

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

Special Units

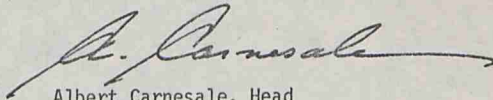
DIVISION OF UNIVERSITY STUDIES
Box 5971 Zip 27607

June 7, 1974

TO: Mr. William H. Simpson
Affirmative Action Officer

Enclosed are two copies of the report
"Progress Toward Affirmative Action Goals
for the Special Units," dated June 1974.

Please contact me if any further in-
formation would be helpful



Albert Carnesale, Head
University Studies

Enclosures

PROGRESS TOWARD AFFIRMATIVE ACTION GOALS
FOR THE
SPECIAL UNITS

June 1974

For purposes of affirmative action planning, the "special units" within N. C. State University have been divided into four groups: (1) University Administration, (2) Special Units for Auxiliary and Academic Administration, (3) Division of University Studies, and (4) Department of Athletics. Because each of the special units is relatively small, specific affirmative action goals were expressed in an integrated form covering all of the units.

The three-year goal for University Administration (viz., "to fill at least one position with a woman and at least one position with a representative of a minority race") has been met. During the past year, a white female was promoted to the position of "Dean, Student Activities" and a black male was hired for the position of "Assistant Dean, School of Education." While these accomplishments represent considerable progress, it is recognized that continuing efforts are required to ensure that minorities and females are given equal opportunity in the filling of administrative posts.

There have been no changes in EPA personnel in either the Special Units for Academic and Auxiliary Administration or the Division of University Studies during the past year.

The Department of Athletics has hired a black male to fill the position

of "Assistant Basketball Coach." This represents substantial progress toward the Department's three year goal of filling at least two EPA positions with black males.

Progress toward the achievement of the integrated goals for the special units is expressed in the tables on the following pages. Included is information related to EPA faculty, EPA non-faculty, and SPA personnel.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Special Units

Completed By A. Carnesale

Date June 7, 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	2	0					2	0	2	0					2	0	2	0					2	0
Associate Professor																								
Assistant Professor																								
Instructor	2	0					2	0	2	0					2	0	2	0					2	0
SUB-TOTAL	4	0					4	0	4	0					4	0	4	0					4	0
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor	1	0					1	0	1	0					1	0	0	0					0	0
Instructor																								
Visiting	0	0					0	0	0	0					0	0	1	0					1	0
SUB-TOTAL	1	0					1	0	1	0					1	0	1	0					1	0
TOTAL	5	0					5	0	5	0					5	0	5	0					5	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 Special Units

Completed By A. Carnesale

Date June 7, 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.	50	0	0	0			50	0		46	2	2	0			48	2		48	1	1	0			49	1
Professionals	25	0	0	0			25	0		24	0	1	0			25	0		24	0	1	0			25	0
Technicians																										
SUB-TOTAL	75	0	0	0			75	0		70	2	3	0			73	2		72	1	2	0			74	1
*PERMANENT PART-TIME																										
Officials & Mgrs.																										
Professionals																										
Technicians																										
SUB-TOTAL																										
TOTAL	75	0	0	0			75	0		70	2	3	0			73	2		72	1	2	0			74	1

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AFFIRMATIVE ACTION PLAN
SPA

School/Department Special Units

Completed By A. Carnesale

Date June 7, 1974

October
~~XXXX~~ 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	5	0	0	0			5	0	5	0	0	0			5	0	5	0	0	0			5	0
Professionals	0	10	0	0			0	10	0	10	0	0			0	10	0	10	0	0			0	10
Technicians	18	8	3	0			21	8	18	8	3	0			21	8	18	8	3	0			21	8
Sales																								
Clerical	4	39	2	3			6	42	4	38	2	4			6	42	4	39	2	3			6	42
Craftsman	3	0	0	0			3	0	3	0	0	0			3	0	3	0	0	0			3	0
Operations (semi-skilled)	0	3	0	0			0	3	0	3	0	0			0	3	0	3	0	0			0	3
Laborers																								
Service Workers	0	0	0	3			0	3	0	0	0	3			0	3	0	0	0	3			0	3
SUB-TOTAL	30	60	5	6			35	66	30	59	5	7			35	66	30	60	5	6			35	66
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
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Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL																								
TOTAL	30	60	5	6			35	66	30	59	5	7			35	66	30	60	5	6			35	66

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

NORTH CAROLINA STATE UNIVERSITY

Division of University Studies
North Carolina State University
Raleigh, North Carolina 27607

6/4

Bill,

The attached stuff is dated June 7 because that's the date on which I expected to submit it.

