

NORTH CAROLINA STATE UNIVERSITY | AT RALEIGH

OFFICE OF THE DEAN  
Box 5036 Zip 27607

SCHOOL OF LIBERAL ARTS

January 22, 1973

20

MEMORANDUM

TO: Alois Chalmers  
David Guth  
David Hyman  
Leslie Mincey  
Sybil Ricks  
Mary Wheeler  
Donald VanDeVeer

FROM: Dean Robert O. Tilman *RT*

WHS

Would you be willing to serve on an Affirmative Action panel for the School of Liberal Arts? The panel will be headed by Dr. Odell Uzzell, who will assume primary responsibility for the preparation of the recommendations to be made to me during the spring. The composition of the panel represents EPA and SPA employees and students and it will serve chiefly as a source of ideas, criticisms, and suggestions for Dr. Uzzell in the course of his work.

WT

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The end product of our efforts must be a long-range Affirmative Action Plan designed to increase the involvement of minorities and women in the activities of the School of Liberal Arts. Thus you will probably be discussing both employment and programs.

The service you will perform is vital to the future of the School, and I hope you will agree to become involved in this important undertaking.

cc: The Chancellor  
The Provost ✓  
Dr. N. N. Winstead  
Dr. Clauston Jenkins  
Members of the Administrative Board


# NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OFFICE OF THE DEAN  
Box 5036 Zip 27607

SCHOOL OF LIBERAL ARTS

November 13, 1972

## MEMORANDUM

TO: The Provost  
FROM: Dean Robert O. Tilm   
SUBJECT: Affirmative Action Plan for the School of Liberal Arts

Although I have been concerned with minority problems since I arrived in July, 1971, the recent action taken by HEW has spurred me into giving the general question much more serious thought. I believe that the School of Liberal Arts has done a reasonably good job in hiring, keeping, and promoting minorities and females, but I think we can do a better one, and indeed I think we shall be expected to do better in the future. Our record is not bad, but I think we are nevertheless likely to be the school on campus most vulnerable to criticism because it is in our area that the most talent is available, at least in terms of statistical availability. I choose to regard the source of this vulnerability (the availability of talent) not as a liability, but as an asset, to the University as a whole, as well as to the School of Liberal Arts. It seems to me that the School of Liberal Arts has an opportunity to make a genuine contribution to the community, while at the same time probably taking some pressure off other units of the University in which minorities and women are not generally available.

To accomplish this, and to prepare a formal scheme of compliance with the HEW request, I plan to appoint Dr. Odell Uzzell, a Black Associate Professor in the Department of Sociology and Anthropology, to head a Task Force charged with the responsibility of working with the Dean to prepare a draft Affirmative Action Plan for the School of Liberal Arts. Some other members of the Task Force might be Mrs. Sybil Ricks, a Black Instructor in the Department of English, Dr. Elizabeth Wheeler from History, and several others representing various groups and functional areas (including the School's SPA employees).

The work of the Task Force will be completed when we agree on an appropriate plan. However, this must be a guide to action and not an end in itself. If it is to be of value it must be implemented, and it will be fully implemented only if it has an advocate who can continually remind the School of its existence. This leads me to my second, and more long-range, proposal.

I would like to create a new post in the Dean's Office. This would be an assistant (or associate, as appropriate) dean whose primary responsibility would be advising the Dean in matters related to minorities and women. The responsibilities of this person (and Dr. Uzzell might be a very appropriate appointee if he were willing to accept the position, though we also have other possible candidates) would be varied, but they would include watching over the implementation of the Affirmative Action Plan, identifying and assisting in the recruitment of suitable students and faculty, developing cooperative programs of mutual interest with Black institutions in the Triangle Area, and performing liaison with the Office of Education and foundations in any efforts to secure outside funding for special programs that might be spawned by these activities.

I am not now requesting permission to proceed with these longer-range plans, for I am aware that this involves financial commitments that you are probably not able to make at this time. Rather, I am only noting for the record your willingness to provide the School with temporary salary money sufficient to release Dr. Uzzell from some of his teaching responsibilities in the Department of Sociology. Dr. Uzzell will be released from teaching one course and we shall employ a Teaching Assistant to take on some of the routine duties of the special Black Symposium he is scheduled to offer in the spring. Thus he will be able to devote approximately one-half his efforts to the work of the Task Force. (One-half of Dr. Uzzell's annual base salary would come to \$9,800.) During the course of this endeavor we shall have ample opportunity to consider and discuss the desirability of my longer-range proposal. If appropriate, I shall make a formal proposal along these lines at a later date.

cc: Dean W. B. Toole

PS This was dictated and typed immediately after our conversations on Monday, but Dr. Uzzell did not accept the responsibility until today. At the time I had not received your memo of November 10. When I submit my requests for use of the temporary salary money I shall include this item as one of the total package.

# NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OFFICE OF THE DEAN  
Box 5036 Zip 27607

SCHOOL OF LIBERAL ARTS

November 13, 1972

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## MEMORANDUM

TO: The Provost  
FROM: Dean Robert O. Timan  
SUBJECT: Affirmative Action Plan for the School of Liberal Arts

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cc: Dean W. B. Toole

bc: Dr. Nash N. Winstead ✓

*Nash - I added a p.s. on HCK's explaining that this was written before I got his memo of 11/10 re money. It will appear as one part of that package.*

*Rob*

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department School of Liberal Arts

Completed By W. B. Toole

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	7				1		8		7				1		8		7				1		8	
Professor	26	1					26	1	35	1					35	1	27	1					27	1
Associate Professor	48	2	1				49	2	58	7	3				61	7	51	3	2				53	3
Assistant Professor	62	16	1				63	16	67	24	5	3			72	27	65	16					65	16
Instructor	45	15	2	1			47	16	18	17	1				19	17	38	15	2	2			40	17
<b>SUB-TOTAL</b>	<b>188</b>	<b>34</b>	<b>4</b>	<b>1</b>	<b>1</b>		<b>193</b>	<b>35</b>	<b>185</b>	<b>49</b>	<b>9</b>	<b>3</b>	<b>1</b>		<b>195</b>	<b>52</b>	<b>188</b>	<b>35</b>	<b>4</b>	<b>2</b>	<b>1</b>		<b>193</b>	<b>37</b>
<b>*PERMANENT PART-TIME</b>																								
Professor	1						1		1						1		1							1
Associate Professor	2						2		1						1		2							2
Assistant Professor	2						2		2						2		1							1
Instructor	10		1				11		4	6					4	6	11	5	2				13	5
Visiting			1				1											1						1
<b>SUB-TOTAL</b>	<b>15</b>		<b>2</b>				<b>17</b>		<b>8</b>	<b>6</b>					<b>8</b>	<b>6</b>	<b>15</b>	<b>6</b>	<b>2</b>				<b>17</b>	<b>6</b>
<b>TOTAL</b>	<b>203</b>	<b>34</b>	<b>6</b>	<b>1</b>	<b>1</b>		<b>210</b>	<b>35</b>	<b>193</b>	<b>55</b>	<b>9</b>	<b>3</b>	<b>1</b>		<b>204</b>	<b>58</b>	<b>203</b>	<b>41</b>	<b>6</b>	<b>2</b>	<b>1</b>		<b>210</b>	<b>43</b>

