HEW

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

Office of the Dean Zip 27607

November 20, 1972

MEMORANDUM

TO: Dr. Clauston L. Jenkins

FROM: A. C. Menius, Jr., Dean A. C. Men-SUBJECT: Representatives for Affirmative Action Planning Committee

The faculty members listed below will represent the School of Physical and Mathematical Sciences on the Affirmative Action Planning Committee:

Dr. J. D. Memory, Ex Officio Chairman Dr. W. E. Robbins Dr. W. J. Harrington Dr. S. G. Levine Dr. A. W. Jenkins

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

Office of the Dean Zip 27607

February 21, 1973

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MEMORANDUM

TO: Dr. Harry C. Kelly, Provost FROM: A. C. Menius, Jr., Dean, PAMS G. C. Manual J. Dean, PAMS SUBJECT: Affirmative Action Plan for the School of PAMS

I enclose the Affirmative Action Plan for the School of PAMS. It is my belief that it covers the relevant points and states just and realistic goals. It is my intention to implement and enforce the plan if it meets your approval.

ACMjr/jm

ENCLOSURE

AFFIRMATIVE ACTION PLAN PAMS, NCSU

. The School of Physical and Mathematical Sciences of North Carolina State University reaffirms its determination to insure that its policies with regard to recruitment, hiring, and personnel practice do not discriminate on the basis of sex, race or creed. Beyond this, moreover, the School plans to "make additional efforts to recruit, employ, and promote qualified members of excluded groups, even if that exclusion cannot be traced to discrimination." (In this document, the term "excluded groups" will be taken to mean women and racial minorities). The School asserts its good faith in making efforts to insure the rectification of any past discrimination, and plans to establish procedures and policies which will both make it transparently clear that no discriminatory practices now exist in the School, and also to provide for an established grievance procedure for any faculty or staff associated with the School who feel that they have suffered on the basis of discrimination. As will be outlined in detail below, the existing grievance procedure will be supplemented and a detailed statement of the new process will be developed. Furthermore, certain requirements will be made of department heads in the School concerning careful documentation of their efforts in recruitment, hiring, promotions, and salary adjustments, so that a file of such activities, particularly with regard to possible allegations of discrimination, will be available in all cases. Several changes in recruitment and hiring policy practices are suggested which should help stimulate the employment of qualified members of excluded groups, and specific goals for such employment are also given.

Before the detailed statement of School's Affirmative Action Flan * HEW wording is given, it is perhaps best to describe certain constraints to which the School is subject in hiring any substantial number of members of excluded groups. First, it is fair to say (see Tables 1 and 2), that there is a particularly small pool of qualified persons in the Physical and Mathematical Sciences who are classified as women, blacks, or other minority ethnic groups, and those who are qualified are in great demand. This provides a challenge to the School of Physical and Mathematical Sciences for the training of persons belonging to these excluded groups to reach professional status in our fields; on the other hand, the fact that not many qualified persons from those groups are available in these disciplines makes it difficult to recruit them in large numbers. Second, the School of Physical and Mathematical Sciences will have relatively few academic positions available for filling in the immediate future. For the last four years, there has been an average net increase of faculty of seven per year, though the figures are decreasing. Clearly, no large scale change in the relative percentage of excluded groups can take place unless there are substantial numbers of positions that might be filled. Finally, in its zeal to change such relative percentages, the School must not err in the direction of reverse discrimination which might lead to the selection of unqualified persons. As is mentioned in the letter of October 1, 1972 from Mr. Pottinger to college and university presidents, "to take such action on grounds of race, ethnicity, sex or religion constitutes discrimination in violation of the Executive Order."

Accordingly the School of Physical and Mathematical Sciences plans to institute the following policies:

 In making known the availability of any new positions, the department heads will state specifically that applications from members of excluded

-2-

groups are welcome. A typical phrase to be used might be "N. C. State U. follows Affirmative Action guidelines." Any Search Committees appointed to reach and screen applicants for a specific position will act in consultation with the departmental EEO officer (see below). Efforts will be made to publicize any vacancy in professional journals and employment registers, through a broad selection of other universities, and in any fashion the committee may decide will help to spread the information as widely as possible.

- 2. The department heads will keep a complete file on all correspondence involving potential employees of their department, including information as to sex or race of the applicant wherever available. Unsolicited applications will be given full attention.
- 3. In the event that a member of an excluded group is not selected for a particular position, the department head should be able to document on the basis of qualifications the decision made in passing over the candidate from the excluded group.
- 4. A current file of salary and rank status, and the actions taken concerning these, of faculty and staff members should be kept and reviewed annually by department heads and by the school dean to see if any discriminating practices are in effect.
- Equal Employment Opporturnity (EEO) officers will be appointed in each department. The existence and functions of this office should be made clear to all faculty and staff members in the departments of PAMS.
- 6. A School of PAMS Grievance Committee will be appointed to whom the EEO officers may report, and to serve as liaison with the University Grievance Committee. This committee should also maintain a cumulative account of progress in regard to hiring and promoting, based on data

-3-

received from department heads, and will provide annual reports to the dean concerning the School's progress in meeting the goals specified in this plan.

- 7. A school committee will be appointed with the goal of recommending policies and practices which will increase the number of members of excluded groups who study physical and mathematical sciences both at the graduate and undergraduate levels, with the aim of entering these as a profession. The committee will include a member of each department in the school. The committee will consult with national professional societies in determining suitable methods for recruiting students, and with the university Department of Information Services for help in publicizing its efforts. The committee will make annual progress reports to the dean of the school. Table 3 gives the current graduate enrollment in the school broken down by excluded groups.
- In view of the small number of SPA employees in PAMS (see Table 4), it is deemed impractical for the School to provide training programs to help them advance.
- 9. Specifically, the School of Physical and Mathematical Sciences sets the following goals:
 - a. Currently, the breakdown by race and sex among academic employees is given in Table ⁴. We propose that four females and one black male be recruited in the next three years. One of these should be at the Professor level. One reason why the salary of excluded groups is lower than the School average is that such members are in relatively lower ranks. This is one reason why our goal includes the recruitment of a woman or a Black at the Full Professor level.
 - b. The breakdown by race and sex for non-academic personnel is shown in Table ⁵, to be compared with local availability figures given

-4-

in Table 6. Our proposal is that four black females and one black male be added in the SPA ranks in the next three years.

10. If our goals are met precisely (assuming the appointments were for nine month contracts) the relevant percentages for EPA personnel would be raised from seven to ten percent for white females and from one to two percent for black males. A study of Tables 1 and 2 will indicate that these percentages are above the national availability figures for the Physical and Mathematical Sciences.

-5-

TABLE I

DOCTORATES AWARDED TO WOMEN 1960 - 1969

Field	Total number cf Doctorates earned	Total number of Doctorates earned by women	% of Doctorates earned by women
Mathematical Sci	ences	****	
Mathematics	5,538	348	6.46
Statistics	· 781	53	6.79
Physical Science	<u>∎</u>		
Chemistry	12,983	881	6.82
Geology	2,143	53	2.47
Geophysics	203	3	1.48
Meteorology	245	2	.82
Oceanography	222	4	1.80
Physics	8,415	168	2.00
Computer Science (1964 - 1969 onl	<u>s</u> y)	3	3.03
Subtotals	30,629	1,515	4.95
National totals in all fields	154,111	17,929	11.63

Source: Data prepared June 1971 by the Council for University Women's Progress at the University of Minnesota.

Note: A recent study (The Woman Doctorate in America, by Helen Austin) indicated that 91% of women doctorates were working, 81% full-time. (Only 81% of all men are in the labor force. Of men with doctorates, only 69% work full-time in their field of study.)

TABLE I (b)

DOCTORATES AWARDED TO WOMEN BY THE LARGEST DEGREE

GRANTING INSTITUTIONS AND THE BEST RANKED DEPARTMENTS IN THE FIELD 1967 - 1969

Department	Total Women	% Women
Chemistry	179	8.5
Computer Sciences	2	6.0 (1968-69)
Geology & Geophysics	17	4.9
Mathematics	55	5.5
Physics	40	2.4
Statistics :	8	5.2

Source: Availability Statistics, Women Holders of the Ph.D., 1967 - 1969

(Top Degree Granting Schools) Complied by the Office of the Chancellor, University of Wisconsin. (April 1972)

						Year	PhD Aw	arded							and the second
Field of Doctorate	58	59	. 60	61	62	63	64	65	66	67	68	69	70	58-70 Total	% of Total * Black PhD's
Physics and Astronomy	0	2	1	.2	4	4	3	10	7	1	2	6	2 ·	44	2.0%
Chemistry .	10	7	8	12	15	16	18	17	19	17	18	20	18	195	9.0%
Biochemistry	3	0	5	7	2	• 1	4	9	9	3	4	5	4	56	2.6%
Mathematical Sciences	2	2	3	2	2	6	4	2	9	9	8	11	4	64	3.03
Earth Sciences	0	1	1	1	0	. 1	1	1	0	0	2	. 2	0	10	0.5%
PMS Subtotals	1.5	1.2	18	24	23	28	30	3.9	44	30	34	44	28	369	17%
Yearly totals in all fields	120	115	114	142	139	169	166	158	177	178	217	218	255	. 2168*	
Percentage	12.5	10.4	15.8	16.9	16.5	16.6	18.0	24.7	24.9	17.0	15.7	20.2	11.0		

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"Total of Black Americans PhD's awarded in all fields (1958 - 70) = 2168

'. Table 2 Black American PhD's in Physical and Mathematical Sciences, 1958 - 1970

Additional Items Relevant to the Information in Table 2

- As of 1969, there were approximately 2300 black Ph.D.'s in the U. S., representing less than 1% of the country's earned doctorates *.
- Between 1876 and 1969, approximately 650 blacks received natural science doctorates, less than 1% of the doctorates awarded in natural sciences *.
- 3. Of 1,096 black respondents to a Ford Foundation survey, 29% earned their a doctorates in Education, 26% in the Social Sciences, 13% in Biological Science, 12% in Physical Science, 12% in the Humanities, and 8% in the other fields*.
- 4. About 80% of Negro doctorates, who are employed by colleges and universities, are employed at predominately black institutions*.
 - In the Mathematical Sciences, of 1281 doctorates awarded by U. S. universities in 1971-72, information on the race and sex of recipients was obtained for 848. Of the 848, 9 were blacks (approximately 1%).**

Information summarized from a Ford Foundation Survey: <u>Black American Doctorates</u> and <u>Negroes in Science</u>: <u>Natural Science Doctorates</u>, <u>1876-1969</u>.

Notices of the American Mathematical Society, October 1972.

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		men	1	women		
		white	black	white	black	
Biochem.	Ph.D.	10	1	9	1	
	MS	1	0	2	1	
Physics	Ph.D.	35	0	. 3	0	
	MS	18	0	5	. 0	
Chem.	Ph.D.	19	2	2	. 0	
	MS	22	0	1	. 0	
Math.	Ph.D.	. 18	1	·. 2	. 0	
	MS	29	3	6	0	
Statistics	Ph.D.	- 23	0 .	5	- 1	
	MS	12	0	6	0	
Comp. Sci.	MS	3	0	1	0	
Geosci.	Ph.D.	4	0	0	0	
	MS	24	0	3	0	
Total		218	7	45	3	

GRADUATE STUDENT DISTRIBUTION, PAMS

Total

8

Academic Employees in PAMS with Nine Month Contracts

White-Male		White-Female	Black-Male	
Number	119	9	1	
Percent	92%	7%	1%	
Average Salary	\$16,366	\$10,522	\$9,200	

Academic Employees in PAMS with Twelve Month Contracts

	White-Male	White-Female .	Black-Male
Number	43	2	0
Percent	95%	5% .	0%
Average Salary	\$19,435	\$13,900	\$ -

Non-Academic Employees in PAMS

White-Male	White-Female	Black-Male	Black-Female
11	48	0	2

Wake County Work Force Data

					Minorit	У
	Total	Male	Femalo	Total	Male .	Female
Civilian Work Force Employment Unemployment Unemployment Rate	122,130 119,640 2,190 2,0	70,350 1,060	49,290 1,430	214,200 23,210 990 4.1	12,800 12;440 360 2,8	11,400 10,770 630 5.5

February 7, 1973

TO: Dr. Jasper Memory

FROM: Clauston Jenkins

Overall I think the PAMS Affirmative Action plan covers the points that are essential. I like your concept of "excluded groups." My suggestions are offered to flesh out the plan in areas in which I anticipate HEW will be particularly interested.

- You should provide more details about plans for recruitment of new faculty including such aspects as the composition of the search committee, the places or sources that will be canvassed, your willingness to consider unsolicited applications and what you mean by "detailed records."
- 2. You should provide more detail about the salary situation of females and minorities at present, so that your point of departure is clear.
- You should be clear that in losing 7 positions, the School did hire new faculty in 1971-72.
- 4. You should explain more fully how you will monitor progress in meeting your goals.
- You should note that you have corrected all technical deficiencies mentioned in HEW's letter of September 27 if any apply.
- You should point out that the small number of SPA employees in PAMS makes it impractical for the School to provide training programs to help them advance.
- 7. You should be more explicit about plans to recruit excluded groups as students. The appointment of a committee is not adequate. This should be a key point in our plan, but we need specifics if we are to convince HEW that we are serious.
- 8. It would be useful to add a table showing the present composition by race and sex and the composition if you reach your goals. Percentages could be included also although we may decide to remove them.

Thanks for letting me see this.

North Carolina State University at Raleigh

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

Physical Sciences Research 113 Cox Hall

Ext. 2502-2503

MEMO TO:

Clautor Jenhim

Please give me your reaching to this draft

Thanks -Jop

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FROM:

_ Date

DRAFT

AFFIRMATIVE ACTION PLAN PAMS, NCSU

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- b. The breakdown by race and sex for non-academic personnel is shown in Table 4, to be compared with local availability figures given in Table 5. Our proposal is that four black females and one black male be added in this category in the next three years.

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Biochemistry	3	0	5	7	2	• 1	4	9	9	3	4	5	4	56	2.6%
Mathematical Sciences	2	2	3	2	2	6	4	2	9	9	8	11	4	64	3.0%
Earth Sciences	0	1	1	1	0	1	1	1	0	0	2	2	0	10	0.5%
PMS Subtotals	15	12	18	24	23	28	30	39	44	. 30	34	44	28	. 369	17%
Yearly totals in all fields	120	115	114	142	139	169	166	158	177	178	217	218	255	2168*	
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*Total of Black Americans PhD's awarded in all fields (1958 - 70) = 2168

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- About 80% of Negro doctorates, who are employed by colleges and universities, are employed at predominately black institutions^{*}.
- 5. In the Mathematical Sciences, of 1281 doctorates awarded by U. S. universities in 1971-72, information on the race and sex of recipients was obtained for 848. Of the 848, 9 were blacks (approximately 1%).**

Information summarized from a Ford Foundation Survey: <u>Black American Doctorates</u> and <u>Negroes in Science</u>: <u>Natural Science Doctorates</u>, <u>1876-1969</u>.

Notices of the American Mathematical Society, October 1972.

Academic Employees in PAMS with Nine Month Contracts

White-Male	Wh	ite-Fema	Black-Male
119		9	1

Academic Employees in PAMS with Twelve Month Contracts

White-Male	White-Female	Black Male
43	2	0

Non-Academic Employees in PAMS

White-Male	White-Female	Black-Male	Black-Female
11	48	• 0	2

Wake County Work Force Data

					Minority					
	Total	Male	Femile	Total	Male	Female				
Civilian Work Force Employment Unemployment Unemployment Rate	122,130 119,640 2,190 2,0	70,350	50,720 49,290 1,430 2.8	214,200 23,210 990 4.1	12,800 12,140 360 2.8	11,400 10,770 630 5.5				

Affirmative Action Report

for the

School of Physical and Mathematical Sciences

During the period June 1973 - June 1974 there was relatively little change in the profile of the school with respect to minority and female personnel. The principal reason for this is that there has been practically no turnover and few new positions.

The June 1973 tally for the Mathematics Department was actually that for October 1973, and included one black instructor and one female instructor who had just received their Ph.D.'s from us one year before. Our general policy is to keep our Ph.D.'s on one year only as an instructor to give them time to look for jobs. The female instructor did obtain a job. In spite of our general principles, we offered the black instructor an assistant professorship. He originally accepted, but then for family reasons resigned on July 1, 1973. Thus our June 1973 tabulation is inflated by one black and one female instructor. One new female assistant professor was hired by the Mathematics Department for 1973.

During the 1973-74 academic year the Department of Geosciences added an Assistant Professor of Physical Oceanography to its faculty. A list was compiled that included all of the schools that were known to have Ph.D. programs in this field, and also several schools in which it was felt there was a possibility that such a program existed. This list totaled 17 universities as follows:

> The University of California at Berkeley The University of Hawaii

Massachusetts Institute of Technology (Department of Naval Architecture and Marine Engineering) The University of Miami

The University of Michigan (Department of Naval Architecture and Marine Engineering)

The University of Rhode Island (College of Engineering)

The Johns Hopkins University

Massachusetts Institute of Technology (Department of Earth and Planetary Sciences)

New York University

Oregon State University

The University of Rhode Island (Graduate School of Oceanography)

Scripps Institute of Oceanography

Texas A & M University

University of Washington

Woods Hole Oceanographic Institution

The University of Michigan (Department of Meteorology and Oceanography)

The University of Wisconsin

A letter was sent to each of these addressees announcing the available position at North Carolina State University. A copy of this letter is attached hereto.

The Search Committee considered all applicants regardless of sex, color, creed, or any other distinguishing characteristics. To the best of my knowledge the applicants who responded to this announcement included no females, no blacks, no members of any other minority group.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

1204 BURLIN FON Box 591-4 2.1P 27607 CENTER FOR MARINE AND COASTAL STUDIES

A position on the Marine Sciences faculty at North Carolina State University has recently become available in the area of Ocean Engineering - Physical Oceanography. The Marine Sciences Program on our campus is an interdisciplinary program with the faculty housed in participating departments. The position for which we are seeking a candidate would be housed in the Department of Geosciences or one of the Departments in the Schools of Engineering, depending on his background and expertise.

The person we are seeking should have a background in Physical Oceanography and be interested in instrumentation aspects of Oceanographic Engineering. We are seeking to fill the position with an assistant professor. This is a 12 month position that will be partially research and partially teaching.

If any of your students might fulfill our needs, would you please put them in touch with me.

Sincerely,

Walter J. Saucier, Chairman Search Committee

WJS/pt

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

	Ju	ne 19	73 EP/	Non-	Facul	ty Co	ompler	nent		P	rojec	ted 19	975-70	5 Com	plemer	it		June 1	1974 1	PA No	n-Fac	ulty	Comple	erent
FULL-TIME	W M	hite F	B M	lack F	M M	ther F	M M	otal F	W W	hite F	E M	lack F		ther F		otal F	II W	hite F	1 B	lack	1 01	ther		tal
Officials & Mgrs.	0	0	0	0	0	0	0	0	0	0	. 0	10	0	10	0	0	0	10	0	10	1	1		1
Professionals	9	0	0	0	0.	0	9	0	- 10	0 0	0	0	0	0	10		8		0	1	0	0	0	1
Technicians	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	0	0	0	0	8	2
									-			-	-											
SUB-TOTAL	9	2	0	0	0	0	9	2	10	2	0	0	0			2	8	2	0	0	0	0		
*PERMANENT PART-TIME													1	10	10	2		-	-				8	2
Officials & Mgrs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	3	0	0	0	0	0	3	0	1	0	0	0	0	0	1	0	3	0	0	0	0	0		
Technicians	0	0.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	-																							
SUB-TOTAL	3	0																						
TOTAL	12	2	0	0	0	0	3	0		0	0	0	0	0	1	0	3	0	0	0	0	0	3	0
*PERMANENT DADT TOTAL	1 14		01	01	0	0	12	2	11	2	0	0	0	0	11	2	11	2	0	0	0	0	11	2 *

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

School/Department

PAMS

Completed By J. D. Memory

Date June 5, 1974

AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

School/Department

PAMS

Completed By ____ J. D. Memory

Date June 5, 1974

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

June 1974 EPA Non-Faculty Complement

FULL-TIME	M	hite F	B M	lack F	0 M	ther F	T M	otal F	WI M	ite F	B M	lack F	0 M	ther F	1 To	tal F	W M	hite F	B M	lack	0 M	ther	1 <u>To</u>	cal F
Officials & Mgrs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	0	10	0	10
Professionals	9	0	0	0	0	0	9	0	- 10	0	0	0	0	0	10	0	8	0	0	0	0	0	8	0
Technicians	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2
	-	-	-	-	-		-						-					-						
SUB-TOTAL	2	2	0	0	0	0	9	2	10	2	0	0	0	0	10	2	8	2	0	0	0	0	8	2
*PERMANENT PART-TIME																		1				101000	-	7/12/11-12
Officials & Mars.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	3	0	0	0	0	0	3	0	1	0	0	0	0	0	1	0	3	0	0	0	0	0	3	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
			-	-				-					-		_		1							
SUB-TOTAL	3	0	0	0	0	0	3	0	1	0	0	0	0	0	1	0	3	0	0	0	0	0	3	0
TOTAL	12	2	0	0	0	0	12	2	11	2	0	0	0	0	11	2	11	2	0	0	0	0	11	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 Completed By J. D. Memory

Date _____ June 5, 1974.

