	-	-	-	-	0	2

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

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 White | Black | Other Tota1 White Black Other White | Black | Other M F M F FULL-TIME 0 1 1 Department Head 2 2 0 2 Professor 2 2 0 2 2 0 4 4 Associate Professor 3 1 3 3 0 3 0 Assistant Professor 0 0 1 0 Instructor 8 1 1 8 8 SUB-TOTAL *PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor Visiting SUB-TOTAL 8 TOTAL

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

SCHOOL/DEPARTMENT Recreation Res. Admin.

Thomas I. Hines COMPLETED BY

June 9, 1975 DATE

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

	Wh	ite	Bla	ck	Oth	er	Tot	a1	Wh	ite	B1	ack	Oth	ier	To	ta1	Wh	ite	Bla	ck	Oth	er	Tot	al	Wh	te	Rla	ck	Othe	- 1	Tot	-01
FULL-TIME	M	F	M	F	M .	F	M	F	M	F	M	F		F	M	F		F		F.		F	Tot	F	M	F	Bla M	F	M	F	M	F
Officials & Managers																				5									T		-	Ė
Professionals															_			-				-			-			-			-	-
Technicians										1														-		-		-	-	-	-	-
Sales																						-							-	-	-	-
Clerical	0	2					0	2	0	2					0	2	0	2					0	2	0	2		-	-	-	0	2
Craftsman						729																						5				
Operations (semi-skilled)									7.08						91/2									11								
Laborers																												-			-	-
Service Workers																																
SUB-TOTAL	0	2					0	2	0	2					0	2	0	2	-				0	2	0	2					0	2
*PART-TIME														*******		Contract		- Breeze								-		-	-	-	-	-
Officials & Managers																													-	-	-	
Professionals																									_				-	-	-	
Technicians																													-	-	-	
Sales																																_
Clerical																													-	-		
Craftsman																																
Operations (semi-skilled)	1					4																										
Laborers																					-	-	-	-	-			-	-	-	-	
Service Workers																100														-		
SUB-TOTAL																																
TOTAL	0	2		1			0	2	0	2					0	2	0	2		-			0	2	0	2		-	-		0	2

^{*} SPA individuals working at least 12-time in a permanently established position.

SCHOOL/DEPARTMENT Recreation Res. Almin. 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 | Tota1 White | Black | Other Total | White | Black | Other | White Black Other Total M F M F M F M F FULL-TIME 0 1 1 0 Department Head 2 0 0 Professor 4 2 0 0 Associate Professor 3 0 0 0 3 1 3 1 1 Assistant Professor 1 Instructor 8 SUB-TOTAL *PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor Visiting SUB-TOTAL 8 TOTAL

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

COMPLETED BY Thomas I. Hines SCHOOL/DEPARTMENT Recreation Res. Admin.

June 9, 1975

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

		ite		ack	Oth		To	tal		ite		ack	Oth	ier	To	tal		ite		ack		ner	To	tal	Wh:	ite	Bla	ck	Oth	er	Tot	tal
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Officials & Managers				1		1						1000					1															
Professionals																									- 300							
Technicians									1											100												
Sales																					-											
Clerical	0	2	4			_	0	2	0	2		aller of			0	2	0	2					0	2	0	2					0	2
Craftsman			-							1																						
Operations (semi-skilled)																																
Laborers																										0						
Service Workers																							1									
SUB-TOTAL	0	2					0	2	0	2					0	2	0	2					0	2	0	2					0	2
*PART-TIME																																
Officials & Managers						100																										
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Technicians														ili dili									I WE		100							
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Clerical																										300						
Craftsman					100																					1						
Operations (semi-skilled)					2												1															
Laborers						C.L.																			-							
Service Workers							1																									
SUB-TOTAL							*																									
TOTAL	0	2					0	2	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.

