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## UA21 WKU Affirmative Action Plan Volume III

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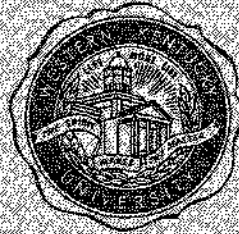
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**Western Kentucky University**

**AFFIRMATIVE ACTION PLAN**

**Volume III**

**"Education for**



**Leadership"**

# WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101

July 15, 1983

Department of Personnel Services

## MEMORANDUM

TO: Dr. Donald Zacharias, President

FROM: James B. Tomes, Affirmative Action Officer *James B. Tomes*

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 Affirmative Action Plan are being followed and include advertisements in appropriate 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.

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. Women 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 para-professional), 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.

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

Total University Promotions				Minority Group Promotions									
Primary Occupational Activity	Total Promotions Including Minorities	Total Male Pro. Including Minorities	Total Female Pro. Including Minorities	Male				Female					
				Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander		
Exec. Adm. & Mgt.	2	2	0										
Faculty	37	27	10					1					
Profess. Non Faculty	9	5	4	1			1						
Sec.-Cle.	21	0	21										
Technical Para-Prof.	1	0	1										
Skilled Crafts	4	4	0										
Service-Mainten.	5	5	0										
TOTAL	79	43	36										
	100.0%	54.4%	45.6%	1	0	0	1	1	0	0	0	0	0

TABLE 2.

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

	ALL APPLICANTS			MINORITY APPLICANTS								
	TOTAL	MEN	WOMEN	MEN				WOMEN				
				BLK	API	AI&AN	HISP	BLK	API	AI&AN	HISP	
Acad., Adm. & Mgt.	89	52	37	2				1				
Offers--	4	4	0	0				0				
Faculty	865	653	212	19	62	4	3	12	9			1
Offers--	54	39	15	2	5	1	1	4	2			0
Prof. Non-Fac	169	87	82	9	2		1	9	1	1		
Offers--	35	22	13	3	2		1	3	0	0		
Spec. - Cle. <sup>358</sup> <sub>381</sub> <sup>71%</sup>	381	23	358	3				31	1			
Offers--	29	0	29	0				1	0			
Tech & Paraprof.	27	16	11	1	1			1				
Offers--	3	2	1	0	0			0				
Unfilled	160	144	16	13				7				
Offers--	9	8	1	1				0				
Sec.-Maint	561	353	208	58	8			33	1			
Offers	36	23	13	2	0			3	0			





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

College or Major Division	Annual Goals		New Hires			Total	Goals Attained	
	Minorities	Women	Minorities	Women	Others	New Hires	Minorities	Women
Business Admin.								
Faculty	5	3	1	2	4	7	No	No
Sec.-Clerical	0	0	0	3	0	3	N.A.	N.A.
Potter College								
Faculty	3	2	2	2	5	9	No	Yes
Sec.-Clerical	0	0	0	2	1	3	N.A.	N.A.
Education								
Faculty	1	0	1 (API)	1 BLK 1 W	0	3	No	N.A.
Prof.-Non Fac.	1	1	0	0	0	0	No	No
Sec.-Clerical	1	0	0	2	0	2	No	N.A.
Ogden College								
Exec. Adm. & Mgt.	0	1	0	0	0	0	N.A.	No
Faculty	5	4	0	7	6	13	No	Yes
Prof.-Non Fac.	0	1	0	0	0	0	N.A.	No
Sec.-Clerical	0	1 MIN	0	0	2 W	2	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								
Faculty	1	5	1	4	3	8	Yes	No
Sec.-Clerical	1	1	0	2 W	2	4	No	No
Academic Affairs								
Sec. Clerical	0	0	0	2 W	0	2	N.A.	N.A.
President-Comp & Infor.								
Prof.-Non Fac.	0	0	0	0	1	1	N.A.	N.A.
Sec.-Clerical	0	0	0	1	0	1	N.A.	N.A.
Business Affairs								
Prof.-Non Fac.	0	0	0	0	1	1	N.A.	N.A.
Sec.-Clerical	2	1 MIN	0	1 BLK 6 W	1	8	No	Yes
Skilled	1	2	1	0	1	2	Yes	No
Service-Maint.	0	0	2	2 BLK 5 W	20	29	N.A.	N.A.
Student Affairs								
Exec. Adm. & Mgt.	0	0	0	0	1	1	N.A.	N.A.
Prof.-Non Fac.	6	5	2	2 BLK 4 W	7	15	No	Yes
Sec.-Clerical	1	1 MIN	0	6 W	0	6	No	No
Service-Maint.	1	0	0	1 W	5	6	No	N.A.

TABLE 5

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

Total University Personnel				Minority Group							
Primary Occupational Activity	Total Personnel Including Minorities	Total Male Including Minorities	Total Female Including Minorities	Male				Female			
				Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander
Exec. Adm. & Mgt.	93	76	17	3				1			
Faculty	575	431	144	4	2	1	3	2	1		1
Profess. Non Faculty	169	81	88	3	1			5	1		1
Sec.-Cle.	280	10	270					9	1		
Technical Para-Prof.	14	3	11								
Skilled Crafts	89	80	9	2							
Service-Mainten.	269	118	151	15				22			
TOTAL	1,489	799	690	27	3	1	3	39	3		2

TABLE 6

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

Total University Personnel				Minority Group							
Primary Occupational Activity	Total Personnel Including Minorities	Total Male Including Minorities	Total Female Including Minorities	Male				Female			
				Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander
Exec. Adm. & Mgt.	92	77	15	2				1			
Faculty	507	370	137	3	2	1	5	4			1
Profess. Non Faculty	174	82	92	5				7	1		2
Sec.-Cle.	283	11	272					9	1		
Technical Para-Prof.	14	3	11								
Skilled Crafts	91	82	9	3							
Service-Mainten.	264	119	145	16				23			
TOTAL	1,425	744	681	29	2	1	5	44	2		3