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

AFFIRMATIVE ACTION PLAN  
SPA

School/Department School of Liberal Arts

Completed By Susan Babcock

Date June 4, 1974

October 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	1	1					1	1	1	1					1	1	1	1					1	1
Professionals																								
Technicians																								
Sales																								
Clerical		23		5			28		23		5			28		23		5						28
Craftsman																								
Operations (semi-skilled)	1		1				2		1		1			2		1		1						2
Laborers																								
Service Workers																								
<b>SUB-TOTAL</b>	<b>2</b>	<b>24</b>	<b>1</b>	<b>5</b>			<b>3 29</b>		<b>2 24</b>	<b>1</b>	<b>5</b>			<b>3 29</b>		<b>2 24</b>	<b>1</b>	<b>5</b>					<b>3 29</b>	
<b>*PART-TIME</b>																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		2					2		4				4		4									4
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
<b>SUB-TOTAL</b>		<b>2</b>					<b>2</b>		<b>4</b>				<b>4</b>		<b>4</b>									<b>4</b>
<b>TOTAL</b>	<b>2</b>	<b>26</b>	<b>1</b>	<b>5</b>			<b>3 31</b>		<b>2 28</b>	<b>1</b>	<b>5</b>			<b>3 33</b>		<b>2 28</b>	<b>1</b>	<b>5</b>					<b>3 33</b>	

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

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

School/Department Liberal Arts / Economics

Completed By W. D. Toussaint

Date June 4, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

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

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



AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts / Economics

Completed By W. D. Toussaint

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White	Black	Other	Total		White	Black	Other	Total		
	M	F	M	F	M	F	M	F				M	F				M	F	M
Department Head	1						1		1										1
Professor	3						3		6				6	3					3
Associate Professor	7						7		11				11	8					8
Assistant Professor	8						8	1	6	1			6	1	9				9
Instructor	12	1					12	1	7	3			7	3	10	3			10
<b>SUB-TOTAL</b>	<b>31</b>	<b>1</b>					<b>31</b>	<b>1</b>	<b>31</b>	<b>4</b>			<b>31</b>	<b>4</b>	<b>31</b>	<b>3</b>			<b>31</b>
<b>*PERMANENT PART-TIME</b>																			
Professor	1						1		1				1						1
Associate Professor																			
Assistant Professor	1						1												
Instructor																			
Visiting																			
<b>SUB-TOTAL</b>	<b>2</b>	<b>0</b>					<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>			<b>1</b>	<b>0</b>					<b>1</b>
<b>TOTAL</b>	<b>33</b>	<b>1</b>					<b>33</b>	<b>1</b>	<b>32</b>	<b>4</b>			<b>32</b>	<b>4</b>	<b>32</b>	<b>3</b>			<b>32</b>

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/English

Completed By Larry Champion

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	1						1		1							1		1						1	
Professor	8						8		11							11		10						10	
Associate Professor	13						13		12	3	1					13	3	12						12	
Assistant Professor	13	6					13	6	15	7	1	1				16	8	15	7					15	7
Instructor	7	5		1			7	6	2	4						2	4	5	5		2			5	7
<b>SUB-TOTAL</b>	<b>42</b>	<b>11</b>		<b>1</b>			<b>42</b>	<b>12</b>	<b>41</b>	<b>14</b>	<b>2</b>	<b>1</b>				<b>43</b>	<b>15</b>	<b>43</b>	<b>12</b>		<b>2</b>			<b>43</b>	<b>14</b>
<b>*PERMANENT PART-TIME</b>																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor				1				1										1		2					
Visiting				1				1																	
<b>SUB-TOTAL</b>				<b>2</b>				<b>2</b>																	
<b>TOTAL</b>	<b>42</b>	<b>11</b>	<b>2</b>	<b>1</b>			<b>44</b>	<b>12</b>	<b>41</b>	<b>14</b>	<b>2</b>	<b>1</b>				<b>43</b>	<b>15</b>	<b>44</b>	<b>12</b>	<b>2</b>	<b>2</b>			<b>46</b>	<b>14</b>

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AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/History

Completed By B. W. Wishy

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	1						1		1							1		1						1	
Professor	5	1					5	1	6	1						6	1	5	1					5	1
Associate Professor	5	1					5	1	4	1						4	1	5	1					5	1
Assistant Professor	5	1					5	1	9	2						9	2	5	1					5	1
Instructor	4	1					4	1	3	2						3	2	4	1					4	1
<b>SUB-TOTAL</b>	<b>20</b>	<b>4</b>					<b>20</b>	<b>4</b>	<b>23</b>	<b>6</b>						<b>23</b>	<b>6</b>	<b>20</b>	<b>4</b>					<b>20</b>	<b>4</b>
<b>*PERMANENT PART-TIME</b>																									
Professor																									
Associate Professor	1						1									1								1	
Assistant Professor	1						1		1							1		1						1	
Instructor	8	5					8	5	4	5						4	5	8	5					8	5
Visiting																									
<b>SUB-TOTAL</b>	<b>10</b>	<b>5</b>					<b>10</b>	<b>5</b>	<b>5</b>	<b>5</b>						<b>5</b>	<b>5</b>	<b>10</b>	<b>5</b>					<b>10</b>	<b>5</b>
<b>TOTAL</b>	<b>30</b>	<b>9</b>					<b>30</b>	<b>9</b>	<b>28</b>	<b>11</b>						<b>28</b>	<b>11</b>	<b>30</b>	<b>9</b>					<b>30</b>	<b>9</b>

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AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/Modern Languages

Completed By Alan A. Gonzalez

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head					1		1																	
Professor	2						2		2												1		1	
Associate Professor	3	1					3	1	4	2													2	
Assistant Professor	6	3					6	3	5	3		1											4	1
Instructor	2	4					2	4	1	4													7	2
																							1	3
SUB-TOTAL	13	8			1		14	8	12	9	1	1			13	10	14	6			1		15	6
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting		1						1																
SUB-TOTAL		1						1																1
TOTAL	13	9			1		14	9	12	9	1	1			13	10	14	7			1		15	7

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AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/Philosophy & Religion

Completed By R. S. Bryan

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Department Head	1						1				1						1
Professor	1						1				1						1
Associate Professor	4						4				5						4
Assistant Professor	4						4			5	1	1					6
Instructor	4						4										6
																	1
SUB-TOTAL	14						14			12	1	1					13
*PERMANENT PART-TIME																	1
Professor																	
Associate Professor																	
Assistant Professor										1							1
Instructor	1						1										1
Visiting																	
SUB-TOTAL	1						1										1
TOTAL	15						15			13	1	1					14

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/Physical Education

Completed By Fred Drews

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White	Black	Other	Total		White	Black	Other	Total			
	M	F	M	F	M	F	M	F				M	F				M	F	M	F
Department Head	1						1		1				1	1					1	
Professor																				
Associate Professor	5						5		5				5	5					5	
Assistant Professor	7	1					7	1	9	1			9	1					7	1
Instructor	7	3	2				9	3	5	4	2		7	4	7	3	2		9	3
<b>SUB-TOTAL</b>	20	4	2				22	4	20	5	2		22	5	20	4	2		22	4
<b>*PERMANENT PART-TIME</b>																				
Professor																				
Associate Professor																				
Assistant Professor																				
Instructor																				
Visiting																				
<b>SUB-TOTAL</b>																				
<b>TOTAL</b>	20	4	2				22	4	20	5	2		22	5	20	4	2		22	4

