

HEW
file

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. Menius, Jr.

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. C. 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

MEMORANDUM

TO: Dr. Harry C. Kelly, Provost

FROM: A. C. Menius, Jr., Dean, PAMS
A. C. Menius Jr.

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 Plan

* 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:

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

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.
5. Equal Employment Opportunity (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

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.
8. 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

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.

TABLE I

DOCTORATES AWARDED TO WOMEN 1960 - 1969

Field	Total number of Doctorates earned	Total number of Doctorates earned by women	% of Doctorates earned by women
<u>Mathematical Sciences</u>			
Mathematics	5,538	348	6.46
Statistics	781	53	6.79
<u>Physical Sciences</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
<u>Computer Sciences</u> (1964 - 1969 only)	99	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

<u>Department</u>	<u>Total Women</u>	<u>% Women</u>
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) Compiled by the Office of the Chancellor, University
of Wisconsin. (April 1972)

Table 2

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

Field of Doctorate	Year PhD Awarded													58-70 Total	% of Total Black PhD's*
	58	59	60	61	62	63	64	65	66	67	68	69	70		
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	3.0%
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*	
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		

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

Additional Items Relevant to the Information in Table 2

1. 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*.
2. 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 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*.
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: Black American Doctorates and Negroes in Science: Natural Science Doctorates, 1876-1969.

** Notices of the American Mathematical Society, October 1972.

Table 3

GRADUATE STUDENT DISTRIBUTION, PAMS

		men		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

Table 4

Academic Employees in PAMS with Nine Month Contracts

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

Academic Employees in PAMS with Twelve Month Contracts

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

Table 5

Non-Academic Employees in PAMS

<u>White-Male</u>	<u>White-Female</u>	<u>Black-Male</u>	<u>Black-Female</u>
11	48	0	2

Table 6

Wake County Work Force Data

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

1. 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.
3. 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.
5. You should note that you have corrected all technical deficiencies mentioned in HEW's letter of September 27 if any apply.
6. 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.

CJ/mg

NORTH CAROLINA STATE UNIVERSITY
AT RALEIGH

SCHOOL OF PHYSICAL AND MATHEMATICAL SCIENCES

Physical Sciences Research
113 Cox Hall

Ext. 2502-2503

MEMO TO:

Clayton Jenkins

*Please give me your
reactions to this draft -*

Thanks -

Jap

Wed.

FROM: _____ Date _____

D R A F T

AFFIRMATIVE ACTION PLAN PAMS, NCSU

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TABLE I (b)

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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%
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4. About 80% of Negro doctorates, who are employed by colleges and universities, are employed at predominately black institutions*.
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Table 3

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119	9	1

Academic Employees in PAMS with Twelve Month Contracts

<u>White-Male</u>	<u>White-Female</u>	<u>Black Male</u>
43	2	0

Table 4

Non-Academic Employees in PAMS

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11	48	0	2

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Unemployment	2,490	1,060	1,430	990	360	630
Unemployment Rate	2.0	1.5	2.8	4.1	2.8	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

CENTER FOR MARINE AND COASTAL STUDIES

1204 BURLINGTON
Box 5904 Zip 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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

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	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Mgrs.	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	0	8
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	9	2	0	0	0	0	9	2	10	2	0	0	0	0	10	2	8	2	0	0	0	0	0	8
*PERMANENT PART-TIME																								
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	0	3
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	0	3
TOTAL	12	2	0	0	0	0	12	2	11	2	0	0	0	0	11	2	11	2	0	0	0	0	0	11

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

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	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Mgrs.	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	0	8
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	9	2	0	0	0	0	9	2	10	2	0	0	0	0	10	2	8	2	0	0	0	0	0	8
*PERMANENT PART-TIME																								
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	0	3
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	0	3
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
SPA

School/Department PAMS

Completed By J. D. Memory

Date June 5, 1974.

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	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	10	8	1	0	1	0	12	8	10	8	1	0	1	0	12	8	10	8	1	0	1	0	12	8
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	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																								
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	0
Clerical	0	2	0	0	0	0	0	2	0	2	0	0	0	0	2	0	2	0	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	0	18	59	15	55	1	3	1	0	17	58

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

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		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Managers	1						1										1
Professionals																	1
Technicians	3						3										3
Sales																	3
Clerical	2	8		1			2	9									1
Craftsman											1	8		1			1
Operations (semi-skilled)																	9
Laborers																	
Service Workers	6	8		1			6	9									9
SUB-TOTAL											5	8		1			5
*PART-TIME																	
Officials & Managers																	
Professionals																	
Technicians																	
Sales																	
Clerical																	
Craftsman																	
Operations (semi-skilled)																	
Laborers																	
Service Workers																	
SUB-TOTAL																	
TOTAL	6	8		1			6	9			5	8		1			5

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Chemistry

Completed By R. H. Loeppert

Date May 21, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White	Black	Other	Total		White	Black	Other	Total		
	M	F	M	F	M	F	M	F				M	F				M	F	M
Department Head	1						1		1					1					1
Professor	14						14		18				18	12					12
Associate Professor	9						9	7	7				7	10					10
Assistant Professor	7						7	1	7	1			7	1	9				9
Instructor	3	2					3	2	1	2			1	2	2	2			2
SUB-TOTAL	34	2					34	2	34	3			34	3	34	2			34
*PERMANENT PART-TIME																			
Professor																			
Associate Professor																			
Assistant Professor																			
Instructor																			
Visiting																			
SUB-TOTAL																			
TOTAL	34	2					34	2	34	3			34	3	34	2			34

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Chemistry

Completed By R. H. Loeppert

Date May 21, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

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

AFFIRMATIVE ACTION PLAN
SPA

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

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Computer Science

Completed By W. E. Robbins

Date May 27, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1							1		1						1
Professor	3						3		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.

AFFIRMATIVE ACTION PLAN
SPA

School/Department Geosciences

Completed By C. J. Leith

Date May 27, 1974

FULL-TIME	June 1973 Complement				Projected 1973-74 Complement				June 1974 Complement			
	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F
Officials & Managers												
Professionals												
Technicians												
Sales												
Clerical		2		2						2		2
Craftsman												
Operations (semi-skilled)												
Laborers												
Service Workers												
SUB-TOTAL		2		2						2		2
*PART-TIME												
Officials & Managers												
Professionals												
Technicians												
Sales												
Clerical												
Craftsman												
Operations (semi-skilled)												
Laborers												
Service Workers												
SUB-TOTAL		0		0						0		0
TOTAL		2		2						2		2

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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	White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1						1	0
Professor	2						2		2						2	0
Associate Professor	4						4		6			1			7	0
Assistant Professor	5						5		3	1					3	1
Instructor	0						0		0						0	0
SUB-TOTAL	12	0					12	0	12	1			1		13	1
*PERMANENT PART-TIME																
Professor																
Associate Professor																
Assistant Professor																
Instructor																
Visiting																
SUB-TOTAL	0	0					0	0	0	0			0		0	0
TOTAL	12	0					12	0	12	1			1		13	1