APPENDIX B

Source Material for Tabular Data

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: College of Bus. Adm. (Composite)

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dean	1	1	0								1	1	0	0	0	
Asst. Dean	1	1	0								1	1	0	0	0	
Dept. Head	5	5	0								5	5	0	0	0	
Total	7	7	0	0	0	0	0	0	0	0	7	7	0	0	0	N.A.
Prof.	13	11	2					1			11	9	2	0	0	
Assoc. Prof.	15	14	1					1			13	12	1	0	0	
Asst. Prof.	22	18	4	1				2		1(W)	21	17	4	0	0	Minorities-
Instr.	8	5	3					0	1	1(W)	6	2	4	1	0	Women-No
Total	58	48	10	1	0	5	3	4	1	2(W)	51	40	11	1	0	
Staff Asst.	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prin. Sec.	1	0	1								1	0	1	0	0	
Adm. Sec.	0	0	0							1(W)	1	0	1	0	0	
Dept. Sec.	3	0	3							1(W)	3	0	3	0	0	
Sr. Dept. Sec.	2	0	2							1(W)	2	0	2	0	0	
Total	6	0	6	0	0	0	0	0	0	3(W)	7	0	7	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

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

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dean	1	1	0								1	1	0			
Asst. Dean	1	1	0								1	1	0			
Total	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	N.A.
Staff Asst.	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prin. Sec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Accounting

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	3	3	0								3	3	0	0	0	
Assoc. Prof.	2	2	0								1	1	0	0	0	
Asst. Prof.	6	5	1								6	5	1	0	0	
Total	11	10	1	0	0	0	0	0	0	0	10	9	1	0	0	N.A.
Dept. Sec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.



GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Bus.-Dist. Ed. and Office Adm.

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	H.A.
Prof.	3	1	2								3	1	2	0	0	
Assoc. Prof.	2	2	0								1	1	0	0	0	
Asst. Prof.	3	0	3					1(F)			3	0	3	0	0	
Total	8	3	5	0	0	1	0	1(F)	0	0	7	2	5	0	0	NO
Dept. Sec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	H.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Economics

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	K.A.
Prof.	3	3	0								2	2	0	0	0	
Assoc. Prof.	5	4	1								5	4	1	0	0	
Asst. Prof.	4	4	0								4	4	0	0	0	
Instr.	1	0	1								1	0	1	0	0	
Total	13	11	2	0	0	1	0	0	0	0	12	10	2	0	0	NO
Sr. Dept. Sec.	1	0	1	0	0	0	0	1(F)	0	0	1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Finance and QBA

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	1	1	0								1	1	0	0	0	
Assoc. Prof.	2	2	0					1			4	4	0	0	0	
Asst. Prof.	3	3	0	1				1			2	2	0	0	0	
Instr.	5	4	1					1(F)	1		3	1	2	1	0	
Total	11	10	1	1	0	2	2	3	1	0	10	8	2	1	0	NO
Dept. Sec.	1	0	1	0	0	0	0	1(F)	0	0	1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Management & Marketing

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS 1982-83		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		MEN	WOMEN	OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN				MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	3	3						1			2	2	0	0	0	
Assoc. Prof.	4	4						0			2	2	0	0	0	
Asst. Prof.	6	6						1			6	6	0	0	0	
Instr.	2	1	1					0			2	1	1	0	0	
Total	15	14	1	0	0	0	0	2	0	0	12	11	1	0	0	N.A.
Sr. Dept. Sec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Potter College (Composite)

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dean	1	1	0								1	1	0	0	0	
Asst. Dean	1	1	0								1	1	0	0	0	
Dept. Head	10	10	0								10	10	0	0	0	N.A.
Total	12	12	0	0	0	0	0	0	0	0	12	12	0	0	0	
Photo-Jour.	1	1	0	0	0						1	1	0	0	0	
Director	1	1	0	0	0						1	1	0	0	0	
Prct.	72	63	9	2	0						73	64	9	1	0	
Assoc. Prof.	53	40	13	1	0					2(W)	54	37	17	2	0	
Asst. Prof.	37	20	17	1	0			3	1	1	40	26	14	1	1	Minorities- Women=yes
Instructor	11	4	7	1	0			2			4	2	2	0	1	
Total	175	129	46	5	0	3	2	5	1	1(M) 2(W)	173	131	42	4	2	
Prin. Sec.	1	0	1								1	0	1	0	0	
Sr. Adm. Sec.	1	0	1							1(W)	2	0	2	0	0	
Sr. Dept. Sec.	5	0	5								5	0	5	0	0	
Adm. Sec.	1	0	1								1	0	1	0	0	
Dept. Sec.	7	0	7							1(W)	7	0	7	0	0	
Secretary	1	0	1								1	0	1	0	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Dean's Office, Potter College

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dean	1	1	0								1	1	0			
Asst. Dean	1	1	0								1	1	0			
Total	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	N.A.
Prin. Sec.	1	0	1								1	0	1			
Pr. Adm. Sec.	1	0	1							1 (w)	2	0	2			
Tech. Coord.	1	1	0					1			1	1	0			
Total	3	1	2	0	0	0	0	1	0	1 (w)	4	1	3	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Art

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	8	7	1	1	0						8	7	1	1	0	
Assoc. Prof.	1	1	0	0	0						1	1	0	0	0	
Asst. Prof.	2	1	1	1	0				1		2	2	0	1	0	
Instr.	1	0	1	0	0						1	0	1	0	0	
Total	12	9	3	2	0	0	0	0	1	0	12	10	2	2	0	N.A.
Dept. Sec.	1	0	1								1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: English

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Director	1	1	0								1	1	0	0	0	
Prof.	13	10	3								14	11	3	0	0	
Assoc. Prof	13	5	8							1 (W)	14	5	9	0	0	
Asst. Prof.	9	4	5							1	11	5	6	0	1	
Instr.	4	0	4								0	0	0	0	0	
Total	40	20	20	0	0	0	0	0	0	1(M) 1(W)	40	22	18	0	1	N.A.
Adm. Sec.	1	0	1								1	0	1	0	0	
Sr. Dept. Sec.	1	0	1								1	0	1	0	0	
Total	2	0	2	0	0	0	0	0	0	0	2	0	2	0	0	N.A.



GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Comm. and Theatre

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	4	4	0								6	6	0	0	0	
Assoc. Prof.	8	8	0								7	7	0	0	0	
Asst. Prof.	6	2	4					1			7	5	2	0	0	
Instr.	2	1	1								0	0	0	0	0	
Total	20	15	5	0	0	0	0	1	0	0	20	18	2	0	0	N.A.
Sr. Dept. Sec.	1	0	1								1	0	1			
Dept. Sec.	1	0	1								1	0	1			
Total	2	0	2	0	0	0	0	0	0	0	2	0	2	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Government

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	8	7	1								8	7	1	0	0	
Asst. Prof.	1	1	0								1	1	0	0	0	
Total	9	8	1	0	0	0	0	0	0	0	9	8	1	0	0	N.A.
Dept. Sec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: History

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	13	12	1								13	12	1	0	0	
Assoc. Prof.	5	4	1								5	4	1			
Total	18	16	2	0	0	0	0	0	0	0	18	16	2	0	0	N.A.
Sr. Dept. Sec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Journalism

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Assoc. Prof.	3	3	0								4	4	0	0	0	
Asst. Prof.	5	4	1					1			5	4	1	0	0	
Instr.	2	2	0					1			1	1	0	0	0	
Photo-Jour.	1	1	0								1	1	0	0	0	
Total	11	10	1	0	0	0	0	2	0	0	11	10	1	0	0	N.A.
Dept. Sec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Modern Lang. and Intercul. Studies

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	6	6	0								6	6	0	0	0	
Assoc. Prof.	5	3	2	1							6	3	3	1	0	
Asst. Prof.	2	1	1								1	1	0	0	0	
Instr.	1	0	1		1						1	0	1	0	1	
Total	14	10	4	1	1	0	0	0	0	0	14	10	4	1	1	N.A.
Dept. Sec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Music

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	8	7	1								6	5	1	0	0	N.A.
Assoc. Prof.	3	3	0							1 (W)	3	2	1	0	0	
Asst. Prof.	6	3	3								7	4	3	0	0	
Instr.	1	1	0								0	0	0	0	0	
Total	18	14	4	0	0	0	0	0	0	1(W)	16	11	5	0	0	N.A.
Sr. Dept. Sec.	1	0	1								1	0	1	0	0	N.A.
Secretary	1	0	1								1	0	1	0	0	
Total	2	0	2	0	0	0	0	0	0	0	2	0	2	0	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Phil. & Religion

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	5	4	1								5	4	1	0	0	
Assoc.	6	6	0								5	5	0	0	0	
Asst.	1	1	0					1			1	1	0	0	0	
Instr.	0	0	0					1			1	1	0	0	0	
Total	12	11	1	0	0	0	0	2	0	0	12	11	1	0	0	N.A.
Dept. Sec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Soc., Anthro. & Social Work

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	7	6	1								7	6	1	0	0	
Assoc. Prof.	9	7	2								9	6	3	0	0	
Asst. Prof.	5	3	2								5	3	2	0	0	
Total	21	16	5	0	0	0	0	0	0	0	21	15	6	0	0	N.A.
Sr. Dept. Sec.	1	0	1								1	0	1	0	0	
Dept. Sec.	1	0	1					0	0	1(W)	1	0	1			
Total	2	0	2	0	0	0	0	0	0	1(W)	2	0	2	0	0	N.A.



GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Col. of Sci., Tech., & Health (Composite)

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dean	1	1	0								1	1	0	0	0	
Assoc. Dean	1	1	0								1	1	0	0	0	
Asst. Dean	1	1	0								1	1	0	0	0	
Dept. Head	10	9	1								10	9	1	0	0	
Total	13	12	1	0	0	0	1	0	0	0	13	12	1	0	0	NO
Prof.	57	55	2	1				0	0	1(W)	62	59	3	1	0	Minorities Women-Yes
Assoc. Prof.	59	49	10					3	0	0	57	46	11	0	0	
Asst. Prof.	48	27	21		2			2	0	0	40	23	17	0	1	
Instr.	17	9	8	1				1	0	6(W)	20	7	13	1	0	
Asst. Instr.	1	1	0	0	0			0	0	0	1	1	0	0	0	
Total	182	141	41	2	2	5	4	6	0	7(W)	180	136	44	2	1	
Dairy Herdsman	1	1	0								1	1	0			NO
Director	2	1	1								2	1	1	0	0	
Manager	2	1	1								2	2	0	0	0	
Total	5	3	2	0	0	0	1	0	0	0	5	4	1	0	0	
Prin. Sec.	1	0	1					0	0	0	1	0	1	0	0	NO
Sr. Adm. Sec.	1	0	1					0	0	1(W)	1	0	1			
Sr. Dept. Sec.	10	0	10					0	0	0	10	0	10			
Dept. Sec.	3	0	3					0	0	0	3	0	3			
Dental Recpt.	1	0	1					0	0	0	1	0	1			
Adm. Sec.	3	0	3					0	0	0	3	0	3			
Chem Sup. Clk	0	0	0					0	0	1(W)	1	0	1			
Total	19	0	19	0	0	0	1	0	0	2(W)	20	0	20	0	0	
Tech.	9	7	2	0	0	1	1	0	0	1(W)	10	8	2	0	0	NO
Farm Laborer	3	3	0	0	0	0	0	1	0	0	2	2	0	0	0	N.A.
Elect. Engineer	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Deans Office, Sci., Tech. & Health