SCHOOL/DEPARTMENT	FURES	IKI		-	-			COMPI	LETI	SD B	-	C. D		MVEI					-			DA		_	-	o Jun	1e .	1913		-
	Ju	ne 1	1973 Fa	culty	Com	plem	ent	Pro	jec	ted	197	5-76	Con	np1er	nent	Ju	ne 1	974	Fac	ulty	Con	p1eme	ent	Jun	e 19	975 Fa	acu	lty C	omple	ment
FULL-TIME	Wh M	ite F	Black M F	Oth M	er F	Tot	al F	Whi	Lte F	B1a M	ack F	Othe	r F	Tot	tal F	Wh M	ite	Bla M	ck F		er F	Tota	al F	Whi M	te F			Other M F	To	tal F
Department Head	1					1		1						1		1						1	1	1			1	1	1	_
Professor	8					8		8						8		9			-			9		9			1	-	9	-
Associate Professor	5	_	1			5		6				1	_	6		5	i					5		6		-	+		6	_
Assistant Professor	5					5		6						6		5					-	5	-	3		-	+	-	3	-
Instructor	4	-	-			4		3			-	-		3		3		-				3		4		-	+	+	4	-
SUB-TOTAL	23	450m				23		24	200					24		23		EMOTEON OF				23		23					23	
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				1 1				1. 1																					100	1

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

SCHOOL/DEPARTMENT	FORES	TRY							COMP	LETI	ED B	Y _	C.	В. 1	DAVE	Y				_			DA	ATE			6 J	une	1975			_
	Ju	me 1	1973	Fac	cult	у Со	mp1e	ment	Pr	ojec	cted	197	5-70	6 Co	mp1e	ment	Ju	me 1	974	Fac	u1ty	Con	mp1er	nent	Jun	e 1	975	Fac	ulty	Com	plemer	it
FULL-TIME	. Wh	ite	B1 M	ack F	Ot:	her F	To	tal F	Wh M	ite F	B1 M	ack F	Oth	her F	To	tal F		ite	Bla M	ck F	Oth		Tot	tal F	Whi M	te	B1s M		Othe	er F	Total M I	L F
Department Head	1						1		1						1		1						1		1					-	1	
Professor	8	_				_	8	_	8	_					8		9						9		9		_		-	-	9	
Associate Professor	5	_			-	_	5	_	6	_					6		5	li					5		6	0	_			-	6	
Assistant Professor	5	_	L		-	_	5	_	6	_			_	_	6		5	1					5		3		_			-	3	
Instructor	4	+	+	-	-	-	4	-	3	\vdash		-	-		3		3						3		4		-				4	
SUB-TOTAL	23						23		24					-	24		23						23		23		_				23	
*PERMANENT PART-TIME		_	_	_	_	1	-	1	-	L		-	_	_	-	_	_						_	-		-	_			-		
Professor		-	-	_	-	_	_	-	_	-		_	_	-	-					_		-	-	_		-	-	-		-		
Associate Professor		-	1		_	-	-	-	-	_	_	-	_	_	_	_	_						_	_		-	-	-		-	_	
Assistant Professor		-	_		L	-	1	-	-	_			-		_		_	-					_	_		-						
Instructor		_	-		_	-	1	-	-	_		_	<u> </u>				-						-	_		-	-	-	-	4	-	
Visiting	-					r tura			-	-	250	-		-	-	-		-	-		-	J. 811	_	200			-	-	_			-
SUB-TOTAL			-		-	-			-	-	_						-		-	_		-	-	-	- PRESIDE	-	-	-	-		-	

TOTAL

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

SCHOOL/DEPARTMENT FORE	STRY								COMI	LET	ED B	EPA Y_	NO!	N-FA	CULT	Y							D	ATE		6 J	une	1975	5			
			1973 cult			leme:	nt		Pı	oje	cted	197	5-7	6 Co	mple	ment			1974 scul			emer	nt					EPA ty C		l emer	nt	
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Officials & Managers	4 4.1																								H	1						
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																										13						
Professionals																						ı,										
Technicians			-	-																												
			+	+																-	-											
SUB-TOTAL											-100													-	-	cust-					-100	
TOTAL	4						4		4						4		4						4		5			1			5	2511