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Geosciences

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

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department Mathematics

Completed By N. J. Rose

Date May 27, 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White	Black	Other	Total				
	M	F	M	F	M	F	M	F				M	F	M	F	
Officials & Managers																
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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Mathematics - PAMS

Completed By N. J. Rose

Date May 20, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	1	0	0	0	0	0	1	0	1							1		1	0	0	0	0	0	1	
Professor	12	0	0	0	2	0	14	0	13					2		15		11	0	0	0	2	0	11	
Associate Professor	11	0	0	0	0	0	11	0	14	1				1		15	1	14	0	0	0	0	0	14	
Assistant Professor	20	2	1	0	1	0	21	2	16	4	1					17	4	20	3	0	0	1	0	20	3
Instructor	5	3	0	0	0	0	6	3	4	1	1					5	1	4	1	0	0	0	0	4	1
SUB-TOTAL	49	5	1	0	3	0	53	5	48	6	2			3		53	6	50	4	0	0	0	0	50	4
*PERMANENT PART-TIME																									
Professor																		0							0
Associate Professor																		0							0
Assistant Professor																		0							0
Instructor																		0							0
Visiting																		2							2
SUB-TOTAL																		0							0
TOTAL																		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.

AFFIRMATIVE ACTION PLAN
SPA

School/Department Physical and Mathematical Sciences/Statistics Completed By D. D. Mason

Date May 24, 1974

FULL-TIME	June 1973 Complement						Projected 1973-74 Complement						June 1974 Complement					
	White M F	Black M F	Other M F	Total M F		White M F	Black M F	Other M F	Total M F		White M F	Black M F	Other M F	Total M F				
Officials & Managers																		
Professionals																		
Technicians	1	3	0	0	0	0	1	3	0	0	0	0	1	3	0	0	0	
Sales																		
Clerical																		
Craftsman	0	15	0	0	0	0	0	15	0	0	0	0	0	14	0	0	0	
Operations (semi-skilled)																		
Laborers																		
Service Workers																		
SUB-TOTAL	1	18	0	0	0	0	1	18	0	0	0	0	1	17	0	0	0	
*PART-TIME																		
Officials & Managers																		
Professionals																		
Technicians																		
Sales																		
Clerical																		
Craftsman																		
Operations (semi-skilled)																		
Laborers																		
Service Workers																		
SUB-TOTAL																		
TOTAL	1	18	0	0	0	0	1	18	0	0	0	0	1	17	0	0	0	

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Physical and Mathematical Sciences/Statistics Completed By D. D. Mason

Date May 20, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White	Black	Other	Total		White	Black	Other	Total		
	M	F	M	F	M	F	M	F				M	F				M	F	M
Department Head	1						1		1										1
Professor	16						16		16				1	1					1
Associate Professor	5						5		6				6	5					16
Assistant Professor	4**	1					4** 1	3 1					3 1	4**					5
Instructor		1					1	1					1	4**					4**
												1		1					1
SUB-TOTAL	26	2					26 2	26 2				26 2	26 1					26 1	
*PERMANENT PART-TIME																			
Professor																			
Associate Professor																			
Assistant Professor																			
Instructor																			
Visiting																			
SUB-TOTAL																			
TOTAL	26	2					26 2	26 2				26 2	26 1					26 1	

**One Visiting Assistant Professor

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Physical and Mathematical Sciences/Statistics

Completed By D. D. Mason

Date May 20, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total					Total	White		Black		Other		Total			
	M	F	M	F	M	F	M	F					M	F	M	F	M	F	M	F	M	F
Officials & Mgrs.	0						0			0											0	
Professionals	8						8			9											8	
Technicians	0						0			0											0	
																						0
SUB-TOTAL	8						8			9											8	
*PERMANENT PART-TIME	0						0			0		9									8	
Officials & Mgrs.	3						3			1											0	
Professionals	0						0			0			1								3	
Technicians													0								0	
SUB-TOTAL	3						3			1											3	
TOTAL	11						11			10			1								3	
												10									11	

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department PAMS/Physics

Completed By L. W. Seagondollar

Date 5/24/74

FULL-TIME	June 1973 Complement						Projected 1973-74 Complement						June 1974 Complement												
	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Officials & Managers																									
Professionals																									
Technicians	2						2																		
Sales																									
Clerical		4																							2
Craftsman	4						4																		4
Operations (semi-skilled)																									4
Laborers																									
Service Workers																									
SUB-TOTAL	6	4					6	4																	6 4
*PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
Sales																									
Clerical		1						1																	
Craftsman																									
Operations (semi-skilled)																									1
Laborers																									
Service Workers																									
SUB-TOTAL		1						1																	1
TOTAL	6	5					6	5																	6 5

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department PAMS - Physics

Completed By L. W. Seagondollar

Date 5/16/74

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Mgrs.	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	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
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																								
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	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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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	White		Black		Other		Total		White	Black	Other	Total	White		Black		Other		Total			
	M	F	M	F	M	F	M	F					M	F	M	F	M	F	M	F	M	F
Department Head	1	0	0	0	0	0	1	0	1	0	0	0	1	0	1	0	0	0	0	0	1	0
Professor	8	0	0	0	0	0	8	0	11	1	0	0	12	1	8	0	0	0	0	0	8	0
Associate Professor	6	0	0	0	1	0	7	0	5	0	0	0	8	0	6	0	0	0	1	0	7	0
Assistant Professor	4	0	0	0	2	0	6	0	3	0	0	0	3	0	4	0	0	0	2	0	6	0
Instructor	1	0	0	0	0	0	1	0	1	0	0	0	1	0	1	0	0	0	0	0	1	0
SUB-TOTAL	20	0	0	0	3	0	23	0	21	1	0	0	25	1	20	0	0	0	3	0	23	0
*PERMANENT PART-TIME																						
Professor	2	0	0	0	0	0	2	0	1	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	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
Instructor	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
SUB-TOTAL	2	0	0	0	0	0	2	0	1	0	0	0	1	0	2	0	0	0	0	0	2	0
TOTAL	22	0	0	0	3	0	25	0	22	1	0	0	26	2	22	0	0	0	3	0	25	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 BURLING TON
Box 5904 / AP 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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

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	White		Black		Other		Total		White	Black	Other	Total	White	Black	Other	Total	
	M	F	M	F	M	F	M	F									M
Officials & Mgrs.	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	10	0	8	0	0
Technicians	0	2	0	0	0	0	0	2	0	2	0	0	0	2	0	2	0
SUB-TOTAL	9	2	0	0	0	0	9	2	10	2	0	0	10	2	8	2	0
*PERMANENT PART-TIME																	
Officials & Mgrs.	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	1	0	3	0	0
Technicians	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	1	0	3	0	0
TOTAL	12	2	0	0	0	0	12	2	11	2	0	0	11	2	11	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 PLAN
SPA

School/Department PAMS

Completed By J. D. Memory

Date June 5, 1974.