1-401

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dean	1	1									1	1	0	0	0	N.A.
Assoc. Dean	1	1									1	1	0	0	0	
Asst. Dean	1	1									1	1	0	0	0	
Total	3	3	0	0	0	0	0	0	0	0	3	3	0	0	0	
Sr. Adm. Sec.	1		1								1	0	1	0	0	
Prin. Sec.	1		1								1	0	1	0	0	
Total	2	0	2	0	0	0	0	0	0	0	2	0	2	0	0	
Tech.	4	4	0	0	0	1	1	0	0	0	3	3	0	0	0	NO

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Agriculture (Incl. Ag. Expo Ctr)

DATE: June 30, 1983

1-402

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	6	6	0								6	6	0	0	0	
Assoc. Prof.	4	4	0								4	4	0	0	0	
Asst. Prof.	2	2	0								2	2	0	0	0	
Instr.	2	2	0					1			2	2	0	0	0	
Total	14	14	0	0	0	0	0	1	0	0	14	14	0	0	0	N.A.
Director	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Dept. Sec.	1	0	1								1	0	1	0	0	
Sr. Dept. Sec.	1	0	1								1	0	1	0	0	
Total	2	0	2	0	0	0	0	0	0	0	2	0	2	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Allied Health, Dental Hygiene - Med. Records

DATE: June 30, 1983

1-415

1-416

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	1	0	0	0	1	0	1	0	0	NO
Prof.	1	1	0					0	0	0	1	1	0	0	0	
Asst. Prof.	2	0	2					0	0	0	1	0	1	0	0	
Instr.	2	0	2					0	0	3(W)	3	0	3	0	0	NO
Total	5	1	4	0	0	3	2	0	0	3(W)	5	1	4	0	0	
Director	1	0	1	0	0	0	1	0	0	0	1	0	1	0	0	N.A.
Dept. Sec.	1	0	1					0	0	0	1	0	1	0	0	
Dental Recp.	1	0	1					0	0	0	1	0	1	0	0	N.A.
Total	2	0	2	0	0	0	0	0	0	0	2	0	2	0	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Chemistry 1-404

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	7	7									9	9	0	0	0	
Assoc. Prof.	8	7	1								6	5	1	0	0	N.A.
Total	15	14	1	0	0	0	0	0	0	0	15	14	1	0	0	
Lab Asst.	0	0	0	0	0						2	2	0	0	0	
Lab Sup. Spec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.
Total	1	0	1	0	0	0	0	0	0	0	3	2	1	0	0	
Sr. Dept. Sec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.
Chem. Sup. Clk	0	0	0	0	0						1	0	1	0	0	
Total	1	0	1	0	0	0	0	0	0	1(W)	2	0	2	0	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Geog. & Geol. 1-405

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	9	9	0	1							10	10	0	1	0	
Assoc. Prof.	2	2	0								1	1	0	0	0	
Asst. Prof.	3	3	0								3	3	0	0	0	
Instr.	1	1	0								0	0	0	0	0	
Total	15	15	0	1	0	0	0	0	0	0	14	14	0	1	0	N.A.
Sr. Dept. Sec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Math & Computer Science  
104

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0			0	0	0	1	1	0	0	0	N.A.
Prof.	10	8	2					0	0	0	9	7	2	0	0	
Assoc. Prof.	6	5	1					1	0	0	7	6	1	0	0	
Asst. Prof.	10	6	4					0	0	0	10	6	4	0	0	
Instr.	7	3	4	1				0	0	1(W)	8	3	5	1	0	
Total	33	22	11	1	0	0	0	1	0	1(W)	34	22	12	1	0	N.A.
Adm. Sec.	1	0	1								1	0	1	0	0	
Sr. Dept. Sec.	1	0	1								1	0	1	0	0	N.A.
Total	2	0	2	0	0	0	0	1	0	0	2	0	2	0	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Water Quality Lab 1-411

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Lab Manager	1	0	1	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Lab Asst.	1	1	0								2	2	0	0	0	N.A.
Lab Tech.	1	1	0								0	0	0	0	0	
Total	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	



GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Ind. & Eng. Tech. 1-408

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	5	5	0					0	0	0	5	5	0	0	0	
Assoc. Prof.	11	11	0					2	0	0	11	11	0	0	0	
Asst. Prof.	8	8	0					1	0	0	8	8	0	0	0	
Instr.	1	1	0					0	0	0	0	0	0	0	0	NO
Asst. Instr.	1	1	0					0	0	0	1	1	0	0	0	
Total	26	26	0	0	0	1	1	3	0	0	25	25	0	0	0	
Sr. Dept. Sec.	2	0	2	0	0	0	0	0	0	0	2	0	2	0	0	N.A.
Lab Tech.	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: University Farm 4-201

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Manager	1	1	0					0	0	0	1	1	0	0	0	N.A.
Dairy Herdsman	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Dairy Worker	1	1	0								1	1	0	0	0	N.A.
Farm Worker	2	2	0					1	0	0	1	1	0	0	0	
Total	3	3	0	0	0	0	0	1	0	0	2	2	0	0	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Health & Safety 1-414