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

SCHOOL/DEPARTMENT FOR	ESTRY	t						COME	LETI		EPA	NO	N-FA	CULT 3. DA								D	ATE		6 J	une	197	5			
			1973 1 aculty		omp1eme	nt		Pr	ojec	cted	197	5-76	6 Co	mple:	ment			1974 acult		omp1	emen	ıt					EPA ty C		1emer	nt	
FULL-TIME		ite F			Other M F	To	tal F	Wh	ite F	B1	ack F	Oth	ier F	To	tal F	Wh	ite	B1a M	ck F	Oth	er F	Tot	tal F	Wh:	ite F		ack F			Tot	a1
Officials & Managers	1																							Ë	Ė	-	Ť			n	F
Professionals	4					4		4						4		4		i n				4		5						5	
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SUB-TOTAL	4					4		4					The second	4		4						4		5						5	
*PERMANENT PART-TIME				1																				-							-
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SUB-TOTAL																		Ye					-	CITOLOGY.	-	-					
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.

SPA

		DIN			
CHOOL/DEPARTMENT FORESTRY	COMPLETED BY	C. B. Davey	DATE	6 June 1975	

the service and the service of	J	une :	1973	Cor	mp1eme	nt			P	roje	cte	d 19	73-74	Con	mp1e	ment	Jı	me	1974	Con	nple	ment			Ju	ine	1975	Соп	plem	ent		
FULL-TIME	M	nite F		ack F			To	tal F	WI			lack		er F	To	tal F	Wi	iite		ack F-		her	To	tal F	Wi M	ite		ack F		er F	To	tal F
Officials & Managers							W.			T							1	1	1	Ť	1	Ť	+**	T	1	1	111	T	1	-	FI	1
Professionals																	-	1	1	-	-	-	-	+-	1	+	+-	-	-	-	-	-
Technicians	1	5	2	2			3	7	1	. 5	2	2			3	7	1	1 5	2	2	-	-	3	17	13	3	1 2	2	-	-	5	15
Sales											T						1	1	1	1		1	1	+	1	+	+					-
Clerical		7		1				8		7		1				8		7	1	1		-	1	8	1	18	+	-	-		-	8
Craftsman							-777																1		1	1	1				-	
Operations (semi-skilled) Laborers	-	-	-			-					F	-					H		F	-			-	-	-	F	1				_	
Service Workers																										1	1					
SUB-TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			3	15	3	11	2	2			5	13
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Officials & Managers						1				1	1	1	1	-		-	-	-	-	-	-	-		-	1	-	+	-	-	-	-	-
Professionals										1		-	1			-	-	-	-	-	-	-	-	-	1-	-	+-	-	-	-	-	-
Technicians										1	1	1	1		-	-	-	-	-	-	-	-	-	-	-	-	-	\vdash	-	-		-
Sales Clerical	-					1																										
Craftsman						1			-	1	-	1	1	-		-	-	-			-	-	-	-	-	-	+		-	-	-	-
Operations (semi-skilled)																							-				-		-	+	-	
Laborers			200																			-	-	-		1	1		-	-	-	
Service Workers																									-					-		
SUB-TOTAL																														-		
TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3	-		3	15	3	11	2	2	7		5	13

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

SCHOOL/DEPARTMENT	FORESTRY	COMPLETED BY C. B. Davey	DATE	6 June 1975	
	June 1973 Complement	Projected 1973-74 Complement June 1974 (June 1975 Complement	

FULL-TIME		ite		ack		her	To	tal		ite			Oth		To	ta1		ite		ack	Oti	her	To	tal F	Wh	ite	B1.	ack	Oth	er	Tot	ta1
	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		F	M	F
Officials & Managers									1									1												100	100	
Professionals												T						1						1	1		1					-
Technicians	1	5	2	2			3	7	1	5	2	2			3	7	1	5	2	2			3	7	13	13	2	2			5	5
Sales																		1						100	1	1	1			-		-
Clerical		7		1				8		7		1				8		7	1	1				8	1	18	-	-		-	-	8
Craftsman					1.0					T								1							1	+	1					-
Operations (semi-skilled)																	1								1	+	1					-
Laborers																1							1	-	-	1	-			-	-	-
Service Workers																										1	-					
SUB-TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			3	15	3	11	2	2			5	13
*PART-TIME												1			-	-	1	1	-			-		-		-	-	-		-	-	-
Officials & Managers																-	-	1	-	-	-	-	-	-	-	-	1		-		-	-
Professionals					4.5						1					-	-	-	-	1				-	-	-	1-		-	-		-
Technicians															-	-	-	-	-			-	-	-	-	-	-			-		-
Sales										1	-				-	-	-	-					-	-	-	-	-	-			-	-
Clerical									-	-	-					-	-	-	-		-		-	-	-	-	-		-	-	-	-
Craftsman																		-							-	1	1			-		-
Operations (semi-skilled)						100									-			1				-			-	-	-			-		-
Laborers									-		1	-			-	-	-	-	-		-	-		-	-	-	-		-	-		-
Service Workers															-	-	-						-	-	-	-	-		-	-		-
SUB-TOTAL																										-						
TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	i	12	2	3	-	-	3	15	3	11	2	2	-		5	13

