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Western Kentucky University

AFFIRMATIVE ACTION PLAN

Volume III

"Education for



Leadership"

WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101

July 15, 1983

epartment of Personnel Services

MEMORANDUM

T0:

Dr. Donald Zacharias, President

FROM:

James B. Tomes, Affirmative Action Officer

SUBJECT:

Annual Affirmative Action Program Report

This annual report of progress in the affirmative action - equal employment opportunity program is made in accordance with Section XIII of the Affirmative Action Plan, as amended July 1, 1981. Since quarterly reports were made during the period July 1, 1981, through June 30, 1982, as prescribed in our Conciliation Agreement with the U. S. Department of Labor, this annual report and subsequent reports will be made on a fiscal year basis rather than a calendar year basis. This report will consist of four main elements. The four elements are: promotions during the year, recruitment activities to include goals and results, a comparison of personnel strengths during 1981-82 and 1982-83, and conclusions regarding our overall progress with recommendations for future improvements.

PROMOTIONS

University promotions during the year are shown in Table 1. Of the 79 promotions made, 45.6 percent went to women, which compares favorably with the percentage of women representation (47.8 percent) in the total employee group. Minority persons received 3.8 percent of the promotions, and that group represents 6.0 percent of the total employee group. Statistically, minority groups are underrepresented in promotions; however, it is believed that factors such as longevity caused the apparent disparity. The overall total of 79 promotions is indicative of progressive personnel management and good employee relations. It is doubtful that with the present economic conditions other area employers could show a similar level of individual employee growth and advancement.

RECRUITMENT ACTIVITIES

Women and minorities continue to respond favorably to the University's efforts to attract employment applications from such persons. The recruitment procedures outlined in the <u>Affirmative Action Plan</u> are being followed and include advertisements in apprepriate local, regional, and national publications, special contacts with local minority representatives, special announcements sent to predominately Black institutions, and personal contacts made by department heads and other University officials. Table 2 shows the results of our recruitment activity in terms of applications received. Persons in the protected classes (women and minorities) seem to have responded to our advertisements in numbers consistent with their availability in the work force.

Memorandum to Dr. Zacharias July 15, 1983 Page 2

For example, Blacks constituted 3.6 percent of the applicants for faculty positions. That is an excellent response when availability rates are considered. In the secretarial and clerical area, Blacks made up approximately 8.9 percent of the applicants. Perhaps the best measure for true availability rates is the actual number of protected and minority persons who applied for a specific job.

The results of our recruitment activities are reflected in Table 3 (New Hires) and Table 4 (A.A.P. Goals). During the reporting period, 128 persons were appointed to regular and full-time positions. Of that group, 45.3 percent were women. Homen constituted 43.8 percent of new faculty, and 2 Black women received faculty appointments indicating that Blacks received 6.25 percent of new faculty appointments. Since only 3.6 percent of total faculty applicants were Black, an appointment rate of 6.25 percent is commendable.

In the professional nonfaculty activity, Blacks received appointments to 6 of 23 vacancies for a rate of 26.0 percent. It is clear that progress is being made in the professional nonfaculty activity.

In the secretarial-clerical area, the results are not so gratifying. While 8.9 percent of secretarial applicants were Black, only 1 out of 24 new hires was Black. This represents an appointment rate of only 4.2 percent. The Department of Personnel Services referred at least 1 qualified Black applicant for 14 of the 24 vacant positions which were filled.

Table 4 indicates the 1982-83 goals by major divisions, new hires, and whether or not goals were attained. Primary occupational activities are listed only where goals were established, and/or new hires were made. Under "New Hires", the column headed "Others" gives the number of new hires for persons other than women or minorities.

When the University's goals and timetables were established last year, underutilization of women and minorities was determined using availability rates compared with Western's current departmental personnel strengths for those protected groups. Our Affirmative Action Plan requires that both academic and administrative units designated as underutilized demonstrate affirmative action in recruitment.

The results of our first full year under the revised plan show that progress has been made; however, the annual goals for minority hiring were attained only by Academic Services (faculty) and Business Affairs (skilled). The results were somewhat better in new appointments for women. Faculty recruitment goals for women were attained by Potter College and Ogden College. Other goals reached included Ogden College (technical and paraprofessional), Business Affairs (secretarial-clerical, Black female), and Student Affairs (professional nonfaculty). It should also be pointed out that Student Affairs hired 4 minorities toward a goal of 6 for professional nonfaculty which certainly demonstrates a good faith effort.

Memorandum to Dr. Zacharias July 15, 1983 Page 3

The status as of June 30, 1982, and June 30, 1983, by primary occupational activity, ethnic group, and sex is shown in Tables 5 and 6. On a University-wide basis, total personnel strength for regular and full-time employees decreased by 64 while Blacks and other minority persons increased by 8. Information providing more detail regarding departmental strengths, goals, and timetables by job classification is provided in Appendix B.

CONCLUSIONS AND RECOMMENDATIONS

Although employment policies are clear in outlining the proper procedures for the recruitment and filling of vacant positions, there is still too much "word of mouth" recruiting. In almost all instances of staff vacancies, the Personnel Services Department receives inquiries and applications from a spouse, relative, or friend of one of our employees before the vacancy is announced or advertised. The excessive employment of relatives is best demonstrated by the fact that we have 119 married couples (238 employees) employed as faculty and staff members at Western. While the practice of hiring relatives is not a violation of equal employment opportunity in a legal sense, it does work against employment of minorities, since they are currently underrepresented on the faculty and staff.

Over the years some of our best applicants have been referred by employees who were husbands, wives, other relatives, or friends. But times have changed, and until minorities are proportionately represented on the faculty and staff consistent with their availability, the referral of applicants by employees should be officially discouraged.

It is apparent that our management personnel are becoming more aware of the commitment to equal employment opportunity, but we need to intensify our efforts in that direction by periodically reminding supervisors at all levels (not just Department Heads, Deans, etc.) that they are responsible for application of the Affirmative Action Plan as an important part of their duties and that they will be evaluated on their performance under the program. In addition, Department Heads should be required to make an annual report of their activities and results in affirmative action for the units under their supervision. Such reports should be made through administrative channels to the President.

JBT:eh

APPENDIX A

Tabular Data

TABLE 1

PROMOTIONS WESTERN KENTUCKY UNIVERSITY JULY 1, 1982-JUNE 30, 1983 -

'Io	otal Universi	ty Promotion	s			М	nority Group	Promotic	ons		
Primary (Xecupational		Total Male Pro.	Total Female Pro.		Ма	Le			Femile		
Activity	Including Minorities	Including Minorities	Including Minorities	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	or Pacit
Exec. Adm.	2 ·	2									
Faculty	37 -	27	10					1			
Profess. Non Faculty	9	5	4	1.			1				
SecCle.	21	0	21								
Technical Para-Prof	1	0	1								
Skilled Crafts	4	ĵ+	0								
Service- Mainten,	5	5	0								
										•	
TOTAL	7.9	74.3	36 .		-				•		
	100.0%	54.4%	45.6%	3.	0	0	1	1	0.	0	0

TABLE 2.

APPLICATIONS AND OFFERS
WESTERN KENTUCKY UNIVERSITY
JULY 1, 1982--JUNE 30, 1983

				<u> </u>		M	INORITY	APPLICANTS					
	ALIA	APPLIC	ANTS	<u> </u>		MEN		,		WOMEN			
	TOTAL	MEN	WOMEN	BLK	API	AI&AN	HISP	BLK	, VbI	AI&AN	HISP		
o., Adm. & Mgt.	89	52	37	2			: 	1		į Į	: - 		
Offers-	4	4	0	0				0	:	<u> </u>			
culty	865	653	212	19	62	4	3	12	9	: ! !			
Offers-	54	39	15	2	5	1 ,	1	į.	2		0		
of. Non-Fac	169	87	82	9	2		1	9	1	1	; ;		
Offers	35	22	13	3	2		1	3	. 0	0	·		
367 5 Cle.327 47%	381 /	23	/358	3				31	1				
Offers	29	0	29	0				1	0				
ch & Paraprof.	27	16	i 11	1	1	 	-	1					
Offers	3	2	1	0	0			0	:				
illed	160	144	16	13		 		7		;			
Offers	9	8	1	1				0					
wMaint	561	353	208	58	8	1		33	1				
Offers	36	23	13	2	0	:	:	3	0				

TABLE 3

NEW HIRES WESTERN KENTUCKY UNIVERSITY JULY 1, 1982--JUNE 30, 1983

	Total	New Hires	I	1		Mi	nority Gro	up New	Hires		
rimary neupational	Total New Hires	Total Male	Total Fomale		Ма	le			Female		
Rec. Adm. Mgt. aculty rofess. on Faculty ccCle. echnical ara-Prof. killed rafts	Including Minorities	Including Minorities	Including Minorities	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islande
kec. Adm. : Mgt.	2	1	1								
aculty	32	18	1,11				3	2		-	
rofess.	23	16	7	3			1	3			
locCle.	24	3	21					1			
echnical ara-Prof.	2	1	1								
killed rafts	9	8	1	1							
ervice- ainten.	36	23	13	2				3			
,										•	
OJAL	128	70	58	6	0	0	ļ ļ	9	0	0	0
	100.0%	54.7%	45.3%								

TABLE 4 AFFIRMATIVE ACTION PROGRAM GOALS 1982-83
WESTERN KENTUCKY UNIVERSITY

College or	Annual Goa	ls		New Hires		Total	Goals Atta	ined
Major Division	Minorities	Women	Minorities	Women	Others	New Hires	Minorities	Women
Business Admin.								
Faculty	5	3	1	2	4	7	No	No
SecClerical	, 0	0	0	3	0	3	N.A.	N.A.
Potter College								
Faculty	3	2	2	2	5	9	Йо	Yes
SecClerical	0	0	0	2	1	3	Ν.Λ.	N.A.
Education							.,	3.7
Faculty	1	0	1 (API)	1 BLK 1 W	0	3	No.	N.A.
ProfNon Fac.	1	1 .	0	0	0	0	No	No
SecClerical		0 '	0	2	0	2	No	Ν.Λ.
Ogden College								No
Exec. Adm. & Mgt.	0	1.	0	0	0	0	N.A. No	Yes
Faculty	5	. 4	0	7	6	13		No
ProfNon Fac.	0	l l	0 .	0	0	0	N.A.	_
SecClerical	0	1 MIN	0	0	2 W	2	No No	N.A.
Tech & Paraprof.	1	1	0	1	0	1	No	Yes
Service - Maint.) 0	0	0	0	1	1	N.A.	N.A.
Academic Services						_	V	No
Faculty	1	j 5	1	4	3	8	Yes	No
SecClerical	1	1	00	2 W	2	4	No	0
Academic Affairs							\ \ \ \ \	N.A.
Sec. Clerical	0	0	0 .	2 W	00	2	N.A.	N.A.
President-Comp & Infor.]				_	N.A.	N.A.
ProfNon Fac.	0	0	0	0	1	1	N.A.	N.A.
SecClerical	0	0	0	1	0	1 .	N.A.	N. A.
Business Affairs		ļ			_		N.A.	N.A.
ProfNon Fac.	0	0	0	0	1	1	No.A.	Yes
SecGlerical	2	1 MIN	0	1 BLK 6 W		8	Yes	No
Skilled) 1	2	1	0	1	2		N.A.
Service-Maint.	0	0	2	2 BLK 5 W	20	29	N.A.	14./(.
Student Affairs]	,	N.A.	N.A.
Exec. Adm. & Mgt.	0	0	0	0	1	1	N.A. No	Yes
ProfNon Fac.	6	5	2	2 BLK 4 W		15	No No	No
SecClerical	1	1 MIN	· ·	6 W	0	6	. No	N.A.
Service-Maint.	1	0	0	1 W	5	6	100	11.24

TABLE 5

UTILIZATION ANALYSIS WESTERN KENTUCKY UNIVERSITY AS OF JUNE 30, 1982 (Regular, Full-time)

To	otal Universi	ty Personnel				Mi	nority Group				
Primary Occupational	Total Personnel	Total Male	Total Female		Ма	le			Female	·	
Activity	Including Minorities	Including Minorities	Including Minorities	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asia or Pacil Islan
Exec. Adm. & Mgt.	93.	76	17	3							
Faculty	575	431	1 14 14	- 4	2	l.	3	2	1	• •	1
Profess. Non Faculty	169	81	88	3	1			5	1]
SecCle.	280	10	270					9	1		
Technical Para-Prof.	14	3	3.1.								
Skilled Crafts	89	80	9	2							
Service . Mainten.	269	118	151	15			10 mm	52	Mary Company of the C		
										••	
TOTAL	1,489	799	690	27	3	1	3	39	3		2

TABLE 6

UPILIZATION ANALYSIS WESTERN KENTUCKY UNIVERSITY AS OF JUNE 30, 1983 (Regular, Full-time)

To	otal Universi	ty Personnel				Mi	nority Group				
Primary Posupational	Total Personnel	Total Male	Total Fonale		Ma	le			Famile	····	— -
<pre>\ctivity</pre>	Including Minorities	Including Minorities	Including Minorities	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanie	American Indian or Alaskan Native	Asian or Pacifi
ixec. Adm. & Mgt.	92 .	77	15	2				1			
Faculty	507	370	137	. 3	2	1	5	4		:	1
Profess.	174	82	92	5				7	1		2
BecCle.	283 .	11.	272					9	1		
Fechnical Para-Prof.	14	3	11								
Ekilled Crafts	91	82	9	3							
Service- Jainten.	264	119	145	16				23			
										;	
ומרמז	1,425	744	681	29	2 -	1	5	1, 1,	2		3
											<u> </u>

APPENDIX B

Source Material for Tabular Data

DEPARTMENT: College of Bus. Adm. (Composite)

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

				MINORITY COALS NEW HIRES 1982-83												
Ì					RITIES		2-83			RITIES					RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MFN	NOMEN		WOMEN	MEN	WOLEN	OTHER	MEM	WOMEN	TOTAL	MEN	WOMEEN	MFN	%OMEN	ATTAINED?
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Asst. Dean	1	1	0] 1	1.	0	0	0	
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Frof.	13	11	2		 	-		2			11	9	2	0	0	•
Assoc. Prof.	15	14	1 1					1			13	12	1	0	0	
Asst. Prof.	22	18	4	1				2		1(W)	21	17	4	0	0	Minorities.
Instr. Total	<u>8</u> 58	5 48	3	1	0	5	3	0 14	1	1(W) 2(W)	6 51	2 4C	11	1	0	Women-No
Staff Asst.	1	1	0	0	C	0	С	0	0	С	1	1	C	О	0	N.A.
Prin. Sec. Adm. Sec. Pept. Sec. Sr. Dept. Sec. Total	1 0 3 2 6	00000	10326		0	С	0	0	0	1(W) 1(W) 1(W) 3(W)	1 1 3 2	0 0 0 0	7 1 3 2 7	0 0 0 0 0	0 0 0 0	N.A.

