

North Carolina State University
at Raleigh

1974-75 (Interim)
Affirmative Action Update Report

In June, 1973, North Carolina State University submitted its Affirmative Action Plan to the HEW District Office in Atlanta, Georgia, and in mid-February, 1974, submitted a revised and expanded Plan for this University. In the original and revised edition, the first year of the goals and timetables was July 1, 1973 to June 30, 1974. Overall, the Affirmative Action Plan is based on a three-year period from July 1, 1973 to June 30, 1976. At the end of each year (June 30), a brief yearly report will be made on the progress and/or lack of progress toward the affirmative action goals.

The NCSU Affirmative Action Plan follows the regular pattern of organization and administration of the University and is divided into 13 planning units which include the eight degree-granting Schools, Student Affairs, Library, Business Affairs, University Extension, and Special Units. Each unit established a planning committee which developed plans applicable to that unit. In combination with the general statement on policy and description of procedure, these 13 plans constituted the Affirmative Action Plan for NCSU.

With the conclusion of the second year each unit reported on the results of the good faith efforts made within that unit on the following groups of personnel:

EPA Nonfaculty	Employees exempt from the State Personnel Act without faculty rank (example: librarian)
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EPA Faculty Employees exempt from the State Personnel Act with faculty rank (example: assistant professor).

SPA Employees subject to the State Personnel Act (example: secretary).

The Departments of Adult and Community College Education and Sociology and Anthropology are housed jointly in two Schools; data from these two Departments was included twice in last year's interim report. Corrections in last year's data are reflected in this report. In addition, some employees under the classification of Internationals and Foreign Nationals were included in the other race category (American Indians, American Orientals, and Spanish Surnames) in some of the units' reports this year. Corrections have been made in the overall University summary by taking these counts and adding them under Internationals²¹ and Foreign Nationals, and White category.

Attached are tables from each of the 13 units plus a University total on race and sex on the three categories listed above.

A summary of the tables indicates the following:

Race Summary

EPA Nonfaculty Blacks increased from 27 to 29 over last year with a goal of 38 by June, 1976. Increases of three Blacks in the officials and managers classification (2 Administrators in the School of Agriculture and 1 Assistant Provost) coupled with a loss of one black in the professional classification resulted in a net gain of two blacks. Under the other race category (American Indians, American Orientals, Spanish surnames),

there was no change over last year.

EPA Faculty

Blacks increased from 12 to 16 over last year with a goal of 44 by June, 1976. Increases in the Associate Professors (+1), Assistant Professors (+3), and Instructors (+1) classifications coupled with a loss of one (-1) in the other classification resulted in a net gain of 4 blacks. Under the other race category, the increase was from 15 to 17.

SPA

Blacks decreased from 554 to 543 with a goal of 636 by June, 1976. Decreases of blacks in the clerical (-4), craftman (-5), operations (-4), and laborers (-9) classifications coupled with gains in the professionals (+2), technicians (+1), and service workers (+8) classifications resulted in a net loss of 11. Under other race, there was no change over last year.

Looking at the total University employees, the number of employees increased from 3684 to 3751 (+67) with blacks decreasing in number by -5 [EPA faculty and Nonfaculty (+6), SPA (-11)]; other races increasing by +2 and whites increasing by +70.

Sex Summary

EPA Nonfaculty

Females increased from 86 to 88 over last year with a goal of 90 by June, 1976. Increases in the officials and managers (+1), and pro-

professionals (+2) classifications coupled with a loss of one (-1) in the technicians classification resulted in a net gain of two females over last year.

EPA Faculty Females increased from 63 to 78 over last year with a goal of 118 by June, 1976. Gains occurred in the dept. head (+1), Associate Professors (+5), Assistant Professors (+2), Instructors (+6) and other (+1) classifications.

SPA Females increased from 1151 to 1170 over last year. Under the classification of officials and managers (+1), professionals (+17), technicians (+14), clerical (+5), craftsman (+3), laborers (+1) were noted. Under the classification of operations (-3), service workers (-6), slight decreases were noted. (Some employees in the sales classification have been reclassified.)

It is very clear after the first two years of the three-year period the University as a whole has a long way to go in meeting the goals set forth two years ago for blacks and females, particularly in the EPA faculty area. The two years were expected to be the least productive of the three as the various departments, Schools, and divisions expanded their efforts in the attempted recruitment of minorities and females.

An Affirmative Action form that accompanies each regular University appointment form was used during the year to review

the good faith efforts made on each new EPA faculty and non-faculty appointment prior to the official offer being made. In cases where the effort appeared to be too limited in scope for the position or not enough good faith effort was made to publicize the open position, the EEO Officer contacted the responsible persons and either received additional information on the efforts made or asked that the opening be further publicized or additional efforts be made before being approved. A copy of this Affirmative Action Report Form is attached.