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

SCHOOL/DEPARTMENT	FORESTRY					COMPLE	TED	BY _	C. B	3. D	AVEY								DATE	-		6 J	ine	197		
	June	1973 Fa	culty C	omplem	ent	Proj	ecte	d 197	75-76	Con	pleme	nt	June	19	974 F	acu	lty	Com	plemen	t Ju	ine 1	975	Fac	ulty	Con	plement
FULL-TIME	White M I		Other M F	Tota	al F	Whit	e B	lack F	Othe	er F	Tota	1 F	Whit	e F	Black M		Othe:		Total M F	Wł M	nite F	Bla M	ck F	Oth M	er F	Total M F
Department Head	1			1		1					1	1	1	1		1		1	1	1	-					1
Professor	8	1		8		8	1				8	1	9	-	-	1	+		9	9	-					9
Associate Professor	5			5		6		_	1		6	-	5	1	1	4		-	5	6			-	-1	_	6
Assistant Professor	5		-	5		6	1	-			6	1	5	1	_	1			5	3	1		-			3
Instructor	4			4		3	+	+			3	+	3	+	+	+	+		3	4	+					4
SUB-TOTAL	23			23		24					24		23						13	23						23
*PERMANENT PART-TIME			4	-		1	-	-	1		_	1	-	1		1	1	-	-	1	-					
Professor			1	1-1		_	-	1	1	-		-	-	+	-	+	-	-	-	-	-		-	4	_	
Associate Professor				-		_	-	+	1		_	-	+	+	_	+	+	-	-	+	-		-		-	
Assistant Professor			-			-	-	-	1		_	+	+	-	-	+	-	-	_	-	-		-	-	_	
Instructor		11-	-	11			-	-	1	-		-	1	1	-+-	+	-	1		+	+		-	1	_	
Visiting			-	-	-	-	-			-	-	-	-			-		-		-	-	-	-			
SUB-TOTAL							-					1				-			-	-	-		_	-	-	
TOTAT	23			23		24	1	1 .		1	24	63		1		-		6	3	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.

FORESTRY C. B. DAVEY SCHOOL/DEPARTMENT 6 June 1975 COMPLETED BY DATE June 1973 EPA June 1974 EPA June 1975 EPA Non-Faculty Complement Projected 1975-76 Complement Non-Faculty Complement Non-Faculty Complement White Black Other Total White Black Other White Black Other Total White Black Other Total FULL-TIME M F M F M F F Officials & Managers 5 Professionals Technicians SUB-TOTAL 4 4 4 5 5 *PERMANENT PART-TIME Officials & Managers Professionals Technicians SUB-TOTAL TOTAL

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

AFFIRMATIVE ACTION PLAN

SPA

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 White Black Other Total Total White | Black | Other Total FULL-TIME FM F M F M F M F M M F M F M F M F MF M F M F M F MF Officials & Managers Professionals Technicians 1 5 2 2 1 5 2 2 3 3 2 2 Sales Clerical 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 15 3 11 2 2 5 13 *PART-TIME Officials & Managers Professionals Technicians Sales Clerical Craftsman Operations (semi-skilled) Laborers Service Workers SUB-TOTAL