DEPARIMENT: Dean's Office, Col. of Bus. Adm.

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

		198	1-82 STA			MINORIT	Y GOALS	NEW H		1982-83		198	32-83 ST	ATUS		
POSITION TITLE	TOTAL	MEN			RITIES WOMEN		2-83 WOMEN	OTHER	MINC MEN	RITIES WOMEN	TOTAL	MEN	WOMEN	MINO	RITIES WOMEN	ANNUAL GOALS ATTAINED?
Dean Asst. Dean Total	1 - 1 - 2	$-\frac{1}{2}$		0	0	0	0	0	0	0	1 2	1 1 2	000	0	0	N.A.
Staff Asst.	1	1	0	С	0	0	0	0	C	0	1.	1	S	0	0	N.A.
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DEPARTMENT:	Account	ing	

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

·		198.	1-82 ST	ATUS		MINORIT	Y GOALS			1982-83	-83 1982-83 STATUS					
				MINO	RITIES	198	2-83			RITIES				MINO	RITIES	ANNUAL COALS
POSITION TITLE	TOTAL	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	OTHER	MFN	WOMEN	TOTAL	MEN	NOVEN	MEN	KOMEN	ATTAINED?
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DEPARTMENT: Bus.-Dist. Ed. and Office Adm.

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST	ATUS		MINORIT	Y GOALS	ALS NEW HIRES 1982-83 1982-83 STATUS								
				MINO	RITIES	198	2-83			RITIES				MINO	RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MIN	HOMEN	MEN	WOMEN	MEN	WOMEN	OHER	MEN	WOMEN	TOTAL	MEN	MONEX	MFN	WOMEN	ATTAINED?
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Asst. Prof.	3_	0	3	;			ļ Į ———	1(F)			3_		3	0		
Total	8	3	5	0	0	1	0	1(F)	0	0	7	2	5	С	O	NO
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DEPARTMENT:	Economics	

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

`		198	1-82 ST/			MINORIT	Y GOALS	NEW H		1982-83	<u> </u>	198	2-83 ST			
			Ì	MINO	RITIES	198	2-83			RITIES]				RITIES	ANNUAL COALS
POSITION TITLE	TOTAL	MEN	MOMEN	MEN	WOMEN	MEN	WOMEN	OHER	MEN	MONTEN	TOTAL	MEN	WOMEN	MEN	NOITN	ATTAINED?
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Total	13	11	2	0	0	7_	0	0	0	С	12	10	2	0	0	ио
Sr. Dept. Sec.	1	0	7	0	0	0	0	1(F)	0	0	1	0	1	0	0	Ñ.A.
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DEPARTMENT:	Finance	and	QВА	•	

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 STA	ATUS		MINORIT	Y GOALS			1982-83		198	2-83 ST			
				MINO	RITIES	198	2-83		MINO	RITIES					RITIES	
POSITION TITLE	TOTAL	MEN	MOMEN	MEN_	NOVEN	MEN	NOMEN	OTHER	MEM	MOVEN	TOTAL	MEN	WONTEN	MEN	KO:EN	ATTAINED?
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DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1–82 ST	YTUS		MINORIT	Y COALS			1982-83	Ī	198	32-83 ST	ATUS		
				MINO	RITIES		2-83			RITIES				MINO	RITIES	ANNUAL GOALS
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DEPARTMENT: Potter College (Composite)

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

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-					RITILS		2-83			RITIES	COCCURA Y	د المستدة و	Try N cron?		RITIES	ANNUAL GOALS ANTAINED?
POSITION TITLE	TOTAL	MEN	MOMEN	MEN	MOVIEW	MEN	WOMEN	OTHER	MIFEN	WOMEN	101741	IMESA.	"COTETA	Liv.E.iN	MCNITTA	ATTAUSEUS
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Asst. Dean	1		0)]		<u> </u> 	1	1	0	0	0	
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Photo-Jour.	1	1	0	0	0						1	1	0	0	. 0	•
Director	1	1	0	0	0] 		<u> </u> 	1	1	0	0.	0	
Prof.	72	63	9	2	0						73	64	9	1	0	
Assoc. Prof.	53	40	13	1	0		ļ	<u>.</u>		2(W)	54	37	1.7	2	Э	
Asst. Prof.	37	20	17	1	0	} 	<u> </u> 	3	1	11	40	26	14	1	l	Minorities-
Instructor	11	1,	7	1 5	0	 		2	<u> </u>	 - 	4	2	5	0		Women-yes
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COALS AND TEMPTAGES AFFIRMATIVE ACTION OF STAM

DEPARTMENT: Dean's Office, Potter College

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

UNITIMATE COALS: Up to 1987

,		198	1–82 ST/	TUS		MINORIT	GOALS	NEW HI	US.	1982-83		198	<u> 2-85 SIV</u>	TUS_		· · · · · · · · · · · · · · · · · · ·
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DEPARIMENT:	Art	

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

·	}	198	1-82 ST	ATUS		MINORIT	Y GOALS			1982-83	1	198	2-83 ST	ATUS		
			}	MINO	RITIES	198	2-83		MINO	RITIES					RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	WOMEN	MEN	WOMEN	MEN	WONEN	OHER	MEN	WOMEN	TOTAL	MEEN	WOMEN	MEN	KOMEN	ATTAINED?
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Assoc. Prof.	1	1	0	0	0)			i 	1	ı	2	0	0.	
Asst. Frof.	12	1	1	1	0		! ! !		1		2	5	0	1	0	
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DEPARTMENT:	English	

DATE: June 30, 1983.

ANNUAL GOALS FOR: 1982-83

,		198	1-82 STA	TUS			Y GOALS			1982-83		198	2-83 ST			
					RITIES		2-83			RITIES]	i i		MINO	RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MIN	WOMEN	MEN	WOMEN	MEN	WOMEN	OHER	MEM	WOMEN	TOTAL	MEN	NOVEN	MEN	MOXB-Z.	ATTAINED?
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Prof.	13	10	-3	:			İ			Ì	14	<u> </u>	3	0	0	1
Assoc. Prof	13	5	8							1 (W)	14	5	9	0	c	
Asst. Prof.	9	14	5	<u>;</u>	; 					1	11	5	б	0	1	
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Sr. Dept. Sec.	1_	0_	1	;	}	<u> </u>		ļ			1_1_	0_	1 1	0	0	
Total	2	0	2	i 0	c i	0	0	0	0	0	2	0	2	О	0	N.A.
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DEPARTMENT: Comm. and Theatre

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

		198	1-82 ST			MINORIT				1982-83	1	198	2-83 ST			
POSITION TITLE	TYTTAT	NATONT	INCOUNT		RITIES WOMEN	198 MEN	2-83 WOMEN			RITIES WOMEN	ואינגעדו	MEN	TOO MENT		RITIES	ANNUAL GOALS ATTAINED?
ADITION TITLE	TOTAL	MILTO	MOTTER	TATORA	MOMEN	SHAN	WOMEN	OHER	WIEEN	MOSITIAN	10131	META	ACMEN -	PATETA.	M CARTA	ATTALLGAR
Dept. Mead	<u>-</u>	1	0	· · ·		0	} . Q	0	0	C	1	1 1	0	Э	0	N.A.
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Assoc. Frof	. 8	8	0	<u>;</u>		•					7	7	0	0	0	•
Asst. Frof.	. 6	2	Ъ,	:				1]	7	5	2	0	O	
Instr.	2	1_1_									0	0_	0	0	<u> </u>	
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Sr. Dept. Scc.	1	0	1		<u> </u>						1	0	1			
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GOALS AND TIMETABLES APPIRMATIVE ACTION PROCESM

DEPARIMENT:_	Soverament	DATE: June 30, 1983
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		ANNUAL COALS FOR: 1982-83

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}		139	1-82 STA !		RITIES		2-83			RITIES	·	190	<u>4-03 311</u>	MINO	RITIES	ANNUAL GOAL
POSITION TITLE	TOTAL	MEN			WOMEN	MEN	WOMEN			WOMEN	TOTAL	MEN			NOVEX.	ATTAINED?
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DEPARTMENT:	History		

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

, <u> </u>		198	1-82 STA	ATUS		MINORIT	Y GOALS	NEW H	RES	1982-83		198	2-83 ST.	ATUS		
		[MINO	RITIES	198	2-83		MINO	RITIES		[MINO	RITIES	ANNUAL GOALL
POSITION TITLE	TOTAL	MEN	ROVEN	MEN	WOMPY	MEN	WOMEN	OUTER	MEN	WOMEN	TOTAL	MEN	WONEN	MEN	4OVEZ	ATTAINED?
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DEPARIMENT:	Journalism	•
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DATE: June 35, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST	ATUS	}	MINORIT	Y COALS	NEW H	IRES	1982–83		198	32-83 ST/	VIIIS		
				MINO	RITIES	198	2-83		MINO	RITIES				MINO	RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	MOVIEN	MEN	WOMEN	MEN	WOMEN	OTHER	MEN	NOMEIA	TOTAL,	MEN	WOMEN	MEN	I/ONEX	ATTMINED?
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Asst. Prof.	5	<u>l</u>	1.		 			.1			5	L ₄	7	0	0	•
Instr.	. 5	2	ာ	<u>!</u>	<u> </u>			1			1	1	0	0	9	
Photo-Jour.	1.	1) 	, , ,					<u>i</u>	1	0	0	0	
Total	11	10	1	0	C	0	0	5	0	Û	11	10	<u>-</u>	0	0	N.A.
Dept. Sec.	1	0	1	° C	О	0	0	0	0	0	l.	С	1	0	0	М.А.
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DEPARIMENT: Modern Lang. and Intercul. Studies

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 STA	ATUS	}	MINORIT	Y GOALS			1982-83		198	2-83 ST			
-				MINO	RITIES	198	2-83		MINO	RITIES					TITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	NOMEN	MEN	NOMEN	MEN	WOMEN	OHIER	MEN	WOMEN	TOTAL	MEN	MOVEM	MEN	NOVIEW.	ATTAINED?
Dept. Head	1	1	O	0	0	0	o	0	0	0	1	1	0	6	0	X.A.
Frof.	.6	6	0								6	6	Ç	0	O	
Assoc. Prof.	5	3	2	1		•	-				6	3	3	1	0	•
Asst. Prof.	. 5	1	1							<u>}</u>	1	1	0	Ō	0	
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DEPARTMENT:	Music
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DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

		198	1-82 STA	TUS			Y GOALS			1982-83		198	2-83 ST.	ATUS		
				MINO	RITIES	198	2-83	•	MINC	RITIES		! [IINO	RITIES	ANNUAL GOALS
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DEPARTMENT:	Phil.	Sc.	Religion	

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

	I	198	1-82 ST	ATUS	}	MINORIT	Y COALS	NEW H	IRES	1982-83	1	198	32-S3 ST	ATUS		
				MINO	RITIES	198	2-83		MINC	RITIES				MINO	RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEX	ROMEN	MEN	WOMEN	MEN	WOMEN	CHER	MEN	WOMEN	TOTAL.	MEN	NOVEN	MFN	//ONEN	ATTAINED?
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DEPARTMENT: Soc., Anthro. & Social Work

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 STA		<u>1</u>	MINORIT	Y GOALS	NEW H.	IRES	1982–83		198	2-83 51		<u> </u>	- · · · · · · · · · · · · · · · · · · ·
				MINO	RITIES	198	2-83		MINO	RITIES			· ·	MINO	RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	WOMEN	MEN	MO/1EN	MEN	MONTEN	OPHER	MEN	WOMEN	TOTAL	MEN	3,0%E74	MEN	NOVEN	ATTAINED?
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DEPARTMENT: Col. of Sci., Tech., & Health (Composite)

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

·		198	1-82 ST			MINORITY COALS NEW HIRES 1982-83						198				
					RITIES		2-83]		RITIES					RITIES	ANNUAL GOALS
POSITION TIPLE	TOTAL	MIN	WOMEN	MEN	WO/JEN	MEN	WOMEN	OTHER	MEN	WOMEN	TOTAL	MEN	WONDEN	MEN	NONEX	ATTAINED?
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Total	13	12	1	0	0	0	1	0	Ō	0 .	13	12	1	0	0	 140
Frof.	57	55		1	 			0	0	1(W)	62	59	3	1	0	
Assoc. Prof.	59	49		Ì	ļ		}	3	0))	57	46		0	0]
Asst. Prof.	48	27	21) J	2		Ì	2	0	0	40	23	17	0	1	Minorities
Instr.	17	9	.8	1				1	0	6(W)	50	7	1.3	1	0	Women-Yes
Asst. Instr.		1	0	_0_		<u> </u>	<u> </u>	2	0	0	1_1_	1	0	0_	<u> </u>	
Total	182	141	41	<u>2</u>	2	5	4	6	0	7(W)	180	136	1, 1,	2	1	
Dairy Herdsman	1	1	4								-	1	0		- -	
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DEPARTMENT: Deans Office, Sci., Tech. & Health

DATE: June 30, 1983

1-401

ANNUAL GOALS FOR: 1982-83

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DEPARIMENT: Agriculture (Incl. Ag. Expo Ctr)