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AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/Sociology

Completed By Selz C. Mayo

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total			
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F
Department Head	1						1			1							1			1							1	
Professor	5						5			5							5			4							4	
Associate Professor	7		1				8			10	1	2					12	1		9	1	2				11	1	
Assistant Professor	13	4	1				14	4		14	6						14	6		13	4					13	4	
Instructor	7	1					7	1			1						1			3							3	
<b>SUB-TOTAL</b>	<b>33</b>	<b>5</b>	<b>2</b>				<b>35</b>	<b>5</b>		<b>30</b>	<b>7</b>	<b>3</b>					<b>33</b>	<b>7</b>		<b>30</b>	<b>5</b>	<b>2</b>				<b>32</b>	<b>5</b>	
<b>*PERMANENT PART-TIME</b>																												
Professor																												
Associate Professor	1						1			1							1			1							1	
Assistant Professor																												
Instructor	1						1			1																	1	
Visiting																												
<b>SUB-TOTAL</b>	<b>2</b>						<b>2</b>			<b>1</b>	<b>1</b>						<b>1</b>	<b>1</b>		<b>2</b>						<b>2</b>		
<b>TOTAL</b>	<b>35</b>	<b>5</b>	<b>2</b>				<b>37</b>	<b>5</b>		<b>31</b>	<b>8</b>	<b>3</b>					<b>34</b>	<b>8</b>		<b>32</b>	<b>5</b>	<b>2</b>				<b>34</b>	<b>5</b>	

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/Politics

Completed By William J. Block, Professor

Date June 3, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White	Black	Other	Total		White	Black	Other	Total		
	M	F	M	F	M	F	M	F				M	F				M	F	M
Department Head	1						1		1				1	1				1	
Professor	2						2		4				4	2				2	
Associate Professor	4						4		7				7	4				4	
Assistant Professor	6	1					6	1	4	3	1		5	6	1			6	1
Instructor	2						2							3	0			3	0
<b>SUB-TOTAL</b>	<b>15</b>	<b>1</b>					<b>15</b>	<b>1</b>	<b>16</b>	<b>3</b>	<b>1</b>		<b>17</b>	<b>3</b>	<b>1</b>			<b>16</b>	<b>1</b>
<b>*PERMANENT PART-TIME</b>																			
Professor																			
Associate Professor																			
Assistant Professor																			
Instructor																			
Visiting																			
<b>SUB-TOTAL</b>																			
<b>TOTAL</b>	<b>15</b>	<b>1</b>					<b>15</b>	<b>1</b>	<b>16</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>17</b>	<b>3</b>	<b>1</b>			<b>16</b>	<b>1</b>

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



AFFIRMATIVE ACTION PLAN  
SPA

School/Department School of Liberal Arts

Completed By Susan Babcock

Date June 4, 1974

October 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	1	1					1	1	1	1					1	1	1	1					1	1
Professionals																								
Technicians																								
Sales																								
Clerical		23		5			28		23		5			28		23		5						28
Craftsman																								
Operations (semi-skilled)	1		1				2		1		1			2		1		1						2
Laborers																								
Service Workers																								
<b>SUB-TOTAL</b>	<b>2</b>	<b>24</b>	<b>1</b>	<b>5</b>			<b>3 29</b>		<b>2 24</b>	<b>1</b>	<b>5</b>			<b>3 29</b>		<b>2 24</b>	<b>1</b>	<b>5</b>					<b>3 29</b>	
<b>*PART-TIME</b>																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		2					2		4					4		4								4
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
<b>SUB-TOTAL</b>		<b>2</b>					<b>2</b>		<b>4</b>					<b>4</b>		<b>4</b>								<b>4</b>
<b>TOTAL</b>	<b>2</b>	<b>26</b>	<b>1</b>	<b>5</b>			<b>3 31</b>		<b>2 28</b>	<b>1</b>	<b>5</b>			<b>3 33</b>		<b>2 28</b>	<b>1</b>	<b>5</b>					<b>3 33</b>	

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

AFFIRMATIVE ACTION PLAN  
EPA NON-FACULTY

School/Department Liberal Arts / Economics

Completed By W. D. Toussaint

Date June 4, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Mgrs.	1						1			1							1
Professionals																	
Technicians																	
<hr/>																	
SUB-TOTAL	1						1			1							1
<hr/>																	
*PERMANENT PART-TIME										1							1
<hr/>																	
Officials & Mgrs.																	
Professionals																	
Technicians																	
<hr/>																	
SUB-TOTAL										1							1
<hr/>																	
TOTAL	1						1			1							1

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts / Economics

Completed By W. D. Toussaint

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1							1								1
Professor	3						3		6							6		3						3
Associate Professor	7						7		11							11		8						8
Assistant Professor	8						8		6	1					6	1	9							9
Instructor	12	1					12	1	7	3					7	3	10	3						10
<b>SUB-TOTAL</b>	<b>31</b>	<b>1</b>					<b>31</b>	<b>1</b>	<b>31</b>	<b>4</b>					<b>31</b>	<b>4</b>	<b>31</b>	<b>3</b>						<b>31</b>
<b>*PERMANENT PART-TIME</b>																								
Professor	1						1		1						1		1							1
Associate Professor																								
Assistant Professor	1						1																	
Instructor																								
Visiting																								
<b>SUB-TOTAL</b>	<b>2</b>	<b>0</b>					<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>					<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>						<b>1</b>
<b>TOTAL</b>	<b>33</b>	<b>1</b>					<b>33</b>	<b>1</b>	<b>32</b>	<b>4</b>					<b>32</b>	<b>4</b>	<b>32</b>	<b>3</b>						<b>32</b>

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/English

Completed By Larry Champion

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1						1	
Professor	8						8		11						11	
Associate Professor	13						13		12	3	1				13	3
Assistant Professor	13	6					13	6	15	7	1	1			16	8
Instructor	7	5		1			7	6	2	4					2	4
															5	7
SUB-TOTAL	42	11		1			42	12	41	14	2	1			43	15
*PERMANENT PART-TIME																
Professor																
Associate Professor																
Assistant Professor																
Instructor			1				1									
Visiting			1				1							1		2
SUB-TOTAL			2				2									
TOTAL	42	11	2	1			44	12	41	14	2	1			43	15
															46	14