SPA

		June	1973	Com	lemen	it				Pro	jecte	1 197	3-74	Comp	lement			J	une 1	974 C	omple	nent		
FULL-TIME	Wh M	ite F	B1. M	ack F	M	ner F	To M	tal F	WI	ite F	B1 M	ack F		ther F		tal. F	Wh	ite F	BI M	lack F	Ot M	her F		tal F
Officials & Managers	0	0	0	0	0	0	0	0	0	0	0	0	1 0	10	0	10	0	10	0	10	0	10	0	10
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0
Technicians	10	8	1	0	1	0	12	8	10	8	1	0	1	0	12	8	10	8	1	0	1	0	12	
Sales	0	0	0	0	0	0	0	0	0	0	0	0	0	1.00	0	0	0	0	0	0	0	0	0	
Clerical	3	46	0	2	0	0	3	48	3	45	0	3	0	0	3	48	2	44	0	3	0	0	2	0
Craftsman	3	0	0	0	0	0	3	0	3	0	0	0	0	0	3	40	3	0		0	100000			47
Operations (semi-skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	3	0
Laborers	0	0.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	16	54	1	2	1	0	18	56	16	53	1	3	1	0	18	56	15	52	1	3	1	0	17	
*PART-TIME			1.1			110														-				
Officials & Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1
Sales	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Clerical	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	0
Craftsman	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operations (semi-skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	0	3	0	0	0	0	0	3	0	3	0	0	0	0	0	3	0	3	0	0	0	0	0	3
TOTAL	16	57	1	2	1	0 .	18	59	16	56	0	0	0	0	18	59	15	55	1	3	1	0	17	58

 $\ast {\rm SPA}$ individuals working at least ½-time in a permanently established position.

School/Department

PAMS

AFFIRMATIVE ACTION PLAN SPA

School/Department _____ Chemistry

Completed By R. H. Loeppert

Date 5/24/74

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White M F		B1 M	ack F	Ot M	her F	1	Total 1 F		White		ack		ther	To	otal	11 6	hite	I B	lack	1 0	ther		
Officials & Managers	1	1	10000	1000		T		1 1		1 F	M	F	M	F	M	F	M			F		F	1 1	Total 1 F
Professionals				1	2-14-5	- Paris					-						1					1	1	1
Technicians	3		1 1 1	1	1.	1 1 1 X	3	-					-										-	1
Sales	T		1	1.00	1	1.1.1	13										3						3	
Clerical	2	8		11			2	9										4	1.1		1		1-2	
Craftsman						-	1-2	19	-								1	8		1			1	9
Operations (semi-skilled)					1	-	-	1							_									12
Laborers		1					1	-			-			-	-			-						1
Service Workers	6	8		1	-		6	9			-						_							
SUB-TOTAL			19				0	-2	-								_5_	8		1		1	5	9
*PART-TIME						-			-						_									
Officials & Managers							-		-		-								1.1					
Professionals			-	-																				
Technicians						-																		
Sales																							1.1	
Clerical		-				-		-					_											
Craftsman						-		-				_												
perations (semi-skilled)				-																				
aborers										-		_												
ervice Workers	1			-				-						-									-	
UB-TOTAL				-	-		-			-						_	_					_		_
OTAL	6	8		1		-	6	9			-	-	-			_	-	_	_					-

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

AFFIRMATIVE ACTION PLAN EPA FACULTY

Schoo.	1/1	Depar	tment	
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Chemistry

Juno 1073 Fa

Completed By R. H. Loeppert

Date _ May 21, 1974

Contraction of the second		June 1973 Faculty Complement									Projected 1975-76 Complement										June 1974 Faculty Complement				
FULL-TIME	Wh	ite F	Bla M	lack F	Othe M	her F	Total M F		White M F		Black M F		Ot	Other M F		Total M F		ite	Black		Other		Total M F		
Department Head	1						1		1			T	1	T	11	I	M	F	M	F	M	F	M	F	
Professor	14						14		18	1				-	18	-	12			-		-	1	-	
Associate Professor	9		1				9		7	2			1		7	-	11-						12		
Assistant Professor	7						7		7	1				-	7	-	10						10		
Instructor	3	2	100		101		3	2	1	2				-	1	1	9		-				9		
						1	1	~		~			-	-	1	2	2	2	-		-	1000	2	2	
SUB-TOTAL	34	2					34	2	34	3				-	34	3	21	2	-						
*PERMANENT PART-TIME										-	-	-	-		124	2	34	~	-		-		34	2	
Professor		18						27											1					-	
Associate Professor																			-				-		
Assistant Professor																									
Instructor																-		-	-			-			
Visiting										-									-			-			
SUB-TOTAL														-								-	-	-	
TOTAL	34	2					34	2	34	3					34	3	34	2					34	2	

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

School/DepartmentC	hemist	ry	-	-					Com	plete	ed B	у	R. 1	I. Lo	eppe	rt			_		Date	Ma	y 21	, 1974
	Jun	e 197:	3 EPA	Non-F	acult	y Com	nplemen	nt		Proj	ject	ed 19	75-76	5 Comp	lemen	t	• _ J	une 1	974 1	EPA No	n-Fac	ulty	Comp 1	ement
FULL-TIME	Wh M	ite F	B1a M	r F	Oth M	er F	Tot	al F	Whit M	e F	B1 M	ack F	O M	ther F		otal F	WH M	ite F	B M	lack F		ther F		tal F
Officials & Mgrs.																				1		1		1
Professionals	1												1											
Technicians		1						1	-	L						1		1						1
			-		-	-	-+	_							-	-					-			
SUB-TOTAL		1						1		_						1		1			-			
*PERMANENT PART-TIME														-										
Officials & Mgrs.																								
Professionals																								
Technicians		1						1	1							1		l						1
				-		_																		
				_	-				_				_		2.1									
SUB-TOTAL		1						1	נ							1		1						1
TOTAL		2						2	2							2		2						2

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

School/Department

Computer Science

Completed By W. E. Robbins

Date May 29, 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME		ite	Bla		Oth		To	tal		ite		ack		her		tal		ite		ack	Ot	her	Tet	tal
	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		-			-			-					191		Sec.									
Technicians						-		-				1.00		C. I					-					
Sales ···		1.				1.1.1																		
Clerical		4			* *	8.8		4		111								4						4
Craftsman																					200			
Operations (semi-skilled)			13.1	-	1-10																			
Laborers			2.57	1						-														
Service Workers																						1. 1. 1. 1.		
SUB-TOTAL		4						4										4						4
*PART-TIME		1																						
Officials & Managers		1.0																						
Professionals		_																				1		
Technicians																								
Sales																								
Clerical																		14						
Craftsman																								
Operations (semi-skilled)												100												
Laborers	- 11										1.16													
Service Workers				-																				
SUB-TOTAL						•																		
TOTAL		4						4										4						А

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

School/Department _ Computer Science

June 1973 Faculty Complement

Completed By W. E. Robbins

Date May 27, 1974

White Black Other FULL-TIME Total White Black Other Tota1 White M T MF Black MF Other M MF MF Total MF MF MF MF MF Department Head 1 1 1 1 1 1 Professor 3 3 5 5 3 3 Associate Professor 2 2 6 6 2 2 Assistant Professor 10 10 6 1 6 1 11*: 11 Instructor 2 2 2 2 2 2 SUB-TOTAL 18 18 20 1 20 1 19 19 *PERMANENT PART-TIME Professor Associate Professor . Assistant Professor Instructor 1 1 1 1 1 1 Visiting SUB-TOTAL TOTAL 19 19 21 1 21 1 20 20

* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments. **An error was made in the initial count as of June, 1973. This increase by 1 does not represent an actual increase at the assistant level.

Projected 1975-76 Complement

June 1974 Faculty Complement

School/Department Geoscie	ences				-			Co	omplet	ed By	_	с. <u>ј</u>	. Lei	Lth					D	ate _	May	27, 3	1974	
		June	1973	Com	plemer	nt				Pro	jected	1 197:	3-74	Comp1	ement			Jı	me 1	974 Co	mple	nent		
FULL-TIME	Whi M	F	B1a M	ack F	Ot M	her F	T	otal F		nite F		ack F		her		tal,		ite	B1	ack		her	To	tal
Officials & Managers				1000	1.000		1	F	1 11	1	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professionals			111	1.1.1	1.0.4				1	-														
Technicians			100	1	1	11.1		-	-	1									_					
Sales				1.4		*. i.e.	1.		1		1.1.1.1.1.1			-			1		1.00				1000	
Clerical		2		-	1.1.1	1 1		2	1															
Craftsman					1 1 1			6					-	-			-	2						2
Operations (semi-skilled)		200			1			-	-				-	-			-		-					
Laborers									-		-	-		-										1
Service Workers																					_			
SUB-TOTAL		2			4			2				-	-								-	-		_
*PART-TIME							-											2	_		_		_	2
Officials & Managers				-				-					-											
Professionals				-																				5.0
Technicians							-										-							
Sales																	_							
Clerical								-																
Graftsman																								
Operations (semi-skilled)																								
aborers								-												16.16				
ervice Workers													-+				-				_			
UB-TOTAL		0		-				0				-	-			-								
OTAL		2				-	1	2			-	-						0					-	0
	_	-						2										2						2

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

School/Department ____Geosciences

Completed By _____C. J. Leith

Date 5/20/74

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME		hite F	B1 M	ack	Othe M	r	To	tal F	WI M	nite F	B	lack F	Ot	her	T	otal	W	hite	1 B	lack	Ot	her	1 7	otal
Department Head		T		T	1.	-		T	PI	1	M	F	M	F	M	F	M	F	M	F	M	F	M	F
					-		1		1			-		1	1	0	1						1	1
Professor	2	-		-			2		2	1					2	0	2				10.0		2	1
Associate Professor	. 4						4		6	1.0	-		1		7	0	4					-	4	-
Assistant Professor	5						5		3	1					3	1	6					-	6	-
Instructor	0						0		0	1.11					0	0	0		1-			-	0	-
NULL S MATTERNA AND A SIL PARTY AND	_	-		-17													1					-		-
SUB-TOTAL	12	0					12	0	12	1			1		13	1	13		-				13	0
*PERMANENT PART-TIME														1			-		-	-		Arres		-
Professor																	-					•		
Associate Professor													10	•			1		-					
Assistant Professor				1				13					-									-		
Instructor																1		-						
Visiting																							-	
SUB-TOTAL	0	0					0	0	0	0			0		0	0	0						0	0
FOTAL	12	0	1.4			1	2	0	12	1			1		13	1	13	-	-				13	0

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

School/Department	Geosciences
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Completed By _C. J. Leith

Date ____5/20/74

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	h N	hite F	E	lack	1	ther F	1 2	Total 1 F	11 1	White 1 F	1 1	Black	1 0	Other	1 7	otal		The days	-					rement
Officials & Mgrs.		T		1			-	1 F	1	<u>4 F</u>	N	1 F	N	1 F	Ň	otal F	M	hite 1 F	M	lack F	M	ther	M	otal F
Professionals		6						-		-	-	-	-	-		-		-		-	-	+	-	1
Technicians						1			1	-	-	-	-	-	+		-						-	
												1	1	+	-	-		-	-	-	-	+-	+-	
Part of the line of the start of the	2/											1-	1	1	-			-	-	-	-	-	+	-
SUB-TOTAL	0	0	6	0	0	0	0	0	0	0			-	-		-	-							
*PERMANENT PART-TIME				T			1			10	0	0	0	0	0	0-	0	0	0-	0	0	0	-0	0-
Officials & Mgrs.											-		-	-	-			-			-		-	
Professionals												-	-	-								•		
Technicians											-	-								-	-			
																		-						
														1										
SUB-TOTAL								-							Traine:									
TOTAL.	0	0	0	0	0	0	0	0	0	0	0	0	0											
DEDMANDAUT DADE					and the second				Contractor of				_0_1	0	0	0	0	0	0					

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

Completed By N. J. Rose Date May 27, 1974 June 1973 Complement Projected 1973-74 Complement June 1974 Complement White Black Other FULL-TIME Tota1 White Black Other Total* White MF MF Black Other MF Total MF MF MF MF M F MF MF MF Officials & Managers MF **Professionals** Technicians Sales Clerical 7 6 1 Craftsman Operations (semi-skilled) Laborers Service Workers SUB-TOTAL *PART-TIME Officials & Managers . Professionals Technicians Sales Clerical Craftsman Operations (semi-skilled) Laborers Service Workers SUB-TOTAL TOTAL

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

School/Department

Mathematics

School/Department Mathematics - PAMS

Completed By N. J. Rose

Date _____May 20, 1974

June 1973 Faculty Complement

White | n

Projected 1975-76 Complement

June 1974 Faculty Complement

0 0 0	0 2 0	0	1 14	0	1 13	F	M	F	M	F	M 1	F	M 1	ite F	M	ack F	M	her F	M	F
0		0	14		13			1			1		1	0	10	10	1	1		
-			144						1		1000	0.00	11			0	0	0	1	
-		0	11	0	14	-	-	-	2	-	15		11	0	0	0	2	0	11	
0	1	0	21	2	1-	1			1		15	1	14	0	0	0	0	0	14	
0	0	0	1		16	4	1				17	4	20	3	0	0	1	0	20	3
0					1			-			5	1	4	1	0	0	0	0	4	1
					48	6	2		3	_	53	6	50	4	0	0	07	0	50	4
	-	-		-	-					_										
						1							0						0	
										_			0						0	
	-									_			0					-97	0	
		-	-							_			0						0	
		-+					-			_	_		2						2	
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		June	1973	Comp	lemen	t			• I	Pro	jecte	d 197	3-74	Comp 1	ement				June 1	974 (Comple	mant		
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Officials & Managers	- m	T	P1	P. 1. 1. 1.	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professionals				1. A. y A.	To							-				-				-	-	-	-	-
Technicians	1	3	0	0	0	0	1	3	1	3	0	0	0	-	-		-	-	-	-	-			-
Sales	1	1	1		-		-					10	-0	0	1	3	1	3	0	0	0	0	1	3
Clerical			813	1.72		19.44	-	1.00			-					-				-			-	
Craftsman	0	15	0	0	0	0	0	15	0	15	0	0	0		-			-		-	-			+
Operations (semi-skilled)								1)	0	12	0	0	0	0	0	15	0	14	0	0	0	0	0	14
Laborers			•				1				-				-				1.1					-
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SUB-TOTAL	1	18	0	0	0	0	1	18	1	18	0	0	0	0	1	18	1	17	0	0	0	-		+
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Officials & Managers									-											1	1			-
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Technicians									-				-								-			-
Sales																	-	-	-					
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Operations (semi-skilled)		1														-			-	-				
Laborers																	-							
Service Workers																				-				
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TOTAL	1	18	0	0	0	0	1	18	1	18	0	0	0	0	1	18	1	17	0	0	0	0	1	17

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

School/Department Physical and Mathematical Sciences/StatistRempleted By _____ D. D. Mason

Date May 20, 1974

FULL-TIME	M	hite F	B	lack	Othe	r	Tot	tal	W	hite	B	cted]		her		otal	11 11		11000		Facult	-	leme
Department Head	1			1	TT	-		F		F	M	F	M	F	M	F	M	hite F	B M	lack F	Othe M	F	Tota
Professor	16					-	1		1		-		-	-	1	-	1						1
Associate Professor	5					-	16		16						16		16					1	-
Assistant Professor	44					-+-	5		6	-	-				6		5						5
Instructor		1	1				4**	<u>+ 1</u>	3	1					3	1	4	**					4**
							-	1		1				-		1		1		-			1
SUB-TOTAL	26	2	-				-							-									+
PERMANENT PART-TIME			-				26	5	26	2					26	2	26	1				- 26	-
rofessor							-+-			-	-												-
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ssistant Professor						-	+								_								T
nstructor						-	+		-														T
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JB-TOTAL						+	+		-				-										
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**One Visiting Assist PERMANENT PART-TIME - 1 term of one academic ye	ant Pr	ofess	or			20		2	26	2					26	2	26	1				06	+

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School/Department Physical and Mathematical Sciences/Statistics

FULL-TIME

Completed By D. D. Mason

Date May 20, 1974

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	June	1973	EPA	Non-F	aculty	Comp	lement		Р
1	Whit M	F	B1a M	ack	Othe	F	Total	-	White

rojected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

the second s		MI	2	М	F	M	F	M	11	h	hite [F	B	lack	1 0	ther	1 7.	tel							resurre
Officials & Mgrs.	0			1		1		1	F	M		M	F	M	F	M	F	M	F F	Bla M	ck F	Oth M	er	Total M F
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Life a second							-	0		0			1			0		0		-			-	0
Provide the second seco					1		+		-														-	0
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*PERMANENT PART-TIME	0			1	+		-	8	-	9		-		_		9		8						8
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PERMANENT PART-TIME _ T			-				11	-	10						1:	10	1	1					11	

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

School/Department	PAMS	/Phys	ics					(Complete	ed By		L. W.	Sea	gondo	llar				1	Date	5/24/	74		
		June	e 197	3 Comp	leme	nt				Proj	jected	1 197:	3-74	Comp]	lement			T		1074 0				
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Technicians	2				38.2	1	10	-					-				1							+-
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Clerical		4		1		1		-			-													+-
Craftsman	4	1		-			1	4										4						1.
Operations (semi-skilled)				-			4										4							4
Laborers			-					+	1-1-														4	+
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SUB-TOTAL	6	4					6	4.		-		-	-											
*PART-TIME						-	-	4.			-						6	4					6	4
Officials & Managers					-	-	-	-				-												<u> </u>
Professionals					-										1.00									+
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ervice Workers			-+		-+		2																-+	
UB-TOTAL		1			-						_					_		_				_		100
OTAL	6	5	-	-	-		-	1							_	_		1						1
SPA individuals working at	leas	t ½-t	íme i	nap	erman	ent1	6	5				_					6	5				6	5	5

School/Department	PAMS	- 1	Physic	.5		-				Comp1	eted	Ву	L	. w.	Seago	ndolla	ar				Date		5/16/7	4
	Ju	ne 197	3 EPA	Non-	-Facu	lty C	omple	ment		Pı	ojec	ted 19	975-7	6 Com	plemer	nt	•	June	1974 E	PA No	n-Fac	ulty	Compl	ement
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Officials & Mgrs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	0	10	0	10	0	0
Professionals	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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SUB-TOTAL	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
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Officials & Mgrs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	0	0.		0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0

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

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School/Department	PAMS	- Phy	sics			-		Comp	leted	By _	L.	W. Se	eagond	ollar					Dat	e _ M	lay 16	, 197	4	
		Ju	ne 19	73 Fac	ulty	Comp	lemen	t	٠.		Proje	cted	1975-7	6 Con	nplem	ent			June	e 197	4 Faci	ilty (Comple	ment
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Professor	8	0	0	0	0	0	8	0	11	1	0	0	0	0	12	1	8	0	0	0		0	1	0
Associate Proféssor	6	0	0	0	1	0	7	0	5	0	0	0	3	0	8	0	6	0	0	0	0	0	8	0
Assistant Professor	4	0	0	0	2	0	6	0	3	0	0	0	0	0	3	0	4	0	0	0	2	0	7	0
Instructor	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0		6	0
													1			1	1	10	10	1	10	0	1	0
SUB-TOTAL	20	0	0	0	3	0	23	0.	21	1	0	0	3	0	25	1	20	0	0	0	3	0	00	
*PERMANENT PART-TIME											-					-	20		10		- 3	0	23	0
Professor	2	0	0	0	0	0	2	0	1	0	0	0	0	0	1	0	2	0	0	0	0		1	
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				0	2	0
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
Instructor	0	0	0	0	0	.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visiting	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0
SUB-TOTAL	2	0	0	0	0	0	2	0	1	0	0	0	0	0			0	0	0	0	0	0	0	0
TOTAL	22	0	0	0	3	0	25	0	22	1	0	0	3	0	26	2	22	0	0	0	0	0	2	0

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

Affirmative Action Report

for the

School of Physical and Mathematical Sciences

During the period June 1973 - June 1974 there was relatively little change in the profile of the school with respect to minority and female personnel. The principal reason for this is that there has been practically no turnover and few new positions.

The June 1973 tally for the Mathematics Department was actually that for October 1973, and included one black instructor and one female instructor who had just received their Ph.D.'s from us one year before. Our general policy is to keep our Ph.D.'s on one year only as an instructor to give them time to look for jobs. The female instructor did obtain a job. In spite of our general principles, we offered the black instructor an assistant professorship. He originally accepted, but then for family reasons resigned on July 1, 1973. Thus our June 1973 tabulation is inflated by one black and one female instructor. One new female assistant professor was hired by the Mathematics Department for 1973.

During the 1973-74 academic year the Department of Geosciences added an Assistant Professor of Physical Oceanography to its faculty. A list was compiled that included all of the schools that were known to have Ph.D. programs in this field, and also several schools in which it was felt there was a possibility that such a program existed. This list totaled 17 universities as follows:

> The University of California at Berkeley The University of Hawaii

Massachusetts Institute of Technology (Department of Naval Architecture and Marine Engineering) The University of Miami

The University of Michigan (Department of Naval Architecture and Marine Engineering)

The University of Rhode Island (College of Engineering)

The Johns Hopkins University

Massachusetts Institute of Technology (Department of Earth and Planetary Sciences)

New York University

Oregon State University

The University of Rhode Island (Graduate School of Oceanography)

Scripps Institute of Oceanography

Texas A & M University

University of Washington

Woods Hole Oceanographic Institution

The University of Michigan (Department of Meteorology and Oceanography)

The University of Wisconsin

A letter was sent to each of these addressees announcing the available position at North Carolina State University. A copy of this letter is attached hereto.