DATE: June 30, 1983

1-402

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST				Y COALS			1982-83		198				
	~~~				RITIES		2-83			RITIES					RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEZ	HOMEN	MEN	WOMEN	MEN	WOMEN	OTHER	MEN	WOMEN	TOTAL	MEN	WO:EN	MEN	NOVEN	ATTAINED?
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DEPARTMENT: Allied Health, Dental Hygiene - Med. Records

DATE: June 30, 1983

1-415 1-416

ANNUAL GOALS FOR: 1982-83

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	t P	]			RITIES	198	2-83			RITIES	.]			MINO	RITIES	ANNUAL GOALS
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DEPARTMENT:	Chemistry	1-404

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

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				MINO	RITIEŠ	198	2-83			RITIES				MINORI		ANNUAL GOALS
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Chem. Sup. Cll		0	0	; O	0		-	0	0	1(W)	1	0	1	0	0	
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DEPARTMENT: Geog. % Geol. 1-405

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

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DEPARTMENT: Math & Computer Science

DATE: June 30, 1983

104

ANNUAL GOALS FOR: 1982-83

		198.	1-82 ST/	TUS		MINORIT	Y COALS			1982-83		198	2–83 STA			
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DEPARTMENT: Water Quality Lab 2-411

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST	ATUS	·	MINORIT	Y GOALS	NEW H	IRES	1982-83	]	198	32–83 ST	ATUS	<u> </u>	
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DEPARTMENT: Ind. & Eng. Tech. 1-408

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

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DEPARTMENT:	University	Farm	4-201

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

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DEPARTMENT: Health & Safety 1-414

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

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DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

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DEPARTMENT: Physics & Astronomy 1-407

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

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DEPARTMENT: College of Education (Composite)

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

	1981-82 STATUS MINORITY GO.									1982-83		198	2-83 ST	ATUS		
	40) = 40)		*:10==0\ *		RITIES		2-83			RITIES					RITIES	
POSITION TITLE	TOTAL	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	OTHER	MEN	WOMEN	TOTAL	MEN	WOYEN.	MEN	NO/EX	ATTAINED?
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Asst. Prof.	3,7	18		-0	l				}.		25	15	10	1	0	NO
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DEPARIMENT:	CHB	Continued

DATE:	

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST	ATUS		MINORIT	Y GOALS			1982-83		198	32-83 ST.	ATUS		
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POSITION TITLE	TOTAL	MEN	HOMEN	MEN	WOMEN	MEM	WOMEN	OTHER	MFN	WOLEN	TOTAL	MEN	WONSEN	MEN	HOMEN	ATTA INED?
eb Asst.	1	0	1	0	0	0	0	0	0	0	-		1.	] J	0	N.A.
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DEPARTMENT: Dean's Office, Col. of Ed. 1-201

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

	1981-82 STATUS					MINORIT	Y COALS			1982–83		198	2–83 ST			
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POSITION TITLE	TOTAL	MIN	WOMEN	MEN	WOMEN	MEN	MOVIEW	OTHER	MEN	WOMEN	TOTAL	MEN	WOVEN	MEN	WOMEN	ATTAINED?
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DEPARIMENT:	CCVTE	1-205

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

	1981-82 STATUS MINORITY GOALS NEW HIRES 1982-83 1982-83 STATUS							,								
					RITIES		2-83	07777		RITIES	TIO: SAI	10.77	tion and		RITIES	ANNUAL GOAL
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Assoc. Prof.	2	2	0	0	0	- 0	0	Э	0	С	1	1.	3	Э	С	N.A.
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DEPARTMENT: Educational Leadership

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 STA	ATUS		MINORIT				1982-83		198	2-83 ST			
		)		MINO	RITIES	198	2-83		MINO	RITIES	]			MINO	RITIES	ANNUAL COALS
POSITION TITLE	TOTAL	MEN	WOMEN	MEN	WOMEN	MEN	WONEN	OTHER	MEN	NOMEN	TOTAL	MEN	NOVIEW.	MEN	WOMEN	ATTAINED?
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r. Dept. Sec.		0	1					ļ			1	0	<u></u>	0_		N.A.
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DEPARTMENT:	Educational	Research

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

· <del></del>		198	1-82 ST	A'IUS			Y COALS			1982-83		198	2-83 ST	ATUS		
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POSITION TITLE	TOTAL	MEAN	MUNITA	EATOA	WOMEN	MEN	WOMEN	OHER	MEM	WOMEN	TOTAL	MEN	ROYEA	MEN	WOMEN	ATTAINED?
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DEPARTMENT: Educational Services 1-204

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

· · ·		198:	1-82 STA	TUS	_}	MINORIT	Y GOALS	NEW H	TRES	1982-83		198	2-83 ST	ATUS		
				MINO	RITIES	198	2-83		MINO	RITIES				INO	RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	OTHER	MEN	WOMEN	TOTAL	MEN	WOVEN.	MEN	WOMEN	ATTAINED?
assoc. Prof.	1	1									1	1	С	0	0	
.sst. Prof.	1	1								ļ	0_	0	0	<u> </u>		
Total	2	2	0	0	0	э	0	0	0	0	1	1	0	0	С	N.A.
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Total'	] 1	0	1	0	0	c	c	0	0	2(W)	2	0	2	0	0	N.A.
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DEPARTMENT: H.E.F.L. 1-213

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

· —		198	1-82 STA		<u></u>	MINORIT	Y GOALS	NEW H	RES	1982-83	<u> </u>	198	2-83 ST	ATUS		
20.24.2					RITIES		2-83		MINO	RITIES	1	1		MINO	RITIES	ANNUAL GOAI
POSITION TITLE	TOTAL	MEN	WONEN	MEN	WOMEN	MEN	WOMEN	OTHER	MEN	WOMEN	TOTAL.	MEN	MOVE A	MEN	NONEN	ATTAINED?
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Assoc. Prof.	<u></u>	ಾ	ħ	ļ	0	į			<u> </u> 		<u> </u>	0	ĿĻ	)	C	
Asst. Prof.	3	]	2	1	0				1		3	2	1	1	Ũ	
Enstr.	3		33		0	·				1(W)	<u>_</u>	0	_1	0		N.A.
Total	17	14	13	0	1	0	0	c	1	1(M)	15	5	10	1	1_	
Sr. Dept. Sec.	1	0	1	<u> </u>	<u> </u> 					! !   	<u>1</u>	0	<u> </u>	0	0	
Rept. Sec.	<u>C</u>	<u>·o</u>	0						<u></u>	[ <del></del>	1_	0		0_	<u> </u>	N.A.
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DEPARTMENT: Psychology 1-207

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

		198	1-82 ST	ATUS			Y GOALS			1982-83		198	2-83 ST			
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soc. Prof.	9	6	3	L	<u>.</u>						10	7	3	1	0	
est. Prof.		3	1	0	 						5	1	-	0	ئ	•
astr.		<u>C</u>	1	0							1	C	1	0		4
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nm. Sec.	1	0									1	0	<u>:</u>	0	0	
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DEPARTMENT: P.E. & Recreation 1-208

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST	ATUS		MINORIT				1982–83		198	2-83 ST				· · · · · ·
				MINO	RITIES		2-83			RITIES					RITIFS	ANNUAL O	
POSITION TITLE	TOTAL	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	OTHER	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	WOMEN	ATTAIN	FD.S
ept. Head lead Ath. Coach loord. Sports TOTAL	1 2 — 1	$\frac{1}{3}$	0 1 0	0 0 1	0	0.	0	0	0	0	1 1 3	1 1 3	0000	0 0 1	0 0	M.A.	
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Gr. Adm. Sec. Dept. Sec. Sr. Dept. Sec. TOTAL	2 1 3 4	000	2 1 1	0	0	0	-		0	0	2 1 1	0000	2 1 1 4	0000	0 0 0	N.A.	**************************************
Sirector /cst. Ath. Coac Total	0 n 0	0 0 0	000	0 0	0 0	0	0	C	0	0	1 2	1 2	0 0	0	0 0 0	M.A.	- -
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DEPARTMENT:	Academic	Servic	€s
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DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

·		198	1-82 ST			MINORIT				1982-83	<u> </u>	198	2-83 ST	ATUS		
!					RITIES		2-83			RITIES	]				RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	NONEX	MEN	WOMEN	MEN	WOMEN	OTHER	MEN	WOMEN	TOLVT,	MEN	NOVIEN	MEN	NOMEN	ATTAINED?
ean irector lept. Heads assoc. Dir. Ita. Mgr. Total	3 1 3	7 2 1 1 7 7	0	00000	0 0 0		0	00000	0 0 0 0 0 0	0 0 0 0 0	1 2 3 1 1 8	1 2 1 1	0 0 1	00000	00000	N.A.
Assoc. Prof. Asst. Prof. Instructor Assoc. Instr. Asst. Instr. Announcer Total	18 23 3 4 0	135 320	15 18 0 2	100001	0 0 1 0 0	1		102	F 0 0 0 0 0 1	0 1 APT 1 BLK 2 W 0 0 0	6 17 25 0 0 1 49	2 8 0 0 1	4 15 17 0 0 0 36	0000	1API 1API 1BLK 1HIS 0 0	Minyes
Frin. Sec.  Media Clericals Lib. Clericals Total	1 6 50 57	01899	5 42		0 0 2 2		1 MIN	0 0 2	0 0	0 0 2 W 2 W	1 6 53 60	0 0 10 10	1 6 43 50	0 0 0	2 2	MinNo WomenNo

DEPARTMENT: Dean, Academic Services

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

<u></u>		198	1-82 ST	ATUS		MINORIT	Y GOALS	NEW H	IRES	1982-83	1	198	32-83 ST	ATUS		
TYNCHIBTON: (District D	axan iz		71:01 (5)	MINO	RITIES	198	2-83		MINO	RITIES				MINO	RITIES	ANNUAL GOALS
POSITION TITLE	IUIAL	MEAN.	WOMEN	EMIRIN _	WOMEN	MEN	HOHEN	OTHER	MEN	WOMEN	TOTAL	MEN	NOVEN	MEN	NEWN	ATTAINED?
Jean	1	].	Ů	0	0	0	.0	0	0	0	1	1. 	O	0	0	N.A.
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DEPARTMENT: University Libraries

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

· <u></u>		198	1-82 ST				Y COALS			1982-83		198	2-83 ST			
		]			RITIES		2-83			RITIES					RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	WOMEN	MEN	KOMEN	MEN	WOMEN	OTHER	MEN	WONEN	TOTAL	MEN	WOMEN	MIN	NOVEN	ATTAINED?
Director	1	1	0	0	O	O	C	0	0	0	1 1	1	0	0	. O	N.A.
Dept. Head Prof. Assoc. Prof. Asst. Prof. Instr.	3 0 4 15 20 42	2 0 1 1 3	2 0 3 14 17 35	0 0	1 2	1	<u>Į</u> Ļ	0 0 0 0	00000	0 0 0 1(AP)	15	2 0 1 0 3	1 0 4 15 12	00000	0 0 1(A 1(A 1(H	
Lib. Clerk II Desk Clerk Lib. Clerk I Lib. Clerk IV Tech. Ser. Asst. I Tech. Ser. Asst. II Tech Serv. Asst. III Sr. Sec. Lib. Asst. IV Sr. Bookkeeper Exh. Tech Mus. Asst. III	2 3 5 512211	3	7032 3 5 51901 del	Ò	1	1	0	0	0	2(W)	1 11 2 2 3 5 5 14 1 2 1	04200 0 0 0 3 0 0 1 0	17022 3 5 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	C	1(B	rk)
10001					: <b>-</b>					The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s						

DEPARTMENT:	Media	Services	

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

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					RITIES		2-83			RITIES	COVINAT	)	1000 0007		RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	OTHER	MEN	WOMEN	IUIIL.	MEZN	WONES	META	HOVIEN	AT:'AINED?
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Total	3	3	0	C	0	0	0	0	0	0	3	3	)	0	0	N.A.
Assoc. Prof. Asst. Prof. Instrl	0 3 3	0 3 2	1					2		1(B) 2(W)	1 2 10	1 2 5	0 0 5	600	0 0 1(B	LK)
Assoc. Instr. Asst. Instr. Announcer Total	3 4 0 13	3 2 0 10	0	0	0	0	0 1	3	1	3	1 14	<u>1</u> 9	5	1	1	YES
Sr. Dept. Sec. Adm. Sec. Fil Lib. Clk Med. Specl. Oper. Clk Trainee	121101	0	12110	0 1		ar debitor (palament, man of management, man of management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, management, manage	And Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Co				12110	000000	1 1 1			NO
Total	16	1	5		0	0	1.	0	0	0	36	0	б	0	0	

DEPARTMENT: Vice Pres. Academic Affairs

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

·	·	198	1-82 ST	ATUS		MINORIT				1982-83	· · · · · · · · · · · · · · · · · · ·	198	2-83 ST			
					RITIES		2–83			RITIES					RITIES	
POSITION TITLE	TOTAL	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	OHER	MEN	WOMEN	TOTAL	MEN	KOVEN	MEN	NOVIEY.	ATTAINED?
Vice President Assoc. Vice President Asst. Vice	1	1	7	**************************************	- Anna-Anna-Anna-Anna-Anna-Anna-Anna-Ann						p~ 1 p−1	0	C.			
President Dean Director Total	1 		1			0	0		- <u>c</u>	0	2 6	1 1 2 5	0 0 0	_	- <del></del>	N.A.
Prog./Consult	0	0	0			·					1	1	G		· · · · · · · · · · · · · · · · · · ·	•
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DEPARTMENT: Public Service & Cont. Ed.

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST	ATUS		MINORIT	Y GOALS			1982-83		198	2-83 ST			
	1			MINO	RITIES		2-83			RITIES_					ITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	WOMEN	MEN	WOMEN	MEN	KOMEN	OTHER	MEN	MOMEN	TOTAL	MEN	WOMEN	MEN	WONEN	ATTAINED?
Déan Asst. Dean Director Total	1 1 2 h	1 -1 3	<u> </u>	0	0	0 .	0		0	-0	2 3	0 1 2	0 0 1 2	0	0	N.A.
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Asst. Prof Adm. Asg. Asst. Director Total	0 -1	0	11_	С	0	0	0	-0	0	0	1 2 5	1 0 3	2 2	0	0	N.A.
Prin. Sec. Adm. Sec. Br. Processing Clk Exam. Clerk Sr. Sec. Gec. Total	1 2 1 1 9	0	7.3 2.4 1.1 9	. 0	1	0	0			S(M)	3 2 1 1 0 8	00 00000	2 2 7 7 0 8	0	1	N.A.
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DEPARTMENT: Office of the President

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

1		198	1–82 ST/				Y GOALS			1982-83		198	2-83 ST			
					RITIES		2-83			RITIES					RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	BOMEN	MEN	WOMEN	MEN	WOMEN	CHER	MEN	WOMEN	TOTAL	MEN :	HOVEZ.	MEN	NOVEN	ATTAINEDE
President	1	1	0	-							1	. 1	0	1		
Asst. to the President	2	2	0								1	1	0		:	
Director	3	3									3_	_3_				
Total	6	6	0	0	0	C .	0	0	0	0	5	5	0	0	0	N.A.