3 15

1 12 2 3

3 15

3 11

5

1 12 2 3

15

1 12 2

FORESTRY

SCHOOL/DEPARTMENT

TOTAL

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

SCHOOL/DEPARTMENT School of Forest Resources

COMPLETED BY L. C. Saylor

DATE

June 13, 1975

	June	e 19	73 Fa	cult	у Со	mp1em	ent	Pr	ojec	cted :	1975	5-76 C	Comp1	emer	ıt	Jur	ne 1	974 Fa	cu	lty Co	mp1e	ment	Jui	ne 1	975	Fac	u1ty	Con	npler	nent
FULL-TIME	Whit		Black M F		her F	Tota	al F	Wh M	ite F			Other M F	TM	ota:	1 7	Whi	lte F	Black M F		Other M F	To	tal F	Wh:	ite F	B1a M	ack	Oth M	er F	Tot	tal F
Department Head	3					3		3					3	I		3			I		3		3						3	
Professor	14					14		1.5					15			15	1				15		16						16	
Associate Professor	16					16		16					16	-		16	-				16		16						16	
Assistant Professor	9					9		L3	1				13	1		10	1		1		10		7						7	
Instructor	8			-		8		4				-	4	-	+	6	-	+	+	+	6	-	7	1	-				7	1
SUB-TOTAL	50					50		51	1				51	1		50			-		50		49	1					49	1
*PERMANENT PART-TIME																														
Professor										94																				
Associate Professor								_																						
Assistant Professor				-	_														1											
Instructor	11														1				1		1									
Visiting										-																				
SUB-TOTAL																														
TOTAL	50					50		51	1				51	1		50					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.

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

18

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY 1. S. Goldstein DATE June 10, 1975

White Black Other Black | Other White Black Other Total White | Black | Other Total Total Total FILL-TIME Department Head Professor 5 Associate Professor Assistant Professor 2 Instructor 19 119 19 19 19 19 18 SUB-TOTAL *PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor

Visiting SUB-TOTAL

TOTAL

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

SCHOOL/DEPARTMENT	FURESTE	CI			CON	IPLET	ED R	Y _	C. B.	. DA	VEY			-				L	ATE	-		6 Jur	ie 1	L975	-	
	June	1973 Fa	culty Co	mp1eme	nt I	roje	cted	197	5-76	Comp	1emer	nt	June	19	74 F	acu1	ty Co	mp1e	ment	Jur	ne 1	975 Fa	ıcu.	1ty Co	mp1e	ment
FULL-TIME		e Black	Other M F	Tota	I V	hite I F		ack F	Other	r	Tota:	1 F	Whit M				ther F	To	tal F		ite F	Black	s (Other M F	To	tal F
Department Head	1			1	1						1		1	1				1		1			1		1	
Professor	8			8	8						В	1	9	1	1		1	9		9			1		9	
Associate Professor	5			5	6	1					5	_	5	1				5		6			1		6	
Assistant Professor	5			5	6	1				1	5	1	5	1		1		5		3			1		3	
Instructor	4			4	3	+	-			+	3	+	3	+	+	+	+	3		4			+		4	
SUB-TOTAL	23			23	24					24		2	3					23		23			#		23	
*PERMANENT PART-TIME						1								1									1			
Professor		1								1	1			1		1		1					1			
Associate Professor						1				1	1		1	1			_	-					1			
Assistant Professor					1	-				1		-		1		1	_	1					1		-	
Instructor					-	-				1	-	-		1	-	1	1						1		-	
Visiting											-							-		-						
SUB-TOTAL																										
TOTAL	23			23	24					24		23				1		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.

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

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

School of Forest Resources SCHOOL/DEPARTMENT COMPLETED BY L. C. Saylor DATE June 13, 1975 June 1973 EPA June 1974 EPA June 1975 EPA Non-Faculty Complement Projected 1975-76 Complement Non-Faculty Complement Non-Faculty Complement White | Black | Other White Black Other Total White Black Other White | Black | Other Total Total Total FULL-TIME MFM F M F M F MFM M F M F M F M F M F M F Officials & Managers Professionals Technicians SUB-TOTAL 5 6 6 6 8 *PERMANENT PART-TIME Officials & Managers Professionals Technicians SUB-TOTAL