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	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	10	8	1	0	1	0	12	8	10	8	1	0	1	0	12	8	10	8	1	0	1	0	12	8
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	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																								
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	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	0	18	59	15	55	1	3	1	0	17	58

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department Chemistry

Completed By R. H. Loepfert

Date 5/24/74

FULL-TIME	June 1973 Complement				Projected 1973-74 Complement				June 1974 Complement			
	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F
Officials & Managers	1			1								
Professionals									1			1
Technicians	3			3					3			3
Sales												
Clerical	2	8	1	2 9					1	8	1	1 9
Craftsman												
Operations (semi-skilled)												
Laborers												
Service Workers	6	8	1	6 9					5	8	1	5 9
SUB-TOTAL												
*PART-TIME												
Officials & Managers												
Professionals												
Technicians												
Sales												
Clerical												
Craftsman												
Operations (semi-skilled)												
Laborers												
Service Workers												
SUB-TOTAL												
TOTAL	6	8	1	6 9					5	8	1	5 9

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Chemistry

Completed By R. H. Loeppert

Date May 21, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1							1		1						1
Professor	14						14		18							18		12						12
Associate Professor	9						9		7							7		10						10
Assistant Professor	7						7		7	1						7	1	9						9
Instructor	3	2					3	2	1	2						1	2	2	2					2
SUB-TOTAL	34	2					34	2	34	3						34	3	34	2					34
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	34	2					34	2	34	3						34	3	34	2					34

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Chemistry

Completed By R. H. Loeppert

Date May 21, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department Computer Science

Completed By W. E. Robbins

Date May 29, 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

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

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Computer Science

Completed By W. E. Robbins

Date May 27, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total			
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F
Department Head	1						1			1							1			1							1	
Professor	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.

AFFIRMATIVE ACTION PLAN
SPA

School/Department Geosciences

Completed By C. J. Leith

Date May 27, 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

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

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Geosciences

Completed By C. J. Leith

Date 5/20/74

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1							1
Professor	2						2		2							2
Associate Professor	4						4		6			1				4
Assistant Professor	5						5	3	1							6
Instructor	0						0		0							0
SUB-TOTAL	12	0					12	0	12	1		1			13	0
*PERMANENT PART-TIME																
Professor																
Associate Professor																
Assistant Professor																
Instructor																
Visiting																
SUB-TOTAL	0	0					0	0	0	0		0			0	0
TOTAL	12	0					12	0	12	1		1			13	0

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Geosciences

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	White		Black		Other		Total	White		Black		Other		Total	White		Black		Other		Total	
	M	F	M	F	M	F		M	F	M	F	M	F		M	F	M	F	M	F		M
Officials & Mgrs.																						
Professionals																						
Technicians																						
SUB-TOTAL	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 & Mgrs.																						
Professionals																						
Technicians																						
SUB-TOTAL																						
TOTAL	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 - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN
SPA

School/Department Mathematics

Completed By N. J. Rose

Date May 27, 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White	Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F
Officials & Managers															
Professionals															
Technicians															
Sales															
Clerical		7													
Craftsman										6		1			
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 1/2-time in a permanently established position.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Mathematics - PAMS

Completed By N. J. Rose

Date May 20, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	1	0	0	0	0	0	1	0	1							1		1	0	0	0	0	0	1	
Professor	12	0	0	0	2	0	14	0	13					2		15		11	0	0	0	0	0	1	
Associate Professor	11	0	0	0	0	0	11	0	14	1				1		15	1	14	0	0	0	0	2	0	11
Assistant Professor	20	2	1	0	1	0	21	2	16	4	1					17	4	20	3	0	0	1	0	0	14
Instructor	5	3	0	0	0	0	6	3	4	1	1					5	1	4	1	0	0	0	0	0	3
	49	5	1	0	3	0	53	5	48	6	2			3		53	6	50	4	0	0	0	0	50	4
SUB-TOTAL																									
*PERMANENT PART-TIME																									
Professor																		0							0
Associate Professor																		0							0
Assistant Professor																		0							0
Instructor																		0							0
Visiting																		2							2
SUB-TOTAL																		0							0
TOTAL																		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.

AFFIRMATIVE ACTION PLAN
SPA

School/Department Physical and Mathematical Sciences/Statistics Completed By D. D. Mason

Date May 24, 1974

FULL-TIME	June 1973 Complement						Projected 1973-74 Complement						June 1974 Complement											
	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians	1	3	0	0	0	0	1	3	1	3	0	0	0	0	1	3	1	3	0	0	0	0	1	3
Sales																								
Clerical																								
Craftsman	0	15	0	0	0	0	0	15	0	15	0	0	0	0	0	15	0	14	0	0	0	0	0	14
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-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
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
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 1/2-time in a permanently established position.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Physical and Mathematical Sciences/Statistics Completed By D. D. Mason

Date May 20, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total			
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F
Department Head	1						1			1																		
Professor	16						16			16																	1	
Associate Professor	5						5			6																	16	
Assistant Professor	4**	1					4**	1		3	1																5	
Instructor		1						1			1																4**	
																											1	
SUB-TOTAL	26	2					26	2		26	2																26	
*PERMANENT PART-TIME																											26	1
Professor																												
Associate Professor																												
Assistant Professor																												
Instructor																												
Visiting																												
SUB-TOTAL																												
TOTAL	26	2					26	2		26	2																26	1

**One Visiting Assistant Professor

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Physical and Mathematical Sciences/Statistics

Completed By D. D. Mason

Date May 20, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Mgrs.	0						0		0								0
Professionals	8						8		9								8
Technicians	0						0		0								0
SUB-TOTAL	8						8		9								8
*PERMANENT PART-TIME	0						0		0								0
Officials & Mgrs.	3						3		1								3
Professionals	0						0		0								0
Technicians																	
SUB-TOTAL	3						3		1								3
TOTAL	11						11		10								11

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department PAMS/Physics

Completed By L. W. Seagondollar

Date 5/24/74

FULL-TIME	June 1973 Complement				Projected 1973-74 Complement				June 1974 Complement				
	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	
Officials & Managers													
Professionals													
Technicians	2			2									
Sales									2			2	
Clerical		4		4									
Craftsman	4			4						4		4	
Operations (semi-skilled)									4			4	
Laborers													
Service Workers													
SUB-TOTAL	6	4		6	4				6	4		6	4
*PART-TIME													
Officials & Managers													
Professionals													
Technicians													
Sales													
Clerical		1		1									
Craftsman									1			1	
Operations (semi-skilled)													
Laborers													
Service Workers													
SUB-TOTAL		1		1						1		1	
TOTAL	6	5		6	5				6	5		6	5