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	2	2	0					0	0	0	3	2	1	0	0	
Assoc. Prof.	9	7	2					0	0	0	9	8	1	0	0	
Asst. Prof.	3	3	0					1	0	0	2	2	0	0	0	
Instr.	2	1	1					0	0	0	2	1	1	0	0	
Total	16	13	3	0	0	0	0	1	0	0	16	13	3	0	0	N.A.
Sr. Dept. Sec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Nursing 1-113

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.
Assoc. Prof.	5	0	5					0	0	1(W)	5	0	5	0	0	
Asst. Prof.	12	0	12	0	2			0	0	0	11	0	11	0	1	
Instr.	1	0	1					0	0	2(W)	4	0	4	0	0	
Assoc. Prof. (Adm. ASG)	2	0	2					0	0	0	1	0	1	0	0	NO
<b>Total</b>	<b>20</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3(W)</b>	<b>21</b>	<b>0</b>	<b>21</b>	<b>0</b>	<b>1</b>	
Adm. Sec.	1	0	1					0	0	1(W)	1	0	1	0	0	
Dr. Dept. Sec.	1	0	1					0	0	0	1	0	1	0	0	N.A.
<b>Total</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1(W)</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Physics & Astronomy 1-407

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	5	5	0								6	6	0	0	0	
Assoc. Prof.	8	7	1								8	7	1	0	0	
Assoc. Prof. (Visiting)	0	0	0								1	1	0	0	0	
Asst. Prof.	3	3	0								2	2	0	0	0	
Asst. Prof. (Visiting)	1	1	0								0	0	0	0	0	N.A.
Total	17	16	1	0	0	0	0	0	0	0	17	16	1	0	0	
Adm. Dept. Sec.	1	0	1								1	0	1	0	0	
Adm. Sec.	1	0	1								1	0	1	0	0	N.A.
Total	2	0	2	0	0	0	0	0	0	0	2	0	2	0	0	
Electronics Engineer	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: College of Education (Composite)

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dean	1	1									1	1	0	0	0	N.A.
Assoc. Dean	1	1								1	1	0	0	0		
Asst. Dean	1	1								1	1	0	0	0		
Dept. Head	5	5								5	5	0	1	0		
Coordinator	2	2								2	2	0	0	0		
Director	1	1								2	2	0	0	0		
Head Ath. Coach	1	1								1	1	0	0	0		
<b>Total</b>	<b>12</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>0</b>	
Prof.	54	46	8	0	1						50	42	8	0	1	NO
Assoc. Prof.	39	24	15	1	0						40	24	16	1	0	
Asst. Prof.	34	18	16	0	1						25	15	10	1	0	
Instr.	13	8	5	2	0						9	5	4	1	1	
<b>Total</b>	<b>140</b>	<b>96</b>	<b>44</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1 (AP)</b>	<b>2 (AP)</b>	<b>124</b>	<b>86</b>	<b>38</b>	<b>3</b>	<b>2</b>	
Research Asst.	4	0	4		1						0	0	0	0	0	NO
Asst. Dir.	1	1	0								1	1	0	0	0	
Staff Asst.	1	1	0								1	1	0	0	0	
<b>Total</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	
Prin. Sec.	1	0	1								1	0	1	0	0	N.A.
Sr. Adm. Sec.	1	0	1								3	0	3	0	0	
Sr. Dept. Sec.	6	0	6								5	0	5	0	0	
Dept. Sec.	5	0	5								7	0	7	0	0	
Adm. Sec.	4	0	4								4	0	4	0	0	
Data Proc. Anly	1	1	0								0	0	0	0	0	
Cert. Asst.	1	0	1								1	0	1	0	0	
<b>Total</b>	<b>19</b>	<b>1</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2 (W)</b>	<b>21</b>	<b>0</b>	<b>21</b>	<b>0</b>	<b>0</b>	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: CEE Continued

DATE: \_\_\_\_\_

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Lab Asst.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.
Book-Baker	1	0	1								1	1	0			
Ch. Eqt. Attndt	1	1	0								2	2	0	1		
Total	2	1	1	0	0	0	0	0	0	0	3	3	0	1	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Dean's Office, Col. of Ed. 1-201

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dean	1	1									1	1	0			
Assoc. Dean	1	1									1	1	0			
Asst. Dean	1	1									1	1	0			
Coordinator	1	1									1	1	0			N.A.
Total	4	4	0	0	0	0	0	0	0	0	4	4	0	0	0	
Pr. Adm. Sec.	1		1								1	0	1			
Prin. Sec.	1		1								1	0	1			N.A.
Total	2	0	2	0	0	0	0	0	0	0	2	0	2	0	0	





GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Educational Leadership

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	13	13	0								11	11	0	0	0	
Assoc. Prof.	3	2	1								3	2	1	0	0	
Asst. Prof.	1	1	0								1	1	0	0	0	N.A.
Total	17	16	1	0	0	0	0	0	0	0	15	14	1	0	0	
Dept. Sec.	1	0	1								1	0	1	0	0	
Asst. Dept. Sec.	1	0	1								1	0	1	0	0	N.A.
Total	2	0	2	0	0	0	0	0	0	0	2	0	2	0	0	



GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Educational Services 1-204

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Assoc. Prof.	1	1									1	1	0	0	0	
Asst. Prof.	1	1									0	0	0	0	0	
Total	2	2	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Asst. Dept. Sec.	1	0	1	0	0	0	0				1	0	1	0	0	
Adm. Sec.	0	0	0	0	0					2(W)	1	0	1	0	0	
Total	1	0	1	0	0	0	0	0	0	2(W)	2	0	2	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: H.E.F.L. 1-213