TOTAL

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

SCHOOL/DEPARTMENT Forest Resources - Wood and Paper ScienceCOMPLETED BY 1, S. Goldstein

DATE June 10, 1975

		1973 EPA aculty (nt		Proje	cted	197	5-76 C	omp1e	ment			974 cult			emer	ıt				975 cult	omp1em	ent	
FULL-TIME	White M F		Other M F	Total M I					Other M F	To	tal F	Wh	ite F	Bla M	ck F	Oth M	er F	Tot		Wh M	ite F	Bla M	Other M F		otal F
Officials & Managers		1					1																		
Professionals	1			1		2	_			2		2						2		3				3	
Technicians					1		1			_	-														
					1		1			1	_													-	
					1						-														
SUB-TOTAL	1			1		2		-		2		2		-4			and the sale	2		3				3	
*PERMANENT PART-TIME							1		1																
Officials & Managers							_																		
Professionals					1	4					_	1						1							
Technicians					1					1_															
					_		1																		
											-					-102	-1111		-			10000			
SUB-TOTAL												1						1							
TOTAL				1		2				2		3						3		3				3	

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

FORESTRY SCHOOL/DEPARTMENT

C. B. DAWEY COMPLETED BY

DATE

6 June 1975

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement Non-Faculty Complement

June 1974 EPA

June 1975 EPA Non-Faculty Complement

Sant Economic Con		ite		ack		er	Tot	a1	Wh	ite	Bla	ack	Oth	ier	Tot	ta1	Wh	ite	B1a	ck l	Oth	er	Tot	tal	Wh	ite	Bla	ck l	Othe	r	Tota
FULL-TIME	M	F	M	F	M	F	M	F		F		F		F	Tot M	F	M		M	F	M	F	To1	F	M	F	M	F	M	F	M
Officials & Managers																						172									
Professionals	4						4		4						4		4						4		5						5
Technicians																															
																			-	-										-	
SUB-TOTAL	4						4		4						4		4						4		5				1	1	5
*PERMANENT PART-TIME																															
Officials & Managers																															
Professionals																						n									
Technicians																															
																				-	-								+	+	\dashv
SUB-TOTAL																													1	1	+
TOTAL	4						4		4						4		4						4		5					T	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

CHOOL/DEPARTMENTSchool of Forest REsources	COMPLETED BYL. C. Saylor	DATEJune_13, 1975
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June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

		ite			Oth		To	tal	Wh	ite	B1a	ick	Oth	er	Tot	tal	Wh	ite	B1a	ick	Oth	er	To	tal	Wh	ite	B1a	ck	Other	To	ta1
FULL-TIME	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Tot	F	M	F				F	To:	F		F		F	M F	M	F
Officials & Managers																															1
Professionals													1.10																	+	1
Technicians	3	7	1 2	2			5	9	3.	7	2	2			5	9	3	7	2	2			5	9	6	5	2	2		8	1
Sales																									-		-			10	1
Clerical		17		1				18		16		2				18		17		1				18		18				1	18
Craftsman	1						1		1						1		1						1		1					1	1
Operations (semi-skilled)		1						1		1						1		1						1		1				1	1
Laborers																														1	1
Service Workers																														1	1
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																														1	+
Officials & Managers																														1	1
Professionals																														1	+
Technicians																				10										1	1
Sales																														+-	1
Clerical																														1	1
Craftsman																															1
Operations (semi-skilled)							1															- 3									
Laborers									1	1												-				1				1-	1
Service Workers																									-					1	1
SUB-TOTAL																															T
TOTAL	14	25	2	2			6	28	4	24	2	4			6	28	1	25	2	3			6	28	7	24	2	2		9	26

 $[\]star$ SPA individuals working at least $\frac{1}{2}\text{-time}$ in a permanently established position.