Assoc. Dir.	1	1	0	0			-				1	1	C		<b></b>	
Univ. Attorney	1	1	0								1	1	0			
Staff Asst.	1_1_	<u> </u>	1			·		ļ			11_	0	<u> </u>			
Total	3	2	1	0	0	0	0	0	С	0	3	2	<u>1</u>	0	0	N.A.
Sec. to Pres.	2	0	2								2	0	2		\ <u>-</u>	
Exec. Sec.	2	0	2				! !				1	0	1			
Prin. Sec.	0	0	0	:			. · L				1	0	1			
Sr. Sec.	1	0	1	  - 			! !			j		-				
Sr. Adm. Sec.	2	0	2	:			j				2	10	2			
Research Clk	1	. 0	7	· .						-		0	<u> </u>	.		N.A.
Total	â	0	8	0	0	0	0	0	0	0	7	0	7	0	. О	
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DEPARTMENT: Computer & Informational Services

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST/				Y GOALS			1982-83	I	198	2-83 ST			
					RITIES		2-83			RITIES		1			RITIES	
POSITION TITLE	TOTAL	MFN	WOMEN	MEN	WOMEN	MEN.	WOMEN	OTHER	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	NOVEN	ATTAINED?
Tirector	1	3	0	0	0	0	0	1			1	 : <u>1</u> 	0	0	0	N.A.
RPT-Prog/Comp- Operations	Opr0	С	0								1	1	C			
Manager Lead Prog.	1 1	1 1	0								1	1 1	0			
Programmer II	1	0	1						i	5	1	0	1 1			
Syst. Prog.II	1	1	0	į		[					1	1	Q.	1		
Prográmmer I		4		Í		<u> </u>		1_1_	L		5	5	0			'N.A.
Total	· 8	7	1	0	0	0	0	1	0	0	10	9		0	C	
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Ney Punch Operator	1.	0	1					<u> </u>			1	0	1			·
Gr. Computer	]			ļ	-			ļ		1	1		]	1		
Operator	] 1	1 1	0	į			ļ				1	1	0			
Hey Punch/			į ,	± 2	Ì	1	•	1						1		
Comp. Oper.	1	0	1		1						l	0	1 1 .			
Sr. Key Punch Operator	1		1								1	0	1			
Computer	-		;						1	1	_		_			
Operator	2	1	1 1'	i				1			1	1	0			
Data Control	1		•	-			!	1								
Clerk	1	0	} <u> </u>	:							1	0	1			
Lead Key Punch	.[	1	į	:		-	1			1.			.1			
Operator	1	0		i	İ		1	1			1	0	1			
Sr. Adm. Sec.	1	0	1		÷		1	· ·		ļ	] 1	10	1			
Sr. Data			•	•	!											
Control Clerk	2		<u> </u>	!	l			ļ		Ì	2		. 2	Ì	<u> </u>	N.A.
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DEPARTMENT: Vice President for Business Affairs

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

,		198	L-82 ST/	TUS	<u></u>	MINORIT	GOALS			1982-83	1	198	2-83 ST			
				MINOF	ITTES		2-83		MINO	RITIES				MINO	RITIES	ANNUAL COALS
POSITION TITLE	TOTAL	MEN		MEN	WOMEN	λ£Ν	WOMEN	OTHER		WOMEN	TOTAL	MEN	WONEN	MEN	#OMEN	ATTAINED?
	-,															
Vice Fresiden	t 1	1									1	1.	G	0	ŋ	N.A.
Sr. Egt. Anis	t 0	0									1	1	O		:	
Internal Auditor	,1	1									1	1	0			
Staff Audi.	1	1									1	3.	0 -			•
Manager	<u> </u>	1		;					<u> </u>		1.	1				N.A.
Total	3	3	0	0	0	0	0	٥	С	0	24	14	0	0	0	
			<u> </u>				<u> </u>			[		-	<u> </u>	-		
Exec. Sec. Sr. Adm. Sec.	1 0	С	Total O				A				1	0 0	1			
Ticket Sales Clerk	1_1_	.	1_1_				<u> </u>				1	0	1	<u> </u>		N.A.
Total	2	0	2	0	0	0	0	0	0	0	3	0	3	0	0	
	edings of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control		- 17-3 - 75 cm and another management and control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control o											· · · · · · · · · · · · · · · · · · ·	•	<b>3</b>

DEPARTMENT: Accounts & Budgetary Control

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST	ATUS	· 1	MINORIT	Y GOALS			1982-83		198	2-83 ST			
				MINO	RITIES		2-83			RITIES				MINOR		ANNUAL GOALS
FOSITION TITLE	TOTAL	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	OTHER	MIN	WOMEN	TOTAL	MEN	WONEN	MEN	HOVEN	ATTAINED?
		} ,	<b>t</b> •	1	-						1	'     ] '	0			
Director	1	1			1						_ ÷	1				
Supervisor	. 5	5		1	ļ }				'		2	2	0			
Chief Cashier	1_	1_1	<b>!</b>		ļ			<u> </u>				1	0	<u></u>		N.A.
	-,	1 ,					0				<u> </u>	<u>1</u>	C	0	0	
Total	- 4	4	0	0	0	0	0	С	0	0	1 4	4	l U	0	Ü	
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Asst. Chief				į	İ				-}					1 .		
Cashier	3.	1		1	]				1	•	1	1	0	1.		1
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Staff Acct.	3	1	5								,	1	-			1
Jr. Acct.	1		1 1								1	0	1	ł		N.A.
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Total	5	2	3	1	0	0	0	0	0	0	5	2	3	1	0	
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Cashier	-		1 -	;							_	1 ~	_			
Accts. Clerk	8		8			1	<u> </u>	i			8	0	8			
			i	:	!	1	<u> </u>		1				1			
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Sr. Adm. Sec.	1		1								+		_			
Sr. Cashier	1		1	i	<b>!</b>			ì	1		1	0	1	ĺ		
		1			:	]			·	-		<del>                                     </del>		-		-
Total	13		13	, C	С	0	9	0	0	0	13	G	13	0	0	N.A.

DEPARTMENT:	Personnel	Services	
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DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

		198	1-82 ST			MINORIT				1982–83		198	2–83 ST.			
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POSITION TITLE	TOTAL	MEN	HOMEN	MEN	WOMEN	MEN	WORLEN	OITEM -	IMEAN	1) ONICEN	10181	IMEETA	MONGERA	INICAN	"CMEN	ATTAINED!
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ast. Director	1	1	0	i			<u> </u>				1	1 1	0			
laff Asst. Er. Postal	1	0	1								1	0	1			
dervices	1 .	0	1			•	1				1	0	1			
gr. C.U.	ī	0	1								1	0	1			
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Total	5	5	3	0	0	0	0	0	0	0	6	2	<u>t</u>	0	O	•
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r. Pers. Spec.	1		1			-					] 1	0	1	1		N.A.
estal Serv. Clerk	1	1 1	i .		1		!	1			1	1	0	}		
ailroom Clk	1		: 1	;				*		1(W)	2	ō	2			
r. Adm. Sec.	0_	0	0	: 	ļ 		: :	i	<u> </u>		1_	0	11	.		
Total	11	1	10	0	2	0	0	1	0	3(W)	13	1	12	0	2	
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DEPARTMENT:	Purchasin	g	
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DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST				Y COALS	NEW H		1982–83		198	32-83 ST			
የአሌሮ ቴ : ስክረር እና መጀመር ነገ	(1 <b>7-7-1</b> 1)	NOT: NT	360) (T2)		RITIES WOMEN		32-83 WOMEN	OTHER		RITIES	- Troops	STATE	tine come		RITIES	•
POSITION TITLE	TOTAL	WIELN	WOMEN	2/14/74	WOMEN	- NICHN	WOMEN	Other	TIGAN	WOMEN	TOTAL	MRTA	NONEN	MEN	HOVEN	ATTAINED?
irector	1	1	0		1						ה	<u>.</u>	C			
Director Total	<u>1</u>	<u>1</u> 2	0	0	0	0	0	0	0	0	1 2	2	0 0	0	5	N.A.
-uyer [anager Total	1 - <u>1</u> - 5	0 	1 0 1	0	0				0		2 4 6	1 14 5	<u> </u>	0	0	N.A.
en. Clk I dm. Sec. did Clerk bookkeeper re-Audit Clk lr. Adm. Sec.	1 1 2 2 1	000000	1 4 2								1 1 2 2 1	000000				N . A .
Total	10	С	§ ————	0	0	0	0	0	0	1BLK	10	0	10	0	1	
Ir. Ship-Rec. Clk Thip-Rec. Clk Itorekeeper Typesetter Trinter Tr. Typesetter Tr. Printer Tupl. Machine Opr.	0 3 1 1 1 3	0 3 1 0 3 0	001010								12113	1210103	00001010		•	N . A .
Total	13	8	5	_i O	0	0	0	. 0	0	0	13	8	5	0	. 0	

DEPARTMENT: Student Financial Aid

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

		198	1-82 STA				Y COALS	NEW H	IRES	1982-83	1	198	32-83 ST.	ATUS		
					RITIES		2-83			RITIES			1		ITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MFN	WOMEN	MEN	WOMEN	MEN	WOMEN	OTHER	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	WOMEN	ATTAINED?
Director	<u>)</u> .	1		· <b>!</b>							1 -	1	0			
Asst. Dir.	1			<b>1</b>		1		  -			1	, 1	ĺ	1		
Total	2	$-\frac{1}{2}$	0	0	0		0	<u> </u>	0	0	2	1-2-	1 <del>- ŏ</del>	1	C	H.A.
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Jr. Acct.	1		1	•					Ì	[	1	0	1			
Staif Asst.	<u>-2</u> 3		2	!	<del></del> -	<u> </u>	1			·	2	$\left  \frac{1}{1} \right $	1 2	ļ		N.A.
Total	3	] -	2	0	0	0	0	0	0	0	3	1	2	0	0	
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Cashier	l	0		į	1	{			ĺ		].	0	1			
Gem. Clerk I	1	0		:		ĺ	1			į	1	0	-		;	
Fecep.	1	0		1	!		ì		-		2	G	£			
Acct. Clerk	1	) 0	ī	1	]	<u> </u>	}		1	)	1	О	-		,	
Adm. Sec.	] 1	0	1	)	1		<u> </u>		•		] 1	0	]	)		
Grants/Loans					•		İ						<u> </u>			
Clerk Scholarship	1		1		1			<u>.</u>			1		j.		!	
Clerk	1	1 0	1		1		[		[		ı	ĺo	l		!	•
Sr. Accts.			ļ			ļ	!	<b>!</b> !		{			{		٠ ١	
Clerk	2	0		ŧ	Ì						1	0	1			NO
Sr. Appl. Clk	1	1 0	-		}	1	t t	1 i	}		1	0	1	}		•
Sr. Sec.	1	0	1	:	l		]	!		1	1	0	1		•	
Veterans Cert.		]	•	I	!	1	<u> </u>		}	ļ	]					
Agent	<b>∮</b> ≟_	0	11_	i	i	ļ	<u> </u>	:		— <del>-</del>	11_	<u> </u>	<u> </u>	ļ	·	
Total	1.4	С	14	. 0	0	1	0	į o	0	3(4)	14	0	14	ō.	С	
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DEPARIMENT:	CHF	Book	store		
				<del></del>	

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST	ATUS			Y GOALS			1982–83		198	2-83 ST			
POSTTION TITLE	ΤΥΥΓΔΙ	MEN	WOMEN		RITIES WOMEN	198 MEN	2-83   WOMEN	OHER	MINO	RITIES WOMEN	TOTAL	MEN			RITIES NOVEN	ANNUAL GOALS ATTAINED?
Director	1	1	0	0	0	0	0	0	0	0		. 1	0	0	0	N.A.
Dept. Manager	2	5				•		0	0	0	2	2	0	0	0	N.A.
Laundry Supv Rookstore Clk Cashier Adm. Sec.	0 12 4	0 2 1 0	10			-		WALLANDER FOR THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE TANK OF THE			12 1	1 2 0 0	0 10 1	0	С	•
Sr. Bookstore Clerk Sr. Teller Book Clk Supv Sr. Adm. Sec. Mgr, Ship-Rec. Frin. Sec. Sr. Cashier Ship-Rec'.	3 1 1 1 1 1 1 1 1	1000000	177								3 1 1 1 1 1 2	0001002	3 1 2 0 1			МО
Total	27	5	22	C	0	7-	C.	0	0	0	.26	6	20	0	0	
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DEPARTMENT:	Food	Services	
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DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST		}		Y GOALS			1982-83		198	2–83 ST.			
					RITIES		2-83			RITIES	.]				?ITIES	
POSITION TITLE	TOTAL	Min	WOMEN	MEN	WOMEN	MEN	WOMEN	OTHER	MEN	WOMEN	TOTAL	MEN	WONEEN	MEN	WOVEN	ATTAINED?
Tirector Asst. Dir. Staff Asst. Manager Total	1 1 1 -2 5	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 0 1	0	0	0	C		0	0	1 1 0 2 4	1 0 1 3	0 0 1	0	0	N.A.
Fersonnel Clerk Sr. Adm. Sec. Er. Bookkeeper Tec. Total	1 1 2 5	00000	1 1 2 2 5	0			0	0	0	0	1 1 2 2	0000	11125	0	0	N.A.
Er. Baker Food Storeroom Clerk Sr. Storeroom Clerk Checker Eaker Cook Salad Maker Cake Decorator Sr. Cook Wr. Salad Make Asst. Cafeteri Suprv. Cafe. Suprv. Mitchen Suprv. Sr. Grill Suprv. Fotal	11262132 222	1 1 0 0 0 0 C C C C C C C C C C C C C C	01262132 21110	1 1	1 1		C				1 1 8 1 1 3 2 2 2 2 2 2 1 33	1 1000000 0010115	0 0 0 0 1 1 1 2 1 0 2 8	1 1	1 1	N.A.

DEPARIMENT: Food Services (Continued)

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

	1981-82 STATUS					MINORIT	Y_GOALS	NEW HI	RES	1982-83		198	2-83 STA	YTUS		
		]		MINO	RITIES	198	2-83	<u> </u>	MINO	RITIES	· <b>-</b>	,			RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	MONEN	MEEN	WOMEN	NEEN	WOMEN	OTHER	MEN	WOMEN	TOTAL	MEN	WONTEN	MEN	#C/EZ	ATTAINFD?
Jock Helper	5	0	;								3	1	2		TO TEAT	ATTAIN D:
Food Service Worker Dish Machine	19	Ð	19			•		1		! [ ;	20	0	50			
Operator Sr. Dish	7	5	2	<b>t</b> 4 ·		İ				! ! !	8	5	3	3	1	N.A.
Machine Opr. Total	- <u>2</u> -33	$\frac{2}{7}$	0 26	1 5	0		0	<u> </u>		<u> </u>	<u>1</u> 32	1 7	<u>C</u> 	1.	- <del>- 1</del>	•
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DEPARTMENT: Physical Plant Administration

DATE: June 30, 1983

ANNUAL GCALS FOR: 1982-83

	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83								
	morn i				RITIES		2-83			RITIES	COOUNAT	1.6773.1	11015.57		RITIES	
POSITION TITLE	TOTAL	MEAN	WOMEN	MEN	WOMEN	MEN	HOMEN	ONER	MELLIN	WOMEN	TOUL	WEN	WOMEN_	MEN	#ONEN	ATTAINFD?
Administrator	1	1									1	1	Q	1 1 1		
Asst. Adm.	1	1		<u> </u>							1	1	С			
Superintendent	1	5			_						5	5	G	1	-	
Asst. Suprt. Total	$\frac{1}{8}$	7	<u> </u>	0	<u>1</u>		0	0	0	<u> </u>	$\frac{1}{8}$	<u>0</u> 7	1 1	5	- <del>-</del>	N.A.
* O C S T	V	1.	<u> </u>			U	i	Ü				ľ	<u> </u>		7	
												_	_			
Order Clerk Or. Pérs. Clk	1		1	i  -							1 1	0	1 1			•
Work Ctl. Ctr.	1		<u> </u>	:		•							1			1
Clerk	-2		2	·	!		 		}		2	0	2			NO
Prin. Sec.	1_1_		1 -1 -	<u></u>		<del></del>						0	1			7
Total	5	0	5	Ō	0	1	0	0	0	0	5	0	5	0	0	
		<del> </del>	<u> </u>	-	-	<u> </u>		i ——— j			ļ <del></del>	}		<u> </u>	<del></del>	
Special Serv.	,			] !					•		-	1			-	} 6 4 1
Supvr Asst. Spec.	1	1	]	Ì							1	1	C			
Eve. Supvr.	1	1		:			1	<b>†</b>			1	] 1	0			
Sr. Stockroom			Į.										1	1		F.
Clerk	1	1					1			Ì	1	1	0			
Stockroom Clk Material	2	2	1			Ì	·				1	1.	0			[
Handler	1	1	1				1	1			l	1	0			N.A.
Total	6	<del>1</del> 6	0	0	0	0	0	0	0	0	5	5	0	0	0 .	
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DEPARTMENT: Grounds Maintenance

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

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<del>_</del>		198	1-82 ST	ATUS		MINORIT	Y COALS	NEW H		1982-83	<u> </u>	198	32-83 ST	ATUS		
	1	1		MINO	RITIES	198	32-83	[	MINO	RITIES					TTIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	NOMEN	MIN.	WOMEN	MEA	WOMEN	OTHER	MEN	<b>VERNOW</b>	TOTAL	MEN	WOMEN	MEN	/CII/O//	ATTAINED?
	Į		<b>!</b>			}										
Heavy Equip	<u> </u>	1	}	i ·			}	<u> </u>						:		
Opr.	2	2	1								2	2	0	Í		
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Light Equip	<b>{</b>	ł	Ì				†				1		1			
Spr.	3	3	}	Ì	•		ļ	ļ			3	3	0			
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Tipster Opr.	.5	5	1	ļ	:						2	5	0			
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Packer Truck	2			•	}	}								Ì		•
Driver	2	5	}	:	}				}		2	2	C			
Sr. Grounds-	ļ	-		ļ i	!		i	j	}		]					
Keepter	1	1			1	]	1						ĺ ,			
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Asst. Landse.	į			ļ	i		;	}						Ì	į	
Supvr.	1 1	1		į	1	}	1		ļ		1	1	0	}	į	NO