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department PAMS - Physics

Completed By L. W. Seagondollar

Date 5/16/74

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

* June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M
Officials & Mgrs.	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	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	
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																											
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	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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0
Professor	8	0	0	0	0	0	8	0	11	1	0	0	0	0	12	1	8	0	0	0	0	0	8	0
Associate Professor	6	0	0	0	1	0	7	0	5	0	0	0	3	0	8	0	6	0	0	0	1	0	7	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	6	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
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																								
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
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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	0
SUB-TOTAL	2	0	0	0	0	0	2	0	1	0	0	0	0	0	1	0	2	0	0	0	0	0	2	0
TOTAL	22	0	0	0	3	0	25	0	22	1	0	0	3	0	26	2	22	0	0	0	3	0	25	0

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

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	White		Black		Other		Total		White	Black	Other	Total	White		Black		Other		Total		
	M	F	M	F	M	F	M	F					M	F	M	F	M	F	M	F	M
Officials & Mgrs.	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	10	0	0	0	0	0	0	0	0
Technicians	0	2	0	0	0	0	0	2	0	2	0	0	0	0	2	0	0	0	0	0	2
SUB-TOTAL	9	2	0	0	0	0	9	2	10	2	0	0	10	2	0	0	0	0	0	0	2
*PERMANENT PART-TIME																					
Officials & Mgrs.	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	1	0	3	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
SUB-TOTAL	3	0	0	0	0	0	3	0	1	0	0	0	1	0	3	0	0	0	0	0	0
TOTAL	12	2	0	0	0	0	12	2	11	2	0	0	11	2	11	2	0	0	0	0	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 Copies

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department PAMS

Completed By J. D. Memory

Date June 5, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	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	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	171	13	163	7	0	0	6	0	169	7
*PERMANENT PART-TIME																								
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
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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	0	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	173	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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department PAMS

Completed By J. D. Memory

Date June 5, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	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	57	0	66	1	0	0	2	0	68	1	55	0	0	0	0	0	6	0
Associate Professor	38	0	0	0	1	0	39	0	45	1	0	0	5	0	50	1	40	0	0	0	2	0	58	0
Assistant Professor	50	3	0	0	3	0	53	3	37	7	1	0	0	0	38	7	40	0	0	0	1	0	41	0
Instructor	11	6	1	0	0	0	12	6	8	4	1	0	0	0	9	4	52	3	0	0	3	0	55	3
																	10	4	0	0	0	0	10	4
SUB-TOTAL	161	9	1	0	6	0	168	9	162	13	2	0	7	0	171	13	163	7	0	0	6	0	169	7
*PERMANENT PART-TIME																								
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
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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	0	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	173	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)
- l) 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.

- 1) The Department of Adult and Community College Education 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.

- 2) The Department of Agricultural Education has one vacancy. We have been unable to fill the position with a qualified male or female, black or white. Recruitment efforts continue.
- 3) Center for Occupational Education. No anticipated vacancy.
- 4) Guidance and Personnel Services. 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) Industrial and Technical Education. 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) Mathematics and Science Education. 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.

- 8) Psychology. One black female has been interviewed for the newly created educational psychology position. The recruitment effort, however, continues.
- 9) Division of Education. (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:

- 1) 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 reasonable balance between demand and supply.

Page 4

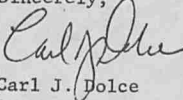
Mr. William Simpson

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

5801 KENWOOD AVENUE
CHICAGO • ILLINOIS 60637

June 4, 1974

Area Code 312
Telephone 667-8585

*File: Affirmative
Action*

Dean Colce
Fyf I

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

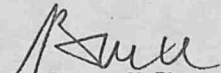
Dear Bill:

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,


R. Bruce McPherson
Executive Secretary

RBM:bh

cc: C. Salley

P.S. Give my regards to Carl Dolce.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF EDUCATION

June 6, 1974

DIVISION OF EDUCATION
402 POB
ZIP 27607

M E M O R A N D U M

TO: Dean Maxwell

FROM: Barbara Parramore, Division of Education

*Barbara Parramore
(J.M.)*

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

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 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

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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Department Head	6	0					6	0	6	0							6	0	6	0					6	0
Professor	12	0					12	0	11	0	1#	0	0	0	0	0	12	0	12	0					12	0
Associate Professor	13	0					13	0	19	4							19	4	13	0					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																										
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

#Dr. Clark, also Ass't. Provost

* 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).

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

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	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Mgrs.	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																								
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																								
Officials & Mgrs.																								
Professionals	0	1	0	0	0	0	0	1	0	1	0	0	0	0	1	0	0	1	0	0	0	0	0	1
Technicians																								
SUB-TOTAL	0	1					0	1	0	1				0	1	0	1						0	1
TOTAL	4	6	0	0	0	0	4	6	6	4				6	4	8	4						8	4

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department SCHOOL OF EDUCATION (CONSOLIDATED REPORT)

Completed By CARL J. DOLCE, DEAN

Date 18 June, 1974

Oct
June 1973 Complement

74-75
Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White	Black	Other	Total		White	Black	Other	Total	
	M	F	M	F	M	F	M	F				M	F				M	F
Officials & Managers																		
Professionals																		
Technicians																		
Sales	0	1	0	0	0	0	0	1	0	1	0	0	0	0	1	0	1	0
Clerical	0	22	0	5	0	1	0	28	0	19	0	9	0	0	0	28	0	29
Craftsman																		
Operations (semi-skilled)	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1
Laborers																		
Service Workers																		
SUB-TOTAL	0	24	0	5	0	1	30	21	0	9	0	0	0	30	0	24	0	31
*PART-TIME																		
Officials & Managers																		
Professionals																		
Technicians																		
Sales																		
Clerical	0	4	0	0	0	0	0	4	0	4	0	0	0	0	4	0	4	0
Craftsman																		
Operations (semi-skilled)																		
Laborers																		
Service Workers																		
SUB-TOTAL	0	4	0	0	0	0	0	4	0	4	0	0	0	0	4	0	4	0
TOTAL	0	28	0	5	0	1	0	34	0	25	0	9	0	0	0	34	0	35

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School of Education
School/Department Adult & Community College Education

Completed By Edgar J. Boone

Date May 30, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M
Department Head	1						1			1						1			1							1	
Professor	3						3			3						3			3							3	
Associate Professor	1						1		5	1						5	1		1							1	
Assistant Professor	5	1					5	1	2		1	1				3	1		5	1						5	1
Instructor																											
SUB-TOTAL	10	1					10	1	11	1	1	1				12	2		10	1						10	1
*PERMANENT PART-TIME																											
Professor																											
Associate Professor																											
Assistant Professor																											
Instructor																											
Visiting	1						1		1							1			1							1	
SUB-TOTAL	1						1		1							1			1							1	
TOTAL	11	1					11	1	12	1	1	1				13	2		11	1						11	1