Although the second year results are not as dramatic as hoped for, there were several encouraging reports. During the year a black was appointed Assistant Provost, a female was appointed Head of the Department of Instruction and Curriculum, and a black was appointed Assistant Football Coach. Appointments which already have been made effective after June 30, 1975, which are not reflected in this report included six black faculty members and seven female faculty members. In addition, a female pharmacist and a female basketball coach have been appointed effective after June 30, 1975.

Two blacks and two females were promoted from Assistant Professor to Associate Professor, and one female was promoted from Instructor to Assistant Professor. These promotions will be reflected in next year's report.

The Equal Employment Opportunity Officer chaired the Affirmative Action Committee consisting of one representative from each of the 13 units of the University and two at large members. This Committee met several times during the year to discuss affirmative action and equal employment. In addition,

a Panel Discussion entitled "The Impact of Federal Regulations on Higher Education" was held and was well attended by both Faculty and Staff. Also, a two-day Race Relations Seminar for key administrators was held. The Seminar was conducted by Urban Crisis, Inc. of Atlanta, Ga.

During the year the EEO Officer met and reported on the University Plan to the University Board of Trustees, University Good Neighbor Council, the Chancellor's Administrative Council, and various schools and departments

Attachment

TABLE 1a. Summary by race on all employees of North Carolina State University

Job Classification	Employment Status	Time Period	Black	Other	Internat., For. Nat., White	Total
<u>EPA NON-FACULTY</u>						
Officials & Managers	Full-time	June 1974	7 (6.5)	0 (0.0)	100 (93.5)	107 (26.6)
		June 1975	10 (8.8)	0 (0.0)	103 (91.2)	113 (27.0)
		1975-76	9 (8.4)	0 (0.0)	98 (91.6)	107 (26.1)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	N/A	N/A	N/A	N/A
		1975-76	0 (0.0)	0 (0.0)	1 (100.0)	1 (12.5)
Professionals	Full-time	June 1974	20 (6.8)	4 (1.4)	268 (91.8)	292 (72.4)
		June 1975	19 (6.3)	4 (1.3)	281 (92.4)	304 (72.5)
		1975-76	29 (9.6)	5 (1.7)	266 (88.7)	300 (73.2)
	Part-time	June 1974	0 (0.0)	0 (0.0)	11 (100.0)	11 (100.0)
		June 1975	1 (6.7)	0 (0.0)	14 (93.3)	15 (100.0)
		1975-76	0 (0.0)	0 (0.0)	7 (100.0)	7 (87.5)
Technicians	Full-time	June 1974	0 (0.0)	0 (0.0)	4 (100.0)	4 (1.0)
		June 1975	0 (0.0)	0 (0.0)	2 (100.0)	2 (0.5)
		1975-76	0 (0.0)	0 (0.0)	3 (100.0)	3 (0.7)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	N/A	N/A	N/A	N/A
		1975-76				
Total	Full-time	June 1974	27 (6.7)	4 (1.0)	372 (92.3)	403
		June 1975	29 (6.9)	4 (1.0)	386 (92.1)	419
		1975-76	38 (9.3)	5 (1.2)	367 (89.5)	410
	Part-time	June 1974	0 (0.0)	0 (0.0)	11 (100.0)	11
		June 1975	1 (6.7)	0 (0.0)	14 (93.3)	15
		1975-76	0 (0.0)	0 (0.0)	8 (100.0)	8
<u>EPA FACULTY</u>						
Department Head	Full-time	June 1974	0 (0.0)	1 (1.8)	55 (98.2)	56 (4.9)
		June 1975	0 (0.0)	2 (3.6)	54 (96.4)	56 (4.9)
		1975-76	0 (0.0)	1 (1.7)	57 (98.3)	58 (4.6)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	N/A	N/A	N/A	N/A
		1975-76				