	!			1	i i	}			]			-	`		ļ	NO
Landscaping	<u> </u>		<b>i</b>				1	1							İ	
Supvr.	1	1	<b>t</b>		-	Ì					1	1	0	1	ſ	
	1				ļ		1		}			٠,		1		
Groundskeeper	_13_	13	<del></del>	·	ļ		į	3	]		8	8	c	1_1		
Total ·	25	25		. 0	0	_	. i			[		i '				
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DEPARTMENT:	Custodial	Services	

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 STA	ATUS		MINORIT	Y COALS			1982-83	i.	198	2-83 ST	ATUS	_ <del>_</del>	
TVACTORAN ON TOTAL	## <b>*</b>		10/21/01/	MINO	RITIES	198	2-83	AD	MINO	RITIES		]		MINC	RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL.	MEEN	NOWEN	VATEA	WOMEN	MEN	WOMEN	ONDER	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	NOVEN	ATTAINED?
	•		İ	1							•	1				
Supervisor	5	3	2								5	3	2	0	0	·
roup Leader;	13	11	2	1					 		11	10	ī	1.	0	N.A.
Bldg. Servs. Attendt.	<u>153</u>	<u>52</u>	101_	3	1.7			_ 16	5	7	135	14 7	88	6	19	
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DEPARTMENT: Heating, A/C, & Util. Systems

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

	1981-82 STATUS MINORITIES					MINORIT	Y GOALS	NEW H	RES	1982-83	1	198	2-83 ST	ATUS		
			}	MINO	RITIES	198	2-83			RITIFS	·				RITIES	ANNUAL COALS
POSITION TITLE	TOTAL	MEN	WOMEN	MEN	WOMEN	MEN	HO!IEN			WOMEN	TOTAL	MEN	WOVEN		KOLEN	ATTAINED?
Elec. Trainee	1	1		1										1		
Boiler Opr Tra		2	!	]	<u> </u>		1	İ	11	ı	5	2.	e	1	i	
Elect. Helper	2	2	]	1			1	1			3	3	Ď	1 -	;	
Maint. Plumber	6	6	Ì		ĺ	· -	-		ĺ		7	7	0	ĺ		
Rec. Equip.		]	]	}	}		1		}		'	] '	,			
Mechanic	2	2	•					<b>t</b>	ļ ļ		0	0	l e			
A/C Tech Helpe	r 2	2	l	1	)		ł		,		2	2	0	!		
Electrician	.6	6	1		1		}				5	5	0			
A/C Tech	1	] ].	İ	1	i l		1		<b>(</b>		ĺó	Ó	Ô	[		
Boiler Opr.	7	7	}	į	]				}		6	6	5			•
Elect. & TV Tec	n 1	1	}	:			1				1	0	1			
Water Treat Te	1	1	ļ			i			ł		1	1	ő		ı	
Sr. Elect.	2	2		į	, 1		-				2	2	Š			
Asst. Electric				1	l i			ĺ			_	_			i	
Supvr	1	j ı					1	[ }	1		1.	1	0			
Asst. Electron			1	1	[ [			t 			į <u>-</u>	_				
Supvr.	1	1 1		!			)				l	1	0	ļ		
Ast. Heat Plan	t 1	1	ì								ī	1	Ö			
Asst. Plumb.		ì	Ì		Ì				1		_	} -		Ī		
Supvr.	1	1	]	:			; ;	į	İ		1	1	С			YES
Asst. A/C .	,	!	i i						[		]		Ÿ.			1110
Supvr	1	] 1					ļ		<b>!</b> .	j	1	ĺ	J			
Elect. Supvr.	1	1	1					]			1	1	Ċ			
Heat Plant Sup	1	1	1	į			: 	 	İ		î	1	Ö	i		
Mast. Plumb.	1	1	}				' 	] ;	ļ		1	1				
Elec. & A/C	1	1	1	:	!			1			î	1	ĺ	ĺ		
Auto Mech Help	2	2	1	!			! :	1 r 8	<b>j</b>	]	2	2	C			
Auto Mech	. 2	2 2	1	: 1	İ		i	ļ	ļ		2	5	C			
Sr. Auto Mech	1	1			:			Ì	ì		1	ì	0 .	ļ		
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Total	47	47	. 0	, 2	0	0	1	O	1 1	0	143	42	1	1 1	o	
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DEPARTMENT: Bldg. Maintenance & Repair

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		1981	1-82 ST	ATTIS	1	MINORIT	Y GOALS	NEW HI	RES	1982-83		198	2-83 STA	ATUS		
				MINO	RITIES		2-83		MINO	RITIES				MINO	RITIES	ANNUAL GOAL
POSITION TITLE	TOTAL	MEN	WOMEN		WOMEN	MEN	WOMEN	OTHER	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	NONIEN	ATTAINED?
													_			
Fainter I	1.	1		1							1	1	0	1		
Mason Helper	1	1					ĺ				0	0	ő	1,		
Painter II	5	3	2	1							3	2	1 0	].		
Roofer	ļ	1						1	1		1	1 h	0			
Carpenter	5	5		1.			ļ	<u> </u>		1	1	1	ő			
Mason Asst M/R Supv		1.					}		•		1	1	0			
Asst M/A Supv Asst P/d Supv		1		ţ	1		1			-	1	3	Ö			
Sr. Carpenter		5		1	j		[			Ì	5	5	0			•
Cabinetmaker	.2	2		,		-	<u> </u>				Ź	2	o			
Locksmith	1	1					1				-	_				
Upholsterer I	1	1		i					-		1	3.	0			
Furn Refin Te		1						ļ		1	<u> </u> 1	1	0			
Sr. Locksmith		1			-	ļ				ļ	2	2	0			
Carpentry Sup	<b>√</b> 1	1	1		ļ	Ì	200				1	1	0			
Masonry/Roof		1		-	İ	! <b>\$</b>				ļ ;		1				! ! !
Supvr.	1	1	į	!	1					1	1	1	0			
Paint/Decor.	1			•				1			1 .	_				1
Supvr.	1	1							}		1	1	0			
Roofing Rep. Spec.	0	0	Ì								7.	ì	0			N.A.
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Total	30	28	; 2	2	0	0	0	1	0	0	27	26	1	2	0	
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DEPARTMENT: Vice President for Student Affairs

DATE: June 30, 1983 .

ANNUAL GOALS FOR: 1982-83

		198	1-82 STA	TUS		MINORIT	Y GOALS	NEW II	IRES	1982-83		198	32-83 ST	ATTIS		
				MINO	RITIES	_ 198	2-83			RITIES				MINOR	TTTES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	WOMEN	MEN	RITIES WOMEN	MEN	WOMEN	OTHER	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN 7	YOMEN	ATTAINED?
Tice Fresident	1	1	0	0	0	C ·	0	С	C	0	1	1	С	0	0	N.A.
Ex. Secretary	<b>1</b>		1	Э	С	С	0	0	C	0	-	0	1	0	С	E.A.
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DEPARTMENT: Dean's Office, Student Affairs

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST			MINORIT	Y GOALS	NEW H	IRES	1982-83	1	198	32–83 ST	ATUS	<u> </u>	·
EVANTOR OF THE	ZXXXXX X	NATURE .	Follow room -		RITIES		2-83			RITIES				MINC	RITIES	ANNUAL COALS
POSITION TITLE	TOTAL	MEAN	WOMEN	MEN	WOMEN	MEN	WOMEN	OTHER	MEN	WOMEN	TOTAL	MEN	NOVEN	MEN	NOVEN	ATTAINED?
Dean Asst. Dean Asst. to the	1 3	1 2		1		·	- Marie				1 - 2	1 1	C 1			
Dean Director . Total	1 - 1 - 5	0 1 1	1 0 2	- Pr	0	0		0	0	0	1 1 5	0 1 3	0 2	7-1	0	N.A.
Frog. Coord. Dir. Stu Orgn Asst. Director	1 1 2	1 1 1 3	0 0 1								1 1 2	1 1 1	0 0 3			N.A.
Total	4	3	1	0	0	0	0	C	0	0	<u> </u>	3	1	0	0	
Adm. Sec. Sr. Adm. Sec. Prin. Sec. Dept. Sec. Hostess Sr. Sec.	2 0 1 1 1	00000								1(W)	1 1 1 1	000000			1	NO
Total	6	0	6	. O	0	0	1.	0	0	1(W)	6	0	6	0	1	
Recrea. Eqt. Tech	1.	1	0	1	0	0	0	0	0	0	1	1	С	0	0	N.A.
		The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s		: :	i !	Washington and the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the									-	

DEPARTMENT:	Alumni	Affairs	

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

· _ · · · ·		198	1-82 STA	ATUS	·}	MINORIT	Y GOALS	NEW H	RES	1982-83	<u> </u>	1.98	2-83 ST	ATUS		
				MINO	RITIES	198	2-83		MINO	RITIES				MINO	RITIES	ANNUAL GOALS
POSITION TITLE	TOTAL	MEN	NOVIEW	MEN	WOMEN	MEN	WOMEN	OTHER	MEN	WOMEN	TOTAL	MEN	NO:II	MEN	WOMEN	ATTAINED?
												'				
Director	2	2	. 0	j 0	C	0	0	) )	С	0	2	2	0	0	C	N.A.
Br. Adm. Sec.	0	0	0	0						<del></del>	1	0	1		· · · · · · · · · · · · · · · · · · ·	
Records Clerk	,2		2								1	0	ı			
Adm. Sec.	1	<b> </b> 	1	1			<del>}</del>				1	0	1			•
Gr. Sec.	1_1_		1	· -	 	<del></del> -					1	. c_	1			N.A.
Total	5	0	5	0	0	c	0	0	0	0	Į.	0	1,4	0	0	
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	}	}	}	:	!			:			[				-	; 

DEPARTMENT: Director of Athletics

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

1981-82 STATUS			MINORIT	$X = CCMT \mathcal{D}$	NEW H.	LHES	1982-83	i	- 198	82-83 ST	ATUS				
			MINOF		198	2-83				-				UTIES	ANNUAL GOALS
TOTAL	MEN :	NOMEA	MEN	WOMEN	MEN	WOMEN				TOTAL	MEN	NOVEN.			VITAINED?
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3	2	1	1	0	0	0	3	- 1	ı(W)	5	3	2	1	0	N.A.
1		1	:						·	1.	Э	1	С	0	
1		11			·	·			 	1	<u>o</u>	1	0	<u>o</u>	
5	С	2	0	0	0	C.	0	0	0	2	0	2	С	0	N.A.
		4. 104	1		,		] 				} } }	i		•	
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	ļ ,	\\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\	· :	  -  -											
	2 in 1 3 3 2 1 1 1	TOTAL MEN  2	TOTAL MEN WOMEN  2	TOTAL MEN WOMEN MINOR  2 2 2 1  3 3 0 1  2 2 1 1  1 1 1  1 1 1  1 1 1	TOTAL MEN WOMEN MINORITIES  1	TOTAL MEN WOMEN MEN WOMEN MEN  2	TOTAL MEN   WOMEN   MIN   WOMEN   MEN   WOMEN   2   2   1   1	TOTAL MEN WOMEN MEN WOMEN MEN WOMEN OTHER  2	TOTAL MEN WOMEN MIN WOMEN MEN WOMEN OTHER MEN  2 2	TOTAL MEN WOMEN MEN WOMEN MEN WOMEN OTHER MEN WOMEN  2	TOTAL MEN   WOMEN   MINORITIES   1982-83   OTHER   MEN   WOMEN   TOTAL	TOTAL MEN   WOMEN   MINORITIES   1982-83   OTHER   MINORITIES   MEN   WOMEN   OTHER   MEN   WOMEN   TOTAL   MEN   2   2	TOTAL MEN   WOMEN   MEN   WOMEN   MEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN   WOMEN	TOTAL MEN   WOMEN   MINORITIES   1982-83   OTHER   MINORITIES   TOTAL MEN   WOMEN   MINORITIES   2   2	TOTAL MEN WOMEN MEN WOMEN MEN WOMEN OTHER MEN WOMEN TOTAL MEN WOMEN MEN WOMEN OTHER MEN WOMEN TOTAL MEN WOMEN MEN WOMEN MEN WOMEN OTHER MEN WOMEN TOTAL MEN WOMEN MEN WOMEN MEN WOMEN TOTAL MEN WOMEN MEN WOMEN MEN WOMEN TOTAL MEN WOMEN MEN WOMEN MEN WOMEN WOMEN TOTAL MEN WOMEN MEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN TOTAL MEN WOMEN MEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN WOMEN

DEPARIMENT:	Health	Servio	ее	

DATE: June 30, 1283

ANNUAL GOALS FOR: 1982-83

		198	1-82 ST/				Y COALS			1982-83	]	198	<u>0-83 st</u>			
POSITION TITLE	OCCUPAT	MILINE			RITIES	198 MEN	2-83 WOMEN			RITIES WOMEN	TYPAT	Mary.	10001001		HOMEN	ANNUAL COALS ATTAINED?
POSTTION TITLE	TOTAL	MULL	WOMESN	THE TA	NONEZY	PIEIN	MONTERA	Ollien	MESA	HOREAN	TOTAL	WULLY	Historia (A.)	Julian A	NAME IN	ALIMINEDS
freetor	1	1		<u> </u> :			]				1	1	0			
Timical Adm.			1				<b> </b>	<u></u>			_1	<u> </u>				
Total	5	1.	3.	0	О	0	0	0	0	0	2	1.	<u> </u>	S	ا ت	
taff Physician	ĺ	1		1							1	1	C			
taff Pharmacis	: 1	1		:		-					1	1	<u>.</u>			
Tonsultant	2_2	2			<u></u>				<b> </b>	<u> </u>	_2	2	<u> </u>			N.A.
Total.	4	14	0.	0	0	0	0	0	0	0	14	14	[ } C	0	0	
Cookkeeper			1								1.	0	1			,
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Tr. Med. Sec.	1	<u> </u>	1						ļ		1_	0				
Total	3	0	3	0	0	0	0	0	0	0 .	3	0	3	0	0	N.A.
Jurse (LPN)	1		1.			-					1	0	7		•	
Meray Tech.	- 1		1	:							1	0	1			
Turse (RN)	8		8	· · · · · · · · · · · · · · · · · · ·	•			1		) 5 6	8	0	3			
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DEPARTMENT:	Director	of	Housing.

DATE: June 30, 1983_

ANNUAL GOALS FOR: 1982-83

	1981–82 STATUS						Y COALS	NEW H		1982-83		198	32-83 ST.			
					RITIES		2-83	~		RITIES					RITIES	ANNUAL GOALS
POSITION TITLE	TUIAL	MEN	MOMEN	MFN	NOWEN	MEN	WOMEN	OHUR	MEN	WOMEN	LIGIAL	MEN	ROVEN	MEN	NOVEN	ATTAINED?
rector	.7	44	0	Ò	0	0	0	0	0	0	1	! ; 1	0	0	0	N.A.
asst. Director	1		1			•					l	0	1.	0	0	
inll Director (Women)	10		12	<del> </del>	2						11	Ģ	77.	0	1	
[2] Director (Men)	. 5	5		1		•		1			5	5	0	I	9	•
Sst. Hall Director (W)	5		5				11	2		1	4	0	<u>լ</u>	0	2 .	NO
Asst. Hall Lirector (M)	];	11		1_1_	ļ			1	1		4	1,	0	1.	0	
Total	27	9	18	2	2	6	5	<u>}</u>	1	3(W)	25	9	16	5	3	
ffice Supvr.	1		1							Ē.	1	0	1		•	
Adm. Sec.	1		1					1			1	0	1			
Jon. Clerk I	<u> </u>	. <u></u>	2	· !	1		ļ. ———				2	0	2	]	1	NO
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DEPARTMENT: Public Information

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

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DEPAREMENT:	Public	Safety	

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

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DEPARTMENT: Scholastic Development

DATE: June 30, 1983

ANNUAL COALS FOR: 1982-83

		1981-82 STATUS MINORITIE					Y GOALS			1982-83		198	2-83 ST		
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## WESTERN KENTUCKY UNIVERSITY



BOWLING GREEN, KENTUCKY 42101 July 19, 1982

Department of Personnel Services

#### MEMORANDUM

TO: Dr. Donald W. Zacharias
President

The Conciliation Agreement between the U.S. Department of Labor, Office of Federal Contract Compliance Programs, and this institution specifies in Part III, Paragraph 2., that the University will conduct quarterly evaluations of progress under the affirmative action program and provide a copy of the report to the Nashville area office of the O.F.C.C.P. Section I of this report is for the quarter ending June 30, 1982, and Section II is for the fiscal year ending June 30, 1982.

Section I

## General Comment

The affirmative action program continues to receive good support from our management personnel as evidenced by recruitment activity and appointments. For example, Janice Nelson (Black, female) has received a faculty appointment in Teacher Education effective August 16, and Beverly Butler (Black, female) has been appointed in the English Department. Mr. George Kendrick (Black, male) has been employed temporarily as a staff assistant in Student Floancial Aid. Mr. Dwane Casey (Black, male) has been reappointed as Assistant Easketball Coach, and Mrs. Teresa Haskins (Black, female) has been appointed as part-time instructor in the Nursing Department. The hiring of these five minority persons for faculty and management level jobs is mentioned in this paragraph because their appointments are subsequent to July 1 and are not reflected in the data contained in Tab B.

Arrangements have been made to schedule an affirmative action workshop during the Fall semester. It will be conducted in three sessions to ensure attendance by all management personnel. Other faculty and staff members will be invited to attend. The workshop will be conducted by the School of Business, University of Louisville.

In addition, the Department of Personnel Services has arranged for the employment of four minority persons (2 Black males, 2 Black females) at Western during the summer. Their employment is funded by C.E.T.A. under a summer youth employment program.

July 19, 1982 Page 2