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/History

Completed By B. W. Wishy

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Department Head	1						1		1							1		1						1		
Professor	5	1					5	1	6	1						6	1	5	1					5	1	
Associate Professor	5	1					5	1	4	1						4	1	5	1					5	1	
Assistant Professor	5	1					5	1	9	2						9	2	5	1					5	1	
Instructor	4	1					4	1	3	2						3	2	4	1					4	1	
<b>SUB-TOTAL</b>	<b>20</b>	<b>4</b>					<b>20</b>	<b>4</b>	<b>23</b>	<b>6</b>						<b>23</b>	<b>6</b>	<b>20</b>	<b>4</b>					<b>20</b>	<b>4</b>	
<b>*PERMANENT PART-TIME</b>																										
Professor																										
Associate Professor	1						1											1							1	
Assistant Professor	1						1		1							1		1							1	
Instructor	8	5					8	5	4	5						4	5	8	5						8	5
Visiting																										
<b>SUB-TOTAL</b>	<b>10</b>	<b>5</b>					<b>10</b>	<b>5</b>	<b>5</b>	<b>5</b>						<b>5</b>	<b>5</b>	<b>10</b>	<b>5</b>					<b>10</b>	<b>5</b>	
<b>TOTAL</b>	<b>30</b>	<b>9</b>					<b>30</b>	<b>9</b>	<b>28</b>	<b>11</b>						<b>28</b>	<b>11</b>	<b>30</b>	<b>9</b>					<b>30</b>	<b>9</b>	

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/Modern Languages

Completed By Alan A. Gonzalez

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head					1		1																		
Professor	2						2							1		1							1		1
Associate Professor	3	1					3	1	4	2						2								2	
Assistant Professor	6	3					6	3	5	3		1				4	2	4	1					4	1
Instructor	2	4					2	4	1	4						5	4	7	2					7	2
																1	4	1	3					1	3
SUB-TOTAL	13	8			1		14	8	12	9		1	1		13	10	14	6				1		15	6
*PERMANENT PART-TIME																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting		1						1																	
SUB-TOTAL		1						1										1							1
TOTAL	13	9			1		14	9	12	9		1	1		13	10	14	7				1		15	7

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/Philosophy & Religion

Completed By R. S. Bryan

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White	Black	Other	Total		White	Black	Other	Total		
	M	F	M	F	M	F	M	F				M	F				M	F	M
Department Head	1						1		1					1					1
Professor	1						1		1					1					1
Associate Professor	4						4		5					4					4
Assistant Professor	4						4		5	1	1			6	1				3
Instructor	4						4							5					5
<hr/>																			
SUB-TOTAL	14						14		12	1	1			13	1				14
<hr/>																			
*PERMANENT PART-TIME																			
Professor																			
Associate Professor																			
Assistant Professor									1					1					
Instructor	1						1							1					1
Visiting																			
<hr/>																			
SUB-TOTAL	1								1					1					1
<hr/>																			
TOTAL	15						15		13	1	1			14	1				15

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/Physical Education

Completed By Fred Drews

Date June 4, 1974

FULL-TIME	June 1973 Faculty Complement				Projected 1975-76 Complement				June 1974 Faculty Complement			
	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F
Department Head	1			1	1			1	1			1
Professor												
Associate Professor	5			5	5			5	5			5
Assistant Professor	7	1		7 1	9	1		9 1	7	1		7 1
Instructor	7	3	2	9 3	5	4	2	7 4	7	3	2	9 3
<b>SUB-TOTAL</b>	20	4	2	22 4	20	5	2	22 5	20	4	2	22 4
<b>*PERMANENT PART-TIME</b>												
Professor												
Associate Professor												
Assistant Professor												
Instructor												
Visiting												
<b>SUB-TOTAL</b>												
<b>TOTAL</b>	20	4	2	22 4	20	5	2	22 5	20	4	2	22 4

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



AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/Sociology

Completed By Selz C. Mayo

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	1						1		1							1		1						1	
Professor	5						5		5							5		4						4	
Associate Professor	7		1				8		10	1	2					12	1	9	1	2				11	1
Assistant Professor	13	4	1				14	4	14	6						14	6	13	4					13	4
Instructor	7	1					7	1			1					1		3						3	
<b>SUB-TOTAL</b>	<b>33</b>	<b>5</b>	<b>2</b>				<b>35</b>	<b>5</b>	<b>30</b>	<b>7</b>	<b>3</b>					<b>33</b>	<b>7</b>	<b>30</b>	<b>5</b>	<b>2</b>				<b>32</b>	<b>5</b>
<b>*PERMANENT PART-TIME</b>																									
Professor																									
Associate Professor	1						1		1							1		1						1	
Assistant Professor																									
Instructor	1						1		1							1		1						1	
Visiting																									
<b>SUB-TOTAL</b>	<b>2</b>						<b>2</b>		<b>1</b>	<b>1</b>						<b>1</b>	<b>1</b>	<b>2</b>						<b>2</b>	
<b>TOTAL</b>	<b>35</b>	<b>5</b>	<b>2</b>				<b>37</b>	<b>5</b>	<b>31</b>	<b>8</b>	<b>3</b>					<b>34</b>	<b>8</b>	<b>32</b>	<b>5</b>	<b>2</b>				<b>34</b>	<b>5</b>

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department Liberal Arts/Politics

Completed By William J. Block, Professor

Date June 3, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M
Department Head	1						1			1							1			1						1	
Professor	2						2			4							4			2						2	
Associate Professor	4						4			7							7			4						4	
Assistant Professor	6	1					6	1		4	3	1					5	3		6	1					6	1
Instructor	2						2													3	0					3	0
<b>SUB-TOTAL</b>	<b>15</b>	<b>1</b>					<b>15</b>	<b>1</b>		<b>16</b>	<b>3</b>	<b>1</b>					<b>17</b>	<b>3</b>		<b>16</b>	<b>1</b>					<b>16</b>	<b>1</b>
<b>*PERMANENT PART-TIME</b>																											
Professor																											
Associate Professor																											
Assistant Professor																											
Instructor																											
Visiting																											
<b>SUB-TOTAL</b>																											
<b>TOTAL</b>	<b>15</b>	<b>1</b>					<b>15</b>	<b>1</b>		<b>16</b>	<b>1</b>	<b>1</b>	<b>0</b>				<b>17</b>	<b>3</b>		<b>16</b>	<b>1</b>					<b>16</b>	<b>1</b>

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

School/Department School of Liberal Arts

Completed By W. B. Toole

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	7				1		8		7				1		8		7				1		8	
Professor	26	1					26	1	35	1					35	1	27	1					27	1
Associate Professor	48	2	1				49	2	58	7	3				61	7	51	3	2				53	3
Assistant Professor	62	16	1				63	16	67	24	5	3			72	27	65	16					65	16
Instructor	45	15	2	1			47	16	18	17	1				19	17	38	15	2	2			40	17
<b>SUB-TOTAL</b>	<b>188</b>	<b>34</b>	<b>4</b>	<b>1</b>	<b>1</b>		<b>193</b>	<b>35</b>	<b>185</b>	<b>49</b>	<b>9</b>	<b>3</b>	<b>1</b>		<b>195</b>	<b>52</b>	<b>188</b>	<b>35</b>	<b>4</b>	<b>2</b>	<b>1</b>		<b>193</b>	<b>37</b>
<b>*PERMANENT PART-TIME</b>																								
Professor	1						1		1						1		1							1
Associate Professor	2						2		1						1		2							2
Assistant Professor	2						2		2						2		1							1
Instructor	10		1				11		4	6					4	6	11	5	2				13	5
Visiting			1				1											1						1
<b>SUB-TOTAL</b>	<b>15</b>		<b>2</b>				<b>17</b>		<b>8</b>	<b>6</b>					<b>8</b>	<b>6</b>	<b>15</b>	<b>6</b>	<b>2</b>				<b>17</b>	<b>6</b>
<b>TOTAL</b>	<b>203</b>	<b>34</b>	<b>6</b>	<b>1</b>	<b>1</b>		<b>210</b>	<b>35</b>	<b>193</b>	<b>55</b>	<b>9</b>	<b>3</b>	<b>1</b>		<b>204</b>	<b>58</b>	<b>203</b>	<b>41</b>	<b>6</b>	<b>2</b>	<b>1</b>		<b>210</b>	<b>43</b>

