TABLE A

INTERNAL DISSEMINATION

NAME	RESPONSIBILITY	TIME OF PUBLICATION
	Publications Reaching All Employees	
NCSU Journal	Director, Information Services	Continuous
Statelog	Director, Information Services	Continuous
Official Bulletin	Division of Student Affairs	Continuous
	Publications Reaching Faculty	
Faculty Handbook	Provost	Continuous
	Publications Reaching All SPA Personnel	
Dispatch	Division of Personnel Services	Continuous
Personnel Notes	Director, NCSU Division of Personnel Services	Continuous
SPA Employee Handbook	Director, NCSU Division of Personnel Services	Continuous
Employee Paycheck Bulletins	Payroll and Benefits Office	
	EXTERNAL DISSEMINATION	
EEO Policy statement included on all recruitment material and advertisements for students, staff and faculty.	Vice Chancellor for Student Affairs Director of Personnel Affirmative Action Officer	Continuous
EEO statement included on purchase orders, contracts, etc., as required by Executive Order 11246	Vice Chancellor for Finance and Business	Continuous
Provide written notification of plan and basic contents to public and private organizations interested in employment opportunities for women and minorities; community agencies	Affirmative Action Officer Director of Personnel	Continuous

TABLE A

INTERNAL DISSEMINATION

NAME	RESPONSIBILITY	TIME OF PUBLICATION
	Publications Reaching All Employees	
NCSU Journal	Director, Information Services	Continuous
Statelog	Director, Information Services	Continuous
Bulletin	Division of Student Affairs	Continuous
	Publications Reaching Faculty	
Faculty Handbook	Provost	Continuous
	Publications Reaching All SPA Personnel	
Dispatch	Division of Personnel Services	Continuous
Personnel Notes	Director, NCSU Division of Personnel Services	Continuous
SPA Employee Handbook	Director, NCSU Division of Personnel Services	Continuous
Employee Paycheck Bulletins	Payroll and Benefits Office	

EXTERNAL DISSEMINATION

EEO Policy statement included on all recruitment material and advertisements for students, staff and faculty	Vice Chancellor for Student Affairs, Director of Personnel, Affirmative Action Officer	Continuous
EEO statement included on purchase orders, contracts, etc., as required by Executive Order 11246	Vice Chancellor for Finance and Business	Continuous
Provide written notification of plan and basic contents to public and private organizations interested in employment opportunities for women and minorities; community agencies and leaders; secondary schools; colleges; and technical and business institutes	Affirmative Action Officer Director of Personnel	Continuous

NAME	RESPONSIBILITY	TIME OF PUBLICATION
Subcontractors, vendors, and suppliers notified in writing of EEO Policy	Vice Chancellor for Finance and Business	Continuous
Publicize progress, appointments of new personnel, promotions, etc., relating to EEO objectives, in public press and in office publications distributed externally	Affirmative Action Officer Public Information Office Provost's Office	Continuous

and leaders; secondary schools; colleges; and technical and business institutes		
Subcontractors, vendors, and suppliers notified in writing of EEO Policy	Vice Chancellor for Finance and Business	Continuous
Publicize EEO progress, appointments of new personnel, promotions, etc., relating to EEO objectives, in public press and in office publications distributed externally	Affirmative Action Officer Public Information Office Provost's Office	Continuous

TABLE A

INTERNAL DISSEMINATION

NAME	RESPONSIBILITY	TIME OF PUBLICATION
	Publications Reaching All Employees	
NCSU Journal	Director, Information Services	Continuous
Statelog	Director, Information Services	Continuous
Official Bulletin	Division of Student Affairs	Continuous
	Publications Reaching Faculty	
Faculty Handbook	Provost	Continuous
	Publications Reaching All SPA Personnel	
Dispatch	Division of Personnel Services	Continuous
Personnel Notes	Director, NCSU Division of Personnel Services	Continuous
SPA Employee Handbook	Director, NCSU Division of Personnel Services	Continuous
Employee Paycheck Bulletins	Payroll and Benefits Office	

EXTERNAL DISSEMINATION

EEO Policy statement included on all recruitment material and advertisements for students, staff and faculty.	Vice Chancellor for Student Affairs Director of Personnel Affirmative Action Officer	Continuous
EEO statement included on purchase orders, contracts, etc., as required by Executive Order 11246	Vice Chancellor for Finance and Business	Continuous
Provide written notification of plan and basic contents to public and private organizations interested in employment opportunities for women and minorities; community agencies	Affirmative Action Officer Director of Personnel	Continuous

APPENDIX D

AGRICULTURE AND LIFE SCIENCES

Discipline Grouping: Agricultural Sciences

Category	% Blacks	% Females	% Other Minorities
With Appropriate Terminal Degree	2.05	14.0 *	7.5

Discipline Grouping: Biological Sciences

Category	% Blacks	% Females	% Other Minorities
With Appropriate Terminal Degree	1.5	29.2*	8.8

Discipline Grouping: Extension Home Economics

Category	% Blacks	% Females	% Other Minorities
With Appropriate Terminal Degree	11.9	57.1 *	0

Source of Data:

1978-1979 HEGIS Survey

* National Research Council data was used here since it reflected a higher percentage availability for females.

DESIGN

Discipline Grouping: Design

Category	% Blacks	% Females	% Other Minorities
With Appropriate Terminal Degree	4.2	29.5	6.2

Source of Data.
1978-1979 HEGIS Survey

Note: The Masters Degree is the appropriate terminal degree in this grouping; the above data reflects Masters Degrees awarded in the U.S. during 1978-79.

EDUCATION

Discipline Grouping: Education

Category	% Blacks	% Females	% other Minorities
With Appropriate Terminal Degree (NRC)	10.4	44.9	10.4
With Appropriate Terminal Degree (HEGIS)	8.69	42.8	3.9

Source of Data:
National Research Council, Office of Scientific and Engineering Personnel, Doctorate Record Files
1978-1979 HEGIS Survey
(Note: In analyzing the HEGIS data and the National Research Council Data, it was found that the NRC indicated higher percentages for Blacks, females, and other minorities; therefore, NRC data was utilized.)

Discipline Grouping: Psychology

Category	% Blacks	% Females	% Other Minorities
With Appropriate Terminal Degree (NRC)	2.5	43.0	12.9
With Appropriate Terminal Degree (HEGIS)	4.29	40.1	3.75

Source of Data:
Blacks = $\frac{\text{Total male and female Blacks not in clinical and counseling}}{\text{Total Ph.D.s not those in clinical and Counseling}}$

$= 43/1750 = .0246$

$$\text{Females} = \frac{\text{Total females not in clinical and counseling}}{\text{Total Ph.D.s not in clinical and counseling}}$$

$$= 757/1750 = 0.43$$

$$\text{Other Minorities} = \frac{\text{Total male and female other not in clinical and counseling}}{\text{Total Ph.D.s not in clinical and counseling}}$$

$$= 226/1750 = .129$$

Note: NCSU Psychology Programs do not offer clinical nor counseling psychology. The National Research Council allowed for an adjustment of the data to reflect this fact and give a more realistic percentage for Blacks. This adjustment did not have a significant affect on females. The HEGIS data did not afford this adjustment.

ENGINEERING

Discipline Grouping: Engineering

Category	% Blacks	% Females	% Other Minorities
With Appropriate Terminal Degree	1.53	3.55	12.6

Source of Data:
1978-1979 HEGIS Survey

FOREST RESOURCES

Discipline Grouping: Forest Resources

Category	% Blacks	% Females	% Other Minorities
With Appropriate Terminal Degree	2.7	10.0	6.1

Source of Data:

Availability data for the School of Forest Resources were determined from two major reference documents. Data for the Departments of Forestry and Wood and Paper Science were obtained from the HEW HEGIS Survey of Doctoral Degrees Awarded during 1978-1979 in the areas of Agriculture and Natural Resources (0100). However, these data are considered to be much higher than appropriate for either the Forestry (0114) or Forest Technology (0116) sub-categories. For example, data provided by the National Research Council for 1980-81 and the Society of American Foresters indicate only two doctorate degrees were awarded to Black students during that period.

The HEW HEGIS Survey includes Recreation under the Public Affairs and Services category (2100). It is felt that this grouping continues to badly distort the picture regarding Blacks, females, and other minorities in recreation. Thus, data for this area were once again obtained from a 1978 study by the Society of Park and Recreation Educators (Thomas A. Stein, UNC-Chapel Hill).