Job Classification	Employment Status	Time Period	Black	Other	Internat., For. Nat., White	Total
Professors	Full-time	June 1974	0(0.0)	6(1.7)	348(98.3)	354(31.2)
		June 1975	0(0.0)	6(1.6)	365	371(32.4)
		1975-76	2(0.5)	6(1.5)	401(98.0)	409(32.6)
	Part-time	June 1974	0(0.0)	0(0.0)	6(100.0)	6(11.8)
		June 1975	0(0.0)	0(0.0)	8(100.0)	8(12.3)
		1975-76	0(0.0)	0(0.0)	4(100.0)	4(12.1)
Associate Professors	Full-time	June 1974	3(1.0)	5(1.6)	296	304(26.8)
		June 1975	4(1.2)	5(1.4)	330(97.4)	339(29.6)
		1975-76	8(2.2)	9(2.4)	353(97.4)	370(29.5)
	Part-time	June 1974	0(0.0)	0(0.0)	5(100.0)	5(9.8)
		June 1975	0(0.0)	0(0.0)	7(100.0)	7
		1975-76	0(0.0)	0(0.0)	5(100.0)	5(15.2)
Assistant Professors	Full-time	June 1974	4(1.3)	3(1.0)	297(97.7)	304(26.8)
		June 1975	7(2.7)	3(1.2)	245(96.9)	255(22.4)
		1975-76	27(8.2)	1(0.3)	302(91.5)	330(26.3)
	Part-time	June 1974	0(0.0)	0(0.0)	6(100.0)	6(11.8)
		June 1975	0(0.0)	2(2.2)	7(7.8)	9(13.9)
		1975-76	0(0.0)	0(0.0)	3(100.0)	3(9.1)
Instructors	Full-time	June 1974	4(3.7)	0(0.0)	103(96.3)	107(9.5)
		June 1975	5(4.6)	0(0.0)	104(95.4)	109(9.5)
		1975-76	6(7.4)	1(1.2)	74(91.4)	81(6.4)
	Part-time	June 1974	2(9.5)	0(0.0)	19(90.5)	21(41.2)
		June 1975	1(5.3)	0(0.0)	18(94.7)	19(29.2)
		1975-76	0(0.0)	0(0.0)	12(100.0)	12(36.3)
Lecturer	Full-time	June 1974	0(0.0)	0(0.0)	1(100.0)	1(0.1)
		June 1975	0(0.0)	1(100.0)	0(0.0)	1(0.1)
		1975-76	0(0.0)	0(0.0)	1(100.0)	1(0.1)
	Part-time	June 1974	0(0.0)	0(0.0)	5(100.0)	5(9.8)
		June 1975	0(0.0)	0(0.0)	6(100.0)	6(9.2)
		1975-76	0(0.0)	0(0.0)	3(100.0)	3(9.1)
Other	Full-time	June 1974	1(12.5)	0(0.0)	7(87.5)	8(0.7)
		June 1975	0(0.0)	0(0.0)	13(100.0)	13(1.1)
		1975-76	1(14.3)	0(0.0)	5(85.7)	6(0.5)
	Part-time	June 1974	0(0.0)	0(0.0)	8(100.0)	8(15.6)
		June 1975	0(0.0)	0(0.0)	16(100.0)	16(24.6)
		1975-76	2(33.3)	0(0.0)	4(66.7)	6(18.2)

Job Classification	Employment Status	Time Period	Black	Other	Internat., For. Nat., White	Total
Total	Full-time	June 1974	12 (1.2)	15 (1.3)	1107 (97.5)	1134
		June 1975	16 (1.4)	17 (1.5)	1111 (97.1)	1144
		1975-76	44 (3.5)	18 (1.4)	1193 (95.1)	1255
	Part-time	June 1974	2 (3.9)	0 (0.0)	49 (96.1)	51
		June 1975	1 (1.5)	2 (3.1)	62 (95.4)	65
		1975-76	2 (6.1)	0 (0.0)	31 (93.9)	33
<u>SPA & UNCLASSIFIED STUDENT SUPPLY STORE EMPLOYEES</u>						
Officials & Managers	Full-time	June 1974	1 (1.6)	0 (0.0)	61 (98.4)	62 (2.9)
		June 1975	1 (1.3)	0 (0.0)	74 (98.7)	75 (3.4)
		1975-76	2 (3.4)	0 (0.0)	56 (96.6)	58 (2.6)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	N/A	N/A	N/A	N/A
		1975-76	N/A	N/A	N/A	N/A
Professionals	Full-time	June 1974	2 (2.9)	1 (1.4)	67 (95.7)	70 (3.3)
		June 1975	4 (4.1)	1 (1.0)	93 (94.9)	98 (4.5)
		1975-76	6 (8.3)	2 (2.8)	64 (88.9)	72 (3.3)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	0 (0.0)	0 (0.0)	1 (100.0)	1 (1.0)
		1975-76	N/A	N/A	N/A	N/A
Technicians	Full-time	June 1974	36 (9.0)	7 (1.8)	357 (89.2)	400 (18.6)
		June 1975	37 (8.3)	7 (1.6)	401 (90.1)	445 (20.3)
		1975-76	49 (11.4)	6 (1.4)	375 (87.2)	430 (19.4)
	Part-time	June 1974	0 (0.0)	0 (0.0)	3 (100.0)	3 (3.4)
		June 1975	0 (0.0)	0 (0.0)	3 (100.0)	3 (3.1)
		1975-76	0 (0.0)	1 (33.3)	2 (66.7)	3 (3.1)
Sales	Full-time	June 1974	1 (1.7)	0 (0.0)	57 (98.3)	58 (2.7)
		June 1975	1 (3.7)	0 (0.0)	26 (86.3)	27 (1.2)
		1975-76	4 (6.2)	0 (0.0)	61 (93.8)	65 (2.9)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	0 (0.0)	0 (0.0)	1 (100.0)	1 (1.0)
		1975-76	N/A	N/A	N/A	N/A
Clerical	Full-time	June 1974	93 (12.0)	3 (0.4)	681 (87.6)	777 (36.2)
		June 1975	89 (11.5)	4 (0.5)	683 (88.0)	776 (35.5)
		1975-76	128 (16.1)	2 (0.2)	667 (83.7)	797 (36.0)