However, since it's completed ahead of that schedule, I'm passing it on to you.

I will be out of town next week, and expect to return on June 17.

Al

NORTH CAROLINA STATE UNIVERSITY | AT RALEIGH

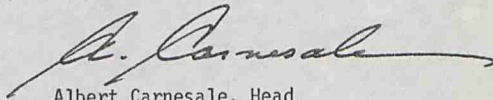
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FOR THE
SPECIAL UNITS

June 1974

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There have been no changes in EPA personnel in either the Special Units for Academic and Auxiliary Administration or the Division of University Studies during the past year.

The Department of Athletics has hired a black male to fill the position

of "Assistant Basketball Coach." This represents substantial progress toward the Department's three year goal of filling at least two EPA positions with black males.

Progress toward the achievement of the integrated goals for the special units is expressed in the tables on the following pages. Included is information related to EPA faculty, EPA non-faculty, and SPA personnel.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

School/Department Special Units

Completed By A. Carnesale

Date June 7, 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	2	0					2	0	2	0					2	0	2	0					2	0
Associate Professor																								
Assistant Professor																								
Instructor	2	0					2	0	2	0					2	0	2	0					2	0
SUB-TOTAL	4	0					4	0	4	0					4	0	4	0					4	0
*PERMANENT PART-TIME																								
Professor																								
Associate Professor																								
Assistant Professor	1	0					1	0	1	0					1	0	0	0					0	0
Instructor																								
Visiting	0	0					0	0	0	0					0	0	1	0					1	0
SUB-TOTAL	1	0					1	0	1	0					1	0	1	0					1	0
TOTAL	5	0					5	0	5	0					5	0	5	0					5	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 Special Units

Completed By A. Carnesale

Date June 7, 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.	50	0	0	0			50	0		46	2	2	0			48	2		48	1	1	0			49	1
Professionals	25	0	0	0			25	0		24	0	1	0			25	0		24	0	1	0			25	0
Technicians																										
SUB-TOTAL	75	0	0	0			75	0		70	2	3	0			73	2		72	1	2	0			74	1
*PERMANENT PART-TIME																										
Officials & Mgrs.																										
Professionals																										
Technicians																										
SUB-TOTAL																										
TOTAL	75	0	0	0			75	0		70	2	3	0			73	2		72	1	2	0			74	1

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AFFIRMATIVE ACTION PLAN
SPA

School/Department Special Units

Completed By A. Carnesale

Date June 7, 1974

October
~~1973~~ 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	F
Officials & Managers	5	0	0	0			5	0		5	0	0	0			5	0		5	0	0	0					5	0
Professionals	0	10	0	0			0	10		0	10	0	0			0	10		0	10	0	0					0	10
Technicians	18	8	3	0			21	8		18	8	3	0			21	8		18	8	3	0					21	8
Sales																												
Clerical	4	39	2	3			6	42		4	38	2	4			6	42		4	39	2	3					6	42
Craftsman	3	0	0	0			3	0		3	0	0	0			3	0		3	0	0	0					3	0
Operations (semi-skilled)	0	3	0	0			0	3		0	3	0	0			0	3		0	3	0	0					0	3
Laborers																												
Service Workers	0	0	0	3			0	3		0	0	0	3			0	3		0	0	0	3					0	3
SUB-TOTAL	30	60	5	6			35	66		30	59	5	7			35	66		30	60	5	6					35	66
*PART-TIME																												
Officials & Managers																												
Professionals																												
Technicians																												
Sales																												
Clerical																												
Craftsman																												
Operations (semi-skilled)																												
Laborers																												
Service Workers																												
SUB-TOTAL																												
TOTAL	30	60	5	6			35	66		30	59	5	7			35	66		30	60	5	6				35	66	

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

Progress Toward Affirmative Action

Goals for the Special Units

June 1975

For purposes of affirmative action planning, the "special units" within North Carolina State University have been divided into four groups: (1) University Administration, (2) Special Units for Auxiliary and Academic Administration, (3) Division of University Studies, and (4) Department of Athletics. Because each of the special units is relatively small, specific affirmative action goals were expressed in an integrated form covering all of the units.

During the academic year 1974-1975 a black male was appointed as Assistant Provost, a black male was appointed Assistant Football Coach, and a female was added to the professional classification.