Because the availability data for the School of Forest Resources must be obtained from two distinct populations, the final digures were adjusted on the basis of the percentage of school faculty in each subgroup as follows:

Forestry - Wood and Paper Science Faculty 82%

Recreation Resources Administration Faculty 18%

Blacks = (2.05) (.82) + (5.6) (.18) = 2.69%

Females = (8.36) (.82) + (17.6) (.18) = 10.02%

Other Minorities = (6.75) (.82) + (3.1) (.18) = 6.09%

HUMANITIES AND SOCIAL SCIENCES

Discipline Grouping: Humanities and Social Sciences

Category	% Blacks	% Females	% Other Minorities
With Appropriate Terminal Degree	3.01	31.0	4.2

Source of Data:

1978-1979 HEGIS Survey (Series 0500, 0600, 1400, 1500, 2100, 2200)

Note: Because the Physical Education Department does not grant degrees, its pool is 90% Masters-level. No time field Masters data could be obtained for Physical Education, so availability figures were used for Masters degrees in Education

PHYSICAL AND MATHEMATICAL SCIENCES

Discipline Grouping: Physical and Mathematical Sciences

Category	% Blacks	% Females	% Other Minorities
With Appropriate Terminal Degree	2.0	12.5	6.0

Source of Data:

1978-1979 HEGIS survey

TEXTILES

Discipline Grouping: Textiles

Category	% Blacks	% Females	% Other Minorities
With Appropriate Terminal Degree	1.53	3.55	12.7

Source of Data:

1978-1979 HEGIS Survey

VETERINARY MEDICINE

Discipline Grouping: Veterinary Medicine

Category	% Blacks	% Females	% Other Minorities
With Appropriate Terminal Degree	4.0	15.0	9.0
With Appropriate Terminal Degree (HEGIS)	2.17	29.0	2.3

Source of Data:

The School of Veterinary Medicine requires post-DVM training, either Residency Programs or Ph.D. degree, as a qualification for faculty candidates in the School. Thus the data for students possessing a DVM degree enrolled in residency or in graduate training programs has been used to establish data on the available pool. A summary table has been prepared from the comparative data report by the Association of American Veterinary Medical Colleges 1982-1983.

What are HEGIS data? How compare?

SUMMARY TABLE

Post-DVM Program	Total in Program	Potential Pool of Candidates Blacks	Minorities	Females
Residency	318	9 (3%)	4 (1%)	98 (31%)
Ph.D.	376	18 (5%)	56 (15%)	104 (28%)
TOTAL	694	27 (4%)	60 (9%)	202 (29%)

The data in this report is based on students enrolled in residency and Ph.D. graduate programs in the U.S.A. during 1982-83. The percentage of females in post-DVM training programs at the present equal 29%, however, this represents a very recent trend from increased numbers of females in the DVM program. Thus, the 29% over estimates the number of females available for faculty positions at the present time which is estimated to be about 15%. We expect the percentage of potential female candidates to increase 1-2% per year over the next decade. In contrast the pool of available Blacks is expected to increase very slowly over the next decade perhaps only 1 or 2%.

NORTH CAROLINA
STATE UNIVERSITY

AFFIRMATIVE ACTION PLAN

1983 - 1986

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North Carolina State University
Box 5067, Raleigh 27650

Office of the Chancellor

MAR 18 Rec'd

JHO 3/30/83

March 14, 1983

MEMORANDUM

TO: Jeffrey H. Orleans

FROM: Bruce R. Poulton
Chancellor

RE: Draft of Revised Affirmative Action Plan, 1983-1986

In keeping with your memorandum of December 20, 1982, I am enclosing two draft copies of our Revised Affirmative Action Plan, 1983-1986.

If there are any corrections to the draft or if we can provide any additional information, please let us know.

CJ
Encs.

North Carolina State University is North Carolina's original land-grant institution and is a constituent institution of The University of North Carolina.

THE UNIVERSITY OF NORTH CAROLINA

General Administration

P. O. BOX 2688

CHAPEL HILL 27514

JEFFREY H. ORLEANS
Special Assistant to the President

TELEPHONE (919) 933-6981

April 15, 1983

CONSENT DECREE MEMORANDUM

TO: Affirmative Action Officers

FROM: Jeffrey H. Orleans JHO

SUBJECT: Draft Affirmative Action Plans

This memorandum responds to the draft revised affirmative action plans submitted in recent months. Those plans generally represent thorough efforts and evidence the work you and your institutional colleagues have undertaken. I want to ask that you submit final revised drafts to me by May 20, 1983 (two copies, unbound), taking these materials into account in your further revisions. Given the June schedules of most institutions, it is imperative that all plans be submitted in final form and before this date.

Our response to each plan is two-fold. First, this memorandum is designed to provide technical assistance applicable to all plans. Please consult it carefully and assure that your revisions comport with it, even when specific comments on the individual plans themselves do not refer to this document. Second, each of you will find attached a "marked-up" copy of your draft plan, noting editorial changes, questions of clarity and meaning, and specific matters of form, data, and compliance adequacy. Editing has focused on clearly and briefly defining commitments and on the limiting of promissory language that might be interpreted ambiguously; the changes noted thus are matters of correct institutional positions, not simply preferences as to form.

A. Elements of form generally

1. The following nomenclature should be used at least once to present the full citation for the data in question; abbreviations may be used thereafter:

   a. 1978-1979 Degrees-Awarded Data, HEGIS/NCES 2300-2.1 ("HEGIS data").
   b. Higher Information Staff Information Reports, EEO-6 ("EEO-6").
   c. Annual OCR Statistical Data Reports, Employees, "A" Series ("OCR Reports").
   d. North Carolina Employment Security Commission, Manpower Information for Affirmative Action Plans ("ESC manpower data").

2. Most of the drafts already note that annual reports or reviews are contemplated (see 41 CFR 60-1.40), and all plans should do so. Such mechanisms should anticipate using the OCR data cycles, and thus should be based on profiles and annual cycles ending September 30 annually. In addition to consistency with this cycle, plans should provide for any possible changes in institutional reporting mechanisms which we may later find it necessary to request; this may be done simply by noting that "Reporting (or review) mechanisms may be modified in response to the Office of General Administration."

3. While this item is one of institutional discretion, my reading of the plans as a group suggests to me that:

   a. "women" sounds better than "female"; and
   b. "black (or minority) and women (or female) faculty (or employees)," using "black and women" as adjectives, sounds better than "blacks and women," using the words as nouns.

B. Citations

1. Each plan should state once that it complies not only with Executive Order 11246, but also with the regulations thereunder at 41 CFR Parts 60-1, 2, 3, 20, and 50.

2. The Consent Decree should be cited formally as "the Consent Decree in State of North Carolina v. Department of Education, E.D.N.C. (No. 79-217-CIV-5) (July 17, 1981)"; this full citation should appear at least once, after which a short form may be used (e.g., "the Consent Decree").

3. While these items are matters of institutional discretion, I believe it useful for plans to cite or quote the following provisions:

   a. N.C.G.S. 126-16: "All State . . . agencies . . . of North Carolina shall give equal opportunity for employment, without regard to race, religion, color, creed, national origin, age, or physical disability to all persons qualified, except where specific age, sex, or physical requirements constitute bona fide occupational qualifications necessary to proper and efficient administration. This section with respect to equal opportunity as to age shall be limited to individuals who are at least 40 years of age but less than 70 years of age."

b. The Code of The University of North Carolina, Section 103: "Admission to, employment by, and promotion in The University of North Carolina and all of its constituent institutions shall be on the basis of merit, and there shall be no discrimination on the basis of race, color, creed, religion, sex or national origin."

C. Analyses and goals

The plans generally strike a good balance in addressing the specific requirements of "Order No. 4," 41 CFR Part 60-2, with sufficient specificity but without undue length or extraneous detail. To reinforce these discussions I suggest the following citation to, or treatment of, specific sections of that regulation:

1. As most of you have chosen to do, it is acceptable not to incorporate in the plans themselves the cumbersome "workforce listings" called for in 41 CFR 2.11(a). However, current listings must be developed and maintained, and should be available in the event of compliance reviews and if needed to supplement data from the OCR reports and EEO-6 reports.

2. Each plan should certify specifically that relevant institutional practices have been reviewed and found to be nondiscriminatory; see especially 41 CFR 60-2.20 and 41 CFR 60-2.23, including training, promotion, compensation. Description of analyses need not be lengthy or detailed, but should note these sections of the regulation, personnel practices addressed and data sources, and conclusions together with any specific needs for change. Either at this point or in discussing annual reviews or reports, it should be noted that compliance will be monitored on an on-going basis.

3. The regulatory sections on "policy dissemination" and "responsibility for implementation," 41 CFR 60-2.21, 2.22, set out a number of detailed requirements which often are combined or consolidated in their actual administration. Whatever mechanisms are used, I recommend that these discussions be smoother and of a less "boilerplate" variety than the text of the regulation. Note that the review or reporting mechanism should provide for whatever records may be necessary to document the fulfillment of specific commitments concerning advertising, publicity, meetings, counseling, etc.

4. Hiring "utilization" analyses in the drafts generally show appropriate focus on qualified potential employees who reasonably may be recruited to the positions in question. These are the

important elements for faculty of the regulation's so-called "8-factor analyses," and I suggest citing its relevant items in the institutional discussions; see 41 CFR 60-2.11(b)(1)(iv),(v) and 60-2.11(b)(2)(iii),(iv).

5. The draft plans generally posited goals that were both positive and realistic. Goals should be presented both in terms of cohorts--hiring opportunities between July 1, 1983 and December 31, 1986--and profiles--the workforce anticipated on December 31, 1986 in light of the profile beginning in 1982-83, expected attrition, and expected hiring.

6. Discussions of reasons for setting or not setting goals should cite relevant sections of 41 CFR 60-2 with regard to when and how goals should be set, particularly 41 CFR 60-2.12(a),(c),(f). Unless unusually large number of hiring opportunities are expected in a single 12-month cycle, goals for each job or occupational category should be presented for the full period July 1, 1983 through December 31, 1986, based on the OCR 8000 (September 30, 1983) and 11000 (September 30, 1986) reports.