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department School of Education
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	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Mgrs.																	
Professionals		1					1	1									2
Technicians																	2
SUB-TOTAL		1					1	1									2
*PERMANENT PART-TIME																	
Officials & Mgrs.																	
Professionals																	
Technicians																	
SUB-TOTAL																	
TOTAL		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.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M
Department Head	None									1	--	--	--	--	--	--	1	--	--	--	--	--	--	--	--	--	--
Professor	None									--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Associate Professor	1	1	--	--	--	--	1	--	2	--	--	--	--	--	--	2	--	1	--	--	--	--	--	--	1	--	
Assistant Professor	1	1	--	--	--	--	1	--	--	--	--	--	--	--	--	--	--	1	--	--	--	--	--	--	1	--	
Instructor																											
<u>SUB-TOTAL</u>		2	--	--	--	--	2	--	3	--	--	--	--	--	--	3	--	2	--	--	--	--	--	--	2	--	
<u>*PERMANENT PART-TIME</u>																											
Professor																											
Associate Professor																											
Assistant Professor																											
Instructor																											
Visiting																											
<u>SUB-TOTAL</u>																											
<u>TOTAL</u>																											

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department

*School of Educ.
Agri. Educ.*

Completed By

T. R. Miller

Date *May 29, 1974*

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Mgrs.	<i>None</i>																
Professionals																	
Technicians																	
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 of Education

AFFIRMATIVE ACTION PLAN
SPA

School/Department Agricultural Education

Completed By T. R. Miller

Date June 6, 1974

oct
~~June~~ 1973 Complement

75-76
Projected 1975-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White	Black	Other	Total				
	M	F	M	F	M	F	M	F				M	F	M	F	
Officials & Managers																
Professionals																
Technicians																
Sales																
Clerical																
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 1/2-time in a permanently established position.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Education/Center for Occ. Education

Completed By John K. Coster

Date 7 June 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Education/Center for Occupational Education

Completed By John K. Coster

Date 7 June 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total			
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F
Officials & Mgrs.																												
Professionals	7	2					7	2		5	1						5	1		6	1					6	1	
Technicians																												
SUB-TOTAL	7	2					7	2		5	1						5	1		6	1					6	1	
*PERMANENT PART-TIME																												
Officials & Mgrs.																												
Professionals																												
Technicians																												
SUB-TOTAL																												
TOTAL	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 stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN
SPA

School/Department Education/Center for Occupational Education Completed By John K. Coster

Date 7 June, 1974

ect
June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Managers																	
Professionals																	
Technicians		1					1	0	1						1		1
Sales																	
Clerical		6		1		1			8		5		2		0		7
Craftsman															6		1
Operations (semi-skilled)																	0
Laborers																	
Service Workers																	
SUB-TOTAL		7		1		1			9		6		2		0		8
*PART-TIME																	
Officials & Managers																	
Professionals																	
Technicians																	
Sales																	
Clerical																	
Craftsman																	
Operations (semi-skilled)																	
Laborers																	
Service Workers																	
SUB-TOTAL																	
TOTAL		7		1		1			9		6		2		0		8

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department Education: Office of the Dean

Completed By Carl J. Dolce

Date 6 June 1974

Oct
June 1973 Complement

74-75
Projected 1973-74 Complement

June 1974 Complement

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

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department Education: Duplicating Room

Completed By Carl J. Dolce

Date 6 June 1974

Oct
June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

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

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Guidance and Personnel Services

Completed By W.E. Hopke

Date June 3, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

• June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Mgrs.	None																
Professionals																	
Technicians																	
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.

AFFIRMATIVE ACTION PLAN
SPA

School/Department Guidance & Personnel Services

Completed By W. E. Hopke

Date June 3, 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

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

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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

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

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

Education

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department

Industrial Arts

Completed By

Talmadge B. Young

Date

MAY 31-1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Mgrs.	<i>None</i>																									
Professionals																										
Technicians																										
<u>SUB-TOTAL</u>	<i>None</i>																									
<u>*PERMANENT PART-TIME</u>																										
Officials & Mgrs.																										
Professionals																										
Technicians	<i>None</i>																									
<u>SUB-TOTAL</u>																										
<u>TOTAL</u>																										

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department EDUCATION/ Industrial Arts

Completed By Talmage B. Young, Coordinator

Date May 31, 1974

June 1973 Complement

1974-75
Projected 1973-74 Complement

June 1974 Complement

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

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department 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	White		Black		Other		Total		White	Black	Other	Total		
	M	F	M	F	M	F	M	F				M	F	M
Department Head	1						1		1					1
Professor	1						1		1					1
Associate Professor	0						1		1					0
Assistant Professor	2						2		2					2
Instructor	1						1	0				1		1
<u>SUB-TOTAL</u>	5						5		5					5
<u>*PERMANENT PART-TIME</u>														
Professor														
Associate Professor														
Assistant Professor														
Instructor														
Visiting														
<u>SUB-TOTAL</u>														
<u>TOTAL</u>	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.

School of Education

AFFIRMATIVE ACTION PLAN
SPASchool/Department Industrial & Technical Education Dept. Completed By Durvin M. HansonDate May 30, 1974.*out*
June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White	Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F
Officials & Managers															
Professionals															
Technicians															
Sales															
Clerical Stenography		3					3		2		1			3	
Craftsman															3
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		3					3		2		1			3	

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Education/Math & Science Education

Completed By H. E. Speece

Date 6/3/74

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total		White	Black		Other		Total		White	Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F		M	F	M	F	M	F	M
Officials & Mgrs.																							
Professionals																							
Technicians																							
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.

AFFIRMATIVE ACTION PLAN
SPA

School/Department Education/Math & Science Educ.

Completed By H. E. Speece

Date 6/3/74

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

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

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department School of Education - Psychology

Completed By Howard G. Miller, Head

Date June 4, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

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

* 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 (1) and Visiting Instructor (1) appointed in August, 1973.

AFFIRMATIVE ACTION PLAN
SPA

School/Department School of Education

Completed By Howard G. Miller, Head

Date June 4, 1974

June 1973 Complement

Projected 1975-76 Complement

June 1974 Complement

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

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department Education: Computer Facility

Completed By Carl J. Dolce

Date 6 June 1974

Oct
June 1973 Complement

74-75
Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White	Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F
Officials & Managers															
Professionals															
Technicians															
Sales															
Clerical															
Craftsman															
Operations (semi-skilled)		1					1		1						
Laborers															
Service Workers															
SUB-TOTAL		1					1		1						0 0
*PART-TIME															
Officials & Managers															
Professionals															
Technicians															
Sales															
Clerical															
Craftsman															
Operations (semi-skilled)															
Laborers															
Service Workers															
SUB-TOTAL															2 0
TOTAL		1					1		1						2 0

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Division of Education

Completed By Barbara Parramore

Date June 4, 1974

FULL-TIME	June 1973 Faculty Complement (1972-73)				Projected 1975-76 Complement				June 1974 Faculty Complement (1973-74)															
	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F	White M F	Black M F	Other M F	Total M F												
Department Head																								
Professor																								
Ivie, Rust																								
Associate Professor	2	0	0	0		2	0	1	2	0	0		1	1	2	0	0	0		2	0			
Kniefel, Harper, Parramore																								
Assistant Professor	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																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
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

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Division of Education

Completed By Bar. Larranor

Date June 4, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Mgrs.																	
Professionals																	
Technicians																	
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.