The Search Committee considered all applicants regardless of sex, color, creed, or any other distinguishing characteristics. To the best of my knowledge the applicants who responded to this announcement included no females, no blacks, no members of any other minority group.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

CENTER FOR MARINE AND COASTAL STUDIES

1204 BURLIN FON Box 591-4 / IP 27607

> A position on the Marine Sciences faculty at North Carolina State University has recently become available in the area of Ocean Engineering - Physical Oceanography. The Marine Sciences Program on our campus is an interdisciplinary program with the faculty housed in participating departments. The position for which we are seeking a candidate would be housed in the Department of Geosciences or one of the Departments in the Schools of Engineering, depending on his background and expertise.

The person we are seeking should have a background in Physical Oceanography and be interested in instrumentation aspects of Oceanographic Engineering. We are seeking to fill the position with an assistant professor. This is a 12 month position that will be partially research and partially teaching.

If any of your students might fulfill our needs, would you please put them in touch with me.

Sincerely,

Walter J. Saucier, Chairman Search Committee

WJS/pt

School/Department		PAMS							c	comp 1	eted i	ву	J. D	. Memo	ory	_					Date	Jun	e 5,	1974
	Ju	ne 19	73 EP/	A Non-	-Facul	lty Co	ompler	nent		Pı	cojec	ed 19	975-7	6 Comp	lemen	nt		June	1974 1	PA No	n-Fac	ulty	Comp1	enent
FULL-TIME	W M	hite F	B M	lack F	M M	ther F	1 TM	otal F	WH M	ite F	B M	lack F	0 M	ther F		otal F	II W	hite F	I B	lack	1 0	ther		tal
Officials & Mgrs.	0	0	0	0	0	0	0	0	0	0	0	10	0	10	0	10	0	10	0	10	0	F	1	1
Professionals	9	0	0	0	0.	0	9	0	10	0	0	0	0	0	10		8	0	0	0	1	1	0	1
Technicians	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	0	0	0	0	8	0
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SUB-TOTAL	9	2	0	0	0	0	9	2	10	2	0	0	0	0	10	2	8	2	0	0	0	0	8	2
*PERMANENT PART-TIME													1	1		-	1				-			
Officials & Mgrs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	3	0	0	0	0	0	3	0	1	0	0	0	0	0	1	0	3	0	0	0	0	0		
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*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

School/Department

Completed By J. D. Memory

	-	June	197	5 Com	preme	nc		1.14		Pro	jecte	d 197	/3-74	Comp	lement			1	fune 1	974 0	comple	ment		
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Professionals	0	0	0	0	0	0	0	0	0	0	0		0		0	10	0	0	0	0	0	0	0	0
Technicians	10	8	1	0	1	0	12	8	10	8	1	0	1	0	12	8	10	8	1	0	1	0	12	
Sales	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical	3	46	0	2	0	0	3	48	3	45	0	3	0	0	3	48	2	44	0	3	0	0	2	47
Craftsman	3	0	0	0	0	0	3	0	3	0	0	0	0	0	3	0	3	0	0	0	0	0	3	0
Operations (semi-skilled)	0	0	0	0	0	0	. 0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0
Laborers	0	0.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	16	54	1	2	1	0	18	56	16	53	1	3	1	0	18	56	15	52	1	3	1	0	17	55
*PART-TIME			1.1												1					-				
Officials & Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	0	1	0	0	0	0	0	1	0	1	0	0	Ó	0	0	1	0	1	0	0	0	0	0	1
Sales	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2
Craftsman	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operations (semi-skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	0	3	0	0	0	0	0	3	0	3	0	0	0	0	0	3	0	3	0	0	0	0	0	3
TOTAL	16	57	1	2	1	' 0	18	59	16	56	0	0	0	Ő	18	59	15	55	1	3	1	0	17	58

June 1973 Complement

PAMS

Projected 1973-74 Comple

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

School.	/Department	Chemi	str

Completed By R. H. Loeppert

Date 5/24/74

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	W M	hite F	B1. M	ack F	Ot M	her F	1	fota 1		Wh: M	ite F		ack		Other	1	Total M F	1	White	2 1	Blac		Other		Tota	1
Officials & Managers	11		1.1.1.1	1.40		1000	1	1		m	F	M	F	1	M F	1	M F	-	M 1		М		M I		M	F
Professionals	1		1		1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1			-				1					-	1					1		11	
Technicians	3					1	3	-		-				-				_	_			_				
Sales					1	1	3	-	-+-				-	-			-	1 :							3	
Clerical	2	8		11		-	2	0		-	-					-		_	-							
Craftsman			111	-		-	~	12		-+		-		-		-	-	1	8	3]				1	9
Operations (semi-skilled)						-	1	+	-	-+				-		-		-		-						-
Laborers		1					1	1	-	-			-		-				-							
Service Workers	6	8		7	-		6	1				-11			-	-	-	-	-	-	_					
SUB-TOTAL							-	9	+	+					-		-	5	8	-	1			5		9
*PART-TIME						100		-	+							_	-	-		-	1		8.	1		
Officials & Managers		1				-		-		-+-										-						
Professionals						1000	-	-	+						-		-									
Technicians	3.00					-	-	-					-			1. C										
Sales						-	-	-	-								-							1		
Clerical				1.10		-	-				-			18.1											1	
Craftsman						-			-				-												-	
Operations (semi-skilled)						-		-	-					_		_	-									
Laborers				-				-	-	+							-	1		1						
Service Workers						1		-	1-	+																2
BUB-TOTAL									-	-	-					-				-	-	-	1	-	-	
TOTAL	6	8		1			6	9	1	+			+	-				5	8		-	-	-	-	-	

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

School/Department Chemistry

Completed By ____ R. H. Loeppert

Date May 21, 1974

June 1973 Faculty Complement Projected 1975-76 Complement White Black Other FULL-TIME Total M F White Black Other Total White M F M T MF Black Other Total MF MF MF M MF M MF 1 Department Head 1 1 1 1 14 Professor 18 18 14 12 12 9 Associate Professor 9 7 7 10 10 7 Assistant Professor 7 7 1 7 9 9 3 2 Instructor 3 2 1 2 2 1 2 2 2 2 34 2 SUB-TOTAL 34 2 34 3 3 34 2 34 34 2 *PERMANENT PART-TIME Professor . Associate Professor Assistant Professor Instructor Visiting SUB-TOTAL 34 2 TOTAL 34 2 34 3 34 3 34 2 34 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.

June 1974 Faculty Complement

FULL-TIME	Wh M	ite F	Bla M	ck F	Othe	r F	Total M F	White 1 F	B1 M	ack F	Ot M	her	To M	tal F	Wh Wh	ite F	BI	lack	Oth	her F	To	tal
Officials & Mgrs.								1								1		1	P1	F	M	F
Professionals		R				-																
Technicians		1				-	1	1						1		1						1
	-																					
SUB-TOTAL	-	1			-		1	1						1		1						1
*PERMANENT PART-TIME																						
Officials & Mgrs.																						
Professionals		=																				
Technicians		1					1	l						l		1	11					1
				-																		
SUB-TOTAL		1		-			1	1						1		1						1
TOTAL		2					2	2				-		2		2	-		-			2

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

EPA NON-FACULTY

School/Department ____Chemistry

Completed By R. H. Loeppert

Date _ May 21, 1974

School/Department Computer Science Comple

Completed By W. E. Robbins

Date _____May 29, 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

THE T MELE		ite	Bla		Oth		To	tal	W	nite		ack	Ot	her	To	tal	Wh	ite	B1	ack	Ot	her	Te	tal
FULL-TIME	M	F	M	F	M	F	M	F	M	F	M	F	М	F	M	F		F		F		F		F
Officials & Managers	1.34																		1					1
Professionals			1		1													*		1.30				
Technicians						Contra-																		
Sales													111											
Clerical		4			1.00			4									-	4						4
Craftsman			1.24												1									_
Operations (semi-skilled)									-															
Laborers		4																					-	
Service Workers																								
SUB-TOTAL		4						4					-					4						4
*PART-TIME																								
Officials & Managers																-						-		
Professionals			(1. m. 1			1.1							•											
Technicians																								
Sales																								
Clerical												12.91			1.0									
Craftsman			800				1	24									6							
Operations (semi-skilled)	-			1.1																				
Laborers			161																					
Service Workers		-																						-10
SUB-TOTAL																								
TOTAL		4			-			4										4						Δ

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

School/Department Con	nputer S	Scien	ce			-		Comp	leted	Ву _	W. 1	E. Rob	bins						Date	a Ma	y 27,	1974		
		Jur	ie 197	3 Fac	ulty (Comp	lement			1	Proje	cted	1975-7	76 Co:	nplem	ent			June	1974	Facu	ltv C	Compler	mar
FULL-TIME	Wh M	ite F	B1 M	ack F	Oth M	F	To	tal F	Wr M	ite F	B M	lack F	Ot M	her F		tal		iite F		ack F	in the second	her F		ota
Department Head	1					-	1		1					1	1	T	1	T	TA	1	M	F	M	T
Professor	3						3		5					-	5		3	-	-				1	\vdash
Associate Professor	2						2		6			1 1 1	1	1	6	-	2						3	+
Assistant Professor	10						10		6	1			1	1-	6	1	11*	-	-		1		2	-
Instructor	2						2		2						2	1	2	1					11	-
	-																						-	F
SUB-TOTAL	18						18		20	1					20	1	19		-				19	-
*PERMANENT PART-TIME	1.50		X			1.00						1			-	-			-				19	
Professor	1. 1						- 1-							1					1					
Associate Professor																								
Assistant Professor																								
Instructor	1						1		1				-			-					-			

Visiting SUB-TOTAL TOTAL

19

_

1

20

* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments. **An error was made in the initial count as of June, 1973. This increase by I does not represent an actual increase at the assistant level.

21 1 20

21 1

19

School/Department __Geosciences

Completed By _____C. J. Leith

		June	1973	Comp	lemen	it				Pro	jecte	1 197	3-74	Comp1	ement			J	une 1	974 Co	mpler	nent		
FULL-TIME	Wh M	ite F	B1a M	ick F	Oti M	ner F	To M	tal F	Wh	ite F		ack		ther	1 To	otal,	Wh	ite		lack		her	To	tal
Officials & Managers		1.		1.1.1.1		pin.		F	m	F	M	F	M	F	M	F	M	F	M	F	М	F	M	rtal F
Professionals				-1-5	N. 4. 16		-1-21												-					1
Technicians				1	1.4	1.00	1			-														
Sales			1.00	1.1.1.1	-	22.1					-								-					
Clerical		2		1.1	1	7 *		2			-								-					
Craftsman							1					-						2	1.1			1		2
Operations (semi-skilled)																								
Laborers			10.3												-									
Service Workers												-	-					-						
SUB-TOTAL		2						2					-					-					-	
*PART-TIME					-					-								2						2
Officials & Managers																			1		-			
Professionals								-														-		
Technicians																			-					
Sales				-																				
Clerical																					1			
Craftsman										-+											-		_	
Operations (semi-skilled)																				-				
Laborers					1																	-		
Service Workers												-	-						-					-
UB-TOTAL		0						0								-		0	-		-+-	-		-
OTAL		2					1	2					+		-		-	2	-			-		0

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

June 1973 Complement

School/Department ____Geosciences

Completed By ____C. J. Leith

Date 5/20/74

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	WI	ite F	B1 M	ack	Oth M	er	To	tal	Wi M	ite F	BI	ack	Ot	her	To	tal	II W	nite	1 B	lack	1 Ot	her	1 7	otal
Department Head		T		T	1 1	1		1	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department nead	1	+		-			1	-	1						1	0	1						1	
Professor	2	-		1			2		2						2	0	2						2	-
Associate Professor	. 4				-		4		6				1		7	0	4	12.0	-	-			4	-
Assistant Professor	5						5		3	1					3	1	6	1	-				6	-
Instructor	0	-					0		0						0	0	0						0	
SUB-TOTAL	12	0					12	0	12	1			1		13	1	13					-	13	
*PERMANENT PART-TIME												-	-	-		-	115			-			13	0
Professor															1							•	-	-
Associate Professor														•										
Assistant Professor			ų,													-								
Instructor		-						17													-			-
Visiting																								
SUB-TOTAL	0	0					0	0	0	0			0		0	0	0					-	0	0
TOTAL	12	0					12	0	12	1			1		13	1	13						13	0

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

Cabas 1 /r

School/DepartmentG	eoscie	nces						-		Comp	leted	By _	-J.	Leit	h						Dat	e	5/20/7	4
M. Mark to St.		une 19		PA No	n-Faci	ulty (Comp1	ement		. 1	Projec	cted]	975-	76 Co	mpleme	ent	•	June	1974	EPA N				ement
FULL-TIME		White M F		Black M H		Other M F	1	Total M F	1	White M F	1	Black M F	1	Other M F	1	Total 1 F		hite		all star percent	-	-	and the second second	
Officials & Mgrs.		1		1		1	1		1			M F	+	MF	Ī	1 F	1	1 F	1	Black 1 F	M	ther	M	F F
Professionals							1		-	1			+-			+				1000	-	-	1	1
Technicians	:								1	1	+	-	+	+		+-	-	+-						
							1		-		1			-	-			-	-		-	-		
And the state of the Local Section of the state										1	-	1-		+	-		-		-		-	-		
SUB-TOTAL	0		0	0	0	0		0	0		-	1-	-								-	-		
*PERMANENT PART-TIME				T		1	1	1-0-	10	0	0	0	0	0	0	0	0	1-0-	0	0	0	0		-0
Officials & Mgrs.						1					1	-	1-							-	-			
Professionals								1	1		-		-		-	-				-		•		
Technicians									1		-		-		-									
								1-			-		-	-			-			-	-			
			1									-								-				
UB-TOTAL			1	-				-								-								
OTAL	0	0	0	0	0	0	0					-		-										
	den i sente					01	0	0	0	0	0	0	0	0	0	0	0							

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

School/DepartmentMa	them	atics	-	-				Con	mplete	d By	_	N.J	. Ros	e					r	ate	Ma	y 27,	1974	
		June	1973	Comp	lemer	it				Proje	ected	1973	-74 (Comp1	ement			J	une 1	974 Co	mple	ment		
FULL-TIME	Wh M	ite F	Bla M		Ot M	her F		tal F	Whi		B1:			her	To	tal"	Wh	ite		lack		her	To	otal
Officials & Managers		1.2.5 6.5		T.			P1	1	M	F	M	F	M	F	M	F	M	F	M	F		F	M	F
Professionals	- 213				1.2.45		19 190	1. 1. 1.									-	_						
Technicians			1	5	1.		1						-											
Sales			-		1.4		1				-				Carrie I.				-			-	_	
Clerical		7			1	1								-	1.1.1.1			-					1	
Craftsman						1						-					-	6		1				-
Operations (semi-skilled)																								
Laborers																					_			
Service Workers							1					-+		-							-			
SUB-TOTAL											-	-	-		-			-					-	-
*PART-TIME																								
Officials & Managers													-+				-						-	
Professionals													-+									•		
Technicians																				-				
Sales												-+							-			-		
Clerical						100																		
Craftsman	_										-				-+									-
Operations (semi-skilled)									-															-
Laborers															-+			-+-						
Service Workers											-						-					-		_
UB-TOTAL											-			-			-	-	-		-			
COTAL								-		7	-	-					-		-		-	-		

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

School/Department Mathematics - PAMS

I What to I

Completed By N. J. Rose

Date _____May 20, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Compl

FULL-TIME	M	iite F	B. M	lack	Ot M	her	T	otal	W	hite	ТВ	lack	1 0+	her	1 m		11	_			4 rac	urty	Comple	ent
Department Head	1	0	0	1	0	10	M	F	M	F	M	F	M	F	<u>M</u>	F	M	hite F	B1 M	ack F	OI M	ther F	T	otal
Professor	12	0	0	0	2	0	14	0	1	-	-		-	-	1	-	1	0	0	0	0	0	1	T
Associate Professor	11	0	0	0	0	0	11	0	13	-	-	-	2		15	-	11	0	0	0	2	0	11	
Assistant Professor	20	2	1	0	1	0	21	2	16	1	-	-	1		15	1	14	0	0	0	0	0	14	1 8
Instructor	5	3	. 0	0	0	0	6	3	1	4	1	-			17	4	20	3	0	0	1	0	20	3
	49	5	1	0	3	0	53	5	4	1	1	-			5	1	4	1	0	0	0	0	4	1
SUB-TOTAL		11						-	40	6	2		3		53	6	50	4	0	0	03	0	50	4
*PERMANENT PART-TIME																_								
Professor		1.						-		-							0						0	
Associate Professor																	0						0	
Assistant Professor					-						-						0						0	
Instructor																	0						0	
Visiting						-								-			2						2	
SUB-TOTAL				-			-	-			-			_	-	_	0						0	
TOTAL		-							-							_	2						2	
* PERMANENT DADT TTAT		and the					-													T				

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

School/DepartmentPhysical	and	Mathematical	Sciences/	Statistics	Completed	By	D. D. Mason	

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

Date May 24, 1974

FULL-TIME	M	hite F	B1a M	ick F	Oti M	ner F	TOM	otal		hite		ack		ther		otal	1 W	hite	I BI	lack	1 01	her	IT	otal
Officials & Managers	11	1.	PI 	1	M	F	M	F	M	F	M	F	M	F	M	F	M	F		F	M	F		F
Professionals	1				4. A. 9.			-	-		1						-	-	-		1	-	-	
Technicians	1	3	0	0	0	0	1	3	1	3	0	0	0	0	1	3	1	-	-	-		-	-	-
Sales						1 1 1	-	13	-	- 3	1	10		0	1	3	1 1	3	0	0	0	0	1	3
Clerical		1	1.1				-	1			1						-				-			-
Craftsman	0	15	0	0	0	0	0	1.5	0	15	0	0	0	0	-	15	-							+
Operations (semi-skilled)										12	0	0		0	0	15	0	14	0	0	0	0	0	14
Laborers												1		-		-		-			-		-	
Service Workers												-		1.1	-	-		1		-				-
SUB-TOTAL	1	18	0	0	0	0	1	18	1	18	0	0	0	0	1	18	1	17	0	0	0	0	-	-
*PART-TIME			-								-					10				0			1	17
Officials & Managers														-		-			-				-	
Professionals																							-	
Technicians			210	1			1			-			-		-									-
Sales							-		1								-				-		-	
Clerical						-		-	-	-												-		
Craftsman						-		- 1	-												-			
Operations (semi-skilled)			122			100	-										-	-						-
Laborers						-											-	-					_	-
Service Workers															-					-			100	
SUB-TOTAL																	-		-			-		
TOTAL	1	18	0	0	0	0	1	18	1	18	0	0	0	0	1	18	1	17	0	0	0	0	1	17

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

School/Department Physical and Mathematical Sciences/Statist@empleted By _____ D. D. Mason

Date May 20, 1974

			1	ne 19	73 Fa	culty	Comp	lemen	t			I	roj	ected	1975	-76 G	omple	ment				Turn	1074				
FULL-TIME		Whi M	te F	B1 M	ack	Ot	her	T	otal F	1	Whi	te	-			ther							e 1974	Facu	lty (Comple	ement
Department Head		1			T	1	T		T	1	1	F	M	lack	N	1 F		Tota	F	Wh M	ite F	B1 M	ack F	Oti M	her F	TM	otal F
Professor	. 1		E 1		-	-	-	1			1		-					1		1						1	T
Associate Professor		5				1	-	16	-	1	+						11	6		16						16	
Assistant Professor		4**	,			1	-	5	-		5			-			-	6		5						5	
Instructor		1	-		-			4+	-		3	1		-	-			3 :	1	4*	*					4*)	<u></u>
		1	-	5	-			-	1		+	1				-		1	1		1					44.	
SUB-TOTAL	26	1	2	-				-			+	-	-	-		-											
*PERMANENT PART-TIME		1	-	-				26	2	26	+	2		-			26	2		26	1					26	
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**One Visiting Assist	ant P	rof	esso	-	-			26	2	26	2						26	2	2	6	1						

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

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School/Department Physical and Mathematical Sciences/Statistics June 1072 mm

Completed By D. D. Mason

Date May 20, 1974

FULL-TIME	M	F	Bla M	F	Other M F	T M	otal F	Wh:	ite	BI	ack F	Oth	er	To	al		ite	-	1111111111	-Facul	1000	nplem
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Officials & Managers												-											-
Professionals														_							•		1
Technicians												-	-										1-
Sales												-										-	-
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12

PAMS/Physics

School/Department

School/Department	AMS - Physics	Completed By L. W. Seagondollar	Date5/16/74
	June 1973 EPA Non-Faculty Complement	Projected 1975-76 Complement .	June 1974 EPA Non-Faculty Complement

FULL-TIME	WI M	rite F	B1 M	ack F	01 M	ther F		tal F	WH M	ite F	B M	lack F	0 M	ther		otal F	W M	hite F	BJ	ack		her		otal F
Officials & Mgrs.	0	0	0	0	0	0	0	0	0	0	0	0	0	10	0	0	0	10	0	10	0	10		1
Professionals	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0		0	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
															-			-			-		-	-
SUB-TOTAL	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
*PERMANENT PART-TIME				3.1														1				-		
Officials & Mgrs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0.	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	с	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
															-									
SUB-TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	11	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0

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

School/Department

PAMS - Physics

Completed By L. W. Seagondollar

Date May 16, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement .

June 1974 Faculty Complement

FULL-TIME	M	ite F	B1 M	ack F	Ot M	her F	M	otal F	Wh M	ite F	BI M	lack F	Ot M	her F		otal F	WI M	hite F	BI	lack	Ot	her F	1 1	[otal
Department Head	1	0	0	0	0	0	1	0	1	0	0	0	0	10	1	0	1	0	0	T		1	M	T
Professor	8	0	0	0	0	0	8	0	11	1	0	0	0	0	12	1	8	0	0	0	0	0	1	0
Associate Proféssor	6	0	0	0	1	0	7	0	5	0	0	0	3	0	8	0	6	0	0	0	0	0	8	0
Assistant Professor	4	0	0	0	2	0	6	0	3	0	0	0	0	0	3	0	1	0	0	0	2	0	+	0
Instructor	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	6	0
SUB-TOTAL	20	0	0	0	3	0	23	0.	21	1	0	0	3	0	25	1	20	0	0	0	3	0	23	0
*PERMANENT PART-TIME	_																1		1		-			1
Professor	2	0	0	0	0	0	2	0	1	0	0	0	0	0	1	0	2	0	0	0	0	ō	2	0
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visiting	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0
UB-TOTAL	2	0	0	0	0	0	2	0	1	0	0	0	0	0	1	0	2	0	0	0			0	0
OTAL	22	0	0	0	3	0	25	0	22	1	0	0	3	0	26	2	22	0	0	0	0	0	2	0

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School/Department

PAMS

Completed By ____ J. D. Memory

Date June 5, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	M	nite F	B M	lack F	0 M	ther F	1 To	otal F	Wh M	ite F	BI	lack F		ther	1 To	tal F		ite F	B	lack F		her	1 To	tal
Officials & Mgrs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	0	10	0	10	0	1
Professionals	. 9	0	0	0	0.	0	9	0	- 10	0	0	0	0	0	10	0	8	0	0	0	0	0	8	0
Technicians	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2
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SUB-TOTAL	9	2	0	0	0	0	9	2	10	2	0	0	0	0	10	2	8	2	0	0	0	0	8	2
*PERMANENT PART-TIME		-																1					1	
Officials & Mgrs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	3	0	0	0	0	0	3	0	1	0	0	0	0	0	1	0	3	0	0	0	0	0	3	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
					_							-												
SUB-TOTAL	3	0	0	0	0	0	3	0	1	0	0	0	0	0	1	0	3	0	0	0	0	0	3	0
TOTAL	12	2	0	0	0	0	12	•2	11	2	0	0	0	0	11	2	11	2	0	0	0	0	1)	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.

Extra PAMS Copiss

Projected 1975-76 Complement

School/Department ____

June 1973 Faculty Complement

PAMS

Completed By J. D. Memory

Date June 5, 1974

June 1974 Faculty Complement

FULL-TIME	Whi M	ite F	B1a M	rck F	Oth M	ner F	To t	al F	Wh i M	te F	B1a M	ack F	Oth M	ner F	Tot M	al F	What M	te F	B1a M	ick F	Otl M		To M	ial F
Department Head	6	0	0	0	0	0	6	0	6	0	0	0	0	0	6	0	6	0	0	0	C	0	6	0
Professor	56	0	0	0	2	0	57	0	66	1	0	0	2	0	68	1	55	0	0	0	2	0	58	0
Associate Professor	38	0	0	0	1	0	39	0	45	1	0	0	5	0	50	1.	40	0	0	0	1	0	41	0
Assistant Professor	50	3	0	0	3	0	53	3	37	7	1	0	0	0	38	7	52	*3	0	0	3	0	55	3
Instructor	11	6	1	0	0	0	12	6	8	4	1	0	0	0.	9	4	10	4	0	0	0	0	10	4
SUB-TOTAL	161	9	1	0	6	0	168	9	162	13	2	0	7	0	17	13	163	7	0	0	6	0	169	7
*PERMANENT PART-TIME												1.1												
Professor	2	0	0	0	0	o	2	0	1	0	0	0	0	0	1	0	2	0	0	0	0	0	2	0
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	C	0	0	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Instructor	1	0	0	0	0	0	1	0	1	0	0	0	0	0.	1	0	1	0	0	0	0	0	1	0
Visiting	0	0	0	0	0	0	0	0	0	0	0	0	Ö	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	3	0	0	0	0	0	3	0	2	0	0	0	0	0	2	0	3	0	0	0	0	0	3	0
TOTAL	164	9	1	0	6	0	170	9	164	13	2	0	7	0	17	13	166	7	0	0	6	0	172	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.

School/Department

PAMS

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Completed By ____ J. D. Memory

Date June 5, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	N	hite F		lack		ther F		Total M F	W	hite	1	Black	İ	Other	1 7	'otal	11 1	hite	1 1		-		compre	ment
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Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	1		++	0	2	0	0	10	0	0	2	0
Assistant Professor	0	0	0	0	0	0	0	0	0			1	0	0	0	0	0	0	0	0	0	0	0	0
Instructor	1	0	0	0	0	0		0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visiting	0	0	0	0	0	0		0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0
SUB-TOTAL	3	0	0	0	0	0	3		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	164	9	1	0	6	0	170	0	2	0	0	0	0	0	2	0	3	0	0	0	0	0	- 3	0
* PERMANENT PART_TIME							11/0	9	164	13	2	0 -	7	0	17:	13	166	7	0	0	6	0	172	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.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF EDUCATION

Office of the Dean P. O. Box 5096 Zip 27607

June 19, 1974

Mr. William Simpson Assistant to the Chancellor and Provost Holladay Hall Campus

Dear Mr. Simpson:

RE: AFFIRMATIVE ACTION REPORT, June, 1974.

1. Attached are Affirmative Action Plan Reports for EPA Faculty, EPA Non-Faculty and SPA for the School as a whole (Consolidated Report) and for the following departments and units of this School:

- a) Adult and Community College Education
- b) Agricultural Education
- c) Center for Occupational Education
- d) Office of the Dean (SPA only)
- e) Duplicating Room (SPA only)
- f) Guidance and Personnel Services
- g) Industrial Arts Education
- h) Industrial and Technical Education
- i) Mathematics and Science Education
- j) Psychology
- k) Computer Facility (SPA only)
- 1) Division of Education
- m) Introduction to Vocations
- n) Curriculum Materials Center (EPA Non-Faculty only)
- o) Adult Learning Laboratory
- 2. Narrative explanation for progress on Affirmative Action:
 - A. EPA Faculty.
 - The <u>Department of Adult and Community College Education</u> is actively recruiting for three new positions and has widely circulated announcements in hopes of recruiting one black male and one black female. Efforts have been frustrated by availability factors.

Page 2 Mr. William Simpson June 19, 1974

- <u>The Department of Agricultural Education</u> has one vacancy. We have been unable to fill the position with a qualified male or female, black or white. Recruitment efforts continue.
- <u>Center for Occupational Education</u>. No anticipated vacancy.
- 4) <u>Guidance and Personnel Services</u>. Several black candidates' resumes were reviewed. Two qualified black candidates, both with PhDs (Dr. Howard Johnson from Iowa and Dr. Johnnie McFadden of South Carolina), visited the campus and both, at different times, were offered the position being vacated by Dr. Charles Morehead. The salary offered was, we believe, competitive. However, both men declined. A white female was hired for one year while efforts to recruit a qualified black continues.
- 5) Industrial Arts Education. After unsuccessful recruiting efforts (letters and telephone calls) to Indiana, Iowa, Michigan State, Massachusetts Universities, and several predominantly black campuses, seeking qualified black applicants for the position being vacated by Dr. Olson, that position was filled with a white male since no qualified black or female applicants could be found.
- 6) <u>Industrial and Technical Education</u>. Both the Department and the Depar's Office approached by mail and personally the major universities producing graduates in this area seeking qualified black applicants. The efforts yielded no candidates. The position is still open.
- 7) <u>Mathematics and Science Education.</u> Dr. Lawrence M. Clark, a black, has been hired as Assistant Provost and will work halftime in this department. A search is underway for a specialist in Science Education to replace Professor Shannon who will retire in 1975. The members of this Department have been and will continue to be actively seeking a qualified black for this position.

Page 3 Mr. William Simpson June 19, 1974

- <u>Psychology</u>. One black female has been interviewed for the newly created educational psychology position. The recruitment effort, however, continues.
- 9) <u>Division of Education.</u> (See Division explanation, attached.) One black (Dr. McFadden who was also offered the Guidance position) declined the offer for the vacant Foundations of Education position made to him. The temporary vacancy created by Dr. Kniefle's leave of absence was offered to a white male after no blacks could be located.

B. EPA Non-Faculty.

Of the eleven full-time EPA Non-faculty positions seven are in The Center for Occupational Education, two are in Adult and Community College Education and one is in the Curriculum Materials Center. The recruitment area for these personnel is local (Wake County area) and efforts to locate qualified blacks for these positions have so far failed.

C. SPA.

One fifth, seven out of thirty-five, of the SPA personnel is black. This was the original goal percentage set by this School. This figure will likely further improve in the next reporting period.

D. Summary.

In an effort to recruit more blacks, we have made approximately forty telephone calls to such institutions as universities, The Ford Foundation, The Consortium for Educational Leadership and similar agencies. (See attached letter from Dr. McPherson of the Consortium for Educational Leadership, as an example.) Although some position offers were made, our efforts were not successful, except in the case of Dr. Clark in Mathematics Education. The apparent explanations are:

- Availability. The relatively few qualified blacks are highly sought after and are able to demand sularies out of line with N.C.S.U's normal salary distribution.
- 2) Production. U.C.L.A. in the next year, for example, will produce only one black in Educational Psychology. It is evident that blacks are not being produced in sufficient number at this time to create resonable balance between demand and supply.

Page 4 Mr. William Simpson June 19, 1974

The above explanations suggest one approach to a long-term solution to a difficult problem: produce more qualified and available blacks. This School accepts this challenge. This year, the School of Education's various departments produced five black PhD or Ed.D. holders:

- 1) Dr. Lois Brown, Ed.D, Adult and Community College Education
- 2) Dr. McLouis Clayton, PhD, Math Education
- 3) Dr. Maurice Hayes, Ed.D, Adult and Community College Education
- 4) Dr. Almstead Smith, Ed.D, Adult and Community College Education
- 5) Dr. Cecil Strickland, Ed.D, Occupational Education

Sincerely, Carl J. Dolce

Dean

CJD/ws

Enclosures - Letter from R. Bruce McPherson Unit Reports Consolidated Report

CONSORTIUM FOR EDUCATIONAL LEADERSHIP Action

5801 KENWOOD AVENUE CHICAGO · ILLINOIS 60637

June 4. 1974

Area Code 312 667-8585 Telephone

Dean Colce TY I

Dr. William Maxwell, Jr. Assistant Dean North Carolina State University At Raleigh P. O. Box 5096 Raleigh, North Carolina 27607

Dear Bill:

This letter contains both thanks and an apology. I am grateful for your very kind letter of May 9, 1974.

As I have indicated in my recent note to Dr. Barbara Parramore, we have used the Consortium network to attempt to develop candidates for you for the Assistant Professorship opening. Please accept my regrets at not having responded affirmatively to your earlier request for help with regard to the counseling and guidance position. We simply did not have any strong candidates, but I realized as your letter arrived that I had failed to get back to you to say that.

We will keep you on our mailing list and share our forthcoming documents with you, and we hope that you will stay in touch with us too. We would like to serve you as best we can.

Most sincerely,

Bruce McPherson

Executive Secretary

RBM:bh

cc: C. Salley

P.S. Give my regards to Carl Dolce.

NORTH CAROLINA STATE UNIVERSIT AT RALEIGH

SCHOOL OF EDUCATION June 6, 1974

DIVISION OF EDUCATION 402 POF ZIP 27607

MEMORANDUM

TO: Dean Maxwell

FROM:

Barbara Parramore, Division of Education Sarbour Porregined

RE: Narrative Explanation for Affirmative Action Annual Report

The Division of Education's faculty complement June 1973 and June 1974 were exactly the same: five men and three women all white. The Division's secretary for the last year and one-half has been a black female.

Several faculty changes are anticipated for the faculty complement projected for 1975-76. They are as follows:

- 1. Two white females were promoted on July 1, 1974: Mrs. McCutchen from instructor to assistant professor and Mrs. Parramore from assistant to associate professor.
- 2. Miss Alice Weck's instructorship was terminated on May 19, 1974. This position was offered to a black male, Dr. Johnnie Macfadden, on May 24 and was declined on June 3, 1974. If the position cannot be filled on a regular basis by either a woman or a black. then the appointment will be made on a visiting basis for one year only to give the search committee more time to locate a qualified member of a minority group or a woman. The projected plan is for Miss Weck to be replaced by a woman, assistant professor.
- 3. Professors Paul J. Rust and Kathleen McCutchen have announced their retirement effective May 20, 1975. The search committees will seek qualified blacks and women for both these positions. However, a more realistic projected plan calls for 1) Mrs. McCutchen to be replaced by a woman, associate professor (she will be coordinator of the program) and 2) Dr. Rust to be replaced by a man, assistant professor (preferably a black male if one is available in the area of reading).

Narrative Explanation for Affirmative Action Annual Report Page 2 June 6, 1974

These changes for 1975-76 would retain the present sexual balance: five men and three women with a strong commitment to appointing a black to either of the positions that are vacant if feasible (i.e. our salaries are competitive enough to attract and hold black professors).

BMP/jm

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NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF EDUCATION

Department of Mathematics and Science Education Zip 27607

June 3, 1974

AFFIRMATIVE ACTION PLAN

Narrative

Dr. Lawrence M. Clark will be assigned one-half time as assistant provost and one-half time as professor of mathematics education, beginning July 1, 1974. Dr. Clark is black and well qualified to fill the dual role for which he has been employed.

Professor Henry A. Shannon has announced that he will retire at the end of the spring semester, 1975. We plan to fill the position with a qualified black if at all possible. We will begin the search immediately.

HES/kf

NORTH CAROLINA STATE UNIVERSITY AT RALEIG I

SCHOOL OF EDUCATION

DEPARTMENT OF INDUSTRIAL AND TECHNICAL EDUCATION Box 5096 Zip 27607 TELEPHONE: 755-2241

May 29, 1974

TO: Dr. William Maxwell, Jr., Assistant Dean

FROM: Durwin M. Hanson

SUBJECT: Affirmative Action Annual Report

EPA Faculty

During year extensive search for Black was unsuccessful. Of 57 applications for the position advertised as Associate Professor/Full Professor with full graduate faculty standing there were no applications from blacks and only one female (white). Until greater numbers of the minority group enter and pursue vocational education degree program through to the doctorate the prospects for employing qualified personnel is very slight.

SPA

The resignation of Mrs. Cecelia Bullard on May 1, 1974 left Secretary II position which has been designated for a black individual. Currently, position is being filled by part-time assistance and will continue until such time as a qualified black is employed.

DMH:rw

AFFIRMATIVE ACTION ANNUAL REPORT Industrial Arts Education

Two vacancies were filled during the 1973-74 year. Miss Regelyn Wilder, Black-female, was hired as unit secretary replacing a White-female. She was selected from several applicants by departmental interview. Only black applicants were considered.

Dr. Glemn E. Baker was selected by sending the job description to all colleges and universities in the United States producing graduate degree personnel. Approximately 100 information sheets were sent out. These were sent to department heads and deans. In some instances, they were sent to both if the department was large, or a combination of Industrial Education and Industrial Arts existed with a person designated as coordinator or in charge of Industrial Arts. A number of personal letters were also written to key professionals in the field soliciting applications in an effort to increase the number of applicants.

The resulting applications were screened by the staff, with Deans Dolce and Maxwell by examining them for two critical criteria: 1) ability to meet eligibility criteria for graduate school, and 2) specialization in areas of need. The qualifications eliminated all except Dr. Baker. There were no female applicants, no Blacks, and only two Orientals. This is a professional field requiring the doctoral degree and expertise in a technical field. For this reason, few females are eligible and Blacks are generally in such demand that there are almost none who are available to move to a position requiring extensive publication, the doctoral degree, and specialties as required in the position. A search was made for a black faculty member to replace a professor." who will be retiring at the end of the next academic year. Two black candidates were invited to campus to be interviewed. The Department notified over 100 institutions and professional associations about the opening. About 75 personal letters were sent to individuals requesting information concerning the availability of minority group candidates. Over 25 personal contacts and telephone calls were also made in an effort to locate such candidates.

7.

Both black candidates interviewed were offered the job, both candidates turned down the offer. A white female was hired temporary for one year until further effort is made to locate a black candidate.

School/Department SCHOOL OF EDUCATION (CONSOLIDATED REPORT)Completed By Date 18 June, 1974 Carl J. Dolce, Dean June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement White Black Other Total White Black FULL-TIME Other Total White Black Other Total M F Μ F MF M F M F M F MF M F M F Μ F M MF Department Head 1# Professor Associate Professor Assistant Professor Instructor 55** 9** SUB-TOTAL *PERMANENT PART-TIME Professor . Associate Professor Assistant Professor Instructor 2* Visiting 2* SUB-TOTAL TOTAL

* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments. *Includes Visiting Assistant Professor appointed Aug., 1973- May, 1974. **Projected increases are: ADE (3), MED (1), AED (1), PSY (1).

Clark, also Ass't. Provost

#Dr.

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School/Department School(Conso	lidate	ed Rep	ort)		-				C	Comple	ted B	y	ari J	. Dol	.ce	-			-		Date		June 1	1974
	Jun	ie 197.	3 EPA	Non-	Facul	ty Co	mplem	ent		Pro	oject	ed 19	75-76	Comp	lemen		J	une 1	974 E	PA Not	n-Fact	ilty	Comple	ment
FULL-TIME	M	nite F	B1 M	ack F		her F		tal F	WI M	nite F	B1 M	ack F	Ot M	her F		tal F	Wh M	ite F	BI M	ack F	Ot M	her F		tal F
Officials & Mgrs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	4	5	0	0	0	0	4	5	6	3	0	0	0	0	6	3	8	3	0	0	0	0	8	3
Technicians																								
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SUB-TOTAL	4	5	0	0	0	0	4	5	6	3	0	0	0	0	6	3	8	3	0	0	0	0	8	3
*PERMANENT PART-TIME																						ř.,		
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*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

School/Department SCHOOL OF EDUCATION (CONSOLIDATED REPORT)

Completed By _____ CARL J. DOLCE, DEAN

Oct Line 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	M	hite F	B1. M	ack F	Oth M	F	T M	otal F	W	hite F	B	lack F		ther	1 1	otal F	. 1	hite f F	B	lack F		ther		Total
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Officials & Managers												-												
Professionals							1																	
Technicians							1																	
Sales														-						-				
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Laborers			-				-																	
Service Workers								-												-				
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FOTAL *	0	28	0	5	0	1	0	34	0	25	0	9	0	0	0	34	0	28	0	7	0	0	0	35

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

School of Education School/DepartmentAdult & Community College Education

Completed By Edgar J. Boone

Date May 30, 1974

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Professor												1.	1	1	1	-	1-							
Associate Professor										1			×	1	-		-							
Assistant Professor													-		-				-					
Instructor															1		-							
Visiting	1						1		1		1	-	1		1		1							*
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* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

School of Education School/Department Adult & Community College Education

Completed By Edgar J. Boone

Date May 30, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	WI	ite F	BI	ack F	1 0	ther F	To	tal F	W1	nite F	B	lack	1 0	ther	1 T	ata1	11 1.75	ite		and the second second	1.00		Jomprement
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Technicians								-							1		2	-					2
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*PERMANENT PART-TIME	10								-		-				1		2				-	-	2
Officials & Mgrs.		1																					
Professionals													-									·	
Technicians																						-+	
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*PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

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School/Department Adul	ol of t and			Colleg	ge Ed	ucatio	m	Co	mplet	ed By	Ed	gar J	. Boo	ne					D	ate	6	5/3/74
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Technicians																						
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Craftsman																						
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Professionals		-																				
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Craftsman																	-					
Operations (semi-skilled))		-																			
Laborers '														1								
Service Workers																						

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

8

SUB-TOTAL TOTAL

School/Department Agricultural Education

Completed By Dr. T. R. Miller

Date May 29, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement .

June 1974 Faculty Complement

FULL-TIME	Wh M	ite F	B1 M	ack F	Ot M	her F	To M	tal F	Wh M	ite F	B1 M	ack F	Ot M	her F	To M	tal F	Wh M	ite F	B1a M	ack F	Oti M	her	Te M	otal
Department Head None									1						1									1-
Professor None				1ú																				
Associate Professor 1	1						1		2						2		1						1	
Assistant Professor 1	1						1										1						1	
Instructor			·				-																	
SUB-TOTAL	2						2		3						3		2						2	
*PERMANENT PART-TIME																							4	
Professor										14														
Associate Professor													(, F.		1									
Assistant Professor						-																		
Instructor																								
Visiting						n, i																		
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.

School/Department Agri Educ.