Memorandum to Dr. Zacharias

Re: Conciliation Agreement: Quarterly Report

As you know, Mr. Mike Dale of this office has been actively involved in the relocation project for certain faculty and staff members at Kentucky State University under the Commonwealth of Kentucky/Office of Civil Rights Agreement. The project is moving ahead on a positive basis, and it is apparent that progress is being made. Since those activities affect our affirmative action program, and a copy of this report will be forwarded to O.F.C.C.P., documents relating to the OCR letter are included as an official annex.

#### Recruitment Activities and Applicant Flow

Applicant flow data for the quarter show that minorities and women continue to respond to our recruitment efforts. Of 516 applicants, 15 percent were minority persons and 51 percent were women. There were 134 applicants for advertised faculty position openings; of this group, 63 (47 percent) were women and 26 (19 percent) were minority persons. Two minorities were offered and accepted appointments for the 1982-83 school year. See Tab A for the Applicant Flow Report.

#### Personnel Activities

The Personnel Activity Report (Tab B) indicates that there were twelve appointments (new hires) during the quarter. The appointments include one minority person (Black, male) who was hired in the professional nonfaculty category as the University photographer. There were ten terminations in the faculty category comprised of seven men and three women which included one minority. The minority person, Mrs. Daphne Harris, was not reappointed after the position she occupied was abolished due to program cutbacks.

There were four transfers and promotions, and two of those were minority persons. Miss Shirley Malone (Black, female) was transferred from an externally funded position to a regularly budgeted position, and Miss Antonia Federico (Hispanic, female) was promoted.

#### Utilization Analysis

Total personnel strength decreased from 1,511 to 1,489 employees during the three month period, while total minority strength was comparatively stable, decreasing by only one person. In the management level categories (Executive, Administrative, and Managerial; Faculty; Professional Nonfaculty) the minority personnel strength also remained stable at 29. This is solid evidence that our affirmative action program has been effective when allowance is made for a total workforce reduction.

July 19, 1982 Page 3

Memorandum to Dr. Zacharias

Re: Conciliation Agreement: Quarterly Report

#### Section II

#### General Comment

This part of the report describes activities and progress for the twelve months period ending June 30, 1982. The most significant accomplishment for the year has been the completion and implementation of the revised Affirmative Action Plan. Of equal importance has been the appointment of an Associate Affirmative Action Officer with responsibility for ensuring that personnel activities in Academic Affairs are in compliance with the program.

## Recruitment Activities and Applicant Flow

Our outreach program has been successful in attracting minority and female applicants. Of 1.9% formal applications for employment received, 260 (13 percent) were from minority persons, and women submitted 916 applications (%7 percent). Job offers were made to 127 (7 percent) of the applicants. Of the 127 job offers made, 18 (%4 percent) were made to minority persons, and 73 (57 percent) were made to women.

An alternate method of statistical analysis discloses that 7 percent of the total applicants were successful in receiving job offers. Job offers were made to 7 percent of the minority persons who applied, and 8 percent of the female applicants received offers. Such results indicate consistency in the quality of applicants and fairness in selection procedures.

### Personnel Activities

There were 110 new hires (appointments) during the year. Of the total, 15 (14 percent) were minority persons and 60 (55 percent) were women. By contrast, minority persons constituted only 5 percent of the terminations; there were 10 minority terminations making a net gain of 5 minorities for the year. The gain in minority personnel is impressive when we consider that overall personnel strength decreased by 111 employees.

Promotions and transfers totaled 136 with 11 (8 percent) going to minorities and 76 (56 percent) going to women. These data include faculty promotions.

#### Utilization Analysis

Our total personnel strength was 1,600 on July 1, 1981. By June 30, 1982, it had decreased to 1,489.

July 19, 1982
Page 4
Memorandum to Dr. Zacharias

Re: Conciliation Agreement: Quarterly Report

In the management level categories (Executive, Administrative, and Managerial; Faculty; Professional Nonfaculty) personnel strength decreased from 858 to 837 while minority representation decreased from 31 to 29. The loss ratio of minority employees (2 out of 31, or 6.5 percent) is disproportionate to the overall decrease (21 out of 858, or 2.4 percent) for that group. However, the new hires of minority persons already confirmed for July-August, 1982, will increase representation in that group from 29 to 34.

## Summary

Our first year under the revised affirmative action program is now complete, and the results are encouraging. Admittedly, statistics do not show a significant increase in minority representation; nevertheless, groundwork has been laid that should produce future changes in our personnel structure. There is an increased awareness by management personnel regarding equal employment opportunity, and positive steps are being taken to reach departmental goals and timetables.

James B. Tomes

Affirmative Action Officer

encl.

cc: Dr. Faye Robinson,
Associate Affirmative Action Officer

Mr. Larry E. Stanley, Acting Area Director Office of Federal Contract Compliance Employment Standards Administration United States Department of Labor

# Office of the President

## WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101 January 25, 1982



#### MEMORANDUM

TO: Members of the Administrative Council

Mr. Harry K. Largen F Mr. William E. Bivin Dr. Randall Capps Dr. William G. Lloyd Dr. Carl P. Chelf Dr. John D. Minton Dr. Paul B. Cook Dr. Robert E. Nelson Dr. James L. Davis Dr. John H. Petersen Dr. Elmer Gray Dr. A. Faye Robinson Dr. Henry N. Hardin Dr. J. T. Sandefur Dr. Ward Hellstrom Dr. Ronnie N. Sutton Mr. Charles A. Keown Mr. John W. Sweeney

FROM:

Dona Bacharias, President

SUBJECT: Kentucky's Response to OCR Letter

Enclosed for your information is a summary of some of the major recommendations contained in Kentucky's Response to the Office for Civil Rights Letter of January, 1981. Kentucky has developed a plan to assure that all universities within the state are in compliance with current OCR regulations. The plan is approximately 75 pages in length and contains numerous appendices. A copy is available for your examination in the President's Office.

I thought you might find it helpful to have this summary. Let me emphasize that I did not attempt to include the major points that will have a direct bearing upon the programs at Kentucky State University.

As you well know, Western has had an affirmative action program in effect for some time. In July of this year we signed a conciliation agreement with the Department of Labor. Each of you has been working to assist us in achieving the objectives specified in that agreement. This statewide plan does provide some additional objectives that are to be achieved throughout the Commonwealth and on each university's campus. The major point that should be emphasized at this time is the need for every administrator to act creatively in finding ways to employ black faculty and staff. In addition it is imperative that we remain conscientious about our efforts to attract and retain black students. As we all know, of course, we are interested in recruiting and retaining all qualified students regardless of race.

Because of the monitoring dimensions of the Commonwealth plan, it is essential for us all to be especially diligent in keeping documentation regarding our efforts to employ and retain black faculty and staff members. I need your assistance and cooperation in carrying out the provisions of this plan.

DWZ:mcb Enclosure

Annon

### SUMMARY OF MAJOR RECOMMENDATIONS

## KENTUCKY'S RESPONSE TO OCR

## Part I

- 1. This plan commits the Governor, Council on Higher Education, and the public universities to its provisions. p.1
- Development of this plan should not be construed as acknowledgement of the accuracy of the findings or the data contained in the Office for Civil Rights letter of January 15, 1981. p.5

## Part II

- 1. There are numerous comments about changing the missions of universities and the assertion that the 1977 mission statements have "had a positive impact on Kentucky's institutions of higher education." p.13, p.15
- 2. Note the funding increases from 1976/77 to 1980/81. Western Kentucky University has had the lowest percentage increase in the state. p.25
- 3. The redefined mission of Kentucky State calls for it to excel in three areas: delivering a liberal studies curriculum, meeting the educational needs of community students, and serving the educational needs of state employees. p.30
- 4. There is considerable discussion of the specific enhancement plans and levels of funding for Kentucky State University.
- The Council on Higher Education will establish and coordinate a Faculty/ Staff Relocation Program to assist individuals affected by the change in KSU's mission.
- 6. The Commonwealth is committed to withholding approval of any changes in the operation of the state system or of any institution that may have the effect of thwarting the achievement of its desegregation goals. p.59
- 7. During the life of this Plan, the Commonwealth is committed to advise the U.S. Department of Education's Office for Civil Rights of proposed major changes in the mission or character of any institution within the state system before they are adopted. p.59
- 8. The Commonwealth is committed to specifying timetables for sequential implementation of the actions necessary to achieve the goals herein as soon as possible but no later than within five years of the date of Plan acceptance. p.60
- 9. A specific time limit is provided for achieving the objectives of this section.

## Part III

- 1. The Commonwealth is committed to making the proportion of black Kentucky high school graduates who enter the state higher education system equal to the proportion of white Kentuckians who do so. p.61
- The Commonwealth is committed to increasing annually the proportion of undergraduate blacks enrolled in the traditionally white four-year institutions. p.62
- 3. The Commonwealth is committed to raising the proportion of black Kentuckians who receive undergraduate degrees and enter graduate or professional programs to equal the proportion of white Kentuckians who do so. p. 70

Note specifically the deadlines listed on p.72.

4. The Commonwealth is committed to taking all reasonable steps to reduce the disparity in graduation rates between black and white students at all public higher education institutions. p.74

## Part IV

- 1. The Commonwealth is committed to increasing the proportion of black employees in positions not requiring the doctoral degree at the traditionally white institutions and on the staffs of the Council on Higher Education and the Kentucky Higher Education Assistance Authority. p.82
- 2. The Commonwealth is committed to increasing the proportion of black employees in positions requiring the doctoral degree at the traditionally white institutions and on the staffs of the Council on Higher Education and the Kentucky Higher Education Assistance Authority. pp.83-84
- 3. The Commonwealth is committed to increasing the proportion of black nonacademic personnel at the traditionally white institutions and on the staffs of the Council on Higher Education and the Kentucky Higher Education Assistance Authority. p.85
- 4. The Commonwealth is committed that hereafter and until the foregoing goals are met, traditionally white institutions will adopt the goal of employing blacks to fill vacancies in proportions at least equal to the proportion of black individuals with the credentials required for such positions in the relevant labor market. p.85

## Part V

1. The Commonwealth, through the Council on Higher Education and the higher education institutions, is committed to enforcing institutional and agency goal attainment efforts and to reporting progress made toward attainment of the goals stated herein to the Office for Civil Rights. p.88