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

**AFFIRMATIVE ACTION PLAN**

SPA

SCHOOL/DEPARTMENT Dean's Office, School of Liberal Arts COMPLETED BY Susan F. Babcock

DATE June 25, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

AFFIRMATIVE ACTION PLAN  
SPA

SCHOOL/DEPARTMENT Economics and Business/Liberal Arts

COMPLETED BY Marie Cullins

DATE June 4, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

AFFIRMATIVE ACTION PLAN  
SPA

SCHOOL/DEPARTMENT Liberal Arts/English

COMPLETED BY Larry Champion

DATE \_\_\_\_\_

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total							
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F				
<b>FULL-TIME</b>																																
Officials & Managers																																
Professionals																																
Technicians																																
Sales																																
Clerical		6		1				7		6		1				7		6		1				7		5		2				7
Craftsman																																
Operations (semi-skilled)																																
Laborers																																
Service Workers																																
<b>SUB-TOTAL</b>		6		1				7		6		1				7		6		1				7		5		2				7
<b>*PART-TIME</b>																																
Officials & Managers																																
Professionals																																
Technicians																																
Sales																																
Clerical																																
Craftsman																																
Operations (semi-skilled)																																
Laborers																																
Service Workers																																
<b>SUB-TOTAL</b>																																
<b>TOTAL</b>		6		1				7		6		1				7		6		1				7		6		2				8

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

**AFFIRMATIVE ACTION PLAN**

SPA

SCHOOL/DEPARTMENT Liberal Arts/Foreign Languages

COMPLETED BY Alan A. Gonzalez

DATE June 14, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>Officials &amp; Managers</b>																								
Professionals																								
Technicians																								
Sales																								
Clerical		1		1			2		1		1			2		1		1						2
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
<b>SUB-TOTAL</b>		1		1			2		1		1			2		1		1						2
<b>*PART-TIME</b>																								
<b>Officials &amp; Managers</b>																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
<b>SUB-TOTAL</b>																								
<b>TOTAL</b>		1		1			2		1		1			2		1		1						3

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

**AFFIRMATIVE ACTION PLAN**

SPA

SCHOOL/DEPARTMENT Liberal Arts/History

COMPLETED BY Bernard Wishy

DATE \_\_\_\_\_

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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



AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts/ Philosophy & Religion

COMPLETED BY Curtis Fitzgerald, Asst. Head

DATE June 10, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

AFFIRMATIVE ACTION PLAN  
SPA

SCHOOL/DEPARTMENT Liberal Arts/ Politics

COMPLETED BY William Block

DATE June 12, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

AFFIRMATIVE ACTION PLAN  
SPA

SCHOOL/DEPARTMENT Liberal Arts/Physical Education

COMPLETED BY Fred Drews

DATE June 6, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

## AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts/Sociology & AnthropologyCOMPLETED BY Selz MayoDATE June 10, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

# NORTH CAROLINA STATE UNIVERSITY

ADMINISTRATIVE


OFFICE OF THE DEAN  
Box 5036 Zip 27607

SCHOOL OF LIBERAL ARTS

June 24, 1975

## MEMORANDUM

TO: Larry Clark  
Associate Provost

FROM: Robert O. Tilman 

We are making headway slowly on our Affirmative Action Program, though I suspect this School is nevertheless doing better than most on campus. Seven of our eight departments recruited new EPA personnel during the 1974-75 academic year. These seven departments received approximately 3500 applications for 20 available positions. Of these 3500 applicants about 750 were females. We were able to identify less than ten blacks, though it is probable that there were more since we do not request or receive information on racial origins. We interviewed some 135 candidates for the 20 positions. Of these 35 were female and six were black. We ultimately hired five females and three blacks for fall 1975. I think the following table demonstrates our determination, commitment, and progress.

### Percentages of Females and Blacks, 1974-75

	Applicant Pool	Interviewed	Hired
Female	21.7	26.2	25.0
Black	0.3 (?)	4.9	15.0

In both cases we have succeeded in interviewing and hiring a larger percentage than was represented in the original applicant pool. I should add that we have also done this without any lowering of standards, and, indeed, it has occurred at a time when our standards have probably been rising.

Among our SPA staff the School now employs a total of 10 blacks and 5 males. While it is unlikely that we shall ever have a significant number of male SPA employees, our percentage of blacks (24%) fairly well represents the percentage of blacks in the surrounding community. I should also point

Memorandum to Larry Clark

Page 2

June 24, 1975

out that beginning July 1 we shall have two black departmental head secretaries out of a total of nine.

Our affirmative action plans have been frustrated by a failure to receive expected new positions and by a reduced turnover among our current employees. However, we are doing our best and will continue to do so.

ROT/kh

cc: Dr. Edith D. Sylla  
Department Heads

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT School of Liberal Arts

COMPLETED BY Robert O. Tilman

DATE June 25, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total									
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F								
Department Head	7			1		8		7			1		8		7			1			1		8									
Professor	26	1				26	1	35	1				35	1	27	1							25	1								
Associate Professor	48	2	1			49	2	58	7	3			61	7	51	3	2					1		59	5							
Assistant Professor	62	16	1			63	16	67	25	5	3		72	27	65	16								46	18							
Instructor	45	15	2	1		47	16	18	17	1			19	17	38	15	2	2						1	44	20						
<b>SUB-TOTAL</b>	<b>188</b>	<b>34</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>193</b>	<b>35</b>	<b>185</b>	<b>49</b>	<b>9</b>	<b>3</b>	<b>1</b>	<b>195</b>	<b>52</b>	<b>188</b>	<b>35</b>	<b>4</b>	<b>2</b>	<b>1</b>				<b>193</b>	<b>37</b>	<b>173</b>	<b>41</b>	<b>7</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>182</b>	<b>44</b>
<b>*PERMANENT PART-TIME</b>																																
Professor	1					1		1					1		1									1							1	
Associate Professor	2					2		1					1		2									2		1					1	
Assistant Professor	2					2		2					2		1									1								
Instructor	10		1			11		4	6				4	6	11	5	2							13	5	5	5	1			6	5
Visiting			1			1									1									1								
<b>SUB-TOTAL</b>	<b>15</b>	<b>2</b>				<b>17</b>		<b>8</b>	<b>6</b>				<b>8</b>	<b>6</b>	<b>15</b>	<b>6</b>	<b>2</b>						<b>17</b>	<b>6</b>	<b>7</b>	<b>5</b>	<b>1</b>				<b>8</b>	<b>5</b>
<b>TOTAL</b>	<b>203</b>	<b>34</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>210</b>	<b>35</b>	<b>193</b>	<b>55</b>	<b>9</b>	<b>3</b>	<b>1</b>	<b>204</b>	<b>58</b>	<b>203</b>	<b>41</b>	<b>6</b>	<b>2</b>	<b>1</b>				<b>210</b>	<b>43</b>	<b>180</b>	<b>46</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>190</b>	<b>49</b>