TABLE 1a. -Continued

Job Classification	Employment Status	Time Period	Black	Other	Internat., For. Nat., White	Total
	Part-time	June 1974	1 (1.4)	0 (0.0)	73 (98.6)	74 (93.7)
		June 1975	5 (6.8)	1 (1.4)	68 (91.8)	74 (77.1)
		1975-76	0 (0.0)	12 (14.1)	73 (85.9)	85 (87.6)
Craftsman	Full-time	June 1974	59 (24.1)	0 (0.0)	186 (75.9)	245 (11.4)
		June 1975	54 (21.6)	0 (0.0)	196 (78.4)	250 (11.4)
		1975-76	76 (29.0)	0 (0.0)	186 (71.0)	262 (11.8)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	0 (0.0)	0 (0.0)	6 (100.0)	6 (6.3)
		1975-76	N/A	N/A	N/A	N/A
Operations (Semi-skilled)	Full-time	June 1974	37 (32.4)	1 (0.9)	76 (66.7)	114 (5.3)
		June 1975	33 (30.8)	1 (1.0)	73 (68.2)	107 (4.9)
		1975-76	45 (39.1)	2 (1.7)	68 (59.1)	115 (5.2)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	1 (100.0)	0 (0.0)	0 (0.0)	1 (1.0)
		1975-76	0 (0.0)	2 (66.7)	1 (33.3)	3 (31.1)
Laborers	Full-time	June 1974	82 (59.9)	1 (0.7)	54 (39.4)	137 (6.4)
		June 1975	73 (59.8)	0 (0.0)	49 (40.2)	122 (5.6)
		1975-76	79 (62.2)	0 (0.0)	48 (37.8)	127 (5.7)
	Part-time	June 1974	0 (0.0)	0 (0.0)	2 (100.0)	2 (2.5)
		June 1975	0 (0.0)	0 (0.0)	2 (100.0)	2 (2.1)
		1975-76	0 (0.0)	3 (50.0)	3 (50.0)	6 (6.2)
Service Workers	Full-time	June 1974	243 (85.6)	1 (0.4)	40 (14.0)	284 (13.2)
		June 1975	251 (87.2)	1 (0.3)	36 (12.5)	288 (13.2)
		1975-76	247 (84.9)	1 (0.3)	43 (14.8)	291 (13.1)
	Part-time	June 1974	N/A	N/A	N/A	N/A
		June 1975	6 (75.0)	0 (0.0)	2 (25.0)	8 (8.4)
		1975-76	N/A	N/A	N/A	N/A
Total	Full-time	June 1974	554 (25.8)	14 (0.7)	1579 (73.5)	2147
		June 1975	543 (24.8)	14 (0.6)	1631 (74.6)	2188
		1975-76	636 (28.7)	13 (0.6)	1568 (70.7)	2217
	Part-time	June 1974	1 (1.3)	0 (0.0)	78 (98.7)	79
		June 1975	12 (12.5)	1 (1.0)	83 (86.5)	96
		1975-76	0 (0.0)	18 (18.6)	79 (81.4)	97

Job Classification	Employment Status	Time Period	Black	Other	Internat., For. Nat., White	Total
TOTAL EMPLOYEES	Full-time	June 1974	593(15.9)	33(0.9)	3058(83.2)	3684
		June 1975	588(15.7)	35(0.9)	3128(83.4)	3751
		Goals	718(18.5)	36(0.9)	3128(80.6)	3882
	Part-time	June 1974	3(2.1)	0(0.0)	138(97.9)	141
		June 1975	14(8.0)	3(1.7)	159(90.3)	176
		Goals	2(1.4)	18(13.1)	118(85.5)	138

¹Number of employees and (percent within this employment status group)

²Number and (percent of total) within this job classification.

TABLE 1b. Summary by sex on all employees of North Carolina State University

Job Classification	Employment Status	Time Period	Female	Male	Total
<u>EPA NON-FACULTY</u>					
Officials & Managers	Full-time	June 1974	10 (9.3)	97 (90.7)	107 (26.6)
		June 1975	11 (10.7)	102 (89.3)	113 (27.8)
		1975-76	11 (10.3)	96 (89.7)	107 (26.1)
	Part-time	June 1974	-	-	-
		June 1975	N/A	N/A	N/A
		1975-76	1 (100.0)	0 (0.0)	1 (12.5)
Professionals	Full-time	June 1974	74 (25.3)	218 (74.7)	292 (72.4)
		June 1975	76 (25.0)	228 (75.0)	304 (72.5)
		1975-76	77 (25.7)	223 (74.3)	300 (73.2)
	Part-time	June 1974	3 (27.3)	8 (72.7)	11 (100.0)
		June 1975	6 (40.0)	9 (60.0)	15 (100.0)
		1975-76	3 (42.9)	4 (57.1)	7 (87.5)
Technicians	Full-time	June 1974	2 (50.0)	2 (50.0)	4 (1.0)
		June 1975	1 (50.0)	1 (50.0)	2 (0.5)
		1975-76	2 (66.7)	1 (33.3)	3 (0.7)
	Part-time	June 1974	N/A	N/A	N/A
		June 1975	N/A	N/A	N/A
		1975-76			
Total	Full-time	June 1974	86 (21.3)	317 (78.7)	403
		June 1975	88 (21.0)	331 (79.0)	419
		1975-76	90 (22.0)	320 (78.0)	410
	Part-time	June 1974	3 (27.3)	8 (72.7)	11
		June 1975	6 (40.0)	9 (60.0)	15
		1975-76	4 (50.0)	4 (50.0)	8