7. Attached hereto are memoranda from me and from Vice President Dawson which address use of non-doctoral degrees-awarded data in making availability calculations; copies are being provided to your chief academic officers.

Attachments

cc: The Chancellors
Vice President Raymond Dawson
Assistant Vice President Mickey Burnim

THE UNIVERSITY OF NORTH CAROLINA
General Administration
P. O. BOX 2688
CHAPEL HILL 27514

JEFFREY H. ORLEANS
Special Assistant to the President

TELEPHONE (919) 933-6981

May 3, 1983

MEMORANDUM

TO: The Affirmative Action Officers

FROM: Jeffrey H. Orleans JHO

In response to various telephone calls I want to convey the following:

1. I will be glad to receive drafts of the final revised plans before May 20 if they are ready earlier.

2. I will be glad to review drafts of revised tables or text before you complete and submit the full revisions.

3. Because our approval is needed of the final revisions, you should not print or photocopy the revisions for any intended widespread distribution. However, you should feel free to apprise academic chairmen and relevant personnel officers of the goals you are submitting so that they have that information before the academic year ends.

TABLE 1

Check #'s of following Occ. tables changed

Composition and New Hires of NCSU
FULL-TIME EPA AND SPA ADMINISTRATORS
By Race and Sex

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	1,30	192	179	93.2	6	3.1	7	3.6	185	96.4	7	3.6
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		13	11	84.6	2	15.4	0	0	10	76.9	3	23.1
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		192	177	92.2	8	4.2	7	3.6	182	94.8	10	5.2
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 4.1% Females: 34.4% Other Minorities: 4.8%

2.A. Ready

Tenured/Tenure Track

University

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82		1186 40	1107	93.3	30	2.5	49	4.1	1044	88.0	142	12.0
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		144	118	81.9	16	11.2	10	6.9	107	74.3	37	25.7
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		1240	1136	91.6	45	3.6	59	4.8	1066	85.9	174	14.1
D) Profile Fall 1983 (October 1, 1983)												
E) New Hires 1983-84												
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: _____ Females: _____ Other Minorities: _____

only 14 "new" slots – see p.29

TABLE 2A

Composition and New Hires of NCSU
FULL-TIME TENURED/TENURE TRACK FACULTY
By Race and Sex

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	1186	1107	93.3	30	2.5	49	4.1	1044	88.0	142	12.0
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		144 151	111 129	85.5	16 ~~12~~	7.9	10 10	6.6	106 ~~118~~	78.0	37 ~~33~~	22.0
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		D 1247 ~~1233~~	1129 1147	92.0	45 ~~41~~	3.3	59 59	4.7	1059 1077	86.4	174 170	13.6
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

2A-1

Agricultural Sciences

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82		282	275	97.5	4	1.4	3	1.1	271	96.4	11	3.6
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		20	16	80.0	2	10.0	2	10.0	16	80.0	4	20.0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		282	271	96.0	6	2.2	5	1.8	267	94.6	15	5.4
D) Profile Fall 1983 (October 1, 1983)												
E) New Hires 1983-84												
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 2.05 Females: 14.0 Other Minorities: 7.5

TABLE 2A-1

Agricultural Sciences
Discipline Grouping

Composition and New Hires of NCSU
FULL-TIME TENURED/TENURE TRACK FACULTY
By Race and Sex

Discipline Grouping: Agricultural Sciences

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	282	275	97.5	4	1.4	3	1.1	271	96.4	11	3.6
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		20	16 ~~17~~	85.0	(1) 2	5.0	2	10.0	18 ~~17~~	85.0	(3) 4	15.0
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		282	271 ~~272~~	96.4	~~5~~ 6 (5)	1.8	5	1.8	~~268~~ 267	95.0	15 (14)	5.0
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 1.8% Females: 14.0% Other Minorities: 7.5%

TABLE 2A-2

Biological Sciences
Discipline Grouping

Composition and New Hires of NCSU
FULL-TIME TENURED/TENURE TRACK FACULTY
By Race and Sex

Discipline Grouping: Biological Sciences

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	131	123	93.9	4	3.1	4	3.1	120	91.6	11	8.4
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		8	6	75.0	1	12.5	1	12.5	6	75.0	2	25.0
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		131	121	92.4	5	3.8	5	3.8	118	90.0	13	10.0
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: ~~1.4%~~ 1.5 Females: 29.2% Other Minorities: 8.8%

Extension
Home Economics
Discipline Grouping

TABLE 2A-3

Composition and New Hires of NCSU
FULL-TIME TENURED/TENURE TRACK FACULTY
By Race and Sex

Discipline Grouping: Extension Home Economics

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	14	13	92.9	1	6.7	0	0	2	14.3	12	85.7
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		0	0	0	0	0	0	0	0	0	0	0
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		14	13	92.9	1	6.7	0	0	2	14.3	12	85.7
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 11.4% ✓ Females: 57.1% ✓ Other Minorities: ✓ 0

TABLE 2A-4

Composition and New Hires of NCSU
FULL-TIME TENURED/TENURE TRACK FACULTY
By Race and Sex

Design
Discipline Grouping

Discipline Grouping: Design

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	33	31	93.9	1	3.0	1	3.0	24	72.7	9	27.3
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		3	2	66.7	1	33.3	0	0	1	33.3	2	66.7
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		33	30	90.9	2	6.1	1	3.0	23	69.7	10	30.3
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 4.2% ✓ Females: 29.5% ✓ Other Minorities: 6.2% ✓

Education
Discipline Grouping

TABLE 2A-5

Composition and New Hires of NCSU
FULL-TIME TENURED/TENURE TRACK FACULTY
By Race and Sex

Discipline Grouping: Education

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	39	38	97.4	1	2.6	0	0	29	74.4	10	25.6
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		8	6	75.0	2	25.0	0	0	4	50.0	4	50.0
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		44	41	93.2	3	6.8	0	0	30	68.2	14	31.8
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 10.4% ✓ Females: 44.9% ✓ Other Minorities: 10.4% ✓

TABLE 2A-6

Composition and New Hires of NCSU
FULL-TIME TENURED/TENURE TRACK FACULTY
By Race and Sex

Discipline Grouping: Psychology

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	20	19	95.0	1	5.0	0	0	16	80.0	4	20.0
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		3	2	66.7	1	33.3	0	0	1	33.3	2	66.7
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		21	20	95.5	1	4.5	0	0	16	76.2	5	23.8
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 2.5% ✓ Females: 43.0% ✓ Other Minorities: 12.9% ✓

2A-7

Engineering

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82		131	117	89.3	1	0.8	13	9.9	126	96.2	5	3.8
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		24	19	79.2	2	8.3	3	12.5	21	87.5	3	12.5
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		135	117	86.6	3	2.2	15	11.2	127	94.0	8	6.0
D) Profile Fall 1983 (October 1, 1983)												
E) New Hires 1983-84												
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 1.53 Females: 3.55 Other Minorities: 12.6

TABLE 2A-7

Composition and New Hires of NCSU
FULL-TIME TENURED/TENURE TRACK FACULTY
By Race and Sex

Discipline Grouping: Engineering

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	131	117	89.3	1	0.8	13	9.9	126	96.2	5	3.8
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		~~26~~ 24	~~22~~ 17	84.6	(1) 2	3.9	3	11.5	24	92.3	(2) 3	7.7
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		~~137~~ 135	120	87.6	(2) 3	1.5	15	11.0	~~130~~ 127	94.2	(7) 8	5.4
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 1.4% Females: 4.8% Other Minorities: 12.1%

TABLE 2A-8

Composition and New Hires of NCSU
FULL-TIME TENURED/TENURE TRACK FACULTY
By Race and Sex

Discipline Grouping: Forest Resources

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	50	49	98.0	0	0	1	2.0	46	92.0	4	8.0
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		5	4	80.0	1	20.0	0	0	4	80.0	1	20.0
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		53	51	96.2	1	1.9	1	1.9	48	90.6	5	9.4
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 2.7% ✓ Females: 10.0% ✓ Other Minorities: 6.1% ✓

2A-9

Humm + Social sci

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82		218	201	92.2	10	4.6	7	3.2	166	76.1	52	23.9
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		21	18	85.7	2	9.5	1	4.8	16	76.1	5	23.9
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		222	202	90.9	12	5.5	8	3.6	167	75.2	55	24.8
D) Profile Fall 1983 (October 1, 1983)												
E) New Hires 1983-84												
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 3.01 Females: 31.1 Other Minorities: 4.2

TABLE 2A-9

Composition and New Hires of NCSU
FULL-TIME TENURED/TENURE TRACK FACULTY
By Race and Sex

Exhibit 29

Discipline Grouping: Humanities and Social Sciences

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	218	201	92.2	10	4.6	7	3.2	166	76.1	52	23.9
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		~~24~~ 21	22	91.7	1 → 2	4.2	1	4.2	20	83.3	4 → 7-8	16.7 → 29
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		225 → 222	206	91.6	11	4.9	8	3.6	171	76.0	54	24.0
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 3.5% Females: 29.0% Other Minorities: 3.9%