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOAL ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	7	3	4		1						7	3	4	0	1	
Assoc. Prof.	4	0	4		0						4	0	4	0	0	
Asst. Prof.	3	1	2		0				1		3	2	1	1	0	
Instr.	3	0	3		0					1(W)	1	0	1	0	0	N.A.
Total	17	4	13	0	1	0	0	0	1	1(W)	15	5	10	1	1	
Sr. Dept. Sec.	1	0	1								1	0	1	0	0	
Dept. Sec.	0	0	0								1	0	1	0	0	N.A.
Total	1	0	1	0	0	0	0	0	0	0	2	0	2	0	0	
Lab Asst.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.
Cook-Baker	1	0	1	0	0	0	0	0	0	0	1	1	0	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Psychology 1-207

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Asst. Head	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prof.	12	11	1	0							12	11	1	0	0	
Assoc. Prof.	9	6	3	1							10	7	3	1	0	
Asst. Prof.	2	3	1	0							2	1	1	0	0	
Asstr.	1	0	1	0							1	0	1	0	0	
Total	26	20	6	1	0	0	0	0	0	0	25	19	6	1	0	N.A.
Adm. Sec.	1	0	1								1	0	1	0	0	
Asst. Dept. Sec.	1	0	1								1	0	1	0	0	N.A.
Total	2	0	2	0	0	0	0	0	0	0	2	0	2	0	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: P.E. & Recreation 1-208

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dept. Head	1	1	0	1							1	1	0	1	0	N.A.
Lead Ath. Coach	2	1	1	0							1	1	0	0	0	
Coord. Sports	1	1	0	0							1	1	0	0	0	
TOTAL	4	3	1	1	0	0	0	0	0	0	3	3	0	1	0	
Prof.	3	3	0	0							3	3	0	0	0	N.A.
Assoc. Prof.	6	3	3	0							5	3	2	0	0	
Asst. Prof.	9	7	2	0							9	8	1	0	0	
Instr.	9	8	1	2							6	5	1	1	0	
TOTAL	27	21	6	2	0	1	0	0	0	0	23	19	4	1	0	
Gr. Adm. Sec.	2	0	2								2	0	2	0	0	N.A.
Dept. Sec.	1	0	1								1	0	1	0	0	
Gr. Dept. Sec.	1	0	1								1	0	1	0	0	
TOTAL	4	0	4	0	0	0	0	0	0	0	4	0	4	0	0	
Director	0	0	0	0	0						1	1	0	0	0	N.A.
Asst. Ath. Coach	0	0	0	0	0						1	1	0	0	0	
Total	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	
Rec. Eqt. Attd.	1	1	0	1	0						1	1	0	1	0	N.A.
Ath. Eqt. Attd.	1	1	0	0	0						1	1	0	0	0	
TOTAL	2	2	0	1	0	0	0	0	0	0	2	2	0	1	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Academic Services

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Asst. Dir.	1	1	0	0	0			0	0	0	1	1	0	0	0	W.A.
Director	2	2	0	0	0			0	0	0	2	2	0	0	0	
Dept. Heads	3	2	1	1	0			0	0	0	3	2	1	0	0	
Assoc. Dir.	1	1	0	0	0			0	0	0	1	1	0	0	0	
Asst. Mgr.	1	1	0	0	0			0	0	0	1	1	0	0	0	
<b>Total</b>	<b>8</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	
Assoc. Prof.	4	1	3	1	0			1	0	0	6	2	4	0	1 APT	Min.--yes Women--no
Asst. Prof.	18	3	15	0	0			0	0	1 APT	17	2	15	0	1 APT	
Instructor	23	5	18	0	1			2	0	1 BLK 2 W	25	8	17	0	1 BLK 1 HISP	
Assoc. Instr.	3	3	0	0	0			0	0	0	0	0	0	0	0	
Asst. Instr.	4	2	2	0	0			0	0	0	0	0	0	0	0	
Announcer	0	0	0	0	0			0	1	0	1	1	0	1	0	
<b>Total</b>	<b>52</b>	<b>14</b>	<b>38</b>	<b>1</b>	<b>1</b>		<b>1</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>49</b>	<b>13</b>	<b>36</b>	<b>1</b>	<b>4</b>	
Prin. Sec.	1	0	1	0	0			0	0	0	1	0	1	0	0	Min.--No Women--No
Media Clericals	6	1	5	1	0		<b>1 MIN</b>	0	0	0	6	0	6	0	0	
Lib. Clericals	50	8	42	0	2		<b>1</b>	2	0	2 W	53	10	43	0	2	
<b>Total</b>	<b>57</b>	<b>9</b>	<b>48</b>	<b>1</b>	<b>2</b>		<b>1 MIN</b>	<b>2</b>	<b>0</b>	<b>2 W</b>	<b>60</b>	<b>10</b>	<b>50</b>	<b>0</b>	<b>2</b>	



GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Dean, Academic Services

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dean	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Prin. Sec.	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: University Libraries

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Dept. Head	3	2	1	1				0	0	0	3	2	1	0	0	
Prof.	0	0	0					0	0	0	0	0	0	0	0	
Assoc. Prof.	4	1	3	0	1			0	0	0	5	1	4	0	1(AFI)	
Asst. Prof.	15	1	14	0				0	0	1(AFI)	15	0	15	0	1(AFI)	
Instr.	20	3	17	0	1			0	0	0	15	3	12	0	1(HISP)	
Total	42	7	35	1	2	1	4	0	0	1(AFI)	38	6	32	0	3	NO
Lib. Clerk II	0	0	0	0	0	0	0	0	0	0	1	0	1			
Desk Clerk	12	5	7								11	4	7			
Lib. Clerk I	2		2								4	2	2			
Lib. Clerk III	3		3								2	0	2			
Lib. Clerk IV	2		2								2	0	2			
Tech. Ser. Asst. I	3		3								3	0	3			
Tech. Ser. Asst. II	5		5		1						5	0	5		1(BLK)	
Tech Serv. Asst. III	5		5								5	0	5			
Sr. Sec.	1		1								1	0	1			
Lib. Asst. III	12	3	9		1						14	3	11		1(BLK)	
Lib. Asst. IV	2		2								1	0	1			
Sr. Bookkeeper	1		1								1	0	1			
Exh. Tech	1		1								2	1	1			NO
Mus. Asst. III	1		1								1	0	1			
Total	50	8	42	0	2	1	0	2	0	2(W)	53	10	43	0	2	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Media Services