AFFIRMATIVE ACTION PLAN
SPA

School/Department Division of Education

Completed By Barbara Parramore

Date June 4, 1974

oct
June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White	Black	Other	Total		White	Black	Other	Total							
	M	F	M	F	M	F	M	F				M	F				M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical Secretarial	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
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	1
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-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

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department School of Education
Introduction to Vocations

Completed By Carl J. Dolce

Date 10 June 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

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

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School 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

	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
FULL-TIME																	
Officials & Mgrs.																	
Professionals																	
Technicians																	
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.

AFFIRMATIVE ACTION PLAN

SPA

School/Department School of Education
Introduction to Vocations

Completed By Carl J. Dolce

Date 10 June 1974

Oct
June 1973 Complement

74-75
Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Managers																	
Professionals																	
Technicians																	
Sales																	
Clerical																	
Craftsman																	
Operations (semi-skilled)																	
Laborers																	
Service Workers																	
SUB-TOTAL																	
*PART-TIME																	
Officials & Managers																	
Professionals																	
Technicians																	
Sales																	
Clerical	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0
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

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Education: Curriculum Materials Center

Completed By William Maxwell, Jr.

Date 6 June 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Education: Adult Learning Lab.

Completed By Maxwell

Date 6 June

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M
Officials & Mgrs.																											
Professionals		0					0				1						1				1						1
Technicians																											
SUB-TOTAL																											
*PERMANENT PART-TIME																											
Officials & Mgrs.																											
Professionals																											
Technicians																											
SUB-TOTAL																											
TOTAL		0					0				1						1				1						1

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department Education: Adult Learning Lab.

Completed By Maxwell

Date 6 June 1974

Oct
June 1973 Complement

Projected 197²⁴⁻²⁵~~3-74~~ Complement

June 1974 Complement

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

*SPA individuals working at least 1/2-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)
- l) 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.

- 1) The Department of Adult and Community College Education 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.

- 2) The Department of Agricultural Education has one vacancy. We have been unable to fill the position with a qualified male or female, black or white. Recruitment efforts continue.
- 3) Center for Occupational Education. No anticipated vacancy.
- 4) Guidance and Personnel Services. 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) Industrial and Technical Education. 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) Mathematics and Science Education. 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.

- 8) Psychology. One black female has been interviewed for the newly created educational psychology position. The recruitment effort, however, continues.
- 9) Division of Education. (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:

- 1) 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 reasonable balance between demand and supply.

Page 4

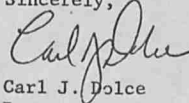
Mr. William Simpson

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

5801 KENWOOD AVENUE
CHICAGO • ILLINOIS 60637

June 4, 1974

Area Code 312
Telephone 667-8585

*File: Affirmative
Action*
Dean Colce
Fyf I

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

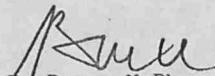
Dear Bill:

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,


R. Bruce McPherson
Executive Secretary

RBM:bh

cc: C. Salley

P.S. Give my regards to Carl Dolce.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M
Department Head	6	0					6	0		6	0					6	0		6	0						6	0
Professor	12	0					12	0	1#	0	0	0	12	0		12	0									12	0
Associate Professor	13	0					13	0	19	4			19	4		13	0									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																											
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

#Dr. Clark, also Ass't. Provost

* 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).

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

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	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Mgrs.	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																								
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																								
Officials & Mgrs.																								
Professionals	0	1	0	0	0	0	0	1	0	1	0	0	0	0	1	0	1	0	0	0	0	0	0	1
Technicians																								
SUB-TOTAL	0	1					0	1	0	1				0	1	0	1					0	1	
TOTAL	4	6	0	0	0	0	4	6	6	4				6	4	8	4					8	4	

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department SCHOOL OF EDUCATION (CONSOLIDATED REPORT)

Completed By CARL J. DOLCE, DEAN

Date 18 June, 1974

Oct
June 1973 Complement

74-75
Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians	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																								
Clerical	0	22	0	5	0	1	0	28	0	19	0	9	0	0	0	28	0	22	0	7	0	0	0	29
Craftsman																								
Operations (semi-skilled)	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1
Laborers																								
Service Workers																								
SUB-TOTAL	0	24	0	5	0	1	0	30	21	0	9	0	0	0	30	0	24	0	7	0	0	0	0	31
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical	0	4	0	0	0	0	0	4	0	4	0	0	0	0	4	0	4	0	0	0	0	0	4	
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL	0	4	0	0	0	0	0	4	0	4	0	0	0	0	4	0	4	0	0	0	0	0	0	4
TOTAL	0	28	0	5	0	1	0	34	21	4	9	0	0	0	34	0	28	0	7	0	0	0	0	35

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School of Education
School/Department Adult & Community College Education

Completed By Edgar J. Boone

Date May 30, 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	1						1		1							1		1						1	
Professor	3						3		3							3		3						3	
Associate Professor	1						1		5	1						5	1	1						1	
Assistant Professor	5	1					5	1	2		1	1				3	1	5	1					5	1
Instructor																									
SUB-TOTAL	10	1					10	1	11	1	1	1				12	2	10	1					10	1
*PERMANENT PART-TIME																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting	1						1		1							1		1						1	
SUB-TOTAL	1						1		1							1		1						1	
TOTAL	11	1					11	1	12	1	1	1				13	2	11	1					11	1

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School 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	White		Black		Other		Total			White		Black		Other		Total			
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M
Officials & Mgrs.																			
Professionals		1						1									2		
Technicians																			2
SUB-TOTAL		1						1		1							2		2
*PERMANENT PART-TIME																			
Officials & Mgrs.																			
Professionals																			
Technicians																			
SUB-TOTAL																			
TOTAL		1						1		1							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.

AFFIRMATIVE ACTION PLAN
SPA

School/Department School of Education
Adult and Community College Education

Completed By Edgar J. Boone

Date 6/3/74

Oct
~~June~~ 1973 Complement

74-75
Projected 1973-74 Complement

June 1974 Complement

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

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Department Head	None									1	--	--	--	--	--	1	--	--	--	--	--	--	--	--	--
Professor	None									--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Associate Professor	1	1	--	--	--	--	1	--	2	--	--	--	--	--	2	--	1	--	--	--	--	--	1	--	
Assistant Professor	1	1	--	--	--	--	1	--	--	--	--	--	--	--	--	--	1	--	--	--	--	--	1	--	
Instructor																									
<hr/>																									
SUB-TOTAL		2	--	--	--	--	2	--	3	--	--	--	--	--	3	--	2	--	--	--	--	--	2	--	
<hr/>																									
*PERMANENT PART-TIME																									
Professor																									
Associate Professor																									
Assistant Professor																									
Instructor																									
Visiting																									
<hr/>																									
SUB-TOTAL																									
<hr/>																									
TOTAL																									

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department

*School of Educ.
Agri. Educ.*

Completed By

T. R. Miller

Date *May 29, 1974*

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Mgrs.	<i>None</i>																
Professionals																	
Technicians																	
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 of Education