2A-10

PAMS

EEO-6 Category:	OCR Line No.	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82		184	164	89.1	3	1.6	17	9.2	173	94.0	11	6.0
B) Hiring Goals 1983-84 - 1986-87 Expiration: 12/31/86		16	12	75	2	12.5	2	12.5	12	75.0	4	25.0
C) Goal Profile 1983-84 - 1986-87 (December 31, 1986)		188	164	88.2	5	2.6	19	10.1	173	92.1	15	7.9
D) Profile Fall 1983 (October 1, 1983)												
E) New Hires 1983-84												
F) Profile 1983-84 (October 1, 1984)												
G) New Hires 1984-85												
H) Hires 1983-84 - 1984-85 (Sum of E and G)												
I) Profile 1984-85 (October 1, 1985)												
J) New Hires 1985-86												
K) Hires 1983-84 - 1985-86 (Sum of H and J)												
L) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												

AVAILABILITY DATA:

Blacks: 2.0 Females: 12.5 Other Minorities: 6.0

TABLE 2A-10

Composition and New Hires of NCSU
FULL-TIME TENURED/TENURE TRACK FACULTY
By Race and Sex

Discipline Grouping: Physical and Mathematical Sciences

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	184	164	89.1	3	1.6	17	9.2	173	94.0	11	6.0
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86	(6)	18	15	83.3	(1) 2	5.5	2	11.1	15	83.3	(3) 4	16.6
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		187 190	167	87.9	(4)	2.1	19	10.0	176	92.6	(14)	7.6
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 2.0% Females: 12.0% Other Minorities: 8.0%

TABLE 2A-11

Composition and New Hires of NCSU
FULL-TIME TENURED/TENURE TRACK FACULTY
By Race and Sex

Discipline Grouping: Textiles

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	35	31	88.6	3	8.6	1	2.9	31	88.6	4	11.4
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		0	0	0	0	0	0	0	0	0	0	0
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		35	31	88.6	3	8.6	1	2.9	31	88.6	4	11.4
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: ~~0.9%~~ 1.53 Females: ~~2.0%~~ 3.55 Other Minorities: ~~5.0%~~ 12.6

TABLE 2A-12

Composition and New Hires of NCSU
FULL-TIME TENURED/TENURE TRACK FACULTY
By Race and Sex

Discipline Grouping: Veterinary Medicine

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	2,9	49 33	46	93.9	1	2.0	2	4.1	40	81.6	9	18.4
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		36	33	91.7	2	5.6	1	2.8	26	72.8	10	27.8
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		82	75	67.1	3	3.7	4	4.9	64	78.0	18	22.0
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 4.0% ✓ Females: 15.0% ~ Other Minorities: 9.0% ✓

TABLE 2B

Composition and New Hires of NCSU
FULL-TIME NON-TENURE TRACK FACULTY
By Race and Sex

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	16	102	97	95.1	5	4.9	0	0	57	55.9	45	44.1
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		67	55	82.1	7	10.4	5	7.5	34	50.7	33	49.3
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		109	94	86.2	10	9.2	5	4.6	63	57.8	46	42.2
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 9.3% Females: 22.5% Other Minorities: 5.7%

TABLE 3A

Composition and New Hires of NCSU
FULL-TIME EPA PROFESSIONAL NON-FACULTY
By Race and Sex

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	380	337	88.8	30	7.9	13	3.5	253	66.4	127	33.6
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		134	113	84.3	15	11.2	6	4.5	85	63.4	49	36.6
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		407	354	87.0	36	8.8	17	4.2	261	64.1	146	35.9
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 5.5% Females: 37.6% Other Minorities: 5.9%

TABLE 3B

Composition and New Hires of NCSU
FULL-TIME SPA PROFESSIONAL NON-FACULTY
By Race and Sex

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	24	175	161	92.0	14	8.0	0	0	114	65.2	61	34.9
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		56	48	85.7	6	10.7	2	3.6	34	60.7	22	39.3
C) Goal Profile 1933-1984 - 1986-1987 (December 31, 1986)		194	173	88.7	20	10.3	2	1.0	117	60.0	78	40.0
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 10.1% Females: 39.8% Other Minorities: 0.8%

TABLE 4

Composition and New Hires of NCSU
FULL-TIME SECRETARIAL/CLERICAL EMPLOYEES
By Race and Sex

EEO-6 Category: Secretarial/Clerical	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	25	1057	876	82.9	176	16.7	5	0.5	69	6.6	988	93.5
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86	—	566	449	79.3	113	20.0	4	0.7	37	6.5	529	92.9
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		1100	904	82.2	187	17.0	9	0.8	81	7.4	1019	92.6
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 11.9% Females: 76.5% Other Minorities: 0.3%

TABLE 5

Composition and New Hires of NCSU
FULL-TIME TECHNICAL/PARAPROFESSIONAL EMPLOYEES
By Race and Sex

EEO-6 Category: Technical/Para-professional	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	26	662	585	88.4	59	9.0	18	2.8	433	65.4	229	34.6
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		546	450	82.2	71	15.0	15	2.8	339	62.1	207	37.9
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		769	669	87	80	10.4	20	2.6	461	60.0	307	40.0
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 10.1% Females: 39.8% Other Minorities: 0.8%

TABLE 6

Composition and New Hires of NCSU
FULL-TIME SKILLED CRAFTS EMPLOYEES
By Race and Sex

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	27	242	193	79.8	46	19.0	3	1.3	223	92.2	19	7.9
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		142	114	80.5	29	20.7	3	1.8	128	89.9	16	11.2
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		257	204	79.4	50	19.5	3	1.2	235	91.4	22	8.6
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 18.1% Females: 6.3% Other Minorities: 0.1%

TABLE 7

Composition and New Hires of NCSU
FULL-TIME SERVICE MAINTENANCE EMPLOYEES
By Race and Sex

	OCR Line Number	Grand Total	Race/Ethnic Group						Sex			
			White		Black		Other		Male		Female	
			#	%	#	%	#	%	#	%	#	%
A) 1982-1983 Profile (June 30, 1983) Data as of 10/1/82	28	549	70	12.8	477	86.9	2	0.4	331	60.3	218	39.7
B) Hiring Goals 1983-1984 - 1986-1987 Expiration: 12/31/86		465	93	20.0	372	80.0	0	0	232	49.9	233	50.1
C) Goal Profile 1983-1984 - 1986-1987 (December 31, 1986)		559	110	19.7	447	80.0	2	0.4	307	54.9	252	45.1
D) New Hires 1983-84												
E) Profile 1983-84 (October 1, 1984)												
F) New Hires 1984-85												
G) Hires 1983-1984 - 1984-1985 (Sum of D and F)												
H) Profile 1984-85 (October 1, 1985)												
I) New Hires 1985-86												
J) Hires 1983-1984 - 1985-1986 (Sum of G and I)												
K) Profile 1985-86 (December 31, 1986) Data as of 10/1/86												
Profile Fall 1983 (October 1, 1983)												

AVAILABILITY DATA:

Blacks: 48.6% Females: 56.4% Other Minorities: 0.4%

NORTH CAROLINA
STATE UNIVERSITY

AFFIRMATIVE ACTION PLAN

1983 - 1986

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I. INTRODUCTION

A. North Carolina State University

This document consitutes the Affirmative Action Plan of North Carolina State University, hereafter referred to as NCSU. General information regarding the University is set forth in Appendices.

B. Revision of the University's Affirmative Action Plan

The 1983 NCSU Affirmative Action Plan is a revised version of the Affirmative Action Plan of July 1, 1978. This 1983 revision of the Affirmative Action Plan is being submitted to satisfy the requirements of Executive Order 11246 (as amended by 11375) and the Consent Decree (No. 79-217-CIV-5, April 25, 1979), part VI-9, which states:

NCSU decided that the most effective method of developing a functional and effective revision for this institution, consistent with -- (a) the Consent Decree; (b) Executive Order 11246 as amended; and (c) other applicable Federal statutes and regulations -- would be to follow the regular patterns of organization and administration at the campus. This structure has been utilized for each revision of NCSU's Affirmative Action Plan. Accordingly, in December 1982, the following Affirmative Action Planning Units were identified:

School of Agriculture and Life Sciences
School of Design
School of Education
School of Engineering
School of Forest Resources
School of Humanities and Social Sciences
School of Physical and Mathematical Sciences
School of Textiles
School of Veterinary Medicine
Division of Student Affairs
Library
Division of Finance and Business
University Extension
Special Units

* Employment. Each constituent institution's affirmative action plan now extends over a five-year period ending October 1, 1983. By June 30, 1983, these plans shall be revised for a period to expire December 31, 1986, and shall comply with the requirements of Executive Order 11,246.

Goals set under Executive Order 11,246 shall be stated separately for the categories of: (a) faculty holding tenure or tenure-track positions and (b) executive/administrative/managerial employees. These goals shall be set by June 30, 1983, as part of the revisions described above. The goals set shall reflect both anticipated vacancies through December 31, 1986, and the anticipated total number of employees as of December 31, 1986. Availability of black persons possessing appropriate degree qualifications shall be determined by reference to their representation among all United States degree recipients in the most recent HEGIS national survey of degrees conferred (HEGIS/NCES format 2300-2.1) available to the University as of the date of this Decree.

Guidelines for planning were developed and distributed to each unit. Within these guidelines, each unit prepared its plan, conducting its own utilization and availaibility analysis consistent with the given numerical formulas and restricted availability data.

The NCSU Affirmative Action Officer, Lawrence M. Clark, representing the NCSU administration, worked with the staff of the General Administration of the University of North Carolina to provide data and other information to the 14 planning units.