Completed By T.R. Miller

Date MAY 29, 1974

and the second	White	Black	Other	Total M F	White	Black	Other	Total M F	White M F	Black M F	Other M F	Total M F
FULL-TIME	MF	MF	MF	MF	MF	MF	MF	MF	MF	M F	MF	MF
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Professionals										S		
Technicians						4						
						4						
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Officials & Mgrs.			101		1	_						
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Technicians		X									1.1.6	
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SUB-TOTAL												
TOTAL												

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

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Clerical		1	1		1. 1	1.41		1	-						-	-	-	-		-				
Craftsman						-			-		-				-	1	-	1			-			1
Operations (semi-skilled	1)							-			-				-			-				1.1		
Laborers				-									-					1						
Service Workers	+												-	-	-				_					
SUB-TOTAL															-				_				_	
*PART-TIME								-								-					_			
Officials & Managers				-				-								100								
Professionals												-+			-		>							
Technicians						-							-									•		
Sales																								
Clerical																								1.11
Graftsman								-						-										
perations (semi-skilled)											-													
aborers																						-		
ervice Workers	_			_							-				-					-				
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OTAL							-	-				-	-		-	-			-				-	-

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

School/Department Education/Center for Occ. Education

Completed By John K. Coster

Date 7 June 1974

2

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

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

2

2

Completed By John K. Coster

Date _7_June_1974

School/Department Education/Center for Occupational Education

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FULL-TIME	M	ite F	B1a M	F	M	her F	M	F	M	nite F	B1. M	r F	M N	her F	Te M	F	M	hite F	BI M	lack F	Oci M	her F	To M	F
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Technicians	_			-																				
	_									1														
		-							-	-		mar 1 2000	-				1							1
SUB TOTAL	7	2					7	2	5	1					5	1	6	1					6	1
*PERMANENT PART-TIME			-															1						
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SUB-TOTAL																							And Party of Con-	
FOTAL	7	2					7	2	5	1					5	1	6	1					6	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 stared term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

School/Department Educatio			for 0	ccupa	tion	1 Edu	catio	n Co	mplet	ed By	/	Job	in K.	Coste	r				D	ate _	7 3	June,	1974	
		CCT	1973	Comp	lemer	nt				Pro	jecte	d 19	19-75	Compl	emen	t i			June 1	974 Co	omple	ment		
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Officials & Managers		2402 + 2		A. ****			1.1	• • •		T		T	1	1		1	<u></u>	1	11	1	M	F	M	F
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Craftsman											-	1-6-	-	10	-			6		1		0		7
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Officials & Managers											-						-							
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TOTAL		7		1		1	-	9		6		2		0		8		7				0		8

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

School/Department		UIII	ce oi	the	Dean			Co	omple	ted By		Car1	J. Do	lce					I	Date 6	June	1974		
		Oct	- 197:	3 Com	plemen	nt				Pro	ject	ad 19	74-75	Comp	lement			a	June 1	.974 C	omple	ment		
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Operations (semi-skilled)				1									1				-	-						
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SUB-TOTAL		2		1				3		2		1				3	-	2		1				3
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Professionals					1				12.0									-	1.000					
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*SPA individuals working at least ½-time in a permanently established position.

School/Department Educat	tion:	Dup	licat	ing H	Room			Co	omplet	ted By	· C.	arl J.	Dol	ce	5.1				D	ate	6 Ju	ne 19	74	
		Oct June	- 1973	Comp	lemer	it				Pro	jecte	d 197	4-75 3-74	- Comp1	lement				une 1					
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SUB-TOTAL																	-	-			-			-
TOTAL		1						1		1						1		1						-

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

School/Department	Guidance	& :	Personnel	. Servi	lces
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Completed By W. E. Hopke

Date June 3, 1974

		Ju	ne 19	73 Fac	ulty	Comp	lement	5			Proje	cted	1975-	76 Cor	mplem	ent			Jun	e 1974	Facu	ilty C	omple	ment
FULL-TIME	Wh M	ite F		ack F	Ot M	her F	To M	tal F	WI M	nite F	B M	lack F		her F	To M	otal F		nite F		lack	Ot	her F	T	otal
Department Head	1			1			1		1					T		T	1	1	1		PI	r 	1	1
Professor	1					21	1		-						1		1					-	1	
Associate Professor			E						1						1		1		1	-			-	
Assistant Professor	1						i	0		1	1				1	1	1	1	1	1	-		1	1
Instructor		1					0	1			1.						1		1		6		1	+
And the owned of the last two pairs and the second of the last										1.00			-						1			-		
SUB-TOTAL	13	1							2	1	1		1				3	1				-	3	1
*PERMANENT PART-TIME												-			1		1	-	-					
Professor								1						1				120						
Associate Professor											1		12,											
Assistant Professor														1		-						-		
Instructor																								
Visiting				1																				
SUB-TOTAL										1		-												
TOTAL	3	1			1		3	1	2	1	1		PREFE		3	. 1	3	1				-	3	1

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

School/Department Guidance and Ronsmund Serva

W.E. Hopke Completed By ____

Date June 3, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

· June 1974 EPA Non-Faculty Complement

FULL-TIME	Whit M	F	Bla	ack F	Ot M	her F		tal	W W	ite F	B1	ack F	Ot	her F	1 To	tal F	Whi M	te	Bla	ck	Oth	er l	Total M 1	1
Officials & Mgrs.	X					1		1		1		1	F1	<u> </u>	M	F		F		F	M	F	- <u>M 1</u>	P
Professionals		1																1	1		-	-		
Technicians																					-	-		
					1									/										
No. of Concession, Name	-	_			_	/							/							1				
SUB-TOTAL							1								-									
*PERMANENT PART-TIME										0														
Officials & Mgrs.									INF	los														
Professionals								K	10	1														
Technicians							/						~	-										
					1			Γ.Γ.						<					-					
	$\mathbf{P} \in \mathbf{I}$		1														-			-				
SUE-TOTAL		7																		_		-	en lass	
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.

Guida	nce (S Per	sonne	1 Ser	vices	_		Co	mplet	ed By:	5PA	л. Е.	Hopk	e				D	ate	June	3, 19	974	
		June	1973	Comp	lemen	it				Pro	jecte	197	3-74	Comp1	ement		J	une 1	974 Ca	omple	ment		
FULL-TIME	Wh M	ite F	М	ack F	M	her F	To M	otal F	WI M	hite F	B1 M	ack F	Ot M	ther F	Tc M	r F	ite F	B1 M	lack F	Ot M	ther F	H To	rtal F
Officials & Managers	1	1.00	C RC RC RC	1.1 · ·																			
Professionals							1							-									
Technicians									-	-									-				
Sales						1									1,7,3				1.5				
Clerical		1			1		-	1		1	-					1	1		-		1	1	1
Craftsman		11	-	-				-				-					 						-
Operations (semi-skilled)	1				8. J.					1951							-	1					
Laborers	1		192.						120														
Service Workers										1												1	
SUB-TOTAL		1						i		1						1	1						1
*PART-TIME																							
Officials & Managers																						-	
Professionals				1017			121		0.53			-				25.7		124					1
Technicians				1	-					1												-	-
Sales			-																1		-		-
Clerical					and the												 					-	
Craftsman	-		1.9		151												 	1					
Operations (semi-skilled)								1		1		-					 					-	
Laborers								-															
Service Workers					-							-	-				 						
SUB-TOTAL		-	-																				
TOTAL		1					25	1		1						1	1						1

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

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Visiting SUB-TOTAL TOTAL

4

School/Department Education/Industrial Arts Completed By Talmage B. Young, Coordinator Date May 31, 1974 June 1973 Faculty Complement Projected 1975-76 Complement June 1974 Faculty Complement White Black Other Total M F White Black FULL-TIME Other Total White Black Other MF MF Total M F MF MF MF M F MF M F MF MF 0 Department Head 0 0 0 1 Professor л 1 1 Associate Professor 1 1 2 2 1 1 Assistant Professor 1 1 2 2 2 2 Instructor 1 1 0 0 4 SUB-TOTAL 4 4 4 4 4 *PERMANENT PART-TIME Professor Associate Professor Assistant Professor Instructor

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

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4

School/Department Industrial Arts

Education

Completed By TALMHOGE & Young Date MAN 31-1974

June 1973 EPA Non-Faculty Complement Projected 1975-76 Complement June 1974 EPA Non-Faculty Complement White Black Other Total White Black Other Total M F White Black Other Total M F FULL-TIME MF Officials & Mgrs. Professionals Technicians 5 0 ma SUB-TOTAL *PERMANENT PART-TIME Officials & Mgrs. Professionals Technicians SUB-TOTAL TOTAL

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

School/Department EDUCATION/ Industrial Arts

Completed By <u>Talmage B. Young, Coordinator</u> 1974-75 Date May 31, 1974.

	lemen	it				Pro	jected	1 -197	3-74	Comp1	ement			J	une 1	974 Co	mplen	nent						
FULL-TIME	Wh M	ite F	Bla M	ack F	M	her F	T M	otal F	Wh M	ite F	B1 M	ack F	0t M	her F	To M	tal F	Wh M	ite F		ack F		her F	To	tal F
Officials & Managers				100 V																		11.		
Professionals					1. 1. 1. 1. 1.								9.9											
Technicians					11.1																			
Sales					1.	* * *	1 1 1			1			177											
Clerical ·		1	1.1			~ .	1					1				1				1				1
Craftsman																								
Operations (semi-skilled)			1											1.1				-00						
Laborers												1												
Service Workers												5												
SUE-TOTAL		1					1				-	1				1				1				1
*PART-TIME					1911				1		1							1.1						
Officials & Managers												· .			1.1								1	
Professionals							1.0																-	
Technicians													× .											
Sales																	1					-		
Clerical		-			1.000								1. 1											
Craftsman																								
Operations (semi-skilled)													1.50								1.1			
Laborers											-	10									515			
Service Workers					Sec. 1																			
SUB-TOTAL																								
TOTAL		1				+ *	1					1			2	1				1				1

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

Tuno 1072 Complome

actioo				
chool/Department Indust	trial	& Technical	Ed.	Dept.

Completed By Durwin M. Hanson

Date May 30, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White M F	Black M F	Other M F	Total M F	White M F	Black	Other M F	Total M F	White	Black	Other	
Department Head	1				M F	MF	MF	MF	MF	MF	MF	Total M F
Professor	1				1			1	1			1
Associate Professor	0				1			1	1			1
Assistant Professor	2				1			1	0			0
				2	2			2	2			2
Instructor	1			1	0				1			1
SUE-TOTAL	and the second se			5	5			5	5			
*PERMANENT PART-TIME												5
Professor												
Associate Professor												
Assistant Professor												
Instructor												
Visiting				2.								
SUB-TOTAL												
TOTAL	5			5	5			5	5			5

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

echnical Education
echnical

School of Education

Completed By Durwin M. Hanson

Date May 30, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

.

June 1974 EPA Non-Faculty Complement

FULL-TIME	White M 1	e B F M	lack F		ther	To M	tal F	WI M	nite F	BI	Lack		ther F		otal F	II W	nite F	B	lack F	Oth	ner	Tot	a1
Officials & Mgrs.			1	123					1		1		1	1	T	I II	1	M	F	M	F	<u>M</u>	F
Professionals				/					12										1				
Technicians					/										1						-		
						1							T	11									-
							N	0	N	E								1					
SUB-TOTAL						/	4				1												
*PERMANENT PART-TIME					/				h.,			1					-						
Officials & Mgrs.				/																			
Professionals			1						1							11.					-		1
Technicians		1/																					
		X													-								
	1.17																						-
SUB-TOTAL									5.0					a transit			1						
TOTAL								10															

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

		hool (SPA	TION												
School/DepartmentI	ndus	trial	& Te	chnic	al Ed	ucatio	on De	pt. C	omp1e	ted B	y	urwin	М. Н	anson					I	ate	Ma	y 30,	1974	4.
		pet	-		lemen					÷.				Comp1					June 1	.974 C	omple	ment		
FULL-TIME	Wh M	ite F	B1. M	ack F	Oti M	ner F	TM	otal F		hite F	H H	lack F		ther		otal F		hite F		lack F		her F		otal F
Officials & Managers		1.4.4.4.4		* */# % #/			1.20	*34 -		T		T	1	T		1	1 11	1		1	171	1	1 M	1
Professionals			1 A. C. M.	1 L.	a ser	1		-					1				-							
Technicians		1		1														1		1	-			
Sales					** * C	10000												1		1				
Clerical Stenography		3	A A			4. A -	1	3		2	1	1	1			3		3	1					3
Craftsman		1220														1			1					13
Operations (semi-skilled)											1													+
Laborers	12.1																-		-					-
Service Workers							1.1																	
SUB-TOTAL													- 194											-
*PART-TIME												-									-			
Officials & Managers			Sec. 1									1	1.				-							
Professionals																	1							
Technicians														1										
Sales								1																
Clerical	_																-							
Craftsman				_							11.0									-				
Operations (semi-skilled)						- 2																		
Laborers							È à l																	
Service Workers		_			_					_														
SUB-TOTAL															-									
TOTA".		3				'	-	3		2		1				3		3			-		-	3

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

School/Department Education/Math & Science Educ.

Completed By H. E. Speece

Date June 3, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	Whi	te F	Bla	ck F	Oth		Tot	al F	Wh: M	ite F	Bla M	ck F	Oth M	er F	Tota	al	Whit	te F	Bla M	r F	Oth M	er F	To: M	tal F
Department Head	1						1		1						1		1		-+				1	
Professor	1						1		2		1*				3	_	1	-					1	
Associate Professor	2						2		1						1		2						2	_
Assistant Professor	2						2		1		1				2		2						2	
Instructor						_					-					_		-						-
UB-TOTAL	6						6		5		2				7		6						6	
PERMANENT PART-TIME																			-					
rofessor										-														
ssociate Professor																-							_	-
ssistant Professor					-												-						1	
nstructor																-		_						-
Visiting					_				-										-					
UB-TOTAL										-						-	-							-
TO'TA L	6						6		5		2				7		6					-	6	-

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

*Dr. Lawrence M. Clark, also Assistant Provost

School/Department _	Educat	ion/Math	& Science	Education		Comple	ted By	H. E. Spee	ece		Date 6/3/74	
		June 197:	3 EPA Non-	Faculty Com	plement	Pro	jected 19	75-76 Comp1	lement	June 1974 EPA	Non-Faculty Compl	ement
FULL-TIME						White M F	Black M F	Other M F	Total M F	White Black	Other To	tal F
Officials & Mgrs.												
Professionals				1/		175			1.2		11-	
Technicians			1D	NE			NO	ALE	5	L NE	NE	
			VV				VV			./ 0		
States of States of States of States		1										
SUB-TOTAL												
*PERMANENT PART-TIME	:											
Officials & Mgrs.											•	
Professionals		_	1. A.									
Technicians		_										
UB-TOTAL												
TOTAL												

School/Department	Education/Math	&	Science	Educ.	
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Completed By _____ H. E. Speece

Date 6/3/74

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	Wh M	ite F	B1a M	ack F	Ot M	her F	To M	tal F	WH M	ite F	B1a M			ther		otal		hite	B	lack	1 01	her 1	Tat	tal
Officials & Managers		IN THE R		1				1.	PI PI	1	M	F	M	F	M	F	M	F	M	F		F	Tot M	F
Professionals				and the	1.11.54																		1	
Technicians				1	1							-						1						
Sales				1	1.1	S + 4 - 5							-	-		-								
Clerical ·····		1				1. 1. 2.		1				_		-										
Craftsman							-			1			-	-		1		1			1			1
Operations (semi-skilled)							-	-					-											
Laborers									-									-						
Service Workers												-		-			-		1					
SUB-TOTAL		1						1				-		-								_		
*PART-TIME										1					-	1		1						1
Officials & Managers																								
Professionals							-					-+					19							
Technicians														×			17							
Sales																								_
Clerical			-				-+-		-															
Craftsman			-				-					-												
Operations (semi-skilled)			-								-		-											
Laborers			-								_	_						-						100
Service Workers			-	-		-																		
UB-TOTAL			-		-				-											_			_	_
OTAL	1	1			-			1	-	1				-	-		_	_	-		_	-		

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

School/Department School of Education - Psychology

Completed By Howard G. Miller, Head

Date June 4, 1974

		Jun	ie 197	3 Fac	ulty	Comp 1	ement				Proje	cted 1	975-7	6 Con	mplemo	ent			June	1974	Facu	ilty C	Comple	ment
FULL-TIME	Wh M	ite F	B1: M	ack F	Oth M	ier F	To	tal F	Wh M	ite F	B M	lack F	Ot M	her F		tal F		ite	B1	ack F	Ot	her F		otal F
Department Head	1						1		1			111.6		1	1	1	1	1	1	1		1	1	F
Professor	4		1				4		4						4		4			1	1		. 4	-
Associate Professor	6						6		6	1					6	1	6			1-	-	1	6	
Assistant Professor	3	1					3	1	3	1					3	1	3	2	1		1	-	3	2
Instructor			-									1				1						-	-	
SUB-TOTAL		1					14	11	14	2		1			14	3	14	2	-	-	-		114	2
*PERMANENT PART-TIME			-											1.14										
Professor .	_						1			1									-	E P		•		
Associate Professor		1-1	1			2							19	*										
Assistant Professor											1.364												-	
Instructor							the second			er ivi	1	1	14						-					
Visiting ·	2	2*					2	2	1	1	1	1			2	2	2	2					2	2
SUB-TOTAL	2	2	-				2	2	1	1	1	1	-		2	2	2	2		-			2	2
TOTAL	16	3					.16	3	15	3	1	2			16	5	16	4					16	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.

*Includes Visting Assistant Professor (1) and Visiting Instructor (1) appointed in August, 1973.

School/DepartmentSch	ool of Ed	ucation - P	sychology		Comple	ted By <u>Ho</u>	ward G. Mi	ller, Head			Date <u>June</u>	
	June 1	973 EPA Non-	Faculty Co	mplement	Pr	ojected 19	75-76 Comp	lement	June 19	74 EPA Non		and the second
FULL-TIME	White M I	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F
Officials & Mgrs.												
Professionals												
Technicians		_										
SUB-TOTAL				12.1								
*PERMANENT PART-TIME	+									100		
Officials & Mgrs.			-									
Professionals								1.2				
Technicians												
	+											
SUB-TOTAL												
TOTAL												

	Comp	lemen	t				Pro	jected	1975	-76 0	Comp1	ement			J	me 1	974 Co	mplem	ent				
FULL-TIME	Wh M	ite F	Bla M	ck F	Oti M	ner F	To M	tal F	Wh M	ite F	B1. M	ick F	Ot M	her F	M To	tal F	Wh M	nite F	B1 M	ack F	Ot M	her F	Total M F
Officials & Managers Professionals	1.7		1.1.1	10 A. H. A.				• •															
Technicians					1	2 8 8 8 878 					1.1												
Sales																							
Clerical		1	1.	1		1						2			2			· · · ·		2			2
Craftsman				-				1						1		1	-		-	-			
Operations (semi-skilled)					-										1.1				-	- 1.	-		
Laborers		1															1.1						
Service Workers																							
SUB-TOTAL		1		1								2			2					2			
*PART-TIME																							
Officials & Managers														-									
Professionals	252				1																		
Technicians		1						_															
Sales								1.1		-			1							-			
Clerical								1.1.1.2															
Craftsman													-	-								-	
Operations (semi-skilled)	1	12.1	141																				
Laborers	12	1			1.5								-	6									
Service Workers														See. 1									

School/Department _____ School of Education

SUB-TOTAL

TOTAL

Completed By _____ Howard G. Miller, Head

Date June 4, 1974

2

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

1

School/DepartmentEducati	Lon:	Comp	uter	Facil	ity			Co	mplet	ed By		Carl 3	J. Do	1ce					D	ate (Jun	1974		
		oct	- 1973	Comp	lemer	nt				Pro	jecte	a 197	9-75 3-74	Comp	lement				June 1					
FULL-TIME	Wh M	ite F	B1a M	rck F	Ot M	her	Total White Black Other Total Whit M F M F M F M F M F M F M											hite		ack	Ot	her	То	tal
Officials & Managers	1.1	1114		1-11-1				F		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Professionals		1.4.8.9.8	1		41. Ap. 94.9						-		-								_		-	
Technicians				1.0	1			-	1								-							
Sales		10.7		1		S			1-										1					
Clerical			1				1.1		-			-				-	-							
Craftsman					100			-				-					-							
Operations (semi-skilled)		1						1		1						-		-						
Laborers					5								1			1								
Service Workers										-		-						-						
SUB-TOTAL		1						1		1						1		-						_
*PART-TIME							-																0	0
Officials & Managers							-																	
Professionals																		1.1						
Technicians												-												
Sales					1.11																			
Clerical																								_
Craftsman		1.1										-												
Operations (semi-skilled)													-				2	0						
Laborers				1													-						2	0
Service Workers											-			-										_
SUB-TOTAL																	2	0						-
TOTAL		1						1		1		1.1	-			1	2	0					2	0

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

School/Department Division of Education

Barbara Parramore Completed By

		Jur		3 Fac 72-73		Comp1	ement			P	rojec	ted 1	975-7	6 Com	pleme	nt			June	1974 1973-	Facu 74)	lty C	omplet	nent
FULL-TIME	Wh M	ite F	B1 M	ack F	Otl M	F	To M	tal F	Wh M	ite F	B1 M	ack F	Otl M	F	M	ral F		ite F	B1 M	ack F		F	TC M	tal F
Department Head											-				-				-		-			
Professor		5	1																					
Ivie, Rust Associate Professor	2	0	0	0			2	0	1	2	0	0	1.1-1		1	1	2	0	0	0			2	0
Kniefel, Harper, Parra Assistant Professor	more 2	1	0	0			2	1	3	1	0	0			3	1	2	1	0	0			2	1
Gibson, Weck, McCutchen Instructor	1	2	0	0			1	2	1	0	0	0			1	0	1	2	0	0			1	2
Sub-total	5	3	0	0	0	0	5	3	5	3	0	0	0	0	5	3	5	3	0	0			5	3
SUB-TOTAL										-														
*PERMANENT PART-TIME																								
Professor		-				1					-								-					
Associate Professor		-																						
Assistant Professor																								
Instructor				1											-				-	1				
Visiting		-						-						2										
SUE-TOTAL								-						-				1						
TOTAL	5	3	0	0	0	0	5	3	5	3	0	0	0	0	5	3	5	3	0	0	0	0	5	3

School/Department Simision of Education

Completed By Bach. Parramore

Date June 4, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F
Officials & Mgrs.												
Professionals			a ta and									
Technicians							1.16					
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SUB-TOTAL			\square	A								
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Professionals												
Technicians												
		-										
SUB-TOTAL												
TOTAL												

School/Department Division of Education

oct

Completed By Barbara Parramore

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Craftsman								1			1		1	1	10		10	10	0	11	0	0	0	1
Operations (semi-skilled)				1			1	-	1-					-	-									
Laborers					1			-	1		1	-	-	-	-		-	-			-			
Service Workers													1			1	-							
SUB-TOTAL	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	
*PART-TIME				1.5		-	-					-	-	-	-		-	-			-	-		1
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Professionals						-	1													-				
Technicians								-										-						
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Clerical					1.1		-					-												
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Operations (semi-skilled)								1. 17		-														
Laborers																						-		
Service Workers															-									
UB-TOTAL																								
TOTAL	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1

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

School of Education School/Department ______ Introduction to Vocations

Complet

Completed By ____ Carl J. Dolce

Date 10 June 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	Whi M	ite F	Bla M	rck F	Oth M	er F	Tot	tal F	Whi M	ite F	Bla M	rck F	Oth M	F	To	F	Wh M	ite F	B1. M	ack F	Oth M	ner F	To M	tal F
Department Head																								
Professor																	1			1				
Associate Professor											- 1		-											
Assistant Professor		-		164							_					1								
Instructor	1	• 0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0
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SUB-TOTAL	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0
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Professor																		1.1			•			
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Instructor													-											
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SUB-TOTAL						Intert							-					-						
TOTAL.	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0

School of Education School/Department Introduction to Vocations

Completed By ____ Carl J. Dolce

Date 10 June 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F
Officials & Mgrs.												
Professionals												
Technicians						ht						
					m							
SUB-TOTAL		Ŋ	NE		K-							
*PERMANENT PART-TIME					M							
Officials & Mgrs.	1.			A								
Professionals				1			-					
Technicians												
					1							
SUB-TOTAL												
TOTAL							-					

School/Department Introdu				ions				Co	mplet	ed By	Car	1J.	Dolce						D	ate _	10 Ju	ne 19	74 .	
		OCT	- 1973	Comp	lemen	t				Pro	jected	1 197	4-75 3-74	Compl	ement			J	une 1	974 C	omple	nent		
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Service Workers															100				1	1		1		
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Officials & Managers																								
Professionals											1									-				
Technicians							-		-		1													
Sales			1							-	1			-		-								
Clerical	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1
Craftsman				-						-								-			-			
Operations (semi-skilled)																			-			-		
Laborers					-					-														
Service Workers		_																					-	
SUB-TOTAL		_	-																					
TOTAL	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1

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

School/Department _____Education: Curriculum Materials Center

Completed By _____ William Maxwell, Jr.