EPA FACULTY

Department Head	Full-time	June 1974	1 (1.8)	55 (98.2)	56 (4.9)
		June 1975	2 (3.6)	54 (96.4)	56 (4.9)
		1975-76	1 (1.7)	57 (98.3)	58 (4.6)
	Part-time	June 1974	N/A	N/A	N/A
		June 1975	N/A	N/A	N/A
		1975-76			

Job Classification	Employment Status	Time Period	Female	Male	Total
Professors	Full-time	June 1974	2 (0.6)	352 (99.4)	354 (31.2)
		June 1975	2 (0.5)	369 (99.5)	371 (32.4)
		1975-76	6 (1.5)	403 (98.5)	409 (32.6)
	Part-time	June 1974	0 (0.0)	6 (100.0)	6 (11.8)
		June 1975	1 (12.5)	7 (87.5)	8 (12.3)
		1975-76	0 (0.0)	4 (100.0)	4 (12.1)
Associate Professors	Full-time	June 1974	7 (2.3)	297 (97.7)	304 (26.8)
		June 1975	12 (3.5)	327 (96.5)	339 (29.6)
		1975-76	22 (5.9)	348 (94.1)	370 (29.5)
	Part-time	June 1974	0 (0.0)	5 (100.0)	5 (9.8)
		June 1975	0 (0.0)	7 (100.0)	7 (10.8)
		1975-76	0 (0.0)	5 (100.0)	5 (15.2)
Assistant Professors	Full-time	June 1974	27 (8.9)	277 (91.1)	304 (26.8)
		June 1975	29 (11.4)	226 (88.6)	255 (22.4)
		1975-76	62 (18.8)	268 (81.2)	330 (26.3)
	Part-time	June 1974	0 (0.0)	6 (100.0)	6 (11.8)
		June 1975	1 (11.1)	8 (88.9)	9 (13.9)
		1975-76	0 (0.0)	3 (100.0)	3 (9.1)
Instructors	Full-time	June 1974	24 (22.4)	83 (77.6)	107 (9.5)
		June 1975	30 (27.5)	79 (72.5)	109 (9.5)
		1975-76	25 (30.9)	56 (69.1)	81 (6.4)
	Part-time	June 1974	5 (23.8)	16 (76.2)	21 (41.2)
		June 1975	7 (27.5)	12 (63.2)	19 (29.2)
		1975-76	7 (58.3)	5 (41.7)	12 (36.3)
Lecturers	Full-time	June 1974	0 (0.0)	1 (100.0)	1 (0.1)
		June 1975	0 (0.0)	1 (100.0)	1 (0.1)
		1975-76	0 (0.0)	1 (100.0)	1 (0.1)
	Part-time	June 1974	0 (0.0)	5 (100.0)	5 (9.8)
		June 1975	3 (50.0)	3 (50.0)	6 (9.2)
		1975-76	1 (33.3)	2 (66.7)	3 (9.1)
Other	Full-time	June 1974	2 (25.0)	6 (75.0)	8 (0.7)
		June 1975	3 (23.1)	10 (76.9)	13 (1.1)
		1975-76	2 (33.3)	4 (66.7)	6 (0.5)
	Part-time	June 1974	3 (37.5)	5 (62.5)	8 (15.7)
		June 1975	1 (6.3)	15 (93.7)	16 (24.6)
		1975-76	2 (33.3)	4 (66.7)	6 (18.2)