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	1	1									1	1				
Assoc. Dir.	1	1									1	1				
Station Mgr.	1	1									1	1				
Total	3	3	0	0	0	0	0	0	0	0	3	3	0	0	0	N.A.
Assoc. Prof.	0	0						1			1	1	0	0	0	
Asst. Prof.	3	3									2	2	0	0	0	
Instr.	3	2	1					2		1(B) 2(W)	10	5	5	0	1(BLK)	
Assoc. Instr.	3	3														
Asst. Instr.	4	2	2													YES
Announcer	0	0	0	0	0	0	0		1		1	1		1		
Total	13	10	3	0	0	0	1	3	1	3	14	9	5	1	1	
Sr. Dept. Sec.	1		1								1	0	1			
Adm. Sec.	2		2								2	0	2			
Fil Lib. Clk	1		1								1	0	1			
Med. Specl.	1		1								1	0	1			NO
Oper. Clk	0	0	0	0							1	0	1			
Trainee	1	1		1							0	0	0			
Total	6	1	5	1	0	0	1	0	0	0	6	0	6	0	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Vice Pres. Academic Affairs

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Vice President	1	1									1	1	0			
Assoc. Vice President	1		1								1	0	1			
Asst. Vice President	1	1									1	1	0			
Dean	1	1									1	1	0			
Director	1	1									2	2	0			
Total	5	4	1	0	0	0	0	0	0	0	6	5	1	0	0	N.A.
Prog./Consult	0	0	0								1	1	0			
Consultant	0	0	0								1	1	0			
Lab. Asst., Data Proc.	1		1								1	0	1			
Staff Asst.	3		3								3	0	3			
Stud. Adv. (Intn't)	1		1								1	0	1			
Cred. Analyst	1		1								1	0	1			
Total	6	0	6	0	0	0	0	0	0	0	8	2	6	0	0	N.A.
Prin. Sec.	4		4								4	0	4	0	0	
Exc. Sec.	1		1								1	0	1	0	0	
Sr. Adm. Sec.	1		1								2	0	2	0	1	
Adm. Sec.	2		2	0	1						3	0	3	0	0	N.A.
Total	8	0	8	0	1	0	0	0	0	0	10	0	10	0	1	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Public Service & Cont. Ed.

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dean	1	1									1	1	0			
Asst. Dean	1	1									0	0	0			
Director	2	1	1								2	1	1			
Total	4	3	1	0	0	0	0	0	0	0	3	2	1	0	0	N.A.
Admin. Asst.	0	0									1	1	0			
Staff Asst.	2	2									1	1	0			
Coordinator	1	1									0	0	0			
Asst. Prof.-											1	1	0			
Adm. Asg.	0	0									1	0	2			
Asst. Director	1		1								2	0	2			N.A.
Total	4	3	1	0	0	0	0	0	0	0	5	3	2	0	0	
Prin. Sec.	1		1								1	0	1			
Adm. Sec.	3		3								3	0	3			
Dr. Processing											2	0	2		1	
Clk	2		2		1						1	0	1			
Exam. Clerk	1		1								1	0	1			
Sr. Sec.	1		1								1	0	1			
Sec.	1		1								0	0	0			N.A.
Total	9	0	9	0	1	0	0			2(w)	8	0	8	0	1	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Office of the President

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS 1982-83		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		MEN	WOMEN	OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN				MEN	WOMEN				MEN	WOMEN	
President	1	1	0								1	1	0			
Asst. to the President	2	2	0								1	1	0			
Director	3	3	0								3	3				
Total	6	6	0	0	0	0	0	0	0	0	5	5	0	0	0	N.A.
Assoc. Dir.	1	1	0	0							1	1	0			
Univ. Attorney	1	1	0								1	1	0			
Staff Asst.	1	0	1								1	0	1			
Total	3	2	1	0	0	0	0	0	0	0	3	2	1	0	0	N.A.
Sec. to Pres.	2	0	2								2	0	2			
Exec. Sec.	2	0	2								1	0	1			
Prin. Sec.	0	0	0								1	0	1			
Cr. Sec.	1	0	1													
Sr. Adm. Sec.	2	0	2								2	0	2			
Research Clk	1	0	1								1	0	1			N.A.
Total	8	0	8	0	0	0	0	0	0	0	7	0	7	0	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Computer & Informational Services

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	1	1	0	0	0	0	0				1	1	0	0	0	N.A.
EPT-Prog/Comp-Opr Operations Manager	0	0	0								1	1	0			N.A.
Lead Prog.	1	1	0								1	1	0			
Programmer II	1	0	1								1	0	1			
Syst. Prog. II	1	1	0								1	1	0			
Programmer I	4	4	0					1	0	0	5	5	0			
<b>Total</b>	<b>8</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	
Key Punch Operator	1	0	1								1	0	1			N.A.
Sr. Computer Operator	1	1	0								1	1	0			
Key Punch/Comp. Oper.	1	0	1								1	0	1			
Sr. Key Punch Operator	1	0	1								1	0	1			
Computer Operator	2	1	1								1	1	0			
Data Control Clerk	1	0	1								1	0	1			
Lead Key Punch Operator	1	0	1								1	0	1			
Sr. Adm. Sec.	1	0	1								1	0	1			
Sr. Data Control Clerk	2	0	2								2	0	2			
<b>Total</b>	<b>11</b>	<b>2</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>2</b>	<b>8</b>	<b>0</b>	<b>0</b>	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Vice President for Business Affairs