## Part V (continued)

- 2. The Council has the power to consider censuring a university that does not show satisfactory progress toward attaining goals. p.90
- 3. A major system for monitoring programs and compiling statistics will be required to remain in compliance with this plan.

## Applicant Flow Report

## Quarterly Period____

## April 1 through June 30, 1982

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Quarterly Period: April 1 through June 30, 1982

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⁽¹⁾ Terminations include all separations such as retirements, resignations and dismissals.
(2) Promotions and transfers are in and out of job categories.

UTILIZATION ANALYSIS

## WESTERN KENTUCKY UNIVERSITY

As of June 30, 1982

				<del>, ,</del>	<del></del>						
T	otal Univers	ity Employees	5			M	inority Grou	p Employe	es		
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## WESTERN KENTUCKY UNIVERSITY As of March 31, 1982

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			,								

### WESTERN KENTUCKY UNIVERSITY



BOWLING GREEN, KENTUCKY 42101
April 12, 1982

## MEMORANDUM

TO: Dr. Donald W. Zacharias President

The Conciliation Agreement between the U.S. Department of Labor, Office of Federal Contract Compliance Programs, and this institution specifies in Part III, Paragraph 2., that the University will conduct quarterly evaluations of progress under the affirmative action program and provide a copy of the report to the Nashville area office of the O.F.C.C.P. This report is for the quarter ending March 31, 1982.

#### General Comment

Volumes I and II of the revised Affirmative Action Plan have been completed and were distributed to appropriate management personnel on March 1, 1982. The response has been encouraging, and interest in the program has been demonstrated by the many comments and questions which I have received. The comments and questions are indicative of a positive attitude on the part of our management personnel and I am convinced that sincere and good faith efforts are being made to attain our goals.

## Recruitment Activities and Applicant Flow

The applicant flow report (Tab A) indicates that our efforts continue to attract women and minorities. Overall, 48.8 percent of applicants were women, and 15.6 percent were minority persons. It is interesting to note that of 93 applications received for advertised faculty positions, 36 or 38.7 percent were submitted by women and 20 or 21.5 percent were from minority persons. The level of response from those protected groups indicates that our recruitment efforts are being publicized in the correct publications. During the two previous quarters we did a better job in attracting applications from protected persons in the technical, skilled trades, and clerical job categories than we have in the last three months. However, the decline is probably temporary and a direct result of lower personnel turnover and fewer vacancies in those categories.

#### Personnel Activities

The Personnel Activity Report (Tab B) displays a reduced level of activity when compared with previous quarters. This is to be expected at this time of the year with present economic conditions.

There were no changes in the managerial category. (The two person difference shown between Tab C and Tab D is caused by the reclassification of Frank Steele

April 12, 1982

Page 2

Memorandum to Dr. Zacharias

Re: Conciliation Agreement: Quarterly Report

and Doris Thayer from that category to faculty) One minority faculty (Mr. Ward) has voluntarily resigned to accept other employment, and one woman (Mrs. Ruby Meador) was promoted to department head. The other changes were routine and also have no adverse impact on protected persons.

The Director of the Computer Center, Mr. Curtis Logsdon, and I have been working with Mr. Roger Williams in providing him with on-the-job training and possible advancement to a technical position as a computer operator. Mr. Williams (black, male, age 32) is presently employed full time in production at the Holley Carburetor plant. He is enrolled in classes, and if our plans are successful, he will receive a degree and Western will have an outstanding employee. In addition, we have been successful in appointing Mrs. Shirley Malone (black, female, age 30) to a management level position in Scholastic Development effective June 1, 1982. Such progress is very encouraging, and both Mr. Logsdon and Dr. Sutton are to be commended for their support of our program.

## Utilization Analyses

The utilization analyses (Tabs C and D) indicate no significant changes in overall personnel structure during the last quarter. Total minority representation did increase from 78 to 79 persons, but all changes were routine and the result of normal accessions and deletions.

## Summary

It is obvious that we are making progress, our management personnel are supportive, and basic planning is complete. Even with a restricted budget, we will be appointing new faculty during the coming academic year, and I expect our recruiting efforts to produce additional minority representation throughout the personnel structure.

James B. Tomes Affirmative Action Officer

encl.

cc: Dr. Faye Robinson, Associate Affirmative Action Officer

Mr. Larry E. Stanley, Acting Area Director Office of Federal Contract Compliance Employment Standards Administration United States Department of Labor

## Applicant Flow Report Quarterly Period

January 1 through March 31, 1982

į				   		MINOR	ITY APF	LICANI	'S		N. 12-141-11-11-11-11-11-11-11-11-11-11-11-11
Job Categories	Al	l Appli	cants		1	ÆN			WOME	IN .	
	TOTAL	MEN	WOMEN	BLK	API	A.I.E.	HISP	BLK	API	A.I.E.	HISP
C., Adm., & Applicants	21		13	·				1		11.100	
Offers	-0-	-0-	-0-								
oulty <u>Applicants</u>	93	5.7	36	4		<u>11</u>	1	4			
Offers	1	1	,								
of. Nonfaculty Applicants	34	16	18	22		1		3	-		
Offers	. 1		11		_			1_			
- Clerical Applicants	65	7	58					1			
Offers	4		4					: 			
h. & Paraprof. Applicants	1	1	)	 							
Offers	. 1	1				·					<u></u>
lled Trades Applicants	19	18	1								
Offers	2	2			_						
vice-Maint. Applicants	68	47	21	11	1_			6			
Offers	6	5	1								

Quarterly Period: January 1 through March 51, 1982

Job .tegories	Total	All E	mployees Fomale				Minorit	y Empl	оуее 5		······································
Legories	iotai	Maic	remare		·	MALE		·/	, F	TALE	T Proper decomme
			<del></del>	BLK.	Λ.Ρ,Ι	. A,I,E	HISP.	BLK	A.P.I.	A.1.E.	HIS
c., Admin. Managerial											
ew Hires	-0-					·					<u></u>
erminations	<u> </u>		<del></del>	<u> </u>	<u></u>	~	ļ	<del></del>		ļ	
romotions	-0-			ļ		·	ļ	<del> </del>			ļ
ransfers	-0-					·	<b></b>	<u> </u>			
culty											
lew Hires	1	1									
Cerminations	1	1		1				<u>l</u> j			
romotions	1		1								
Fransfers	-0-										
essional faculty		}									
Wew Hires	2	1	]					1			
Verminations	1		1				·				·
romotions	-0-		· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · ·		·	· · · · · · · · · · · · · · · · · · ·	1			
ransfers	-0-										
cretarial- crical											
ew flires	4	<b></b>	44								
lerminations	6		6		<del></del> -}			ļ			<del></del>
romotions	2	1	<u>l</u>					1 1			
ransfers						·					
ch. & Para- ofessional											
ew Hires	-()-										·
erminations	-0-					<u> </u>					······································
romotions	-0-					<u> </u>					
ransfers	-0-										
lled afts											
ew Hires	4	4								_	
Cerminations	2	2									
'romotions	-0-	-0-									
ransfers	1										
rvice- intenance lew Hires											-
	5	3	2					1			
erminations	5	3	2								
romotions	0-										-
ransfers	1	1					{				

Terminations include all separations such as retirements, resignations and dismissals.

## Unitediation ANALYSIS

## WESTERN KENTUCKY UNIVERSITY

As of March 31, 1982

······································	·			<del></del>	····		· · · · · · · · · · · · · · · · · · ·			······································	<del></del>
To	otal Universi	ity Employees	5			14.	incrity Grou	p Employe	es		
Primary Occupational	Total Employees	Total Male	Total Female		lial	e		maketikup 7. a	ile		
Activity	Including Minorities	Including Minorities	Including Minorities	Black	Hispaníc	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	or Pacit
Exec. Adm. G Mgt.	93	76	17	3				1			
Faculty,	585	439	14ú	4	. 2	11	3	33	11		1
Profess. Non Faculty	176	83	93	1	11			55	2		1
SecCle.	281	10	271					9			
Technical Para-Prof.	15	4	11								
Skilled Crafts	90	81	y	2							
Service- Mainten.	271	119	152	17				21			
TOTAL	1511	812	699	27	3	1	3	39	44		2

## WESTERN KENTUCKY UNIVERSITY

As of December 31, 1981

<del></del>	<del></del>			<del></del>	<del> </del>		<del></del>			<del></del>	<del></del>	
Tota	1 University	Employees	- Linking	- Ann Ann Ann Ann Ann Ann Ann Ann Ann An			Minority G	roup Emplo	oyees			
rimary Pocupational	Total Employees	Total Male	Total Female			Male		Female				
ctivity	Including Minorities	Including Minorities	Including Minorities	Black	Hispanic	Americar Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islande	
xec., Adm. - Mgt.	95	77	18	3				1				
aculty	582	437	145	5	2	1	3	3	1		1	
rofess.	<b>1</b> 77	85	92	2	1			4	2		1	
ecCle.	283	10	273					9	1			
echnical	15	4	11				; ;					
ara-Prof killed Frafts	88	80	8	2	_				_			
ervice lainten.	271	119	152	19				17				
fotal	1,511	812	699	31	3	1	3	34	4	<del>-</del> 0-		
								·				

## MEMORANDUM

TO:

Dr. Donald W. Zacharias President

The Conciliation Agreement between the U. S. Department of Labor, Office of Federal Contract Compliance Programs, and this institution specifies in Part III, Paragraph 2., that the University will conduct quarterly evaluations of progress under the affirmative action program and provide a copy of the report to the Nashville area office of the O. F. C. C. P. This report is for the quarter ending December 31, 1981.

## General Comment

Work has been completed on Volume I of the revised Affirmative Action Plan, and distribution will be made with Volume II when it is completed. Volume II will contain the required availability data and work force analyses plus goals and timetables. Department heads have completed and submitted acceptable goals and timetables; however, final recapitulation and typing are only approximately 75 percent complete at this time. Our target date for completion of Volume II is January 31, 1982.

## Recruitment Activities and Applicant Flow

Recruitment activities continue to be conducted in accordance with our policy to ensure that qualified persons in the protected classes have the opportunity to submit applications for employment. During October, November, and December we received applications from 301 interested persons, and 19 were made offers of employment. Applications were received from 148 men and 153 women. Of the total applications, 40 were from minorities; this ratio of 13 percent indicates that our outreach program is working. I believe we will continue to see an increase in employment interest by protected persons as we continue to refine our recruitment efforts. The record is encouraging at this time. Statistical details of the applicant flow are shown in Tab A.

#### Personnel Activities

During the reporting period, 19 persons were employed, and 11, or 57.9 percent, were women. Only 3 minorities were included in the new hires, and they were in the service-maintenance category. However, a faculty

January 11, 1982
Page 2
Memorandum to Dr. Zacharias

RE: Conciliation Agreement; Quarterly Report

appointment was offered to 1 black male who declined. All terminations (15) resulted from voluntary resignations, retirement, or disability. Of the terminations applicable to protected classes, one black female residence half director resigned for other employment and one black male automobile mechanic resigned to accept a better paying job.

There were 6 promotions divided equally among men and women. Women received 3 promotions in the secretarial-clerical occupational category, and men received 3 promotions in skilled crafts. Personnel transfer activity was insignificant during the three month period. Please refer to Tab B for detailed information.

We can expect decreased activity in new hires and promotions during the coming months because of restricted budgeting and a general stabilization of the work force.

## Utilization Analyses

The personnel structure as it existed on September 30 and December 31 is shown at Tabe C and D. As in the last quarterly report, a comparison indicates that overall personnel strength has again declined, and the decrease this period was from 1,523 to 1,511. As of September 30, women constituted 46.1 percent of the total work force; they now amount to 46.3 percent which indicates that a declining work force has not adversely affected women.