Job Classification	Employment Status	Time Period	Female	Male	Total
Total	Full-time	June 1974	63 (5.6)	1071 (94.4)	1134
		June 1975	78 (7.3)	1066 (92.7)	1144
		1975-76	118 (9.4)	1137 (90.6)	1255
	Part-time	June 1974	8 (15.7)	43 (84.3)	51
		June 1975	13 (20.0)	52 (80.0)	65
		1975-76	10 (30.3)	23 (69.7)	33
SPA & UNCLASSIFIED STUDENT SUPPLY STORE EMPLOYEES					
Officials & Managers	Full-time	June 1974	6 (9.7)	56 (90.3)	62 (2.9)
		June 1975	7 (9.3)	68 (90.7)	75 (3.4)
		1975-76	4 (6.9)	54 (93.1)	58 (2.6)
	Part-time	June 1974	N/A	N/A	N/A
		June 1975	N/A	N/A	N/A
		1975-76	N/A	N/A	N/A
Professionals	Full-time	June 1974	37 (52.9)	33 (47.1)	70 (3.3)
		June 1975	54 (55.1)	44 (44.9)	98 (4.5)
		1975-76	39 (54.2)	33 (45.8)	72 (3.3)
	Part-time	June 1974	N/A	N/A	N/A
		June 1975	1 (100.0)	0 (0.0)	1 (1.0)
		1975-76	N/A	N/A	N/A
Technicians	Full-time	June 1974	125 (31.2)	275 (68.8)	400 (18.6)
		June 1975	139 (31.2)	306 (68.8)	445 (20.3)
		1975-76	136 (31.6)	294 (68.4)	430 (19.4)
	Part-time	June 1974	1 (33.3)	2 (66.7)	3 (3.8)
		June 1975	2 (66.7)	1 (33.3)	3 (3.1)
		1975-76	1 (33.3)	2 (66.7)	3 (3.1)
Sales	Full-time	June 1974	28 (48.3)	30 (51.7)	58 (2.7)
		June 1975	15 (55.5)	12 (44.5)	27 (1.2)
		1975-76	29 (44.6)	36 (55.4)	65 (2.9)
	Part-time	June 1974	N/A	N/A	N/A
		June 1975	1 (100.0)	0 (0.0)	1 (1.0)
		1975-76	N/A	N/A	N/A
Clerical	Full-time	June 1974	734 (94.5)	43 (5.5)	777 (36.2)
		June 1975	739 (95.2)	37 (4.8)	776 (35.5)
		1975-76	745 (93.5)	52 (6.5)	797 (36.0)
	Part-time	June 1974	73 (98.6)	1 (1.4)	74 (93.7)
		June 1975	73 (98.6)	1 (1.4)	74 (77.1)
		1975-76	84 (98.8)	1 (1.2)	85 (87.6)

Job Classification	Employment Status	Time Period	Female	Male	Total
Craftsman	Full-time	June 1974	11 (4.5)	234 (95.5)	245 (11.4)
		June 1975	14 (5.6)	236 (94.4)	250 (11.4)
		1975-76	18 (6.9)	244 (93.1)	262 (11.8)
	Part-time	June 1974	N/A	N/A	N/A
		June 1975	0 (0.0)	1 (100.0)	1 (1.0)
		1975-76	N/A	N/A	N/A
Operations (Semi-skilled)	Full-time	June 1974	60 (52.6)	54 (47.4)	114 (5.3)
		June 1975	57 (53.3)	50 (46.7)	107 (4.9)
		1975-76	75 (65.2)	40 (34.8)	115 (5.2)
	Part-time	June 1974	N/A	N/A	N/A
		June 1975	0 (0.0)	1 (100.0)	1 (1.0)
		1975-76	0 (0.0)	3 (100.0)	3 (3.1)
Laborers	Full-time	June 1974	7 (5.1)	130 (94.9)	137 (6.4)
		June 1975	8 (6.6)	114 (93.4)	122 (5.6)
		1975-76	7 (5.5)	120 (94.5)	127 (5.7)
	Part-time	June 1974	2 (100.0)	0 (0.0)	2 (2.5)
		June 1975	2 (100.0)	0 (0.0)	2 (2.1)
		1975-76	6 (100.0)	0 (0.0)	6 (6.2)
Service Workers	Full-time	June 1974	143 (50.4)	141 (49.6)	284 (13.2)
		June 1975	137 (47.6)	151 (52.4)	288 (13.2)
		1975-76	134 (46.0)	157 (54.0)	291 (13.1)
	Part-time	June 1974	N/A	N/A	N/A
		June 1975	7 (87.5)	1 (12.5)	8 (8.4)
		1975-76	N/A	N/A	N/A
Total	Full-time	June 1974	1151 (53.6)	996 (46.4)	2147
		June 1975	1170	1018	2188
		1975-76	1187 (53.5)	1025 (46.2)	2217
	Part-time	June 1974	76 (96.2)	3 (3.8)	79
		June 1975	91 (94.8)	5 (5.2)	96
		1975-76	91 (93.8)	6 (6.2)	97
TOTAL EMPLOYEES	Full-time	June 1974	1300 (35.3)	2384 (64.7)	3684
		June 1975	1336 (35.6)	2415 (64.4)	3751
		Goals	1395 (35.9)	2482 (64.1)	3882
	Part-time	June 1974	87 (61.7)	54 (38.3)	141
		June 1975	110 (62.5)	66 (37.5)	176
		Goals	105 (76.1)	33 (23.9)	138

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department University Extension

Completed By R. A. Mabry

Date June 14, 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.	7		2				9			5		2				7			7			2				9	
Professionals	19	5		1			19	6		13	2	1	1			14	3		18	3						18	3
Technicians																											
SUB-TOTAL	26	5	2	1			28	6		18	2	3	1			21	3		25	3	2					27	3
*PERMANENT PART-TIME																											
Officials & Mgrs.																											
Professionals																											
Technicians																											
SUB-TOTAL																											
TOTAL	26	5	2	1			28	6		18	2	3	1			21	3		25	3	2					27	3