Specific details concerning the groupings of faculty and other instructional staff, and non-instructional personnel, appear in Chapter II.

C. Reaffirmation of Nondiscrimination Policy

Fundamental to NCSU's Affirmative Action Plan is the sincere commitment to equal employment opportunity. That long-standing commitment is hereby reaffirmed.

North Carolina State University is dedicated to equality of opportunity within its community. Accordingly, North Carolina State University does not practice or condone discrimination, in any form, against students, employees, or applicants on the grounds of race, color, national origin, religion, sex, age, or handicap. North Carolina State University commits itself to positive action to secure equal opportunity regardless of those characteristics.

~~North Carolina State University supports the protection available to members of its community pursuant to all relevant State and Code provisions and all applicable Federal laws~~, including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 799A and 845 of the Public Health Service Act, the Equal Pay ~~and~~ Act, the Age Discrimination in Employment Act ~~of 1967~~, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Assistance Act of 1974, and Executive Order 11246 as amended by 11375.

North Carolina State University supports the protection available to members of its community as provided in The Code of the University of North Carolina (Section 103) which states

> Admission to, employment by, and promotion in the University of North Carolina and all of its constituent institutions shall be on the basis of merit, and there shall be no discrimination on the basis of race, color, creed, religion, sex, or national origin.

Additionally, NCSU supports the protection available under all applicable State and Federal laws, ...

NCSU is committed ~~without reservation~~, to the principle that employees shall be identified initially, and thereafter differentiated among, ~~only~~ on the basis of goodfaith assessments of individual, professional merit. Therefore, our policy prohibits discimination affecting all employees and prospective employees, and employment practices will operate to prevent discrimination.

The principle of equal employment opportunity shall apply to all aspects of the employment relationship, including: (1) initial consideration for employment; (2) job placement and assignment of responsibilities; (3) evaluation of performance; (4) promotion and advancement; (5) compensation and fringe benefits; (6) access to training and other professional-development opportunities; (7) formulation and application of personnel rules and regulations; (8) access to facilities; and (9) layoff, discipline and termination.

Personnel policies and practices ~~will be~~ are monitored ~~continuously~~ to determine whether any individual or class has been or is being affected adversely, contrary to the principle of equal employment opportunity. Prompt remedial action will be taken, in any case where there is demonstrated discrimination based on race, color, religion, sex, national origin on handicap.

All employees are expected to support the principle of, and contribute to the realization of, equal employment opportunity. Any employees with responsibilities and authority in the areas of personnel relations who impose any detriment on any other employee through failure or refusal to subscribe to the principle of equal employment opportunity shall be subject to appropriate internal ~~disciplinary~~ action, including disciplinary action. ~~dismissal.~~

MOVE TO P.4 ?

~~Historically, employment opportunities for women and members of minority groups, in both the public and private sectors, have been unduly restricted. To significantly and promptly enhance the employment opportunities of those who have suffered [illegible] this, it is necessary to do more than~~

*

D. Dissemination of Policy Statement

NCSU's Nondiscrimination Policy has been formally disseminated both internally and externally. Within the University, the policy has appeared and will continue to appear on several University-sponsored publications (See Table A). These publications reach all levels of University employees. Additionally, formal statements of the Nondiscrimination Policy are included in the Faculty Handbook and Staff Employee Handbook.

The revised 1983-1986 Affirmative Action Plan shall be distributed to all units. All modifications and amplifications of the plan shall be similarly distributed. The following table lists particular publications, those persons reached by the publications, the individual responsible for each, and the time of publication.

TABLE A

INTERNAL DISSEMINATION

NAME	RESPONSIBILITY	TIME OF PUBLICATION
	Publications Reaching All Employees	
NCSU Journal	Director, Information Services	Continuous
Statelog	Director, Information Services	Continuous
Oddicial Bulletin	Division of Student Affairs	Continuous
	Publications Reaching Faculty	
Faculty Handbook	Provost	Continuous
	Publications Reaching All SPA Personnel	
Dispatch	Division of Personnel Services	Continuous
Personnel Notes	Director, NCSU Division of Personnel Services	Continuous
SPA Employee Handbook	Director, NCSU Division of Personnel Services	Continuous
Employee Paycheck Bulletins	Payroll and Benefits Office	

EXTERNAL DISSEMINATION

EEO Policy statement included on all recruitment material and advertisements for students, staff and faculty	Vice Chancellor for Student Affairs, Director of Personnel, Affirmative Action Officer	Continuous
EEO statement included on purchase orders, contracts, etc., as required by Executive Order 11246	Vice Chancellor for Finance and Business	Continuous
Provide written notification of plan and basic contents to public and private organizations interested in employment opportunities for women and minorities; community agencies and leaders; secondary schools; colleges; and technical and business institutes	Affirmative Action Officer Director of Personnel	Continuous

NAME	RESPONSIBILITY	TIME OF PUBLICATION
Subcontractors, vendors, and suppliers notified in writing of EEO Policy	Vice Chancellor for Finance and Business	Continuous
Publicize EEP progress, appointments of new personnel, promotions, etc., relating to EEO objectives, in public press and in office publications distributed externally	Affirmative Action Officer Public Information Office Provost's Office	Continuous

NOW

~~simply insure nondiscriminatory employment practices.~~ Where there is significant evidence that members of a particular class of employees have been ~~underrepresented~~ or underutilized, ~~within areas of staff compliment,~~ specific goals and timetables designed to remedy that underrepresentation have been established. In order to reach these goals, NCSU has employed intensified recruitment efforts involving extensive advertising and other available means to reach women and minority candidates.

(4) INSERT FROM P. 3?

~~As an institution that seeks~~ to encourage excellence in all areas of endeavor, a university must, with integrity, maintain high standards in the evaluation of employees and prospective employees. It must also apply those standards fairly and consistently. Thus, the conscientious search for an effort to employ additional women and members of minority groups, pursuant to established goals and timetables, ~~should not lead to a lowering of, nor a conferral of advantage on any person because of race, color, religion, sex, national origin or handicap. Rather, the affirmative action efforts of NCSU~~ shall be directed toward enlarging the opportunity for fair competition by qualified members of previously underrepresented groups for available appointment, positions and promotions.

* D.E. "Spirit" of the Law

For the past eight years, North Carolina State University has significantly and steadily increased its emphasis on addressing the "spirit" of the law with regard to equal employment opportunity. It is strongly believed that significant progress in recruitment and employment of Blacks, females, other minorities, and the handicapped will result from increased sensitivity to an awareness of the unique problems and issues of concern to these populations.

With the support of the Administration and under the direction of the University Affirmative Action Officer, a number of educational programs have been initiated, many of which are on-going. A list of these activities

includes:

TITLE	YEAR	AUDIENCE/NUMBER	CONTINUING
Workshop on prejudice using Bill Cosby film	1977	2000-2500 Faculty and Staff	No
Seminar on the Image of the University in the Black Community	1979-1980	1500 Faculty and Staff	No
Dinner with the Black Community and University Community	1976 & 1982	150-300 Faculty, Staff and Wake County guests	Yes
C. T. Vivian Race Awareness Seminar	1975-	392 (to date) Faculty and Staff	Yes
Nana N. Mohamo presentation of film "Last Grave at Dimbaza"	1981	50 Faculty, Staff and Students	No
Ivan Van Sertima-guest lecturer on his book They Came Before Columbus	1981	100 Faculty, Staff and	No
Martin Luther King Lecture Series	1982-	100 Faculty, Staff and Students	Yes
Annual Women's Symposium/Program	1978-	Faculty, Staff and Students	Yes
Workshops and Training Sessions on Sexual Harassment	1982-	Faculty and Staff	Yes

Two seminars on Black retention have been scheduled for this spring. Dr. Alfred Pasteur, outstanding scholar and author of the book Roots of Soul, will visit the campus March 29-30, 1983 to share the results of his research. On April 15, 1983, Dr. Alexander Astin, author of Minorities in American Higher Education and President of the Higher Education Research Institute, will be on campus to suggest ways in which the University may increase minority enrollment and matriculation.

Most recently, the Chancellor of North Carolina State University has appointed an eleven-member Advisory Committee on Afro-American Affairs.

F. Data Files Kept By North Carolina State University

Personnel files are currently controlled by two separate offices. The Division of Personnel Services maintains individual records for all employees classified under the State Personnel Act (SPA). The Provost's Office controls individual records for all personnel exempt from the State Personnel Act (EPA) who are classified as either EPA faculty or EPA non-faculty. In both cases, files contain all pertinent statistical information on employees (i.e. name, race, sex) and all personnel action papers with supporting data and/or pertinent correspondence. These files furnish the basis for a variety of reports useful in analyzing affirmative action progress.

The function of this committee is to advise the Chancellor on matters pertaining to the needs of the Black community at NCSU and to the achievement of an integrated University community supporting a positive multi-racial atmosphere.

In the area of human relations, the Affirmative Action Officer his staff have also worked building relationships with decisionmakers on campus, doing research, developing teaching materials, building a library of literature and media, and responding to individual events and problems around the issue of race, sex, and handicap bias.

This sustained, comprehensive and visible response to these timely issues are positively impacting on the University community and have served to strengthen the University's commitment to the principles of affirmative action and equal opportunity.