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

## AFFIRMATIVE ACTION PLAN

## EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Economics & BusinessCOMPLETED BY W. D. ToussaintDATE June 23, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	1						1	1							1	1							1	1	Dept. Head Counted in Ag. School
Professor	3						3	6							3	4								4	
Associate Professor	7						7	11							8	9								9	
Assistant Professor	8						8	6	1					6	1	9								6	
Instructor	12	1					12	1	7	3				7	3	10	3							6	3
																								4	1
SUB-TOTAL	31	1					31	1	31	4				31	4	31	3							29	4
*PERMANENT PART-TIME																									
Professor	1						1	1						1	1									1	
Associate Professor																									
Assistant Professor	1						1																		
Instructor																								1	1
Visiting																									
SUB-TOTAL	2	0					2	0	1	0				1	0	1	0							2	1
TOTAL	33	1					33	1	32	4				32	4	32	3							31	5

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



AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/English

COMPLETED BY Dr. Larry S. Champion

DATE June 20, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1						1		1						1	
Professor	8						8		11						11		10						10	8
Associate Professor	13						13		12	3	1				13	3	12						12	14
Assistant Professor	13	6					13	6	15	7	1	1			16	8	15	7					15	7
Instructor	7	5		1			7	6	2	4					2	4	5	5					5	7
<b>SUB-TOTAL</b>	<b>42</b>	<b>11</b>		<b>1</b>			<b>42</b>	<b>12</b>	<b>41</b>	<b>14</b>	<b>2</b>	<b>1</b>			<b>43</b>	<b>15</b>	<b>43</b>	<b>12</b>					<b>43</b>	<b>14</b>
<b>*PERMANENT PART-TIME</b>																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor				1			1									1	2							3
Visiting				1			1																	
<b>SUB-TOTAL</b>				<b>2</b>			<b>2</b>									<b>1</b>	<b>2</b>							<b>3</b>
<b>TOTAL</b>	<b>42</b>	<b>11</b>	<b>2</b>	<b>1</b>			<b>44</b>	<b>12</b>	<b>41</b>	<b>14</b>	<b>2</b>	<b>1</b>			<b>43</b>	<b>15</b>	<b>44</b>	<b>12</b>	<b>2</b>				<b>46</b>	<b>18</b>

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

## AFFIRMATIVE ACTION PLAN

## EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/ Foreign Languages & Lit. COMPLETED BY Alan A. GonzalezDATE June 23, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head				1		1				1						1						1		1
Professor	2						2		2						2		2							2
Associate Professor	3	1					3	1	4	2					4	2	4	1						6
Assistant Professor	6	3					6	3	5	3	1				5	4	7	2						6
Instructor	2	4					2	4	1	4					1	4	1	3					1	6
SUB-TOTAL	13	8		1			14	8	12	9	1	1			13	10	14	6			1		15	9
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting		1						1								1								1
SUB-TOTAL		1						1								1								1
TOTAL	13	9		1			14	9	12	9	1	1			13	10	14	7			1		15	9

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

## AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/HistoryCOMPLETED BY Bernard WishyDATE June 23, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Department Head	1						1		1						1		1							1		
Professor	5	1					5	1	6	1					6	1	5	1						4	1	
Associate Professor	5	1					5	1	4	1					4	1	5	1							6	1
Assistant Professor	5	1					5	1	9	2					9	2	5	1							6	1
Instructor	4	1					4	1	3	2					3	2	4	1							4	0
<b>SUB-TOTAL</b>	<b>20</b>	<b>4</b>					<b>20</b>	<b>4</b>	<b>23</b>	<b>6</b>					<b>23</b>	<b>6</b>	<b>20</b>	<b>4</b>							<b>21</b>	<b>3</b>
<b>*PERMANENT PART-TIME</b>																										
Professor																										
Associate Professor	1						1								1		1								1	
Assistant Professor	1						1		1						1		1									
Instructor	8	5					8	5	4	5					4	5	8	5							3	4
Visiting																										
<b>SUB-TOTAL</b>	<b>10</b>	<b>5</b>					<b>10</b>	<b>5</b>	<b>5</b>	<b>5</b>					<b>5</b>	<b>5</b>	<b>10</b>	<b>5</b>							<b>4</b>	<b>4</b>
<b>TOTAL</b>	<b>30</b>	<b>9</b>					<b>30</b>	<b>9</b>	<b>28</b>	<b>11</b>					<b>28</b>	<b>11</b>	<b>30</b>	<b>9</b>							<b>25</b>	<b>7</b>

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Philosophy & Religion

COMPLETED BY Dr. Curtis Fitzgerald, Asst. Head

DATE June 20, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1						1		1						1	
Professor	1						1		1						1		1						1	
Associate Professor	4						4		5						5		4						6	
Assistant Professor	4						4		5	1	1				6	1	3						3	1
Instructor	4						4									5							5	4
<b>SUB-TOTAL</b>	14						14		12	1	1				13	1	14						14	13
<b>*PERMANENT PART-TIME</b>																								
Professor																								
Associate Professor																								
Assistant Professor									1						1									
Instructor	1						1									1						1		1
Visiting																								
<b>SUB-TOTAL</b>	1						1		1						1		1						1	1
<b>TOTAL</b>	15						15		13	1	1				14	1	15						15	14

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

## AFFIRMATIVE ACTION PLAN

## EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Physical EducationCOMPLETED BY Dr. Fred DrewsDATE June 23, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1							1		1						1
Professor																								
Associate Professor	5						5	5							5	5								5
Assistant Professor	7	1					7	1	9	1					7	1	7	1						7
Instructor	7	3	2				9	3	5	4	2				7	4	7	3	2					11
SUB-TOTAL	20	4	2				22	4	20	5	2				22	5	20	4	2					24
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	20	4	2				22	4	20	5	2				22	5	20	4	2					24

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Politics

COMPLETED BY Dr. William Block

DATE June 20, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	1						1		1							1		1						1	
Professor	2						2		4						4		2							2	
Associate Professor	4						4		7						7		4							6	
Assistant Professor	6	1					6	1	4	3	1				5	3	6	1						6	2
Instructor	2						2										3	0						1	
SUB-TOTAL	15	1					15	1	16	3	1				17	3	16	1						16	2
*PERMANENT PART-TIME																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting																									
SUB-TOTAL																									
TOTAL	15	1					15	1	16	3	1				17	3	16	1						16	2