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department University Extension

Completed By R. A. Mabry

Date June 14, 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	1						1		1						1		1						1	
Professionals	4	2					4	2	4	2					4	2	4	2					4	2
Technicians	3	1	2				5	1	3	1	2				5	1	3	1	2				5	1
Sales																								
Clerical		20	1	2			1	22		21	1	2			1	23	20	1	2				1	22
Craftsman			1				1			1					1			1					1	
Operations (semi-skilled)		1	2				2	1		1	3				3	1		1	3**				3	1
Laborers																								
Service Workers			1**	1			1	1			1				1				1				1	
SUB-TOTAL	8	24	7	3			15	27	8	25	7	3			15	28	8	24	7	3			15	27
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		2					2		2					2		2		2					2	
Craftsman																								
Operations (semi-skilled)																								
Laborers																								
Service Workers																								
SUB-TOTAL		2					2		2					2		2		2					2	
TOTAL	8	26	7	3			15	29	8	27	7	3			15	30	8	26	7	3			15	29

*SPA individuals working at least 1/2-time in a permanently established position.
 **September 1973 changed from Service Worker to Duplicating Machine Operator (Operations)

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department University Extension

Completed By R. A. Mahry

Date June 14, 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.	7		2				9			5		2				7			7		2				9	
Professionals	19	5		1			19	6		13	2	1	1			14	3		18	3					18	3
Technicians																										
SUB-TOTAL	26	5	2	1			28	6		18	2	3	1			21	3		25	3	2				27	3
*PERMANENT PART-TIME																										
Officials & Mgrs.																										
Professionals																										
Technicians																										
SUB-TOTAL																										
TOTAL	26	5	2	1			28	6		18	2	3	1			21	3		25	3	2				27	3

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

AFFIRMATIVE ACTION PLAN
SPA

School/Department University Extension

Completed By R. A. Mabry

Date June 14, 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	1						1		1							1		1						1	
Professionals	4	2					4	2	4	2					4	2	4	2					4	2	
Technicians	3	1	2				5	1	3	1	2				5	1	3	1	2				5	1	
Sales																									
Clerical		20	1	2			1	22	21	1	2			1	23	20	1	2					1	22	
Craftsman			1				1			1				1			1						1		
Operations (semi-skilled)		1	2				2	1	1	3				3	1	1	3**						3	1	
Laborers																									
Service Workers			1**	1			1	1			1			1									1		
SUB-TOTAL	8	24	7	3			15	27	8	25	7	3		15	28	8	24	7	3				15	27	
*PART-TIME																									
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	
TOTAL	8	26	7	3			15	29	8	27	7	3		15	30	8	26	7	3				15	29	

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

**September 1973 changed from Service Worker to Duplicating Machine Operator (Operations)

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department University Extension

Completed By R. A. Mabry

Date June 14, 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.	7		2				9			5		2				7			7			2				9	
Professionals	19	5		1			19	6		13	2	1	1			14	3		18	3						18	3
Technicians																											
SUB-TOTAL	26	5	2	1			28	6		18	2	3	1			21	3		25	3	2					27	3
*PERMANENT PART-TIME																											
Officials & Mgrs.																											
Professionals																											
Technicians																											
SUB-TOTAL																											
TOTAL	26	5	2	1			28	6		18	2	3	1			21	3		25	3	2					27	3

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AFFIRMATIVE ACTION PLAN
SPA

School/Department University Extension

Completed By R. A. Mabry

Date June 14, 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	1						1		1							1		1						1	
Professionals	4	2					4	2	4	2					4	2	4	2						4	2
Technicians	3	1	2				5	1	3	1	2				5	1	3	1	2					5	1
Sales																									
Clerical		20	1	2			1	22		21	1	2			1	23		20	1	2				1	22
Craftsman				1			1				1				1				1						1
Operations (semi-skilled)			1	2			2	1		1	3				3	1		1	3**					3	1
Laborers																									
Service Workers				1**	1		1	1				1			1					1					1
SUB-TOTAL	8	24	7	3			15	27	8	25	7	3		15	28	8	24	7	3				15	27	
*PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
Sales																									
Clerical			2				2		2					2		2		2							2
Craftsman																									
Operations (semi-skilled)																									
Laborers																									
Service Workers																									
SUB-TOTAL			2				2		2					2		2		2							2
TOTAL	8	26	7	3			15	29	8	27	7	3		15	30	8	26	7	3				15	29	

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

**September 1973 changed from Service Worker to Duplicating Machine Operator (Operations)

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

School/Department University Extension

Completed By R. A. Mahry

Date June 14, 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.	7		2				9			5		2				7			7		2				9	
Professionals	19	5		1			19	6		13	2	1	1			14	3		18	3					18	3
Technicians																										
SUB-TOTAL	26	5	2	1			28	6		18	2	3	1			21	3		25	3	2				27	3
*PERMANENT PART-TIME																										
Officials & Mgrs.																										
Professionals																										
Technicians																										
SUB-TOTAL																										
TOTAL	26	5	2	1			28	6		18	2	3	1			21	3		25	3	2				27	3