Date 6 June 1974

FULL-TIME	Whi M	F	B1 M	ack F	Other M F	M Tota	White M F	B	lack	1 01	ther	To	tal	W	ite	B	lack F	I Ot	her	То	tal
Officials & Mgrs.								M		M	F	M	F	M	F	M	F	M	F	M	tal F
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Technicians													-		-						1
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Officials & Mgrs.																		-			
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fechnicians					11															-	
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UB-TOTAL														-		-					-
OTAL		2				2	2			-		-	2		2	-					-

School/Department Educ	ation	: Adu	ilt Le	arnin	g Lat	»			c	Comple	ted B	yM	laxwe:	11					_		Date	6	June	
	Jur	ne 197	3 EPA	Non-I	Facul	ty Co	mplem	ent		Pro	ojecto	ed 19	75-76	Comp	lemen	t ·	J	une 1	974 E	PA Non	-Facu	ilty (Comple	ement
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Officials & Mgrs.																								
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SUB-TOTAL																								
*PERMANENT PART-TIME	-																							
Officials & Mgrs.										÷.,			•									•		1.7.4
Professionals	-						1							•										
Technicians	-														1									
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SUB-TOTAL						-		-																
TOTAL		0						0		1						1		1						1

School/DepartmentEducat	Lon:	Adu1	t Lea:	rning	g Lab.	-		Con	mplet	ted By	Max	well	1.15						D	ate 6	June	1974	
		OCT	- 1973	Comp	lemen	t				Pro	jecte	a 197	3-74	Comp1	ement			J	une 1	974 Co	omple	ment	
FULL-TIME		ite F	Bla M		M		T M	otal F		hite F		ack F		her F	To M	tal F		ite F		lack F		her F	tal F
Officials & Managers												1	1	1.000		1		1		1		T	 1
Professionals				4. 8. 1 L. 	AL 3- 44 -		100.0														100		
Technicians					1.1								010				C.,						
Sales				· · ·																			
Clerical						- C. C.					1												 -
Graftsman				A17.															-				
Operations (semi-skilled)																							 1
aborers										1												1	
Service Workers																							-
UB-TOTAL .																							
PART-TIME																			****				
fficials & Managers																							
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ales																							
lerical		2						2		2						2		2					2
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perations (semi-skilled)																							
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OTAL		2					-	2		2						2		2					2

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

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF EDUCATION

Office of the Dean P. O. Box 5096 Zip 27607

June 19, 1974

Mr. William Simpson Assistant to the Chancellor and Provost Holladay Hall Campus

Dear Mr. Simpson:

RE: AFFIRMATIVE ACTION REPORT, June, 1974.

1. Attached are Affirmative Action Plan Reports for EPA Faculty, EPA Non-Faculty and SPA for the School as a whole (Consolidated Report) and for the following departments and units of this School:

- a) Adult and Community College Education
- b) Agricultural Education
- c) Center for Occupational Education
- d) Office of the Dean (SPA only)
- e) Duplicating Room (SPA only)
- f) Guidance and Personnel Services
- g) Industrial Arts Education
- h) Industrial and Technical Education
- i) Mathematics and Science Education
- j) Psychology
- k) Computer Facility (SPA only)
- 1) Division of Education
- m) Introduction to Vocations
- n) Curriculum Materials Center (EPA Non-Faculty only)
- o) Adult Learning Laboratory
- 2. Narrative explanation for progress on Affirmative Action:
 - A. EPA Faculty.
 - The <u>Department of Adult and Community College Education</u> is actively recruiting for three new positions and has widely circulated announcements in hopes of recruiting one black male and one black female. Efforts have been frustrated by availability factors.

Page 2 Mr. William Simpson June 19, 1974

- <u>The Department of Agricultural Education</u> has one vacancy. We have been unable to fill the position with a qualified male or female, black or white. Recruitment efforts continue.
- <u>Center for Occupational Education</u>. No anticipated vacancy.
- 4) <u>Guidance and Personnel Services</u>. Several black candidates' resumes were reviewed. Two qualified black candidates, both with PhDs (Dr. Howard Johnson from Iowa and Dr. Johnnie McFadden of South Carolina), visited the campus and both, at different times, were offered the position being vacated by Dr. Charles Morehead. The salary offered was, we believe, competitive. However, both men declined. A white female was hired for one year while efforts to recruit a qualified black continues.
- 5) Industrial Arts Education. After unsuccessful recruiting efforts (letters and telephone calls) to Indiana, Iowa, Michigan State, Massachusetts Universities, and several predominantly black campuses, seeking qualified black applicants for the position being vacated by Dr. Olson, that position was filled with a white male since no qualified black or female applicants could be found.
- 6) <u>Industrial and Technical Education</u>. Both the Department and the Dean's Office approached by mail and personally the major universities producing graduates in this area seeking qualified black applicants. The efforts yielded no candidates. The position is still open.
- 7) <u>Mathematics and Science Education.</u> Dr. Lawrence M. Clark, a black, has been hired as Assistant Provost and will work half-time in this department. A search is underway for a specialist in Science Education to replace Professor Shannon who will retire in 1975. The members of this Department have been and will continue to be actively seeking a qualified black for this position.

Page 3 Mr. William Simpson June 19, 1974

- <u>Psychology</u>. One black female has been interviewed for the newly created educational psychology position. The recruitment effort, however, continues.
- 9) <u>Division of Education.</u> (See Division explanation, attached.) One black (Dr. McFadden who was also offered the Guidance position) declined the offer for the vacant Foundations of Education position made to him. The temporary vacancy created by Dr. Kniefle's leave of absence was offered to a white male after no blacks could be located.

B. EPA Non-Faculty.

Of the eleven full-time EPA Non-faculty positions seven are in The Center for Occupational Education, two are in Adult and Community College Education and one is in the Curriculum Materials Center. The recruitment area for these personnel is local (Wake County area) and efforts to locate qualified blacks for these positions have so far failed.

C. SPA.

One fifth, seven out of thirty-five, of the SPA personnel is black. This was the original goal percentage set by this School. This figure will likely further improve in the next reporting period.

D. Summary.

In an effort to recruit more blacks, we have made approximately forty telephone calls to such institutions as universities, The Ford Foundation, The Consortium for Educational Leadership and similar agencies. (See attached letter from Dr. McPherson of the Consortium for Educational Leadership, as an example.) Although some position offers were made, our efforts were not successful, except in the case of Dr. Clark in Mathematics Education. The apparent explanations are:

- Availability. The relatively few qualified blacks are highly sought after and are able to demand salaries out of line with N.C.S.U's normal salary distribution.
- 2) Production. U.C.L.A. in the next year, for example, will produce only one black in Educational Psychology. It is evident that blacks are not being produced in sufficient number at this time to create resonable balance between demand and supply.

Page 4 Mr. William Simpson June 19, 1974

The above explanations suggest one approach to a long-term solution to a difficult problem: produce more qualified and available blacks. This School accepts this challenge. This year, the School of Education's various departments produced five black PhD or Ed.D. holders:

- 1) Dr. Lois Brown, Ed.D, Adult and Community College Education
- 2) Dr. McLouis Clayton, PhD, Math Education
- 3) Dr. Maurice Hayes, Ed.D, Adult and Community College Education
- 4) Dr. Almstead Smith, Ed.D, Adult and Community College Education
- 5) Dr. Cecil Strickland, Ed.D, Occupational Education

Sincerely, Carl J. Dolce

Dean

CJD/ws

Enclosures - Letter from R. Bruce McPherson Unit Reports Consolidated Report

CONSORTIUM FOR EDUCATIONAL LEADERSHIP Action

5801 KENWOOD AVENUE CHICAGO · ILLINOIS 60637

June 4, 1974

Area Code 312 Telephone 667-8585

Dean Colee Ty I

Dr. William Maxwell, Jr. Assistant Dean North Carolina State University At Raleigh P. O. Box 5096 Raleigh, North Carolina 27607

Dear Bill:

This letter contains both thanks and an apology. I am grateful for your very kind letter of May 9, 1974.

As I have indicated in my recent note to Dr. Barbara Parramore, we have used the Consortium network to attempt to develop candidates for you for the Assistant Professorship opening. Please accept my regrets at not having responded affirmatively to your earlier request for help with regard to the counseling and guidance position. We simply did not have any strong candidates, but I realized as your letter arrived that I had failed to get back to you to say that.

We will keep you on our mailing list and share our forthcoming documents with you, and we hope that you will stay in touch with us too. We would like to serve you as best we can.

Most sincerely,

Bruce McPherson

Executive Secretary

RBM:bh

cc: C. Salley

P.S. Give my regards to Carl Dolce.

School/Department SCHOOL OF EDUCATION (CONSOLIDATED REPORT) Completed By Carl J. Dolce, Dean

Date 18 June, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	Wh M	ite F	B1. M	ack F	Oth M	ner F	To	tal F	Wh M	ite F	B1 M	ack F	Otl M	ier F		tal	Wh M	ite	B1	ack F	Oti	her	To	tal F
Department Head	6	0					6	0	6	0					6	0	6	0	FI	1	P1	F	6	F O
Professor	12	0					12	0	11	0	1#	0	0	0	12	0	12	0					12	0
Associate Professor	13	0					13	0	19	4					19	4	13	0		-	1	1	13	0
Assistant Professor	17	3					17	3	13	3	3	• 1			16	4	18	5		-			18	5
Instructor	4	3					4	3	2	0	0	1			2	1	3	2					3	2
SUB-TOTAL	52	6					52	6	51	7	4	2			55**	9**	52	7					52	7
*PERMANENT PART-TIME														-								-	-	
Professor																						•		
Associate Professor					-	_																		
Assistant Professor																								
Instructor														1										
Visiting	3	2*					3	2	2	1	1	1			3	2	3	2					3	2
SUB-TOTAL	3	2					3	2	2	1	1	1			3	2	3	2					3	2
TOTAL	55	8					55	8	53	8	5	3			58	11	55	9					55	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. *Includes Visiting Assistant Professor appointed Aug., 1973- May, 1974. **Projected increases are: ADE (3), MED (1), AED (1), PSY (1).

#Dr.

Clark, also Ass't. Provost

School/Department School of Education (Consolidated Report)

Completed By Carl J. Dolce

Date 18 June 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	M	ite F	B1 M	ack F	M M	ther F	M To	r F	W M	nite F	B1 M	ack F	Ot M	her F	H To	F	W M	ite F	B1 M	lack F	Ot M	her F	To M	tal F
Officials & Mgrs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	4	5	0	0	0	0	4	5	6	3	0	0	0	0	6	3	8	3	0	0	0	0	8	3
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Officials & Mgrs.	-																		3					
Professionals	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	o	0	1
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TOTAL	4	6	0	0	0	0	4	6	6	4					6	4	8	4					8	4

School/Department SCHOOL OF EDUCATION (CONSOLIDATED REPORT)

Completed By _____ CARL J. DOLCE, DEAN

Oct June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	M	hite F	B1. M	ack F	Oth M	ner F	TM	otal F	M	hite F	B M	lack		ther		otal	. 1	hite I F	B	lack F		ther	1	Total M F
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Technicians	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0		10							
Sales					1				-	1	1-0-	1-0-	10		1-0-		10		0	0	0	10	-10	
Clerical	0	22	0	5	0	1	0	28	0	19	0	9	0	0	0	28	0	22	0	.7	0	0	0	
Craftsman									1	1				-	-		1-			1.1		10	+	29
Operations (semi-skilled)	0	1	0	. 0	0	0	0	1	0	1	0	Ö	0	0	0	1	0	1	0	0	0			
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Service Workers			*•													1	1		1					
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*PART-TIME	1											-	-					24	-			0	0	31
Officials & Managers								-								-		-						
Professionals																								
Technicians						-			1															
Sales		1 mult												-										-
Clerical Craftsman	0	4	0	0	0	0	0	4	0	4	0	0	0	0	0	4	0	4	0	0	0	0	0	4
Operations (semi-skilled)																		-						
Laborers											1000													
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SUB-TOTAL	0	4	0	0	0	0	0	4	0	4	0	0	0	0	0	4	0	4	0	0	0	0	0	1,
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*SPA individuals working at least ½-time in a permanently established position.

School/DepartmentAdult & Community College Education Completed By Edgar J. Boone

Date May 30, 1974

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Professor														1.5		1	-						
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											Comp1	eted	^{By}	Edg	gar J.	Boon	le	-				Date	М	ay 30	, 1974
		June	e 1973	EPA	Non-1	Facul	ty Con	mple	ment		P	rojec	ted 19	75-7	6 Com	leme	nt *		June 1	974 1	PA Not	n-Fac			
FULL-TIME		Wh: M	ite F	B1 M	ack F	Ot M	her F		otal F		hite F	-	lack F	1 0	ther		otal F		hite F	-	lack				
Officials & Mgrs.									T		T		1	M	I	M	F	M	F	M	F	M	her F	M	tal F
Professionals			1						1	1		1		1	+	1					-				
Technicians															-	+		2						2	
															-	100				1					
New York and the state of the second state of the second										1		1			1						_	_			
SUB-TOTAL			1						1	1	-	-	-	-										-	
*PERMANENT PART-TIME																1		2						2	
Officials & Mgrs.																									
Professionals																						-	•		
Technicians															-			-							
																		-						_	_
														-											
SUB-TOTAL								-					-	-											
TOTAL	1	T	1						1	1						1	-	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.

AFFTRMATTUE AC

School/Department Adult				Colle:	ge Edu	icatio	n	Con	mplet	ed By	Ed	gar J	. Boo	ne				Da	ate _	(5/3/74		
		OCT	1973	Comp	lemen	t				Pro	jecte	1 197	8-75 3-74 (Compl	ement		·J	une 19	974 Ca	omple	ment		
FULL-TIME		ite F	Bla M	ck F	Oth M	F	M	tal F	Wł M	ite F	B1 M	ack F	Ot M	her F	Tc M	tal"	ite F		ack F	Ot M	her F	To M	tal F
Officials & Managers							1.5					1							1		1		1
Professionals	1.5	the second second	i ce e e	No. 20, 50 - 1			1.4.4.4.4	1 3 4 5				1											
Technicians						n																	
Sales	-			100	1.1.1		1	-															
Clerical		7				1		7		6		1				7	6		1				7
Craftsman																							
Operations (semi-skilled)								· -															
Laborers			18								1.1					- 5							
Service Workers																							
SUB-TOTAL	- 17	7						7		6		1				7	6		1				7
*PART-TIME		1																					
Officials & Managers							1											1.1.1					
Professionals															hitter,								
Technicians		-																					
Sales		1																					
Clerical		1						1		1						1	1						1
Craftsman																			1.0.0				
Operations (semi-skilled)																							
Laborers '				-																			
Service Workers														1.1.1									
SUB-TOTAL																							
TOTAL		8						8		7		1				8	7		1				8

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

School/Department Agricultural Education

Completed By Dr. T. R. Miller

Date May 29, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement .

June 1974 Faculty Complement

FULL-TIME	Wh M	ite F	B1 M	ack F	Ot M	her F	To M	otal F	Wh M	ite F	B1 M	ack F	Ot M	her F	To M	tal F	Wh M	ite F	B1. M	ack	Oti M	her	To	otal
Department Head None									1						1									
Professor None																							1	
Associate Professor 1	1						1		2						2		1						1	
Assistant Professor 1	1						1										1						1	
Instructor		-																					-	
SUB-TOTAL	2						2		3						3						_			-
*PERMANENT PART-TIME							-								3		2						2	
Professor																		•						-
Associate Professor																							-	
Assistant Professor																								
Instructor	16						3.41																	
Visiting																					-			
SUB-TOTAL																	-	-				-		
TOTAL			-									-				-	-				-			-

School/Department Agri Educ.

Completed By T.R. Miller

Date MAY 29, 1974

	June 1973	B EPA Non-	Faculty Co	mplement	Pr	ojected 19	75-76 Comp	lement	June 19	74 EPA Not	n-Faculty (Complement
FULL-TIME	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F
Officials & Mgrs.							1					
Professionals						-/						
Technicians												
						1						
					1							
SUE TOTAL					1							and the second second
*PERMANENT PART-TIME				ner-								
Officials'& Mgrs.			100	100	1							
Professionals			6/10				-	S				
Technicians		X					2				. 128 -	
		/										
		F										
SUB-TOTAL										and the second second second		
TOTAL												

	School Agrīcu				n						SPA													
		oct	-		lemer	nt		Co	omplet	ed By Pro				Compl	lemen					Date J				
FULL-TIME		hite F	BL	ack F	Ot: M	her F	To	otal F	WI	nite	B1	ack	10	ther	1 1	otal	II W	hite		1974 Co		her	Tot	tal
Officials & Managers		1000	1.4.4.4		1	1	1	T	M	F	M	F	M	F	M	F.	M	F	M	F		F	M	tal F
Professionals	1	1			1.7 4.5		2.4. 1.2		-			-			-	-	-			1				
Technicians						1	10.0	1					-				-	-		-				
Sales				1.51	1.1.1	1.1.1.1	1000				-													
Clerical		1		1.1.1	1. 2	1 . A.		1	-		-						-	-	-					
Craftsman					-		1				-					1	1	1	-			100		1
Operations (semi-skilled)		-														-	(but						
Laborers											70	-				-					-			
Service Workers														-										
SUB-TOTAL															-								-	_
*PART-TIME				-									-		-								_	
Officials & Managers													-		en l									
Professionals											-	-+		-			1							
Technicians		2.18																•				•		
Sales												-+	-											
Clerical							-+	-																
Craftsman							-									_								
perations (semi-skilled)																			1	-		-	_	
aborers																			-					
ervice Workers							-	-	-															
UB-TOTAL										-		-			-	-					-			
OTAL							-		-	-	-	-	-			-						-		

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

School/Department Education/Center for Occ. Education

Completed By _ John K. Coster

Date 7 June 1974

and the second		Jui	10 197	5 rac	ulty	Compl	ement	5		1	Proje	cted 3	1975-7	76 Com	pleme	nt			June	1974	Facu	ilty C	omple	ment
FULL-TIME	Wh M	ite F	B1. M	ack F	Oti M	her F	To M	tal F	Wh M	ite F	BI	ack	Ot	her	To	tal F	W	ite F	B1	ack	Ot	her		otal F
Department Head	1						1		1			T		T	- M		m	F	M	F	M	F	M	F
Professor	1						1		1		1	-	1				1			-	-		1	
Associate Professor							-							1			1	-	-				1	
Assistant Professor												-					-		-			-		
Instructor		-																						
SUB-TOTAL	2						2		2		-													
*PERMANENT PART-TIME										1.00			-		2	- 11	2			-			2	
Professor																			-					
Associate Professor																								
Assistant Professor		-							-														-	
Instructor																						-		
Visiting																								
SUB-TOTAL								-											-					
TOTAL	2						2		2				-		2		2						2	-

school/Department	Education/	Center	for	Occupat	ional	Education	
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Completed By John K. Coster