AFFIRMATIVE ACTION PLAN
SPA

School/Department Agricultural Education

Completed By T. R. Miller

Date June 6, 1974

oct
June 1973 Complement

75-76
Projected 1975-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Managers																	
Professionals																	
Technicians																	
Sales																	
Clerical																	
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 1/2-time in a permanently established position.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Education/Center for Occ. Education

Completed By John K. Coster

Date 7 June 1974

June 1973 Faculty Complement

Projected 1975-76 Complement

June 1974 Faculty Complement

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Education/Center for Occupational Education

Completed By John K. Coster

Date 7 June 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M
Officials & Mgrs.																											
Professionals	7	2					7	2		5	1					5	1		6	1					6	1	
Technicians																											
SUB-TOTAL	7	2					7	2		5	1				5	1		6	1					6	1		
*PERMANENT PART-TIME																											
Officials & Mgrs.																											
Professionals																											
Technicians																											
SUB-TOTAL																											
TOTAL	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 stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN
SPA

School/Department Education/Center for Occupational Education Completed By John K. Coster

Date 7 June, 1974

oct
June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Officials & Managers																	
Professionals																	
Technicians		1					1	0	1							1	
Sales																	1
Clerical		6		1		1		8		5		2		0		7	
Craftsman															6		1
Operations (semi-skilled)																	0
Laborers																	
Service Workers																	
SUB-TOTAL		7		1		1		9		6		2		0		8	
*PART-TIME																	
Officials & Managers																	
Professionals																	
Technicians																	
Sales																	
Clerical																	
Craftsman																	
Operations (semi-skilled)																	
Laborers																	
Service Workers																	
SUB-TOTAL																	
TOTAL		7		1		1		9		6		2		0		8	

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department Education: Office of the Dean

Completed By Carl J. Dolce

Date 6 June 1974

Oct
June 1973 Complement

Projected ⁷⁴⁻⁷⁵ 1973-74 Complement

June 1974 Complement

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

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department Education: Duplicating Room

Completed By Carl J. Dolce

Date 6 June 1974

out
June 1973 Complement

74-75
Projected 1973-74 Complement

June 1974 Complement

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

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department Guidance and Personnel Services

Completed By W.E. Hopke

Date June 3, 1974

June 1973 EPA Non-Faculty Complement

Projected 1975-76 Complement • June 1974 EPA Non-Faculty Complement

FULL-TIME	White		Black		Other		Total		White	Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	
Officials & Mgrs.	None															
Professionals																
Technicians																
SUB-TOTAL	None															
*PERMANENT PART-TIME																
Officials & Mgrs.																
Professionals																
Technicians																
SUP-TOTAL	None															
TOTAL																

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department Guidance & Personnel Services

Completed By W. E. Hopke

Date June 3, 1974

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

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

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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

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

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

AFFIRMATIVE ACTION 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.

AFFIRMATIVE ACTION PLAN
SPA

School/Department EDUCATION/ Industrial Arts

Completed By Talmage B. Young, Coordinator

Date May 31, 1974

June 1973 Complement

1974-75
Projected ~~1973-74~~ Complement

June 1974 Complement

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

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School of Education
School/Department 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	White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1							1
Professor	1						1		1							1
Associate Professor	0						1		1							0
Assistant Professor	2						2		2							2
Instructor	1						1		0							1
SUB-TOTAL	5						5		5							5
*PERMANENT PART-TIME																
Professor																
Associate Professor																
Assistant Professor																
Instructor																
Visiting																
SUB-TOTAL																
TOTAL	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.

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 Of Education

AFFIRMATIVE ACTION PLAN
SPA

School/Department Industrial & Technical Education Dept. Completed By Durwin M. Hanson

Date May 30, 1974.

out
June 1973 Complement

74-75
Projected 1973-74 Complement

June 1974 Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	
Officials & Managers																		
Professionals																		
Technicians																		
Sales																		
Clerical Stenography			3					3		2		1				3		
Craftsman																		3
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		3						3		2		1				3		3

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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

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		Black		Other		Total			White		Black		Other		Total	
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F
Department Head	1						1			1							1
Professor	1						1			2		1*					3
Associate Professor	2						2			1							1
Assistant Professor	2						2			1		1					2
Instructor																	
SUB-TOTAL	6						6			5		2					7
*PERMANENT PART-TIME																	
Professor																	
Associate Professor																	
Assistant Professor																	
Instructor																	
Visiting																	
SUB-TOTAL																	
TOTAL	6						6			5		2					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.

*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

TO: Dr. Lawrence Clark

FROM: Dr. J. D. Memory *JDM*

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:

1. 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

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Chemistry

COMPLETED BY R. H. Loeppert

DATE June 4, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1						1		1						1	
Professor	14						14		18						18		12						13	
Associate Professor	9						9		7						7		10						12	
Assistant Professor	7						7	1	7	1					7	1	9						6	
Instructor	3	2					3	2	1	2					1	2	2	2					2	
SUB-TOTAL	34	2					34	2	34	3					34	3	34	2					32	
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	34	2					34	2	34	3					34	3	34	2					32	

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Computer Science

COMPLETED BY D. C. Livingston

DATE June 5, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1							1		1						1
Professor	3						3		3							3		3						3
Associate Professor	2						2		6						2		2							2
Assistant Professor	11						11		7					11		11		11						11
Instructor	2						2		2					2		2		2						2
SUB-TOTAL	19						19		19					19		19		19						19
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor	1						1		1					1		1		1						1
Visiting																								
SUB-TOTAL																								
TOTAL	20						20		20					20		20		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.

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT Mathematics

COMPLETED BY N. J. Rose

DATE June 5, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total						
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F					
Department Head	1						1		1							1		1						1					
Professor	12				2		14		13				2		15		11			2			11	10			5		15
Associate Professor	11						11		14	1			1		15	1	14						14	16				16	
Assistant Professor	20	2	1			1	22	2	16	4	1				17	4	20	3		1			20	3	15	2		2	17
Instructor	5	3					5	3	4	1	1				5	1	4	1					4	1	3	1		3	
SUB-TOTAL	49	5	1			3	53	5	48	6	2		3		53	6	50	4		3			50	4	45	3		7	52
*PERMANENT PART-TIME																													
Professor																													
Associate Professor																													
Assistant Professor																													
Instructor																	2						2		2	2			2
Visiting																													
SUB-TOTAL																	2						2		2	2			2
TOTAL	49	5	1			3	53	5	48	6	2		3		53	6	52	4		3			52	4	47	5		7	54