This § could be summarized or placed in Appendix

E. Data Files Kept by North Carolina State University

1. General

Personnel files are currently controlled by two separate offices within the University -- the Division of Personnel Services and the Provost's Office. Personnel Services maintains individual records for all employees classified under the State Personnel Act (SPA) and the Provost's Office controls individual records for all personnel exempt from the State Personnel Act (EPA), who are classified as either EPA faculty or EPA non-faculty.

2. Division of Personnel Services

Information in an individual's file in the Division of Personnel Services includes: the individual's application, a resume (if applicable), a copy of each (SPA) Staff Personnel Action Form (PD-105), and pertinent correspondence.

The following data, obtained from the (SPA) Staff Personnel Action Form, are currently being maintained on computer tape: employee's name, race, sex, birthdate, position title, part-time/full-time and permanent/temporary

status, department, salary (grade, step, and amount), date of entry, date of last pay increase, and Federal Compliance Category Code. A separate computer file kept by the Payroll Office contains specific employee payroll information and social security number.

These files furnish the basis for a variety of reports useful in analyzing affirmative action progress. Staffing profiles are now being maintained for the purposes of review and future comparison with affirmative action goals.

3. Provost's Office

Information that is kept in an individual's file for the Provost's Office includes a copy of each EPA Personnel Action Form (PA-1) with all available supporting data and pertinent correspondence.

In addition, the following data are extracted from the forms to create a computerized data base: person's name, birthdate, sex, race, date first appointed, rank or administrative title, social security number, tenure status, school, department, highest degree and where earned, full-time/part-time status, and salary. The Payroll Office has a separate tape for salary and budget code information.

4. Affirmative Action Office

The units are required to submit affirmative action reports for each vacancy they fill. These reports are kept in the Affirmative Action Office. (The required reports are reproduced in Chapter IV).From these reports, EPA availability and applicant flow data for the entire University can be extracted, as well as information on individual position employment decision.

F. Dissemination of Policy Statement

NCSU's Nondiscrimination Policy has been formally disseminated both internally and externally. Within the University, the policy has appeared and will continue to appear on several University-sponsored publications.

(See Table A) These publications reach all levels of University employees. Additionally, formal statements of the Nondiscrimination Policy are included in the Faculty Handbook and Staff Employee Handbook.

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Faculty Handbook	Provost	Continuous
	Publications Reaching All SPA Personnel	
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Personnel Notes	Director, NCSU Division of Personnel Services	Continuous
SPA Employee Handbook	Director, NCSU Division of Personnel Services	Continuous
Employee Paycheck Bulletins	Payroll and Benefits Office	
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EEO Policy statement included on all recruitment material and advertisements for students, staff and faculty.	Vice Chancellor for Student Affairs Director of Personnel Affirmative Action Officer	Continuous
EEO statement included on purchase orders, contracts, etc., as required by Executive Order 11246	Vice Chancellor for Finance and Business	Continuous
Provide written notification of plan and basic contents to public and private organizations interested in employment opportunities for women and minorities; community agencies and leaders; secondary schools; colleges; and technical and business institutes	Affirmative Action Officer Director of Personnel	Continuous
Subcontractors, vendors, and suppliers notified in writing of EEO Policy	Vice Chancellor for Finance and Business	Continuous
Publicize EEO progress, appointments of new personnel, promotions, etc., relating to EEO objectives, in public press and in office publications distributed externally	Affirmative Action Officer Public Information Office Provost's Office	Continuous

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Employee Paycheck Bulletins	Payroll and Benefits Office	

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Subcontractors, vendors, and suppliers notified in writing of EEO Policy	Vice Chancellor for Finance and Business	Continuous
Publicize EEO progress, appointments of new personnel, promotions, etc., relating to EEO objectives, in public press and in office publications distributed externally	Affirmative Action Officer Public Information Office Provost's Office	Continuous

II. REVIEW OF PRESENT STAFF POLICIES AND PROCEDURES

NCSU employees are divided into two main categories: Professional personnel (EPA) and staff personnel (SPA). For each of these groups, there are major differences in employment procedures and job responsibilities. Because of these differences, the plan includes separate staffing patterns and procedures for these categories, even within a single unit.

The professional personnel (EPA) category is subdivided into three groups. These are defined as:

(1) EPA Faculty - employees with faculty rank exempt from the State Personnel Act. (Examples: Instructors, Assistant Professors)

(2) EPA Non-Tenure Track Faculty - instructional faculty not on the tenure track but exempt from the State Personnel Act. (Example: Lecturers)

(3) EPA Professional, Non-Faculty - employees without faculty rank exempt from the State Personnel Act. (Examples: Librarians, Counselors, Research Associates, Coaches)

Staff personnel are those employees who are subject to the State Personnel Act. SPA employees include persons with the following classifications: Professional, Technical/Paraprofessional, Secretarial/Clerical, Skilled Crafts, and Service/Maintenance.

A. Identification of Discipline Groupings

Following the regular pattern of organization and administration, twelve discipline groupings are identified for faculty positions. These groupings and their school affiliation are given below.

School: Agriculture and Life Sciences
Discipline Groupings

I. Agricultural Sciences
- Administration
- Adult and Community College Education
- Agricultural Communications
- Agricultural Economics
- Animal Science
- Biological and Agricultural Engineering
- Crop Science
- Food Science
- 4-H and Youth Development
- Horticultural Science
- Poultry Science
- Rural Sociology
- Soil Science

II. Biological Sciences
- Biochemistry
- Botany
- Entomology
- Genetics
- Microbiology
- Plant Pathology
- Zoology

III. Extension Home Economics

School: Design
Discipline Grouping

IV. Design
- Architecture
- Landscape Architecture
- Product Design

School: Education
Discipline Groupings

V. Education
- Counselor Education
- Curriculum and Instruction
- Educational Leadership and Program Evaluation
- Mathematics and Science Education
- Occupational Education

VI. Psychology

School Engineering
Discipline Grouping

VII. Engineering
- Chemical Engineering
- Civil Engineering
- Electrical Engineering

Engineering Research
Industrial Engineering
Mechanical and Aerospace Engineering
Materials Engineering
Nuclear Engineering
Industrial Extension Service
Minerals Research Laboratory
Student Services

School: Forest Resources
Discipline Grouping

VIII. Forest Resources
Forestry
Recreation Resources Administration
Wood and Paper Science

School: Humanities and Social Sciences
Discipline Grouping

IX. Humanities and Social Sciences
Economics and Business
English
Foreign Languages and Literatures
History
Philosophy and Religion
Physical Education
Political Science and Public Administration
Speech Communication
Sociology and Anthropology
University Studies

School: Physical and Mathematical Sciences
Discipline Grouping

X. Physical and Mathematical Sciences
Chemistry
Computer Science
Marine, Earth, and Atmospheric Sciences
Mathematics
Physics
Statistics

School: Textiles
Discipline Grouping

XI. Textiles
Textile Chemisry
Textile Materials and Management

School: Veterinary Medicine
Discipline Grouping

XII. Veterinary Medicine
Anatomy, Physiological Sciences and Radiology
Companion Animal and Special Species Medicine
Food Animal and Equine Medicine
Microbiology, Pathology and Parasitology

B. Composition of the NCSU Workforce

Because of the differences in staffing patterns and procedures for EPA and SPA employees, the employment categories are considered in four groups:

(1) Executive, Administrative, and Managerial (EPA and SPA)

(2) EPA Faculty
   a. Tenured/Tenure-Track
   b. Non-Tenure-Track

(3) EPA Non-Faculty
   a. Professionals

(4) SPA Personnel
   a. Professional
   b. Technical/Paraprofessional
   c. Secretarial/Clerical
   d. Skilled Crafts
   e. Service/Maintenance

C. Appointment, Promotion and Salary Setting Criteria

1. EPA Faculty

North Carolina State University has approximately 60 departments divided among its nine schools that initiate faculty appointments, promotions, and salary recommendations. These recommendations are reviewed by the Provost, acting on the Chancellor's behalf, prior to final approval by the Board of Trustees and the Board of Governors.

Criteria for appointment, promotion, salary, and the nature of the appointee's responsibilities vary among the departments as do the education, skills, and experience required for faculty appointments in each. Competitive demand for persons in various academic fields also influences criteria and decision procedures. Many units have common factors among the criteria. Depending on the mission of the department, however, components of the criteria may be weighed differently. (For instance, the Department of Entomology would emphasize research and/or extension, while the Department of English would emphasize undergraduate teaching since it does not have a doctoral-level graduate program.)

Criteria for each rank as well as University policy on academic freedom and tenure, leave, and other benefits are explained in the Faculty Handbook. This handbook is distributed to all EPA personnel at the time of their arrival on campus. Evaluation for promotion and salary increases is based on subjective evaluation of individual merit related to the stated criteria as deemed significant by the department and school. The primary evaluation occurs at the departmental level with reviews by the School Dean and Provost. Any list of criteria is necessarily incomplete since the factors vary with the discipline and level of appointment.

As an illustration of the complexity of decisions on initial employment and promotion, the following outline shows the major factors NCSU identifies in making the decision. The department head is responsible for the initial effective recommendation for appointment. Depending upon the organization of the department, the department head may consult as follows:

a) Instructor - no one
a personnel committee
the entire department
the senior faculty

b) Assistant Professor - an elected or appointed search committee
the entire department
a personnel committee
the senior faculty

c) Associate Professor - an elected or appointed search committee
the entire department
a personnel committee
the senior faculty

d) Professor - a search committee, perhaps with members from other departments
the senior faculty

The approval of the School Dean, University Affirmative Action Officer, and Provost is required, prior to an offer being made, for all appointments. All appointments at the ranks of Assistant Professor or above must be approved by the Chancellor and the Board of Trustees. Appointments which confer tenure also require the approval of the Board of Governors.