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	WI M	nite F	B1 M	ack F	Ot M	her F		tal F	WH M	nite F	B M	lack F	ther F		tal F	WI M	nite F	BI	lack F		her F	To M	tal F
Officials & Mgrs.										1		1	1				1		1	1		- 14	1
Professionals	7	2					7	2	5	1				5	1	6	1					6	1
Technicians	-																						
	- TORE OF	-				-																	
SUB TOTAL	7	2	L	3			7	2	5	1				5	1	6	1					6	1
*PERMANENT PART-TIME																			1				
Officials & Mgrs.																							
Professionals			_							ιų.													
Technicians		_			-																		
								_								-							
					-																		
SUB-TOTAL																							
TOTAL	7	2					7	2	5	1				5	1	6	1	-				6	1

School/Department Educatio	on/Cer	nter	for 0	ccupa	tions	1 Educ	catio	n Co	mplet	ed By		Joh	n K.	Coste	r				D	ate	7 J	lune,	1974	
		June	1973	Comp	lemen	t				Pro	jecte	d 197	-75 3-74	- Compl	ement			J	une 1	974 Ca	mpler	ment		
FULL-TIME	Wh: M	ite F	Bla M	r F	Oth M	ier F	To	tal F	M	nite F	BI M	ack F		ther F	To M	tal F	Whi M		BI M	ack		her	1 To	tal
Officials & Managers		2014		1						T		T		1			- 1	<u>r</u>	P1	I F	M	F	M	F
Professionals		+ 2 - 6 4		1914 E 1	- and a			9. 7 9.7	1			1												
Technicians		1				*** * * *		1	0	1						1				1	111		-	
Sales	-										1				-			-	-					1
Clerical		6		1	1	1		8		5		2		0		7								
Craftsman													100	-				6		1		0		7
Operations (semi-skilled)							-						1										-	1
Laborers	E																		-					
Service Workers																						-		
SUB-TOTAL		7		1		1		9				2		0		8		7						
*PART-TIME										D							-					_0		8
Officials & Managers									-		-								-					
Professionals		- 0																	-					
Technicians																								
Sales																								
Clerical																								
Craftsman	_	_			-			1.8																
Operations (semi-skilled)														1			-							
Laborers			100						Trail.		-											-		
Service Workers																								
SUB-TOTAL																								-
TOTAL		7		1		1		9	2	6		2		0	-	8		7	-		-	0		8

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

School/DepartmentEducati		Co	mplet	ed By	, (Carl .	J. Do	lce						Date 6	June	9 1974								
		Ocl'	- 1973	Comp	lemer	it									lemen	t				1974 (
FULL-TIME		ite F	B1a M	ack F	M		To	tal F		iite F	B	lack		ther F	1 1	otal •	WI	ite F		Black		ther	1 <u>T</u>	otal
Officials & Managers		1.00		1993 B.			1.5	1	1	T		T		1		1	P1	1		I F	M	F	M	F
Professionals				1.17 ×	14. 14. A. 1		11.1.1	1	1			-		-					1-		+	-		
Technicians						e e e		-			17			1		-		-			-			
Sales					-	* * * * *	1		-		1	-		-	-	1			-					
Clerical		2		1				3		2	1	1		-		3		2		1		-		1
Craftsman												-						-					+	3
Operations (semi-skilled)											-	1	1	-									+	
Laborers										1.5					1									
Service Workers								15				1		-	1									
SUB-TOTAL		2		1				3		2		1	12.01	-		3		2		1		-		
*PART-TIME									-														-	3
Officials & Managers																								
Professionals															-							· ·		
Technicians					-									*										
Sales								10.1										-	-				-	
Clerical				5.51																	-			
Sraftsman													1											
perations (semi-skilled)															-									
aborers							-												-					
ervice Workers	-					4																		
UB-TOTAL															C. Sector								-	
OTAL		2		1				3		2		1			-	3		2						-

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

School/DepartmentEduca		Co	omplet	ted By	, <u> </u>	arl J	. Dol	ce					r	ate	6 Ju	ine 19	74							
		Oct	- 1973	Comp	lemer	nt				Pro	jecte	a 197	-75 3-74	Compl	Lement					.974 Co				1
FULL-TIME	Ot M	her F	T T	otal F		hite F		ack		ther	<u>T</u>	otal F.	Wh	ite		lack		ther	To	tal				
Officials & Managers												F	M	F	M	F*	M	F	M	F	M	F	M	F
Professionals	•			er.	-				1				-								-			
Technicians	1.1		1.1	1						-														
Sales					1	1000			-		1													
Clerical			1			1.10			-															
Craftsman									1															
Operations (semi-skilled)		1						1		1						1		1						
Laborers											-							1						1
Service Workers			•								1.1.1.1				-									-
SUB-TOTAL		1						1		1						1		1						
*PART-TIME														-	-									1
Officials & Managers										- 26														
Professionals										-					4.									
Technicians	-							- 12. 4	-															_
Sales																								
Clerical							141							-										
Craftsman		_									1													-
Operations (semi-skilled)																								
Laborers .															-									
Service Workers																								
UB-TOTAL										-			-	-					-		-		-	-
TOTAL.		1				-		1																-
								+ 11		1		100	and the second s		-	1		1			-	-	-	

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

School/Department Guidance & Personnel Services

Completed By W. E. Hopke

Date June 3, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	Wh M	ite F	B1 M	ack F	Ot M	her F	To M	tal F	Wh M	ite F	B1 M	ack F	Ot M	her F	To	tal F		nite F	B1 M	ack F	Oti	her	T	otal F
Department Head	1			1.0		in e	1		1					1			1	1		T		1	1	1
Professor	1						1								1		1	1	-				1	+-
Associate Professor									1						1	1	1			-				+
Assistant Professor	1						1	0		1	1				1	1	1	1	-				1	1
Instructor		1		-			0	1																
SUB-TOTAL	3	1			-				2	1	1						3	1					3	
*PERMANENT PART-TIME											-			1	-				-					
Professor																							-	-
Associate Professor																								-
Assistant Professor																-								
Instructor					1																			
Visiting																							-	
UB-TOTAL															-									
OTAL	3	1					3	1	2	1	1				3	1	3	1					3	

School/Department Guibance and Personnel Service

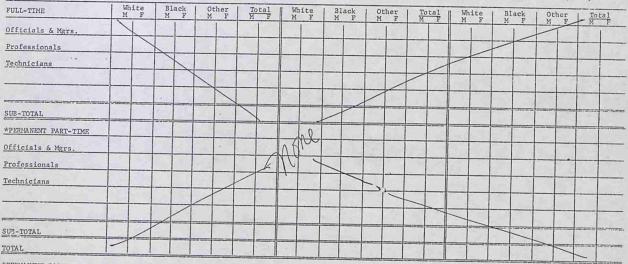
Completed By U.E. Hopke

Date June 3, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

- June 1974 EPA Non-Faculty Complement



Guidance & Personnel Services

June 1973 Complement

W. E. Hopke

Projected 1973-74 Complement

June 3, 1974 Date

School/Department

Completed By _____

June 1974 Complement

	What	ite	Bla	ick	Oth	ner	To	tal	Wh	ite	B1	ack	1 Ot	her	To	tal F	Wh	ite	B	ack	Ot	her	Tot	tal
FULL-TIME	М	F	М	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	М	F	M	F
Officials & Managers								10							line. 1									
Professionals																		1.			-			-
Technicians									12		-													-
Sales																							1.1	
Clerical		1						1		1					1.00	1		1	-		les b			1
Craftsman															1.1.1									
Operations (semi-skilled)														5.54										
Laborers		÷											100							dina i				
Service Workers	i i	-								0.01														
SUB-TOTAL		1						1		1						1		1						1
*PART-TIME	1.0			. 5.			174																	
Officials & Managers	179	-	1.55									3.2												
Professionals						-																		
Technicians					6.11				13.1															
Sales						1.1													1.2					
Clerical																								
Craftsman																_								-
Operations (semi-skilled)														1.0										
Laborers			1			1																		
Service Workers										6.														_
SUB-TOTAL																							<u>.</u>	
TOTAL		1						1		1						1		1						1

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

								o o nip a		Ву	237			0,		utor			Date	· ·	May	31, 1	1974	
1. State 1. 7.		Jun	e 197	3 Fac	ulty	Comp 1	ement			I	Projec	ted 1	975-7	6 Con	np1em	ent			June	1974	Facu	lty C	omple	ment
FULL-TIME	Whi M	ite F	Bla M	r F	Oth M	ner F	To M	tal F	Wh M	ite F		ack F	Oti M	her F		tal		ite F	B1	ack F	Ot	her	To	otal F
Department Head	0						0							1		1	0	1		1	P1			F
Professor	1						1		1-1								1,						0	-
Associate Professor	1						1		2						2		1						1	
Assistant Professor	1	1					1		2						2		2						2	-
Instructor	1	_	7	-			1	-									0					13	0	
SUB-TOTAL	4	-					4		4				-		4		4		-				4	
PERMANENT PART-TIME																-		-	-					
Professor																								
Associate Professor																								
ssistant Professor																						_	-	
Instructor																								
Visiting																								
UB-TOTAL																								
TOTA L	4	-					4		4						4		4						4	

AFFIRMATIVE ACTION ANNUAL REPORT Industrial Arts Education

Two vacancies were filled during the 1973-74 year. Miss Regelyn Wilder, Black-female, was hired as unit secretary replacing a White-female. She was selected from several applicants by departmental interview. Only black applicants were considered.

Dr. Glenn E. Baker was selected by sending the job description to all colleges and universities in the United States producing graduate degree personnel. Approximately 100 information sheets were sent out. These were sent to department heads and deans. In some instances, they were sent to both if the department was large, or a combination of Industrial Education and Industrial Arts existed with a person designated as coordinator or in charge of Industrial Arts. A number of personal letters were also written to key professionals in the field soliciting applications in an effort to increase the number of applicants.

The resulting applications were screened by the staff, with Deans Dolce and Maxwell by examining them for two critical criteria: 1) ability to meet eligibility criteria for graduate school, and 2) specialization in areas of need. The qualifications eliminated all except Dr. Baker. There were no female applicants, no Blacks, and only two Orientals. This is a professional field requiring the doctoral degree and expertise in a technical field. For this reason, few females are eligible and Blacks are generally in such demand that there are almost none who are available to move to a position requiring extensive publication, the doctoral degree, and specialties as required in the position. A search was made for a black faculty member to replace a professor who will be retiring at the end of the next academic year. Two black candidates were invited to campus to be interviewed. The Department notified over 100 institutions and professional associations about the opening. About 75 personal letters were sent to individuals requesting information concerning the availability of minority group candidates. Over 25 personal contacts and telephone calls were also made in an effort to locate such candidates.

Both black candidates interviewed were offered the job, both candidates turned down the offer. A white female was hired temporary for one year until further effort is made to locate a black candidate.

School/Department Industrial Arts

Education

Completed By Jal Madge B. Young Date MAN 31-1924

Projected 1975-76 Complement June 1973 EPA Non-Faculty Complement June 1974 EPA Non-Faculty Complement White Black Other Total White Black Other Tota1 White Black Other Total M F FULL-TIME MF Officials & Mgrs. Professionals 2 Technicians 0 none SUB-TOTAL *PERMANENT PART-TIME Officials & Mgrs. Professionals Technicians SUB-TOTAL TOTAL

School/Department EDUCATION/ Industrial Arts

Completed By ______ Talmage B. Young, Coordinator_____

Date May 31, 1974.

		June	1973	Comp	lemer	nt				Pro	jecte	1974 1 - 197 -		Comp1	ement			J	une 1	974 Co	mpler	nent		
FULL-TIME	Wh M	ite F	Bla M	ick F	Oti M	her F	To M	otal F	Whi M	te F	B1 M	ack F		her F	TC M	r F		ite F	B1 M	ack F	Ot M	her F	To	tal F
Officials & Managers	*	(* *) =*	1.4.4.4.					-																1
Professionals	-				1. K. A. C.																			
Technicians	-		1									+					1							
Sales																								
Clerical ·····		1				a sine	1					1				1				1				1
Craftsman		-																			Sec. 1			
Operations (semi-skilled)		19																						
Laborers																					1000			
Service Workers												20.												
SUB-TOTAL		1			1.94		1					1				1				1				1
*PART-TIME						1																		
Officials & Managers			1																					
Professionals																	•							
Technicians													4											
Sales													-				-1							
Clerical														1										
Craftsman																								
Operations (semi-skilled)			F 3																					
Laborers																								
Service Workers																	and at							
SUB-TOTAL																								
TOTAL		1					1					1				1				1				1

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

School	/Department	_ I1

School of Education Industrial & Technical Ed. Dept.

Completed By Durwin M. Hanson

Date May 30, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	Wh	ite	B1 M	ack	Othe		To	tal	Whi	te	B1	ack	1 Ot	her	1 To	tal	11 1.	hite		2 1974	-			
	11	T	n	F	M	F	M	F	M	F	M	F	M	F	M	F	M	hite F	M	ack F	Oti M	her F	To	ta
Department Head	1						1		1		4		1.19		1		1						1	
Professor	1	-		-			1		1						1		1				-		1	-
Associate Professor	0								1		C				1		0	-	1		-		0	
Assistant Professor	2						2		2						2		2		-				2	-
Instructor	1						1		0								1	1	-		-		1	-
The state of the s		1															1		-					-
SUB-TOTAL	5						5		5			-	-		5		5				-		5	ome
*PERMANENT PART-TIME																			-					
Professor																			1			-		
Associate Professor																			-					
Assistant Professor																			-					
Instructor																	-							-
Visiting																				-+				-
SUB-TOTAL													-						-					
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NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF EDUCATION

DEPARTMENT OF INDUSTRIAL AND TECHNICAL EDUCATION Box 5096 Zip 27607 TELEPHONE: 755-2241

May 29, 1974

TO: Dr. William Maxwell, Jr., Assistant Dean

FROM: Durwin M. Hanson

SUBJECT: Affirmative Action Annual Report

EPA Faculty

During year extensive search for Black was unsuccessful. Of 57 applications for the position advertised as Associate Professor/Full Professor with full graduate faculty standing there were no applications from blacks and only one female (white). Until greater numbers of the minority group enter and pursue vocational education degree program through to the doctorate the prospects for employing qualified personnel is very slight.

SPA

The resignation of Mrs. Cecelia Bullard on May 1, 1974 left Secretary II position which has been designated for a black individual. Currently, position is being filled by part-time assistance and will continue until such time as a qualified black is employed.

DMH:rw

	SCHOOL OI F	auca	lon	
School/Department	Industrial	and	Technical	Education

Completed By __ Durwin M. Hanson

Date May 30, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

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June 1974 EPA Non-Faculty Complement

FULL-TIME	White M F	B1 M	lack F		ther F		tal F		nite F	B M	lack		ther F	I T	otal F	II W	híte F	B	lack F	Oth M	er	Total M F
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 \ast SPA individuals working at least $\frac{1}{2}$ -time in a permanently established position.

School/Department Education/Math & Science Educ.

Completed By ____H. E. Speece

Date June 3, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White	e F	Bla M	ck F	Oth M	er F	Tot	tal F	Wh M	ite F	Bla M	ck F	Oth M	er F	Tota	a1 F	Whi M	te F	Bla M	r F	Oth M	er F	To	tal F
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Associate Professor	2						2		1						1		2						2	
Assistant Professor	2						2		1		1				2		2						2	
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Associate Professor																								_
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TOTAL	6						6		5		2				7		6				-		6	

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

*Dr. Lawrence M. Clark, also Assistant Provost

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

PHYSICAL SCIENCES RESEARCH ZIP 27607

MEMORANDUM

1

TO:	Dr. Lawrence Clark
FROM:	Dr. J. D. Memory
SUBJECT:	Affirmative Action Report
DATE	June 16 1975

I attach the 1975 update of the Affirmative Action Report for the School of Physical and Mathematical Sciences.

Several items of interest not reflected in these figures:

- The Mathematics Department has hired one Black Assistant Professor and one woman Assistant Professor for next fall.
- 2. A temporary Assistant Professorship in Physics has been tentatively offered a Black pending his expected completion of the Ph.D. this summer. The offer has been accepted, and will be for the academic year 1975-76. Another temporary Assistant Professorship in Physics was offered to a woman, but the offer was declined.

Other statements of departmental recruiting efforts are attached.

If I can provide any further information that you need, please let me know.

bys

THE UNIVERSITY OF NORTH CAROLINA, William Friday, President, comprises: North Carolina State University at Raleigh, the University of North Carolina at Chapel Hill, the University of North Carolina at Greensboro, the University of North Carolina at Charlotte, the University of North Carolina at Asheville, and the University of North Carolina at Wilnington.

EPA FACULTY

SCHOOL/DEPARTMENT Cher	mistry		-					COMP	LETI	ED BY	Y _	R.	Η.	Lo	egge	rt						DA	TE		Jur	ne 4,	1.975		
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Associate Professor	9				-	9		7	-			-		7		10		_				10		12					12
Assistant Professor	7					7	-	7	1		-	-		7.	1	9				_		9	-	6					6
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COMPLETED BY DC. Martin

EPA FACULTY

DATE June 5, 1975

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

4

SCHOOL/DEPARTMENT Computer Science

EPA FACULTY

SCHOOL/DEPARTMENT	Mathemati	cs							COMP	LETI	ED B	Y _	N	J. E	Rose					_			DA	ATE		i	June	5,	1975	5		-
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DATE 6/3/75

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* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments. 1) Ethnic Origin 3 3) E.O. 2# 3 + 1# 4

4) E.O. #5 2) E.O. 3 + 4

* Include 1 Ethnic Origin #5

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

** One Visiting Assistant Professor

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CHOOL/DEPARTMENT Chemist	rv						÷.		COMP	LETE	D BY	(R.	Н.	Loer	pert	5						DA	ATE	- 192	Ju	ne 4		1975	;		
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* PERMANENT PART-TIME - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

*Postdoctoral Rumanian Exchange Scientist

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AFFIRMATIVE ACTION PLAN EPA NON-FACULTY

* 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.

None of above in Math.

SCHOOL/DEPARTMENT PAMS/Computer Science										LETH	ED BY	۲ <u>۱</u>	<u>), c</u>	. Ma	rtir	1 (J.	D. 1	lemo	ry)	_			DA	ATE		June	13	19	75			-
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CHOOL/DEPARTMENT PAMS/Geosciences									COME	LETI	D BY	t	С	. J.	Lei	th	-		16				D.	ATE	- 6	/3/	75		_				
• • • • • • • • • • • • • •				.973 .cul		l Comp 1	emer	nt		Pr	ojec	eted	197	5-70	6 Co	mple	nent	Ju No	ne l n-Fa	1974 acul	EPA	lompl	lemer	nt				975 oult			leme	nt	
FULL-TIME			ite F	B1 M		Oth M		Tot	ral F			Bla		Ot! M		To M	tal F	Wh M	ite F	B1: M	ick F	Oth M	ner F	To M	ral F	Wh: M	ite F	Bla M	ck F	Oth M	ier F	<u>To</u> <u>M</u>	ta
Officials & Managers												1																					
Professionals																																	1
Technicians		-	-									-		-	•	<u>.</u>								-		×							-
		-	-							-			-			<u>Sec</u>		-	-					-						-		-	-
SUB-TOTAL		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
*PERMANENT PART-TIME										-																							
Officials & Managers																			-						- 1								
Professionals																																-	
Technicians																																1	1
																																1	
Contract of the local data in the local data in the		_								L	_					-						-			1							1	1_
SUB-TOTAL		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SCHOOL/DEPARTMENT P	AMS/ PI	nysi	cs	22					COMI	PLETI	ED B	Y _	1	L. W	. Se	agond	olla	r					D	ATE	-	Ju	ie 6,	19	75	1	
	Ju No	ne 1 n-Fa	1973 Loul	EP/ ty (A Comp	lemè	nt		Pr	ojec	cted	197	5-7	6 Co	mple	ment	Ju	ine on-F	1974 acul	EPA ty (A Comp	leme	nt		Ju No		1975 acu1			amer	12
FULL-TIME					Oth M		To	tal F	Wh M	ite F	B1	ack F	Ot	her F	To	tal F		iite F	B1 M	ack F	Ot M	her F	To	tal F	Wr	ite	B1. M	ick F	Oth	er F	To
Officials & Managers		Í	1	1		1											Ĩ														
Professionals			-									1											-	_	-	-	-				
Technicians	1						1		1	-	-	-	-	·	1_1_		0	0	-	-		-	0	0	0	0	-	-			0
						-			-	-		-	-	-			-	-	-	-				1	-	+	-	-			-
SUB-TOTAL	1						1		1	1					1		0	0					0	0	0	0					0
*PERMANENT PART-TIME																															
Officials & Managers													1											-	-	1	1				
Professionals		_								-		-					1	-	-	-	-		-	-	-	-	-	-			
Technicians	_	-	-							-	-	-	-			-	-	-	-	-	-	-			-	-	-	-			
									-	-	+	-	+	-			+	+-		-	-			-			-				
SUB-TOTAL					-		-		1			1	-				1						1			Ĺ					
TOTAL	1						1		1			1	1		1		0	0					0	0	0	0					0

SCHOOL/DEPARTMENT Physical a		them	atica	11 Sc	ienc	es.		COMP	LETI	ED BY	-	_	D.	D. M	lason	1			_			Dź	ATE	J	une	2, 3	1975			
Statistics	June		73 EPA ulty C		lemer	ıt		Pr	ojec	sted	1975	5-76	Cor	nple	ment							nt			ne 19 n-Fac				emer	12
FULL-TIME			Black M F			Tot M	Eal F		ite F		ck F	Oth M	er F	To	tal F	Wh: M	ite F	Bla M		Oth M	er F	Tot	ral F	Mhi M		Bla M		Othe M	r F	Tota
Officials & Managers	0					0		0						0	1	0	-					0		0						0
Professionals	8					8		9						9		8		_				8		9						9
Technicians	0					2		0						0		0						0		0		•				0
SUB-TOTAL	8					8	_	9						9		8	_		_			- 8		9					-	
*PERMANENT PART-TIME									1	T				· ·					1				mar		Π					
Officials & Managers .	0					0		0						0		0						0		0					İ	0
Professionals	3					3		1						1		3						3		2						2
Technicians	0					0		0						<u>`0</u>		0			-			0		0						0
														_						Ť										
SUB-TOTAL	3	1				3		1						l		3						3		2				-		2
TOTAL	11					11		10						10		11			1			11		11						11