AFFIRMATIVE ACTION PLAN
EPA FACULTY

SCHOOL/DEPARTMENT Special Units

COMPLETED BY Lawrence M. Clark

DATE June 20, 1975

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

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

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT Special Units

COMPLETED BY Lawrence M. Clark

DATE June 20, 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	50			50 0	46	2	2	0	48	2	48	1	1	0	49	1	50	2		52 0	
Professionals	25			25 0	24	0	1	0	25	0	24	1	0	25	0	34	1	2	1	37 1	
Technicians																					
SUB-TOTAL	75			75 0	70	2	3	0	73	2	72	1	2	0	74	1	84	1	4	1	89 1
*PERMANENT PART-TIME																					
Officials & Managers																					
Professionals																					
Technicians																					
SUB-TOTAL																					
TOTAL	75			75 0	70	2	3	0	73	2	72	1	2	0	74	1	84	1	4	1	89 1

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AFFIRMATIVE ACTION PLAN

SPA

SCHOOL/DEPARTMENT Special Units

COMPLETED BY Lawrence M. Clark

DATE June 20, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	5	0	0	0			5	0	5	0	0	0			5	0	5	0	0	0			5	0
Professionals	0	10	0	0			0	10	0	10	0	0			0	10	0	10	0	0			0	15
Technicians	18	8	3	0			21	8	18	8	3	0			21	8	18	8	3	0			21	11
Sales																								
Clerical	4	39	2	3			6	42	4	38	2	4			6	42	4	39	2	3			6	46
Craftsman	3	0	0	0			3	0	3	0	0	0			3	0	3	0	0	0			3	0
Operations (semi-skilled)	0	3	0	0			0	3	0	3	0	0			0	3	0	3	0	0			0	3
Laborers																								
Service Workers	0	0	0	3			0	3	0	0	0	3			0	3							0	3
SUB-TOTAL	20	60	5	6			35	66	30	59	5	7			35	66	30	60	5	6			35	80
*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 NON-FACULTY

SCHOOL/DEPARTMENT Special Units

COMPLETED BY Lawrence M. Clark

DATE June 20, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total									
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F								
FULL-TIME																																
Officials & Managers	50						50	0	46	2	2	0			48	2	48	1	1	0			49	1	50		2				52	0
Professionals	25						25	0	24	0	1	0			25	0	24		1	0			25	0	34	1	2		1		37	1
Technicians																																
SUB-TOTAL	75						75	0	70	2	3	0			73	2	72	1	2	0			74	1	84	1	4		1		89	1
*PERMANENT PART-TIME																																
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TOTAL	75						75	0	70	2	3	0			73	2	72	1	2	0			74	1	84	1	4		1		89	1

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AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT Special Units

COMPLETED BY Lawrence M. Clark

DATE June 20, 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													43	2	0	45
Professionals													17	1		18
Technicians																
SUB-TOTAL													60	1	2	63
*PERMANENT PART-TIME																
Officials & Managers																
Professionals																
Technicians																
SUB-TOTAL																
TOTAL																

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Progress Toward Affirmative
Action Goals
For the
Special Units

June 1975

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During the academic year 1974-1975
~~a female was added~~
a black ^{male} was appointed as Assistant
Provost, a black ^{male} was appointed assistant
football coach, and a female was
added to the professional classification

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT Special Units

COMPLETED BY Lawrence M. Clark

DATE June 20, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

FULL-TIME	White		Black		Other		Total			White		Black		Other		Total			White		Black		Other		Total		
	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M
Officials & Managers																			43		2		0			45	
Professionals																			17	1			1			18	1
Technicians																											
SUB-TOTAL																			60	1	2		0	1		63	1
*PERMANENT PART-TIME																											
Officials & Managers																											
Professionals																											
Technicians																											
SUB-TOTAL																											
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AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT

Special Const

COMPLETED BY

Lawrence M. Clark

DATE

June 20, 1975

June 1973 EPA
Non-Faculty Complement

Projected 1975-76 Complement

June 1974 EPA
Non-Faculty Complement

June 1975 EPA
Non-Faculty Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME																								
Officials & Managers																		43	20					45
Professionals																		17	1	1	1			18
Technicians																								
SUB-TOTAL																		60	20	1				63
*PERMANENT PART-TIME																								
Officials & Managers																								
Professionals																								
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SUB-TOTAL																								
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