Rank is determined by the department head with the approval of the Dean and the Provost. Normally, the probable rank of a position is determined before the search is begun, i.e., a department decides it will fill an associate professorship in a particular specialty and then begins to consider individuals. The minimum requirements are stated in the Faculty Handbook. (A copy is included and made part of this Plan.) The following factors may be considered in making a specific offer:

a) the needs of the department in areas of scholarly competence and interest;

b) evidence of ability and interest in teaching;

c) evidence of potential contributions to scholarship and research;

d) experience;

e) market conditions for discipline specialty;

f) salaries in the department;

g) quality of educational background-source of highest degree and sponsor or director of dissertation;

h) recommendations;

i) publications, quality of publications counted;

j) evidence of ability to participate in joint research projects;

k) evidence of interest in and ability for public service and extension activities;

l) compatability with other members of the department.

Salary data analysis has revealed no salary discrimination based upon race. An Annual Salary Study (by sex) made by the Provost's Office helps to identify potential problem situations and bring them to the attention of the Deans and department heads for special consideration. Where apparent differentials exist, these administrators must justify them on the basis of performance [or appropriate adjustments are made than].

In awarding salary increases, the Board of Governors may define or specify minimal percentage inceases. Increases above this minimum are usually

based on merit. Criteria which may be used include the following:

a) teaching performance;
b) research contributions;
c) service to department, School, and University;
d) service to community, State, and Nation;
e) ~~need to redress imbalances~~;
f) receipt of other offers;
g) market conditions for a particular field;
h) cost of living;
i) history of past increases;
j) general overall performance;
k) interpersonal relationships.
k) need to redress imbalances?

This should be 1st or last - seems "stuck in" here

Workload for faculty is normally 12 credit hours of undergraduate teaching per semester. Wide variations from this norm allow for advanced graduate courses, variations in class size, number of different classes taught, research assignments, and the performance of other academic duties as departmental obligations permit or require. In essence, workload is adjusted on an individual basis and there does not appear to be any evidence of discrimination on the basis of race or sex in this matter at NCSU.

2. EPA Non-Faculty

Appointing and setting the salaries of EPA Non-Faculty personnel involve many of the same considerations as those applied to members of the faculty, for much of the work performed by these people is of professional caliber and closely akin to one or more aspects of that of the faculty. In general, and with the variations necessary for the accommodation of a wide range of positions, the criteria previously stated for faculty appointments and salary decisions are applicable to EPA non-faculty personnel.

3. SPA Personnel

Under the direction of the Director of Staff Personnel, the

Assistant Personnel Director for Employment Services has centralized administrative responsibility for employment, reemployment, transfer, promotion, and demotion. In cooperation with the campus, the Employment Services Section of the NCSU Division of Personnel Services has developed and implemented sufficient control to insure that personnel actions are consistent with the equal employment opportunity policy and affirmative action commitments. Approval of the Employment Services Section is necessary prior to the completion of personnel actions involving employment, etc.

Recruitment of SPA personnel is initiated upon receipt of a personnel requisition by the Division of Personnel Services. A document entitled "Notice of Staff Vacancy"* briefly outlines job duties and describes minimum and preferred hiring criteria. Referrals are based on job-related qualifications with special recruitment efforts triggered whenever the initial referral slate does not reflect labor -- market availability or where underutilization exists in a particular unit or job classification.

All referrals are accompanied by the Application Routing Sheet (DPS-2)* which requires the hiring department to justify its actions relative to the referral. All Application Routing Sheets must be returned to Personnel Services satisfactorily completed before a department receives approval to extend an employment commitment. The employment interviewer reviews each form to assure that departments are in compliance with policy.

Departments wishing to promote a qualified employee within the work unit may request a waiver of job posting and other recruitment activity. The request must be approved by the Division of Personnel Services and by the unit's Affirmative Action Officer.

The Employment Services Section exercies similar centralized responsibilities with respect to salaries for new appointments, reinstatements, or transfers (lateral, promotional, demotional). The section follows

*See Appendix F

established State classification, pay policies, and procedures.

The State position classification and pay system is established by the State Personnel Commission. The Office of State Personnel exercises overall administrative control of this system. Administration of this system at the University is the responsibility of the Division of Personnel Services. The system applies to all State employees who are subject to the State Personnel Act (SPA), including all such personnel at the University.

The system utilizes a written set of class specifications, which are established by the State Personnel Commission at the recommendation of the Office of State Personnel. There is a nine-step salary range for each class. An employee candidate or applicant with minimum qualifications in terms of the class specifications normally begins work at a hiring rate below step 1 of the state salary range. However, a candidate who possesses measurably greater qualifications appropriate to the duties and responsibilities of the specific position may begin at a commensurately higher step in the salary range. An action of the latter type is taken in compliance with state compensation policy and the equal pay for equal work principle. Recommendations on the appropriate beginning step must be approved by the Employment Services Section. These decisions are subject to later review by the Office of State personnel.

New employees are subject to a probationary period of three to nine months based on the complexity of the position and an employee's progress. Upon completion of the probationary period, a new employee at the hiring rate may be adjusted to the minimum, step 1 or to a higher step if merited.

Employees at step 1 or step 2 are eligible for a one step increase after serving twelve months at that step in the range. The immediate supervisor determines if the employee's performance justifies the increase at that time. If not, the increase may be given when justified.

Employees at step 3, 4, 5, or6 may receive an annual increase of a full step or, effective July 1, 1979, a half step. Progression to step 4, 5, 6, or 7 is based on work performance, but is also subject o budget availability. Each department head assigns priorities for SPA personnel within the specific department. Such priorities are reviewed above the department level only as to the availability of funds for their payment. As a matter of state policy, funds allocated to the University for such increases are not sufficient to give all eligible employees merit increases.

D. Employment of Relatives Policy (Nepotism)

Employment of spouses and relatives by the University in EPA positions is governed by the policy of the Board of Governors, adopted April 13, 1973. This policy incorporates by reference the State Personnel Commission's policy governing the employment of relatives in SPA positions. The two policies are essentially identical in their prohibition of employment of related persons only when such employment would result in direct supervision of one relative by another or evaluation of one relative by another, or where the qualifications of another candidate for the position are demonstrably superior to those of the relative.

E. Leave Policy

With respect to SPA employees, the University's leave of absence policies are administered on the same basis for all SPA employees, irrespective of race and sex. The sick leave policies for temporary disabilities related to pregnancy are administered in the same way as for other temporary disabilities. The beginning and ending dates for child-bearing leave are medically determined. The employee may use her accumulated paid sick leave and annual leave, if any, prior to being placed on leave without pay.

NCSU does not have a sabbatical or other system of regular leaves for EPA personnel. Each year, the Chancellor approves a modest number of recommendations for faculty leaves, some of which are funded from internal sources and some from external sources. In all cases the policy of the University is to approve leaves without regard to race or sex. (Leaves related to pregnancy are administered in the same way as leaves for other temporary disabilities.)

F. Fringe Benefits

Employee "fringe benefits" (group insurance, the State Retirement System, etc.) are made available to all eligible employees without discrimination on the basis of race, color, religion, sex, national origin, or handicap.

G. Testing Procedures

NCSU has a testing agreement with the Employment Security Commission of North Carolina. All applicants for certain designated clerical positions requiring typing or shorthand skills must take the shorthand and/or typing skills test(s) adminsitered by Employment Security. Minimum scores or cut-offs will not be established due to the disparity in skill needs from position to position within a given classification. Results of these skills tests will simply replace applicants' self-estimates of their skill levels. Each applicant's education, experience, skills, and job interests are compared. A limited number of applicants whose qulifications and interests most closely match needed skills, knowledges, and abilities are referred to the hiring department. Hiring department, with usual requirements (Technical Typist) may supplement the Employment Security Commission test with work sampling.

A test is also required for positions as Security Officers. The North Carolina Criminal Justice Training and Standards Council requires that all law enforcement officers "satisfactorily complete the Occupational Aptitude Test administered by the North Carolina Employment Security Commisison for the Occupation of Policy Patrolmen."

H. Training and Development

In 1977, NCSU created a staff training and employee relations section in the Division of Personnel Services. The intent of special emphasis on staff training is to create a better understanding of University goals, improve work efficiency and job effectiveness of non-academic support activities, and enhance employee morale. The degree of staff employee training that the University can undertake and maintain is, of course, limited by the nature of the educational enterprise and by financial constraints.

All educational and other training programs sponsored by the University are open to all qualified employees without regard to race, color, sex, religion, age, handicap, or national origin. Employees are encouraged to avail themselves of the various educational and training benefits.

Our initial training program focuses on basic, fundamental needs of our staff employees. The following list indicates the types of training programs that are being offered:

1. supervisory development;
2. adult basic education;
3. skills training for the trades and service groups, including an apprenticeship training program (e.g. brickmasons, carpenters, plumbers);
4. clerical and office management -- basic shorthand, typing, dictaphone usage, telephone usage, writing effective letters;
5. effective disciplinary action;
6. effective disposition of grievance appeals;
7. interviewing, selecting, and placing staff employees;
8. affirmative action -- what it is and what is expected from hiring officials;
9. training supervisors to plan and execute on-the-job training for new employees;
10. women in management (for female supervisors to upgrade management skills).