SPA

SCHOOL/DEPARTMENT

Chemistry

COMPLETED BY R. H. Loeppert

DATE _____ June 4, 1975

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

	Wh	ite	Bla	ack	Oth	er	To	tal	Wh	ite	B1.	ack	Oth	her	To	tal	Wh	ite	B1	ack	Otl	ier	To	tal	Wh	ite	B1	ack	Oth	ier	Tot	ta]
FULL-TIME	M	F	M	F	M	F		F		F	M	F	M	F		F	M			F.		F	M		М	, F	M	F		F	M	I
Officials & Managers	11					1.	1		1		1						1						11		1 1						1	
Professionals									1	1								1	1						1	1		1				Γ
Technicians	3						3				1						13			1			3		3	1		1			13	
Sales							1													1					1							
Clerical	12	8		1			2	9		1							1	8		11		100	11	19	2	19		1			2]
Craftsman					1		1		1	1								1		1					1		1					
Operations (semi-skilled)											1							1														
Laborers											1																1					
Service Workers							-					-					1									1	1	1				
SUB-TOTAL	6	8		1			6	9	1								5	8		1			5	9	6	9		12			6	1
*PART-TIME										1							1	T		1		-			1	T	1	1				
Officials & Managers																											1					
Professionals																																
Technicians		-																											1			
Sales			1									1														1		1				
Clerical			1 1							1	1														1	1	1	1				
Craftsman		1					_			1				-						1	-				1	-	1					
Operations (semi-skilled)																																
Laborers		1								1	1					-		1	1	1						1	1	1				
Service Workers																																
SUB-TOTAL																																
TOTAL	6	8		1			6	9									5	8		11			5	9	6	9	1	11			6	1

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

123.0

SPA

SCHOOL/DEPARTMENT

Computer Science

COMPLETED BY D.C. Tharting (a)

DATE June 5, 1975

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

In the second of the second	Wh	ite	Blac	k (Other	To	tal	Wh	ite	Black	Ot	her	To	tal	Wh	ite	Blac	k	Othe	r	Tot	tal	Wh	ite	Bla	ck	Oth	er	Tot	tal
FULL-TIME	M	F	M	F 1	M F	M	F	M	F	MF	M	F	M	F	M	F	M	F.	М	F	M	F	M	F	M	F	M	F	M	1
Officials & Managers						-																		+						
Professionals													1	1	1	1.		T						T						Г
Technicians								1			1												1						1	
Sales						1			1																					
Clerical		4					4		14		1			4		4						4		4						14
Craftsman								1			1														1					
Operations (semi-skilled)																														
Laborers													1																	
Service Workers											1																		1	
SUB-TOTAL		4					4		4					4		4						4		4						4
*PART-TIME							1	1	1	1 1	1			1	1	1						1	1	T	11	-			1	Г
Officials & Managers				T					1		T			1	1	T		T							11					-
Professionals	1								1		T		1	1	1										1 1	1				
Technicians						1									T			T						1						
Sales				1					1		1	1			1									1						1
Clerical		1	1					1	1		1	1			1	1									1					1
Craftsman						1			1																					1
Operations (semi-skilled)															1															
Laborers									1						1			T						1						Γ
Service Workers							1]			1	1			1															-
SUB-TOTAL	1																													
TOTAL	1	4				1	4	1	4	T	1			4	T	4			T			4		4						4

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

in a

•										AFF:	IRMA		E ACI SPA	TION	PLAN															
CHOOL/DEPARTMENT M	athem	atic	s			_		COMP	LETI	ED BY	Y _	N	. J.	Ros	е		1		_			DA	TE		fune	5,	197	5		
		ine 1	973 C	Comp	lemen	nt		Pr	ojec	ted	197	3-74	4 Con	npler	nent	Ju	ne 1	974	Com	plem	ent			Jun	e 19	975	Comp	leme	int	
ULL-TIME					Other M F		otal F						ier F		tal F					Oth M		Tot	a1 F	Whi M	te F	Bla M	ck F	Othe M	F	Total M , F
fficials & Managers																3														
rofessionals										1																				
echnicians							1	1		1									-				_			_				
ales	_	-		_		_	-	1	-	1													-	-						
lerical		17							17								6		1	_			-		6		1			
raftsman				_		_																					-+			
perations (semi-skilled)		-						1	-														_							
aborers	-			-					-	-															_					
ervice Workers				-					-													_			-					
UB-TOTAL										-																-				
PART-TIME								1				_																	1	
fficials & Managers		1		1		_		1	1						5 X-3										1					
rofessionals																		1.11												
echnicians							1																		_	-			-	
ales		1				_	_		1	-														1	1					
lerical				-					1			- 1		_																
raftsman																											-+			
perations (semi-skilled)	_	1					-	-	-											1							-			
aborers	_	1		_			1	1	1.											-										
ervice Workers	-	1		_			1	1	1	1						-														
UB-TOTAL																	-													
OTAL								-									•													

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

											AFF	IRM		E AC SPA	FION	PLAN	Ľ,															
SCHOOL/DEPARTMENT PAMS/G	eosci	lence	es						COMI	LETI	ED B	Y _	с.	J. I	eith	1							D.	ATE	Jı	ine	3,	1975	;			
		ine 1	973	Com	plem	ent			Pı	ojec	cted	197	73-74	4 Co1	mple	ment	Ju	ne 1	974	Com	pler	nent			Jur	ne 1	975	Coa	pler	ment		
FULL-TIME	Wh M		Bla	r F	Oth M	er F	To t	ral F	WH M	ite F	B1 M	ack F		her F	To M	tal F	Wh M	ite F	Bla M	r.	Oth M	ner F	To M	tal F	Whi M	lte F	B1 M	ack F		her F	Tot M	F
Officials & Managers									1	T			1											1								
Professionals Technicians		-	-		-		-		-	-	-	-	-							-		-		-	-		-	-				
Sales Clerical	-	2	-					2		-	-	-	-					2	-	-		-		2		2	-	-	-		-	2
Craftsman		-	1							1	1	1	-						1	-			1	1-	-	-	1	1		1	1	
Operations (semi-skilled)	-	-	-						-	1	F	1	1		-					-	_	-		-			-	-	_			
Laborers Service Workers			-						-	1	-	-	1												-		-	1		1-		
SUB-TOTAL		2	1					2		1								2						2		2		1			1	2
*PART-TIME									1	1	1	1	1				1		1	1			1				T					-
Officials & Managers									1	1						1	1															
Professionals		-	-	_					-	-		-			-	1								-		-						-
Technicians			-																				-	-								
Sales Clerical									-				-							-						11	-	+	-			1
Craftsman		1	1				1		1	1	1	1	1	1			1			-		1		1	1	-	1	1	1	1	-	
Operations (semi-skilled)		1								1	1		1		1		1	1			1	1		1			1	T	1			
Laborers									1	1	1	1	1	1		1	1							1			1	1				
Service Workers		16.	1						1				1				1										1					
SUB-TOTAL		0						0										0						0		1	1		-			1
TOTAL		2						2		1			T					2						2		3						3

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

														PA													:	075			1
SCHOOL/DEPARTMENT PAMS/	Phys:	ics			-				COMP	LETH	ED B	Y _	L. W	1. S	eago	ndol	lar			_			D.	ATE	-	Jur	ie 6, 1	.975			-
	Ju	ine 1	L973	Com	pleme	ant			Pr	ojec	ted	197	3-74	Con	nple	ment	Ju	ine I	1974	Con	plen	nent			Ju	ne 1	975 Co	mpl	ement		-
FULL-TIME		White Black Other Total White Black Other Total White Black M F																er F	To	tal F		ite F	Black M F				tal F				
Officials & Managers		T	T	-	11	-		-		T	1	1		-		1		1	1	1		-		1	1	1	1 T	11	T	1	1
Professionals			1-1	-+			-				-							1-	-	-				-	-			+		1	-
Technicians	2	1			1	-	2		2.	1	1				2		2	1	1	1			2		2	1		+	-	2	1
Sales																										1				1	1
Clerical		4					-	4		4	-					4		4					_	4	-	15		-		-	15
Craftsman	4						4		4						4		4		-				4		4	-		-		4	-
Operations (semi-skilled)										1							1	1								-		-	-		
Laborers			1															1		-				1	-			-			-
Service Workers	-		-	-						-	-						-	-	-	-				-	-	-		-	-	-	-
SÚB-TOTAL	6	4		1			6	4	6	4					6	4	6	4					6	4	6	5				6	5
*PART-TIME			11							1																1		T		T	
Officials & Managers																1		1										1		T	1
Professionals	1																	1										1		1	
Technicians																1															
Sales		1.																								1		1	1	1	
Clerical		1						1		11	1					1	-	11						1		11		1		-	11
Craftsman										-	-				-		-				-	-				1		-		-	
Operations (semi-skilled)	-																		12.0												
Laborers										1							1											1		1	
Service Workers	1	1	1		1			_		1	1				-											1		1	1	1	1
SUB-TOTAL		1						1		1						1		1						1		1				1	11
TOTAL	6	5					6	5	6	5					6	5	6	5					6	5	6	6				6	6

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

SPA

COMPLETED BY D. D. Mason DATE June 2, 1975 SCHOOL/DEPARTMENT Physical and Mathematical Sciences/ Statistics June 1973 Complement Projected 1973-74 Complement June 1974 Complement June 1975 Complement White Black Other White Black Other White | Black | Other White | Black | Other Total Tota1 Total Total FULL-TIME MF M M F MFMFMF M F M F M F M F M.F.M.F.M.F. F MF M F M F Officials & Managers Professionals Technicians 1 3 0 0 0 0 1 3 7 1 3000 0 1 3 1 3 0 0 0 0 1 3 1 3 0 0 0 0 1 Sales Clerical 0 15 0 0 0 0 0 15 0 15 0 0 0 0 0 15 0 14 0 0 0 0 0 14 0 14 0 0 0 0 0 0 Craftsman Operations (semi-skilled) Laborers Service Workers 1 17 0 0 0 0 1 17 1 17 0 0 0 0 1 1 SUB-TOTAL 1 18 0 0 0 0 1 18 1 18 0 0 0 0 1 18 *PART-TIME Officials & Managers Professionals Technicians Sales Clerical Craftsman Operations (semi-skilled) Laborers Service Workers SUB-TOTAL 0 0 0 1 18 1 18 0 0 0 0 1 18 1 17 0 0 0 0 1 17 1 18 0 1 17 0 0 00 11

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

EPA FACULTY

SCHOOL/DEPARTMENT Physic	al and	Matl	hema	tic	al S	cien	ices		COMP	LET	ED B	Y _	·	J. D.	Men	ory				_			D	ATE			Lune	13,	19	75		
	Ju	ne 1	973	Fac	ulty	Cor	mplen	ient	Pr	oje	cted	197	5-7	6 Cor	mple	ment	Ju	ine 1	1974	Fac	ulty	Cot	mple	ment	Jur	ne 1	975	Fac	ult	7 Cor	npler	ent
FULL-TIME	Wh	ite F	BL	ack F	Oth M	ier F	Tot M	al F	Wh	ite F	B1. M	ack F	Ot M	her F	To M	tal F	Wh M	ite F	B1a M	ack F	Oth M	ier F	To M	tal F	Whi M	ite F	Bla M	r F	Otl M	ner F	Tot M	
Department Head	6	0	0		0	0	6	0	6	0	0	0	0	0	6	0	6	0	0	0	0	0	6	0	6	0	0	0	0	0	6	0
Professor ·	56	0	0	0	2	0	58	0	66	1	0	0	2	0	68	1	55	0	0	0	2	0	57	0	55	0	0	0	5	0	60	0
Associate Professor	38	0	0	0	1	0	39	0	45	1	0	0	5	0	50	1	40	0	0	0	1	0	41	0	44	0	0	0	3	0	47	0
Assistant Professor	50	3	0	0	3	0	53	3	37	7	1	0	0	0	38	7	52	3	0	0	3	0	55	3	41	2	0	0	3	0	44	2
Instructor	11	6	1	0	0	0	12	6	8	4	1	0	0	0	9	4	10	4	0	0	0	0	10	4	7	1	0	0	1	1	8	2
SUB-TOTAL	161	9	1	0	6	0	168	9	163	2 13	2	0	7	0	171	13	163	7	_0_	0	6	0	169	7	153	3	0	0	12	1	165	4
*PERMANENT PART-TIME																		-		-			_				-				ļ	
Professor	2	0	0	0	0	0	2	0	1	0	0	0	0	0	1	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0_
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Instructor	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	4	2	0	0	0	0	4	2
Visiting	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0
SUB-TOTAL	3	0	0	0	0	0	3	0	2	0	0	0	0	0	2	0	3	0	0	0	0	0	3	0	7	2	0	0	0	0	7	2
TOTAL	164	9	1	0	6	0	170	9	164	13	2	0	7	0	173	13	166	7	0	0	6	0	172	7	16	0 5	0	0	12	4	172	6

June 13, 1975

June 1973 EPA Non-Faculty Complement

DATE

June 1974 EPA Non-Faculty Complement

June 1975 EPA Non-Faculty Complement

the constraint for some				ty (lemen	nt		Pr	ojec	ted	197	5-7	6 Co	mple	ment			acul			lemer	nt				cult			lemer	at	
FULL-TIME	Whi M	te F	B1 M	ack F	Ot M	her F	Tot M	F F		ite F	B1a M			her F	To M	tal F	Wh M	ite F		ack F	Oti M	ner F	To M	tal F	Wh M	ite F	Bla M	r F	Oth M	ner F	Tot	ral F
Officials & Managers	0	Ó	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	9	0	0	0	0	0	9	0	10	0	0	0	0	0	10	0	8	0	0	0	0	0	8	0	9	0	0	0	1*	0	10	0
Technicians	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	2	0	0	0	0	0	2	0	1	0	0	0	0	0	1
																				-												
SUB-TOTAL	9	2	0	0	0	0	9	2	10	2	0	0	0	0	10	2	8	2	0	0	0	0	8	2	9	1	0	0	1*	0	10	1
*PERMANENT PART-TIME						1		1																								
Officials & Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	3	0	0	0	0	0	3	0	1	0	0	0	0	0	1	0	3	0	0	0	0	0	3	0	2	0	0	0	0	0	2	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	-				-			-		ŀ	-			-		-	-	-		-			-	-		-	-	-				
SUE-TOTAL	3	0	0	0	0	0	3	0	1	0	0	0	0	0	1	0	3	0	• 0	0	0	0	3	0	2	0	0	0	0	0	2	0
TOTAL	12	2	0	0	0	0	12	2	11	2	0	0	0	0	11	2	11	2	0	0	0	0	11	2	11	1	0	0	1*	0	12	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.

*Postdoctoral Rumanian Exchange Scientist

COMPLETED BY J. D. Memory

SCHOOL/DEPARTMENT Physical and Mathematical Sciences

SPA

SCHOOL/DEPARTMENT Physical and Mathematical Sciences

COMPLETED BY J. D. Memory

DATE ______ June 13, 1975

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

	TWh	ite	I B1	ack	Oth	Ier	Tot	tal	1 Wh	ite	1 B1	ack	1 of	ner	To	tal	1 Wh	ite	B1.	ick	Oti	her	To	tal	Wh	ite	B1;	ack	Oth	ier	Tot	ral
FULL-TIME	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F-	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	1	0	0	0	0	0	1	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	10	8	11	0	1	0	12	8	10.	8	11	0	11	0	12	8	10	8	1	0	1	0	12	8	6	3	0	0	0	0	6	3
Sales	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical	13	46	0	2	0	0	3	48	3	45	0	3	0	0	3	48	2	44	0	3	0	0	2	147	2	43	0	3	0	0	2	46
Craftsman	3	0	0	0	0	0	3	0	3	0	0	0	0	0	3	0	3	0	0	0	0	0	3	10	14	10	10	0	0	0	4	0
Operations (semi-skilled)	0	0	0	0	0	0	0	0	0	0	10	0	10	0	0	0	0	0	0	0	0	0	0	10	0	10	10	10	0	0	0	0
Laborers	0	0	0	0	0	0	0	0	0	0	10	0	10	0	0	0	0	0	0	0	0	0	0	10	10	10	10	10	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	16	54	11	2	1	0	18	56	16	53	1	3	1	0	18	56	15	52	1	3	1	0	17	55	1.13	46	0	3	0	0	13	49
*PART-TIME													1				1]						1								
Officials & Managers	0	0	0	0	0	0	0	0	0	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	0	10	0	10	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Q	0	0	0	0	0	0	0	0	0
Technicians	0	1	0	0	0	0	0	1	0	11	10	0	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Sales	0	0	0	0	0	0	0	0	0	10	0	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical	0	2	0	0	0	0	0	2	0	2	0	0	0	0	10	2	0	2	0	0	0	0	0	11111	0	2	0	10	0	0	0	2
Craftsman	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operations (semi-skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	10	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	0	3	0	0	0	0	0	3	0	3	0	0	0	0	0	3	0	3	0	0	0	0	0	3	0	2	0	0	0	0	0	2
TOTAL	16	57	1	2	1	0	18	59	16	56	0	0	0	0	18	59	15	55	1	3	1	0	17	58	13	48	0	3	0	0	13	51

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

No 11 77

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Chemistry

Recruiting for Next Year

After a long screening process involving several hundred applications, two excellent female candidates were located for an assistant professor position which we thought was available. However, an offer was not made to either candidate because of financial uncertainties. We are hopeful that one of these candidates will accept an offer should a position become available in the near future. There was only one qualified black applicant who later elected to accept an offer at another institution.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

DEPARTMENT OF COMPUTER SCIENCE P. O. Box 5972 Raleigh, N. C. 27607

June 10, 1975

MEMORANDUM

TO: J. D. Memory FROM: D. C. Martin D. C. M. (H. SUBJECT: Recruiting 1975-76

The Association for Computing Machinery, which is the major technical society for Computer Science, sponsors an annual meeting whose primary purpose is to bring together employers and prospective employees for faculty positions. This meeting was recently held in Washington, D. C. We advertised a position in the Employment Register which was available to approximately 160 applicants who attended this meeting. Of this number 21 signed up for personal interviews. There was one (1) female candidate, Ruth Gilmer, and six (6) non-caucasian candidates, primarily from India and Viet Nam. There were no black candidates.

The one female applicant was not qualified for the faculty position. She has an A.B. degree obtained 25 years ago and had worked as a Systems Analyst since that time. She would have brought a wealth of practical experience to the department, but it would have been unfair to expect her to take a position as instructor and work actively toward an advanced degree in computer science.

In addition to the Employment Register, we have advertised a faculty position in the American Mathematical Society Employment Register, the Association for Computing Machinery Employment Register, the Communications of the Association for Computing Machinery, and the Statewide Employment Register. We have had no response by females or blacks to the advertisement.

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NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

DEPARTMENT OF PHYSICS Box 5367, Raleigh, N. C. 27607

June 16, 1975

Memorandum to: J. D. Memory, PAMS Affirmative Action Officer

From:

L. W. Seagondollar LWS

Attached are the affirmative action material requested.

Note that this past spring we did have one woman instructor. At her request, however, we are not considering rehiring her. She is from India and she does not know whether or not she will be in this country next year.

Two temporary positions, Visiting Assistant Professors, have been filled for the academic year 1975-76. There were 18 applicants for one position, including one woman, and 17 applicants for the other, including one black male. Offers were made to both the woman, who declined, and the black male, who accepted. The position declined by the woman was filled with a white male. MATHEMATICS DEPARTMENT Recruiting for 1975-76

The Mathematics Department has hired one black Ph.D. assistant professor, one female Ph.D. assistant professor and one Ph.D. assistant professor in the "other category." These are all regular appointments.

It is possible that we may line one or two female or minority people on a temporary basis for 1975-76.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

DEPARTMENT OF STATISTICS Box 5457 ZIP 27607

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June 4, 1975

MEMORANDUM

To: Dr. J. D. Memory, Associate Dean

From: D. D. Mason, Department of Statistics N. M. Mason Subject: Note on Recruiting for the 1975-76 Academic Year

At the present time we have only one EPA position to be filled, that of Research Assistant Technologist, working in documentation and communications on the SAS project. We also have a commitment from a well-qualified white female for the position, and she will begin with us July 14, 1975.

Lack of openings or vacancies has prevented further activity.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

Department of Geosciences Box 5966 Zip 27607

June 3, 1975

TO: J. D. Memory C. J. Leith FROM:

SUBJECT: Affirmative Action Report

Herewith is the computer printout of the EPA personnel in this department, and the affirmative action forms for EPA faculty, EPA non-faculty, and SPA personnel.

The computer printout is correct as printed, as of the end of the spring semester. The affirmative action forms have been filled in to show our status as of today, and repeating the data for prior year as submitted May 20, 1974.

CJL/ch

The UNIVERSITY OF NORTH CAROLINA, William Friday, President, comprises: North Carolina State University at Raleigh, the University of North Carolina at Changel Hill, the University of North Carolina at Greensboro, the University of North Carolina at Charlotte, the University of North Carolina at Astrollae and Astrollae and the University of North Carolina at Weinington.