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AFFIRMATIVE ACTION PLAN
SPA

School/Department University Extension

Completed By R. A. Mabry

Date June 14, 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	1			1	1			1	1			1
Professionals	4	2		4	4	2		4	4	2		4
Technicians	3	1	2	5	3	1	2	5	3	1	2	5
Sales												
Clerical		20	1	2	1	22		21	1	2		1
Craftsman			1		1			1				1
Operations (semi-skilled)		1	2		2	1		1	3			3
Laborers												
Service Workers			1**	1	1		1	1			1	1
SUB-TOTAL	8	24	7	3	15	27		8	25	7	3	15
*PART-TIME												
Officials & Managers												
Professionals												
Technicians												
Sales												
Clerical		2			2			2				2
Craftsman												
Operations (semi-skilled)												
Laborers												
Service Workers												
SUB-TOTAL	2				2			2				2
TOTAL	8	26	7	3	15	29		8	27	7	3	15

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

**September 1973 changed from Service Worker to Duplicating Machine Operator (Operations)

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT University Extension

COMPLETED BY R. A. Mabry

DATE June 20, 1975

FULL-TIME	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							
Officials & Managers	7		2					9		5		2				7		7		2			9	5	2					7	
Professionals	19	5		1				19	6	13	2	1	1			14	3	18	3				18	3	10	2				10	2
Technicians																															
SUB-TOTAL	26	5	2	1				28	6	18	2	3	1			21	3	25	3	2			27	3	15	2	2			17	2
*PERMANENT PART-TIME																															
Officials & Managers																															
Professionals																															1
Technicians																															
SUB-TOTAL	26	5	2	1				28	6	18	2	3	1			21	3	25	3	2			27	3	15	3	2			17	3
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 University Extension

COMPLETED BY R. A. Mabry

DATE June 20, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

FULL-TIME	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Officials & Managers	1						1		1							1		1						1	
Professionals	4	2					4	2	4	2						4	2	3	1					3	1
Technicians	3	1	2				5	1	3	1	2					5	1	2	1	2				4	1
Sales																									
Clerical		20	1	2			1	22		21	1	2				1	23		20	1	2			1	20
Craftsman			1				1			1						1			1					1	
Operations (semi-skilled)		1	2				2	1		1	3					3	1		1	3				2	1
Laborers																									
Service Workers			1	1			1	1			1					1			1						
SUB-TOTAL	8	24	7	3			15	27	8	25	7	3				15	28	8	24	7	3			15	27
*PART-TIME																									
Officials & Managers																									
Professionals																									
Technicians																									
Sales																									
Clerical		2					2		2							2		2						2	
Craftsman																									
Operations (semi-skilled)																								1	
Laborers																									
Service Workers																									
SUB-TOTAL		2					2		2							2		2						2	
TOTAL		26	7	3			15	29	8	27	7	3				15	30	8	26	7	3			15	29

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

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

SCHOOL/DEPARTMENT University Extension

COMPLETED BY R. A. Mabry

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	F						
Officials & Managers	7		2				9			5		2				7			7		2				9		5		2				7	
Professionals	19	5		1			19	6	13	2	1	1			14	3	18	3							18	3	10	2			10	2		
Technicians																																		
SUB-TOTAL	26	5	2	1			28	6	18	2	3	1			21	3	25	3	2						27	3	15	2	2				17	2
*PERMANENT PART-TIME																																		
Officials & Managers																																		
Professionals																												1				1		
Technicians																																		
SUB-TOTAL	26	5	2	1			28	6	18	2	3	1			21	3	25	3	2						27	3	15	3	2				17	3
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 University Extension

COMPLETED BY R. A. Mabry

DATE June 20, 1975

June 1973 Complement

Projected 1973-74 Complement

June 1974 Complement

June 1975 Complement

	White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
FULL-TIME	1						1		1							1		1					1	
Officials & Managers							1									1		1					1	
Professionals	4	2					4	2	4	2						4	2	3	1				3	1
Technicians	3	1	2				5	1	3	1	2					5	1	2	1	2			4	1
Sales																								
Clerical		20	1	2			1	22	21	1	2					1	23	20	1	2				
Craftsman			1				1		1						1		1					1		20
Operations (semi-skilled)		1	2				2	1	1	3					3	1	1	3					1	
Laborers																							2	1
Service Workers			1	1			1	1			1				1		1							
SUB-TOTAL	8	24	7	3			15	27	8	25	7	3			15	28	8	24	7	3			15	27
*PART-TIME																								
Officials & Managers																								
Professionals																								
Technicians																								
Sales																								
Clerical		2					2		2						2		2					1		
Craftsman																								
Operations (semi-skilled)																						1		
Laborers																								
Service Workers																								
SUB-TOTAL		2					2		2						2		2						2	
TOTAL		26	7	3			15	29	8	27	7	3			15	30	8	26	7	3			15	29

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