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

## AFFIRMATIVE ACTION PLAN

## EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Sociology & Anthropology COMPLETED BY Selz MayoDATE June 23, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total							
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F						
Department Head	1						1	1							1	1							1							
Professor	5						5	5							5	4							4							
Associate Professor	7		1				8	10	1	2					12	1	9	1	2				11	1	4	1	1	1	6	1
Assistant Professor	13	4	1				14	4	14	6					14	6	13	4					13	4	9	4	1		10	4
Instructor	7	1					7	1		1					1	3							3	1				1		
SUB-TOTAL	33	5	2				35	5	30	7	3				33	7	30	5	2				32	5	19	5	2	1	22	5
*PERMANENT PART-TIME																														
Professor																														
Associate Professor	1						1	1							1	1							1							
Assistant Professor																														
Instructor	1						1	1							1	1							1	1				1		
Visiting																														
SUB-TOTAL	2						2	1	1						1	1	2						2	1				1		
TOTAL	35	5	2				37	5	31	8	3				34	8	32	5	2				34	5	20	5	2	1	23	5

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

## AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts

COMPLETED BY \_\_\_\_\_

DATE June 20, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Officials & Managers	1	1					1	1	1	1							1	1								
Professionals																										
Technicians																										
Sales																										
Clerical		23		5			28	23		5			28	23	5		28	24		6				30		
Craftsman																										
Operations (semi-skilled)	1		1				2	1	1				2	1	1		2	1						1		
Laborers																										
Service Workers																										
SUB-TOTAL	2	24	1	5			3	29	2	24	1	5	3	29	2	24	1	5	3	29	1	24	4	7	5	31
*PART-TIME																										
Officials & Managers																										
Professionals																										
Technicians																										
Sales																										
Clerical		2					2		4				4	4			4	9		1					10	
Craftsman																										
Operations (semi-skilled)																										
Laborers																										
Service Workers																										
SUB-TOTAL		2								4		4					4									
TOTAL	2	26	1	5			3	31	2	28	1	5	3	33	2	28	1	5	3	33	1	33	4	8	5	41

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



AFFIRMATIVE ACTION PLAN  
SPA

SCHOOL/DEPARTMENT Liberal Arts

COMPLETED BY \_\_\_\_\_

DATE June 20, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>FULL-TIME</b>																								
Officials & Managers	1	1					1	1	1	1							1	1						
Professionals																								
Technicians																								
Sales																								
Clerical		23		5			28	23		5			28	23		5		28	24		6			30
Craftsman																								
Operations (semi-skilled)	1		1				2	1	1				2	1	1		2	1						1
Laborers																								
Service Workers																					4	1		4 1
<b>SUB-TOTAL</b>	2	24	1	5			3 29	2 24	1 5			3 29	2 24	1 5			3 29	1 24	4 7				5 31	
<b>*PART-TIME</b>																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		2					2	4				4	4				4	9	1					10
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
<b>SUB-TOTAL</b>		2										4	4				4							
<b>TOTAL</b>	2	26	1	5			3 31	2 28	1 5			3 33	2 28	1 5			3 33	1 33	4 8				5 41	

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts

COMPLETED BY \_\_\_\_\_

DATE June 20, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>FULL-TIME</b>																								
Officials & Managers	1	1					1	1	1	1					1	1								
Professionals																								
Technicians																								
Sales																								
Clerical		23		5			28	23		5			28	23	5	28	24		6					30
Craftsman																								
Operations (semi-skilled)	1		1				2	1		1			2	1		2	1							1
Laborers																								
Service Workers																			4	1				4 1
<b>SUB-TOTAL</b>	2	24	1	5			3 29	2 24	1 5			3 29	2 24	1 5	3 29	1 24	4 7					5 31		
<b>*PART-TIME</b>																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		2					2	4					4	4		4	9		1					10
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
<b>SUB-TOTAL</b>		2											4	4		4								
<b>TOTAL</b>	2	26	1	5			3 31	2 28	1 5			3 33	2 28	1 5	3 33	1 33	4 8					5 41		

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT School of Liberal Arts COMPLETED BY Robert O. Tilman DATE June 25, 1975

	June 1973 Faculty Complement			Projected 1975-76 Complement			June 1974 Faculty Complement			June 1975 Faculty Complement		
	White		Total	White		Total	White		Total	White		Total
	M	F	M F	M	F	M F	M	F	M F	M	F	M F
Department Head	7		8	7		7			8	7		8
Professor	26	1	26	35	1	27	1		27	1	25	1
Associate Professor	48	2	49	58	7	51	3	2	53	3	56	5
Assistant Professor	62	16	63	67	25	53	3		65	16	44	17
Instructor	45	15	47	16	18	38	15	2	40	17	41	18
SUB-TOTAL	188	34	193	35	185	195	52	188	193	37	173	41
*PERMANENT PART-TIME												
Professor	1		1	1		1			1		1	
Associate Professor	2		2	2		2			2		2	
Assistant Professor	2		2	2		2			2		2	
Instructor	10	1	11	4	6	11	5	2	13	5	5	1
Visiting			1			1			1			
SUB-TOTAL	15	2	17	8	6	15	6	2	17	6	7	5
TOTAL	203	34	210	35	193	204	58	203	210	43	180	46

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Economics & Business

COMPLETED BY H. D. Toussaint

DATE June 23, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1							1								1								
Professor	3		6				6			3					3									4
Associate Professor	7		11				11			8					8									9
Assistant Professor	8		6	1			6	1		9					9									6
Instructor	12	1	12	7	3		12	3	10	3					10	3	6	3						6
SUB-TOTAL	31	1	31	1	31	4	31	4	31	3					31	3	29	4						29
*PERMANENT PART-TIME																								
Professor	1		1				1			1					1									1
Associate Professor																								
Assistant Professor	1																							
Instructor																								
Visiting																								
SUB-TOTAL	2	0	2	0	1	0	2	0	1	0					1	0	2	1						2
TOTAL	33	1	33	1	32	4	32	4	32	3					32	3	31	5						31

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/English

COMPLETED BY Dr. Larry S. Champion

DATE June 20, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1						1		1						1	
Professor	8						8		11						10		10		8				8	
Associate Professor	13						13		12	3	1				13	3	12		14	2	1		15	2
Assistant Professor	13	6					13	6	15	7	1	1			16	8	15	7	14	7	1		14	8
Instructor	7	5	1				7	6	2	4					2	4	5	5	5	7	1	1	7	8
<b>SUB-TOTAL</b>	<b>42</b>	<b>11</b>	<b>1</b>				<b>42</b>	<b>12</b>	<b>41</b>	<b>14</b>	<b>2</b>	<b>1</b>			<b>43</b>	<b>15</b>	<b>43</b>	<b>12</b>					<b>45</b>	<b>18</b>
<b>*PERMANENT PART-TIME</b>																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor			1				1								1	2						3		
Visiting			1				1																	
<b>SUB-TOTAL</b>			<b>2</b>				<b>2</b>								<b>1</b>	<b>2</b>						<b>3</b>		
<b>TOTAL</b>	<b>42</b>	<b>11</b>	<b>2</b>	<b>1</b>			<b>44</b>	<b>12</b>	<b>41</b>	<b>14</b>	<b>2</b>	<b>1</b>			<b>43</b>	<b>15</b>	<b>44</b>	<b>12</b>	<b>2</b>			<b>46</b>	<b>18</b>	

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/ Foreign Languages & Lit. COMPLETED BY Alan A. Gonzalez