As you know, the Council on Higher Education recently developed uniform guidelines to define primary occupational activities. The new guidelines required that certain personnel previously reported in the managerial group be reported as faculty or professional nonfaculty. In addition, skilled personnel in Public Safety and Food Services are now reported in the service-maintenance activity. Such changes make a detailed comparison of Tabs C and D difficult.

Some meaningful comparisons are possible, however. For example, when skilled crafts and service-maintenance for both periods are combined, we see the ratio of minorities increase from 9.8 percent to 10.6 percent during the quarter. A comparison of managerial, faculty, and professional nonfaculty shows that female representation has increased from 29.1 percent to 29.9 percent while minority representation has decreased from 3.9 to 3.5 percent.

January 11, 1982
Page 3
Memorandum to Dr. Zacharias
RE: Conciliation Agreement; Quarterly Report

James B. Tomes
Affirmative Action Officer

encl.

cc. Dr. Faye Robinson, Associate Affirmative Action Officer

Mr. Larry E. Stanley, Acting Area Director Office of Federal Contract Compliance Employment Standards Administration United States Department of Labor

## Applicant Flow Report Quarterly Period Oct. 1, 1981 - Dec. 31, 1981

	}					MINOR	ITY APE	PL1CANI	S		
Job Categories	A1.	l Appli	cants		i	MEN			T-VOME	Ŋ	
	TOTAL	MEN	WOMEN	BLK	API	A.I.E.	HISP	BLK	API	A.I.E.	HISP
Applicants	28	13.	15	1			1.	3		-	
Offers	1	1	0							_	
Aculty Applicants	9	8	1	1							
Offers	1	1.	0	1							
rof. Nonfaculty Applicants	57	17	40	1				6			
Offers	3	2	1								
ec Clerical Applicants	56	0	56			_		10			
Offers	7	0	7								
ech. & Paraprof. Applicants	4	1	3					1			
Offers	0	0	О								
killed Trades Applicants	83	70	13	4		·					
Offers	0	0	0 .					- -			
ervice-Maint. Applicants	64	39	25	8				4		,	
Offers	7	5	2	1				1			

*(,' )* 

Quarterly Period: October 1 through December 31, 1981

Job			mployees_				Minority	z Emplo	oyees		n
Categories	Total	Male	Pomale			_MALE				UVLE	
				BLK.	A.P.I		HISP.	81.8	A.P.1.	A.1.E.	HIS
xec., Admin. Managerial											
New Hires	1 1		1				<u> </u>				
Terminations	1	1				<u></u>				****	j
Promotions	0										 
Transfers	0		·								
Paculty								{ !		į	i I
New Hires	0										
Terminations	0 1										
Promotions	0										
Transfers	0	<del></del>	<del></del>				<u> </u>				
Professional Nonfaculty					Ì						
New Hires	5	4	1				<del></del>				
Terminations	6	5	1	1		<del></del>					
Promotions	0										
Transfers	0										
Secretarial-					بهرية المتدارية المتحدر						
New Hires	8	1	7								
Terminations	6	1	5						j		
Promotions	3	ĺ	3								
Transfers	0					·					,
Tech. & Para-	ļ	<u></u>						}			
New Hires											
Terminations	0										***************************************
Promotions	0								_		
Transfers	0										
Skilled		ļ	j					-	}		
Crafts	<del></del>										~ <del>~~</del> ~.
New Hires Terminations	0 4	$-\frac{1}{4}$	<del>}</del>	1		<del>-</del>					·•
Promotions	3	3		<del></del>	<del></del> }-				<del></del>	<del>-</del>	
Transfers	0										
Service-		-									
Saintenance	ļ				-		-	}	1		
New Hires	5	3	2	2				1		<u> </u>	
Terminations	11	4	7								
Promotions	0										
Transfers	2	1	1							ì	

⁽¹⁾ Terminations include all separations such as retirements, resignations and dismissals. (2) Promotions and transfers are in and out of job categories.

## UTILIZATION ANALYSIS

## WESTERN KENTUCKY UNIVERSITY

(as of September 30, \$81)

T	otal Universi	ity Employees	5	Minority Group Employees									
Primary Occupational	Total Employees	Total Male	Total Female		Hal	e		Female					
Activity	Including Minorities	Including Minorities	Including Minorities	Black	Hispanic	American- Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Pa		
Exec. Adm. & Mgt.	134	115	19	3		1		1					
Faculty	608	436	172	5	2		3	3	3				
Profess. Non Faculty	109	52	57	3	l			5	1				
SecCle.	297	10	287					10	1				
Technical Para-Prof.	17	4	13										
Skilied Crafts	169	135	34	8			-	3					
Service- Mainten.	189	69	120	9				15					
TOTAL	1,523	821	702	28	3	1	3	37	5	-0-			
		6		1							1		

## UTILIZATION ANALYSIS

## WESTERN KENTUCKY UNIVERSITY

(as of December 31, 1981)

Tota	ıl University	/ Employees		Minority Group Employees										
Frimary Occupational		Total Male	Total Female			Male		Female						
Activity	Minorities Minorities Minori	Including Minorities	Black	Hispanic	Americar Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	As: Pa Is:				
Exec., Adm. & Mgt.	95	77	18	3				1						
Faculty	582	437	145		2	1	3	3	,					
Profess. Nonfaculty	177	85	92	2	1			4	2					
SecCle.	283	10	273					9	1	·				
Technical Para-Prof	15	4	11											
Skilled Crafts	88	80	8	2										
Service Mainten.	271	119	152	19				17						
- Total	1,511	812	699	31	3	1	3	34	4	-0-				

#### WESTERN KENTUCKY UNIVERSITY



BOATING GREEN KENTOCKY 47701

Cetober 15, 1981

MEMORANDUM TO: Dr. Donald W. Zacharias

President

The Conciliation Agreement between the U.S. Department of Labor, Office of Federal Contract Compliance Programs, and Western specifies in Part III, Paragraph 2., that the University will conduct quarterly evaluations of progress under the affirmative action program and provide a copy of the report to the Nashville area office of the O.F.C.C.P. This report is for the quarter ending September 30, 1981.

#### General Comment

During the months of July, August and September, we have made considerable progress in updating and revising the Affirmative Action Plan. The first draft of Volume I has been completed and a copy forwarded to each vice president for critique and comment. It is expected that the final version will be in your hands during November. Volume II of the Affirmative Action Plan, consisting of utilization analyses, availability data, and goals and timetables, is approximately 25 percent complete. As you know, the budget reductions experienced recently have necessitated revision of our goals and timetables. Deans and Department Heads are in the process of establishing new annual goals for 1982 and ultimate goals for 1987.

The appointment of Dr. Faye Robinson as Associate Affirmative Action Officer will result in significant improvement in the overall program. Because of her professional standing with her colleagues, Dr. Robinson lends the credibility so essential to our efforts, and through her the Affirmative Action Officer will be better capable of ensuring compliance with the plan by those departments in Academic Affairs and Academic Services.

## Recruitment Activities and Applicant Flow

We have continued to publicize faculty and staff vacancies in the appropriate media. During the reporting period, we received applications from 828 persons of whom 45, or 5.4 percent, were made offers of employment. Applications were received from 353 wearn, and 31, or 8.8 percent, were offered employment. Minority persons submitted 97 applications, and 7, or 7.3 percent, of that group were offered employment. The applicant flow data indicate statistically that all persons are receiving fair consideration for employment. Statistical details are shown in the quarterly applicant flow report which is attached as Tab A.

#### Personnel Activities

Detailed numerical information regarding new hires, terminations and

Page 2

Memo to: Dr. Donald W. Zacharias

President

promotions is given in Tab B. It should be noted that the offers of employment figures shown in Tab A are less than those for new hires in Tab B. This is because the new hires data include employment offers made prior to July but actual appointments were not made until later in this reporting period.

The Personnel Activity Report (Tab B) indicates that there is no unlawful discrimination evident in our personnel administration. Of the 143 terminations during the period, only 5, none of which were minority persons, were actual discharges. The other 138 terminations resulted from voluntary retirements, resignations, expiration of externally funded projects, and non-menewal of faculty appointments. Of the 5 minority persons separated during the quarter, 3 were voluntary resignations and 2 became unemployed when the Refugee Language Program grant expired.

Out of 75 promotions campus wide, 8 or 10.6 percent, went to minority persons. Minority persons constituted 11.0 percent of the new hires overall, ranging from a high of 25.0 percent in the secretarial-clerical category, to 8.0 percent for faculty, to a low of 0. percent in the executive-managerial category. Most future new hires in the executive-managerial category will be for externally funded programs, and we need to give special attention to those activities.

#### Utilization Analyses

Attached as Tabs C and D are utilization analyses made as of July 1 and September 30, 1981. A comparison of the two documents indicates that our overall personnel strength has declined from 1,600 to 1,523 - a decrease of 4.8 percent for the quarter. In spite of the decrease, women representation remains steady at 46.0 percent while minority representation has incheased from 4.7 to 5.2 percent.

While such overall comparisons are interesting, it is more meaningful to compare progress by primary occupational activity or job category. The ratio of women to men increased or remained stable in all categories except skilled crafts. The ratio of minorities to total employees declined from 4.2 to 3.7 percent in the executive-managerial group; however, the ratio increased or remained stable in all other categories. The most significant increased was in the professional nonfaculty category where the ratio changed from 6.9 to 9.2 percent.

Page 3

Memo to: Dr. Donald W. Zacharias

President

In summary, these data indicate that we are making progress. Our renewed emphasis on seeking out and employing qualified persons in the protected classes should become more evident as our Deans and Department Heads complete and implement their goals and timetables. We have no reason to be completent, but we are off to a good start.

James B. Tomes Affirmative Action Officer

JBT:ir

encl.

cc: Dr. Faye Robinson, Associate Affirmative Action Officer

Mr. Larry E. Stanley, Acting Area Director Office of Federal Contract Compliance Employment Standards Administration United States Department of Labor 1 Commerce Place, Suite 1426 Nashville, Tennessee 37239

Applicant Flow Report

Quarterly Period July 1 - September 30, 1981

		—				MINOR	TIY APP	LICANI	ns		· · · · · · · · · · · · · · · · · · ·
Job Categories	VJ	l Appli	cants		1	IN:			MCEI	31	
	TOTAL	MEN	WOLEN	BLK	VLI	λ.Ι.Ε.	HISP	BLK	API	λ.I.E.	HISP
oc., Adm., & E. <u>Applicants</u>	50	42.	8					2_			
Offers	2	2	0					0			
culty <u>&amp;colicants</u>	126	117	ŋ		1						
Offers	5	4	1		0					-	
of. Nonfaculty Amplicants	45	12	33					3			
Of fers	9	2	7					2	- Observation and the second		
c Clerical	222	27	195	3			2. 17.2	29	1		
Offers	22	1	21	0	·			3	-		
ch. & Parapiof. Applicants	26	16	10								
Offers	1	C	1			The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s					
Hed Trades <u>Applicants</u>	158	137	21	10	3		-	2	-		
Offers	0	0	0	0	0			0			
rvice-Maint.	201	124	77	29	3		1	11			
Offers	6	5	1	1	0		0	1	E 6		

## WESTERN KENTUCKY UNIVERSITY (as of Júly 1, 1981)

Total	University F	Imployees					Minority	Group Es	ployees		
Crimary Desupational	Total employees	Total Total Mule				Female					
573	including minorities	including minorities	including minorities	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacifi Island
Exec., Admin.	144	124	20	. 3		1		2			
7 <u>5-7-</u>	598	429	169	5 -			2	3	4		22_
Professional	116	55	50	\\- <u>-3-</u>	]	·		3.	7		<u>:</u>
Seo.⊬Cle.	324	15	309	i	ļ			6	1		į
Tadmical Para-Prof.	19	6	13								
Skilled Trafts	105	145	11.40	9				3			
Service- Maintenance	214	78	136	7			11	18			
79011 Y-72	1,600	863	737	27	1		33	35	6		2

## UTILIZATION ANALYSIS

TAB D

WESTERN RENTUCKY UNIVERSITY (as of September 30, 1981)

Total	University E	Employees		Minority Group Employees										
Primary Occupational	Total employees	Total male	Total female		~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	Male			·	Female				
Activity	including minorities	including minorities	including minorities	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asia or Path			
Fxet Admin	134	-115	19	3		1		]_			<u> </u>			
Faculty	. 608	436	172	5 -	2		3	3	3		-			
Professiona Nonfaculty	1 109	52	57	٦	1			5	1		· - · · · · · · · · · · · · · · · · · ·			
Sec Clc.	297	10	237					10	1		į			
Technical Para - Prof	17	4	13	-							<u></u>			
SKilled Trafts	169	135	., 34	8,				3_	-					
Service Maintenance	189	69	129	Q.				15			7. 7			
	· · · · · · · · · · · · · · · · · · ·			<u> </u>										
Total	1,523	821	702	28	33	1	3	37	5 .	n	2			