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

AFFIRMATIVE ACTION PLAN

EPA FACULTY

SCHOOL/DEPARTMENT PAMS/Geosciences

COMPLETED BY C. J. Leith

DATE 6/3/75

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

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<u>FULL-TIME</u>																								
Department Head	1						1	0	1							1	0	1					1	0
Professor	2						2	0	2							2	0	2					2	0
Associate Professor	4						4	0	4							4	0	4					4	0
Assistant Professor	5						5	1	6							6	3	9					9	3
Instructor	0						0	0	0							0	0	0			1	0	1	0
<u>SUB-TOTAL</u>	12	0					12	1	13						13	0	13			1	0	1	0	
<u>*PERMANENT PART-TIME</u>																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor (Temporary)																		1						1
Visiting Professor																						1		1
<u>SUB-TOTAL</u>	0	0					0	0	0						0	0	0	1	0		1	0	2	
<u>TOTAL</u>	12	0					12	1	13						13	0	13			2	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 PLAN
EPA FACULTY

SCHOOL/DEPARTMENT PAMS/Physics

COMPLETED BY L. W. Seagondollar

DATE June 6, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
Department Head	1						1		1							1		1					1			
Professor	8						8	1	11	1						8	10						10			
Associate Professor	6				2)		7		5				3)			6		3			3)		6			
Assistant Professor	4*				2)		6		3*					2)		6		3			4)		4			
Instructor	1						1		1							1		2				5)	2			
SUB-TOTAL	20				3		23	1	21	1			3		24	1	20			3		23	19	4	1	23
*PERMANENT PART-TIME																										
Professor	2						2		1							2		2						2		
Associate Professor																										
Assistant Professor																										
Instructor																										
Visiting																										
SUB-TOTAL	2						2		1							1										
TOTAL	22				3		25	1	22	1			3		25	1	22			3		25	21	4	1	25

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

- 1) Ethnic Origin 3 3) E.O. 2# 3 + 1# 4
2) E.O. 3 + 4 4) E.O. #5

* Include 1 Ethnic Origin #5

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Physical and Mathematical Sciences/
Statistics

COMPLETED BY D. D. Mason

DATE June 2, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	1						1		1						1		1							1
Professor	16						16		16						16		17							17
Associate Professor	5						5		6						5		5							5
Assistant Professor	4**	1					4**	1	3	1					3	1	4**							3**
Instructor		1					1		1						1		1							1
SUB-TOTAL	26	2					26	2	26	2					26	2	26	1						26
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor																								
Instructor																								
Visiting																								
SUB-TOTAL																								
TOTAL	26	2					26	2	26	2					26	2	26	1						26

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

** One Visiting Assistant Professor

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT Chemistry

COMPLETED BY R. H. Loebbert

DATE June 4, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

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

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

*Postdoctoral Rumanian Exchange Scientist

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT PAMS/Geosciences

COMPLETED BY C. J. Leith

DATE 6/3/75

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians																								
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
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
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	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 - Individuals working less than full-time and being paid accordingly but hired for term of 12 months or more or for a stated term of one academic year or more. This does not include joint appointments which should be reported as full-time by their major departments.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT Physical and Mathematical Sciences.
Statistics

COMPLETED BY D. D. Mason

DATE June 2, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	0						0		0							0		0						0
Professionals	8						8		9							8		9						9
Technicians	0						0		0							0		0						0
SUB-TOTAL	8						8		9							8		9						9
*PERMANENT PART-TIME																								
Officials & Managers	0						0		0							0		0						0
Professionals	3						3		1							3		2						2
Technicians	0						0		0							0		0						0
SUB-TOTAL	3						3		1							3		2						2
TOTAL	11						11		10							11		11						11

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT ChemistryCOMPLETED BY R. H. LoeppertDATE June 4, 1975

June 1973 Complement

Projected 1973-74 Complement June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
FULL-TIME																									
Officials & Managers	1						1								1									1	
Professionals																									
Technicians	3						3								3									3	
Sales																									
Clerical	2	8		1			2	9							1	8		1						2	10
Craftsman																									
Operations (semi-skilled)																									
Laborers																									
Service Workers																									
SUB-TOTAL	6	8		1			6	9							5	8		1						6	10
*PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
Sales																									
Clerical																									
Craftsman																									
Operations (semi-skilled)																									
Laborers																									
Service Workers																									
SUB-TOTAL																									
TOTAL	6	8		1			6	9							5	8		1						6	10

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Computer Science

COMPLETED BY D.A. Martin (a)

DATE June 5, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Mathematics

COMPLETED BY N. J. Rose

DATE June 5, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		7							7						6	1					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 1/2-time in a permanently established position.

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT PAMS/GeosciencesCOMPLETED BY C. J. LeithDATE June 3, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		2					2				2					2			2					2
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		2					2				2					2			2					2
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																			1					1
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		0					0				0					0			1					1
TOTAL		2					2				2					2			3					3

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT PAMS/ PhysicsCOMPLETED BY L. W. SeagondollarDATE June 6, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

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

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

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Physical and Mathematical Sciences/
StatisticsCOMPLETED BY D. D. MasonDATE June 2, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers																								
Professionals																								
Technicians	1	3	0	0	0	0	1	3	1	3	0	0	0	0	1	3	1	3	0	0	0	0	1	3
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
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-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
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical																								
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
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 ½-time in a permanently established position.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Physical and Mathematical Sciences

COMPLETED BY J. D. Memory

DATE June 13, 1975

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

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Department Head	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
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	171	13	163	7	0	0	6	0	169	7
*PERMANENT PART-TIME																								
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
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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	0	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	173	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.

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT Physical and Mathematical Sciences

COMPLETED BY J. D. Memory

DATE June 13, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

FULL-TIME	White				Black				Other				Total			
	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
Professionals	9	0	0	0	0	0	0	0	9	0	10	0	8	0	0	0
Technicians	0	2	0	0	0	0	0	0	0	2	0	2	0	2	0	0
SUB-TOTAL	9	2	0	0	0	0	0	0	9	2	10	2	8	2	0	0
*PERMANENT PART-TIME																
Officials & Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	3	0	0	0	0	0	0	0	3	0	1	0	3	0	0	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL	3	0	0	0	0	0	0	0	3	0	1	0	3	0	0	0
TOTAL	12	2	0	0	0	0	0	0	12	2	11	2	11	2	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.

*Postdoctoral Rumanian Exchange Scientist

AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Physical and Mathematical SciencesCOMPLETED BY J. D. MemoryDATE June 13, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total												
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F											
Officials & Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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										
Technicians	10	8	1	0	1	0	12	8	10	8	1	0	1	0	12	8	6	3	0	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										
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	2	43	0	3	0	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	0	3	0	4	0	0	0	0	0	4	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	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	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	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	13	46	0	3	0	0	13	49			
*PART-TIME																																			
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	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	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	0	1	0	0	0	0	0	0	0	0	0	
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	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	0	2	0	2	0	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	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	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	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	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	0	3	0	2	0	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.

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

*Neenah Bond
25% COTTON FIBER*

MEMORANDUM

TO: J. D. Memory

FROM: D. C. Martin *D.C.M.
(A)*

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.

/ega

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

June 4, 1975

MEMORANDUM

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

From: D. D. Mason, Department of Statistics
D. D. 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.



Research Board

524-2700

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
FROM: C. J. Leith *C. J. Leith*
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