DATE June 23, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total				
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Department Head					1		1							1		1						1		1			
Professor	2						2		2						2		2						2				
Associate Professor	3	1					3	1	4	2				4	2	4	1					6	1				
Assistant Professor	6	3					6	3	5	3		1		5	4	7	2					6	2				
Instructor	2	4					2	4	1	4				1	4	1	3					1	6				
<b>SUB-TOTAL</b>	<b>13</b>	<b>8</b>			<b>1</b>		<b>14</b>	<b>8</b>	<b>12</b>	<b>9</b>		<b>1</b>	<b>1</b>	<b>13</b>	<b>10</b>	<b>14</b>	<b>6</b>		<b>1</b>	<b>15</b>	<b>6</b>	<b>14</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>15</b>	<b>9</b>
<b>*PERMANENT PART-TIME</b>																											
Professor																											
Associate Professor																											
Assistant Professor																											
Instructor																											
Visiting		1					1						1									1					
<b>SUB-TOTAL</b>		<b>1</b>					<b>1</b>						<b>1</b>									<b>1</b>					
<b>TOTAL</b>	<b>13</b>	<b>9</b>			<b>1</b>		<b>14</b>	<b>9</b>	<b>12</b>	<b>9</b>		<b>1</b>	<b>1</b>	<b>13</b>	<b>10</b>	<b>14</b>	<b>7</b>		<b>1</b>	<b>15</b>	<b>7</b>	<b>14</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>15</b>	<b>9</b>

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

AFFIRMATIVE ACTION PLAN  
EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/History

COMPLETED BY Bernard Wishy

DATE June 23, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	1						1		1							1		1						1	
Professor	5	1					5	1	6	1					6	1	5	1	4	1			4	1	
Associate Professor	5	1					5	1	4	1					4	1	5	1	6	1			6	1	
Assistant Professor	5	1					5	1	9	2					9	2	5	1	6	1			6	1	
Instructor	4	1					4	1	3	2					3	2	4	1	4	0			4	0	
<b>SUB-TOTAL</b>	20	4					20	4	23	6					23	6	20	4	21	3			21	3	
<b>*PERMANENT PART-TIME</b>																									
Professor																									
Associate Professor	1						1									1		1						1	
Assistant Professor	1						1		1						1		1								
Instructor	8	5					8	5	4	5					4	5	8	5	2	4	1			3	4
Visiting																									
<b>SUB-TOTAL</b>	10	5					10	5	5	5					5	5	10	5	3	4	1			4	4
<b>TOTAL</b>	30	9					30	9	28	11					28	11	30	9	24	7	1			25	7

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Philosophy & Religion

COMPLETED BY Dr. Curtis Fitzgerald, Asst. Head

DATE June 20, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1							1		1						1
Professor	1						1		1							1		1						1
Associate Professor	4						4		5							4		6						6
Assistant Professor	4						4		5	1	1					6	1	3						1
Instructor	4						4									5		5						4
<b>SUB-TOTAL</b>	14						14		12	1	1					13	1	14						13
<b>*PERMANENT PART-TIME</b>																								
Professor																								
Associate Professor																								
Assistant Professor									1							1								
Instructor	1						1									1		1						1
Visiting																								
<b>SUB-TOTAL</b>	1						1		1							1		1						1
<b>TOTAL</b>	15						15		13	1	1					14	1	15						14

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



AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Physical Education

COMPLETED BY Dr. Fred Drews

DATE June 23, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1						1	
Professor																								
Associate Professor	5						5		5					5		5							5	
Assistant Professor	7	1					7	1	9	1				9	1	7	1						7	1
Instructor	7	3	2				9	3	5	4	2			7	4	7	3	2					11	4
SUB-TOTAL	20	4	2				22	4	20	5	2			22	5	20	4	2					24	5
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	20	4	2				22	4	20	5	2			22	5	20	4	2					24	5

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Politics

COMPLETED BY Dr. William Block

DATE June 20, 1975

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Department Head	1						1		1						1		1						1	
Professor	2						2		4					2		2		2					2	
Associate Professor	4						4		7					4		6							6	
Assistant Professor	6	1					6	1	4	3	1			5	3	6	1	6	2				6	2
Instructor	2						2							3	0			3	0	1			1	
SUB-TOTAL	15	1					15	1	16	3	1			17	3	16	1	16	1	16	2		16	2
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	15	1					15	1	16	3	1			17	3	16	1	16	1	16	2		16	2

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Liberal Arts/Sociology & Anthropology COMPLETED BY Selz Mayo

DATE June 23, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total							
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F						
Department Head	1						1		1							1		1					1							
Professor	5						5		5							4		4					4							
Associate Professor	7		1				8		10	1	2					12	1	9	1	2			11	1	4	1	1	1	6	1
Assistant Professor	13	4	1				14	4	14	6						14	6	13	4				13	4	9	4	1		10	4
Instructor	7	1					7	1			1					1		3					3		1				1	
<b>SUB-TOTAL</b>	<b>33</b>	<b>5</b>	<b>2</b>				<b>35</b>	<b>5</b>	<b>30</b>	<b>7</b>	<b>3</b>					<b>33</b>	<b>7</b>	<b>30</b>	<b>5</b>	<b>2</b>			<b>32</b>	<b>5</b>	<b>19</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>22</b>	<b>5</b>
<b>*PERMANENT PART-TIME</b>																														
Professor																														
Associate Professor	1						1		1							1		1					1							
Assistant Professor																														
Instructor	1						1		1							1	1						1		1				1	
Visiting																														
<b>SUB-TOTAL</b>	<b>2</b>						<b>2</b>		<b>1</b>	<b>1</b>						<b>1</b>	<b>1</b>	<b>2</b>					<b>2</b>		<b>1</b>				<b>1</b>	
<b>TOTAL</b>	<b>35</b>	<b>5</b>	<b>2</b>				<b>37</b>	<b>5</b>	<b>31</b>	<b>8</b>	<b>3</b>					<b>34</b>	<b>8</b>	<b>32</b>	<b>5</b>	<b>2</b>			<b>34</b>	<b>5</b>	<b>20</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>23</b>	<b>5</b>

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Dean's Office, School of Liberal Arts COMPLETED BY Susan F. Babcock

DATE June 25, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

AFFIRMATIVE ACTION PLAN  
SPA

SCHOOL/DEPARTMENT Economics and Business/Liberal Arts

COMPLETED BY Marie Cullins

DATE June 4, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts/English

COMPLETED BY Larry Champion

DATE \_\_\_\_\_

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		6		1				7		6		1			7		5		2					7
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		6		1				7		6		1			7		5		2					7
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																		1						
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL		6		1				7		6		1			7		6		2					8

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts/Foreign Languages

COMPLETED BY Alan A. Gonzalez

DATE June 14, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts/History

COMPLETED BY Bernard Wishy

DATE \_\_\_\_\_

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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



AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts/ Philosophy & Religion

COMPLETED BY Curtis Fitzgerald, Asst. Head

DATE June 10, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts/ Politics

COMPLETED BY William Block

DATE June 12, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

## AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts/Physical EducationCOMPLETED BY Fred DrewsDATE June 6, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Liberal Arts/Sociology & Anthropology

COMPLETED BY Selz Mayo

DATE June 10, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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