Permanent, full-time employees may avail themselves of educational programs through the free tuition program. Attendance is voluntary, and limited to one course per semester. This benefit may be used for career or personal development courses.

New staff employees are given training on-the-job to acquaint them with job assignments and to aid them in meeting job standards as quickly as possible. While no specific class of "trainee" is available for use during this trianing period, the new employee who does not possess the knowledge, skills, and abilities necessary to perform the face range of assigned duties is designated a "trainee". A trainee develops the required knowledge, skills, and abilities through on-the-job training and progressively receives a higher salary as he or she moves through a training sequence.

I. Position Descriptions

Under the direction of the Director, Divison of Personnel Services, the Assistant Director for Position and Records Management is reponsible for administering the state position classification system for SPA employees in the University. The Position Management staff receives functional guidance and review from the Office of State Personnel.

On a day-to-day basis, operating departments are responsible for the initial assignment of duties and responsibilities to positions and for changing these as operations require. The system then requires that the department prepare and submit to the Divison of Personnel Services a detailed description for each new position. An analyst from the Position Management Staff reviews the description for clarity and understanding and interviews department representatives, employees, and supervisors as appropriate for any additional clarification of responsibilities. Following this and other necessary study, the Position Management Staff classifies the position by assigning it to the correct classification and salary grade, based on the duties and responsibilities involved. Thus, the qualifications of any particular employee are not considered in classifying the position itself. Such classification actions are subject to later review by the Office of State Personnel.

When a department significantly changes the duties and reponsibilities of a position, it is responsible for directing any employee affected to prepare a new position description. Following that, the department is responsible for requesting that the position be evaluated for classification purposes. The Division of Personnel Services evaluates the position, as described above, and in so doing also interviews each employee involved. It then classifies the position as warranted.

Thus, departments have the fundamental responsibility for maintaining accurate position descriptions with respect to actual duties performed for

each position. As a complement to department maintenance efforts, the Division of Personnel Services and, frequently, the Office of State Personnel initiate studies of occupational groups or classes. In these, the department is requested to have current position descriptions prepared for all the positions affected and to submit them for evaluation and review. The projected schedule for these class studies provides that each occupational group will be reviewed at least once every five years.

III. ESTABLISHMENT OF GOALS FOR THE PERIOD 1983-1986

The major portion of this revision of the NCSU Affirmative Action Plan involves a new analysis of workforce availability and the setting of new goals to eliminate underutilization by race and/or sex during the period 1983-1986.

Availability analysis and goal setting for the hiring of Blacks in tenured/tenure track positions and in administrative positions with faculty rank were accomplished in accordance with the specifications contained in the Consent Decree regarding availability data; i.e., The same procedures for analyzing availability and setting goals for the hiring of Blacks in these two categories were also followed for females and other minorities.

Availability analysis and goal setting for the hiring of females, Blacks, and other minorities in other positions classified by EEO-6 categories, were done in accordance with Executive Order 11246. Availability data for these EEO-6 categories were derived from the HEGIS data on doctoral, master's and bachelor's degrees granted in the United States during 1978-1979; the National Research Council Doctorate Record Files, 1980-81; and North Carolina Employment Security Commission reports as indicated.

The availability data, employment profiles, hiring opportunities, and goals by race and sex for EEO-6 categories are presented in designated tables as follows:

EEO-6 Category and Title	Table
Executive, Administrative and Managerial	1
Faculty, Tenured/Tenure Track	2A
Faculty, Tenured/Tenure Track by Discipline Groupings	2A-1 - 2A-12
Faculty, Non-Tenure Track	2B
Professional, Non-Faculty (EPA Non-Faculty)	3A
SPA Professional	3B
Secretarial/Clerical	4
Technical/Paraprofessional	5
Skilled Crafts	6
Service/Maintenance	7

The purposes of the following brief analysis of availability and hiring opportunities, the employment categories are considered in four groups:

A. Executive, Administrative, and Managerial
B. Faculty, Tenured/Tenure Track and Non-Tenure Track
C. EPA Non-Faculty
D. SPA Personnel

A. Administrative Personnel - Table 1

1. Analysis of Availability and Hiring Opportunities

Due to the different classifications (administrators with and without faculty rank) and the diversity in functions in this category, availability percentages for setting goals for Blacks, females, and other minorities were derived through weighted formulas. Specifically, the formulas give the availability percentages by pooling, in proportion, the number of persons expected to hold master's and doctorate degrees. Calculations of these pooled percentages are given on page 28.

Data from the HEGIS document on master's and doctorate degrees granted in the United States during 1978-1979 from all disciplines were used to determine availability for Blacks and other minorities. Availability for females was determined from a select group of discipline categories from the same source. The disciplines in this selected list represent a much more realistic assessment with regard to the kinds of disciplines which are offered here at this University.

Among persons currently holding positions in this category, thirteen (13) will reach retirement age during the period 1983-1986. During this period, no new positions are expected to be established.

2. Calculation of Availability Percentages

Due to the diversity of fields in the Administrative Category, our expectation would be that 73% of these persons would hold a Ph.D. degree and 27% would hold a Master's degree.

For all HEGIS categories, Blacks represent 4.4% and 6.9% of the doctoral and master's degrees, respectively. Thus, the resulting formula:

(141/192 x .044) + (51/192 x .069) = 4.06%

For all HEGIS categories, other minorities represent 4.75% doctoral and master's degrees.

(141/192 x .0475) + (51/192 x .0475) = 4.75%

Females represent 30% doctoral and 50% master's degrees in the following selected HEGIS categories: Agriculture and Natural Resources (0100), Architecture and Environmental Design (0200), Biological Sciences (0400), Business and Management (0500), Communications (0600), Computer and Information Sciences (0700), Education (0800), Engineering (0900), Foreign Languages (1100), Letters (1500), Mathematics (1700), Physical Sciences (1900), Psychology (2000), Public Affairs and Service (2100), and Social Sciences (2200).

(141/192 x .30) + (51/192 x .50) = 34.4%

Note that where the '86 goal is still < utiliz, early achievement of cohort goal in high-turnover areas may ⇒ new cohort goal — see tables as to fields w/ possible low cohort goals. See top p.62

B. Tenured/Tenure Track Faculty - Table 2A

1. Analysis of Availability and Hiring Opportunities

Tables 2A-1 - 2A-12 are arranged by discipline groupings. The availability analysis was preceded by determining the appropriate terminal degree that would be expected for newly hired faculty. In calculating goals in this category, sole consideration was given to persons having the appropriate terminal degree.

Availability percentages for Blacks, females, and other minorities were ascertained by using the 1978-1979 HEGIS Survey (numbers and percentages of degree recipients, by race and sex, for doctorate, masters, and first professional degrees) and the National Research Council, Office of Scientific and Engineering Personnel, Doctorate Record Files (number of 1980-81 Ph.D.s by Fine Field of Doctorate, Race, Citizenship, and Sex). The specific source

only '83-'84/'84-'85 requested new positions, see p.37 Σ = 14

source of availability data for each discipline grouping is given in Appendix D. Check to see if non-Doctoral degrees need changing

The estimated growth of the total faculty, 1983-1986, was based upon projected increases in student enrollment for the next ~~three~~ 2 years. Hypothetical allocations of these estimated new positions were made by the Provost to the nine schools, and in turn, to each discipline grouping. The Deans then used these new positions, together with estimates of annual retirements, resignations and terminations, to project the probable number of yearly hiring opportunities.

Availability percentages for Blacks, females, and other minorities in each discipline grouping on which goals are based, are given at the bottom of the page. Table 2A, Goal Profile 1983-1986 (Line C), represents our most realistic assessment of the numbers of Blacks, females, and other minorities that can be employed toward the attainment of the ultimate goal in the tenured/tenure track faculty category. Insert 1, 2

C. Non-Tenure Track Faculty - Table 2B

1. Analysis of Availability

Lecturer positions, which constitute the Non-Tenure Track Faculty positions, occur in six of the nine schools. Each of these units determined appropriate availability percentages for Blacks, females and other minorities. Composites of these availability percentages were derived by finding, for each unit, the product of the proportion of persons in that unit times the availability percent for that unit and then the sum of these products.

2. Calculation of Availability Percentages

Unit and Source of Availability Data	% Blacks	% Females	% Other
Ag. and Life Sciences (National Research Council)	1.8	14.0	7.5
Education (National Research Council/Industrial Arts)	11.0	7.0	11.0
Engineering (HEGIS)	1.4	4.8	12.1

Insert 1, 2

(1) In the discipline grouping, Humanities and social sciences, the expected growth and turnover is in the field of Economics, while the overall availability of females in this group is 29%, the availability of females in the area of Economics is 13%. This fact is reflected in the calculation of the female cohort for this discipline grouping, see table 2A-___.

(2) As indicated in section B of Chapter IV, page 62 an annual review of the Affirmative Action Plan is conducted. If the annual review reveals ~~that some~~ ~~of cohorts early achievement of goals~~ early achievement of goals in ~~some~~ the high turnover cohorts, then new cohort goals will be set a