AFFIRMATIVE ACTION PLAN SPA

SCHOOL/DEPARTMENT Forest Resources - Wood & Paper Science COMPLETED BY 1. S. Goldstein

DATE June 10, 1975

June 1973 Complement

Projected 1975-76 Complement June 1974 Complement

June 1975 Complement

	Wh	ite	B1	ack	Oth	er	Tot	:al	Wh	ite	B1:	ack	Oth	ier	Tot	a1	Wh	ite	Bla	ck	Oth	er	Tot	ta1	Wh:	ite	Bla	ck	Oth	er	Tot	a1
FULL-TIME	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F			M.			F	M	F	М		M		M		M	F
Officials & Managers																																
Professionals		1						W.B	W																						10	
Technicians	2	2					2	2	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						1	
Operations (semi-skilled)																								F								
Laborers																																
Service Workers																																
SUB-TOTAL	3	6					3	6	3	5		1			3	6	3	6		F 11			3	6	4	6					4	6
*PART-TIME																																-
Officials & Managers																																
Professionals											1																					
Technicians																										1						1
Sales																									-	1						
Clerical																									-						-	
Craftsman																																
Operations (semi-skilled)						Y																										
Laborers									4 10														-						-		-	
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

			ULA		
SCHOOL/DEPARTMENT	FORESTRY	COMPLETED BY	C. B. Davey	DATE	6 June 1975

June 1973 Complement Projecte

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

of the supplies and described the latest the supplies of the supplies and the supplies of the	Wh	ite		ack			Tot	tal	Wh	ite	B14	ack	Oth	er	Tot	al	Wh	ite	B1a	ack	Oth	er	To	ta1	Wh	ite	B1:	ack	Oth	er	Tot	ta1
FULL-TIME	M	F	M	F	М	F	M	F	M	F	M	F		F	M	F		F		. F-		F	M	F		. F	M	F	M	F	M	I
Officials & Managers																								1					1	8.5		T
Professionals																		1							1	1	1					1
Technicians	1	5	2	2			3	7	1	5	2	2			3	7	1	5	2	2			3	7	3	3	2	2		-	5	5
Sales																		T														
Clerical	-	7		1				8		7		1				8		7		1				8		8						18
Craftsman																																T
Operations (semi-skilled)																																
Laborers																										T						
Service Workers																																1
SUB-TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			3	15	3	11	2	2			5	1:
*PART-TIME																									1	1	1					1
Officials & Managers										1								1							1	1	1			-		1
Professionals																									1	1	1		-	-		
Technicians																		1	-					1	1	+	1			-		-
Sales																		1						1	1	-	1	1	-	-		-
Clerical													1					1					-	1	+-	1	1	1	-	-		1
Craftsman	1																										1					
Operations (semi-skilled)																									1	1	1					
Laborers													1					1	1				1	1	1	+	1		1	-		-
Service Workers																			1						-	1	1			-		1
SUB-TOTAL																																
TOTAL	1	12	2	3			3	15	1	12	2	3			3	15	1	12	2	3			3	15	3	11	2	2			5	1

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

AFFIRMATIVE ACTION PLAN

SPA Thomas I. Hines COMPLETED BY

June 1973 Complement

Recreation Res. Admin.

SCHOOL/DEPARTMENT

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

June 9, 1975

DATE

negation resident series of the		ite		ack	Oth	er	Tot	:al			B1a		Oth	er	To			ite		ck	Oth	er	Tot	tal	Whi	ite	Bla	ck	Other	To	ota
FULL-TIME	M	F	M	F	M	F	M	F	M	F	M	F	M.	F	M	F	M	F	Μ.	F-	M	F	M	F	M	F	M	F	M F	M	
Officials & Managers																															T
Professionals							1																		July 1						1
Technicians																															+
Sales																															T
Clerical	0	2	-				0	2	0	2	_				0	2	0	2					0	2	0	2				0	
Craftsman			_																												T
Operations (semi-skilled)																															T
Laborers																															T
Service Workers																															
SUB-TOTAL	0	2					0	2	0	2					0	2	0	2					0	2	0	2				0	T
*PART-TIME																															T
Officials & Managers																															T
Professionals											100																				T
Technicians															-																7
Sales																															T
Clerical																															
Craftsman			_																												T
Operations (semi-skilled)								. ,-,																							T
Laborers																															+
Service Workers																															T
SUB-TOTAL		± 1																												T	T
TOTAL	0	2					0	2	0	2					0	2	0	2					0	2	0	2		-		0	

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