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Vice President	1	1									1	1	0	0	0	N.A.
Sr. Mgt. Anist	0	0									1	1	0			N.A.
Internal Auditor	1	1									1	1	0			
Staff Audi.	1	1									1	1	0			
Manager	1	1									1	1	0			
Total	3	3	0	0	0	0	0	0	0	0	4	4	0	0	0	
Exec. Sec.	1		1								1	0	1			N.A.
Sr. Adm. Sec.	0	0	0								1	0	1			
Ticket Sales Clerk	1		1								1	0	1			
Total	2	0	2	0	0	0	0	0	0	0	3	0	3	0	0	



GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Accounts & Budgetary Control

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	1	1									1	1	0			
Supervisor	2	2									2	2	0			
Chief Cashier	1	1									1	1	0			N.A.
Total	4	4	0	0	0	0	0	0	0	0	4	4	0	0	0	
Asst. Chief Cashier	1	1			1						1	1	0	1		
Staff Acct.	3	1	2								3	1	2			
Jr. Acct.	1		1								1	0	1			N.A.
Total	5	2	3	1	0	0	0	0	0	0	5	2	3	1	0	
Cashier	2		2								2	0	2			
Accts. Clerk	8		8								8	0	8			
Sr. Accts. Clerk	1		1								1	0	1			
Sr. Adm. Sec.	1		1								1	0	1			
Sr. Cashier	1		1								1	0	1			
Total	13	0	13	0	0	0	0	0	0	0	13	0	13	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Personnel Services

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	1	1	0								1	1	0			
Asst. Director	1	1	0								1	1	0			
Staff Asst.	1	0	1								1	0	1			
Mr. Postal Services	1	0	1								1	0	1			
Mr. C.U.	1	0	1								1	0	1			
Asst. Mgr. C.U.	0	0	0								1	0	1			N.A.
<b>Total</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	
Director	0	0	0							1(W)	1	0	1			
Contract Oper.	1		1		1						0	0	0			
Cookkeeper	1		1								0	0	0			
Personnel Clk	1		1		1						2	0	2		2	
Travel Clerk	1		1								0	0	0			
Payroll Clk	1		1							1(W)	2	0	2			
Pers. Spec.	1		1								1	0	1			
Mr. Payroll Clk	1		1								1	0	1			
Benefits Spec.	1		1								1	0	1			
Mr. Pers. Spec.	1		1								1	0	1			N.A.
Postal Serv. Clerk	1	1						1			1	1	0			
Mailroom Clk	1		1							1(W)	2	0	2			
Mr. Adm. Sec.	0	0	0								1	0	1			
<b>Total</b>	<b>11</b>	<b>1</b>	<b>10</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3(W)</b>	<b>13</b>	<b>1</b>	<b>12</b>	<b>0</b>	<b>2</b>	



GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Student Financial Aid

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	1	1									1	1	0			
Asst. Dir.	1	1									1	1	0			
Total	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	H.A.
Jr. Acct.	1		1								1	0	1			
Staff Asst.	2	1	1								2	1	1			H.A.
Total	3	1	2	0	0	0	0	0	0	0	3	1	2	0	0	
Records Spec.	0	0	0								1	0	1			
Appl. Clerk	2		2								1	0	1			
Cashier	1	0	1								1	0	1			
Gen. Clerk I	1	0	1								1	0	1			
Recep.	1	0	1								2	0	2			
Acct. Clerk	1	0	1								1	0	1			
Adm. Sec.	1	0	1								1	0	1			
Grants/Loans Clerk	1	0	1								1	0	1			
Scholarship Clerk	1	0	1								1	0	1			
Sr. Accts. Clerk	2	0	2								1	0	1			NO
Sr. Appl. Clk	1	0	1								1	0	1			
Sr. Sec.	1	0	1								1	0	1			
Veterans Cert. Agent	1	0	1								1	0	1			
Total	14	0	14	0	0	1	0	0	0	3(W)	14	0	14	0	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: CHF Bookstore

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Dept. Manager	2	2						0	0	0	2	2	0	0	0	N.A.
Laundry Supv	0	0	0								1	1	0			NO
Bookstore Clk	12	2	10								12	2	10	0	0	
Cashier	4	1	3								1	0	1			
Adm. Sec.	1	0	1								1	0	1			
Sr. Bookstore Clerk	3	0	3								3	0	3			
Sr. Teller	1	0	1								1	0	1			
Book Clk Supv	1	0	1								1	0	1			
Sr. Adm. Sec.	1	0	1								1	0	1			
Mgr, Ship-Rec.	1	1									1	1	0			
Frin. Sec.	1	0	1								1	0	1			
Sr. Cashier	1	0	1								1	0	1			
Ship-Rec.	1	1									2	2	0			
<b>Total</b>	<b>27</b>	<b>5</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>6</b>	<b>20</b>	<b>0</b>	<b>0</b>	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Food Services

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	1	1	0								1	1	0			
Asst. Dir.	1	1	0								1	1	0			
Staff Asst.	1	1	0								0	0	0			
Manager	2	1	1								2	1	1			N.A.
Total	5	4	1	0	0	0	0	0	0	0	4	3	1	0	0	
Personnel																
Clerk	1	0	1								1	0	1			
Sr. Adm. Sec.	1	0	1								1	0	1			
Sr. Bookkeeper	1	0	1								1	0	1			
Sec.	2	0	2								2	0	2			N.A.
Total	5	0	5	0	0	0	0	0	0	0	5	0	5	0	0	
Sr. Baker	0	0	0								1	0	1			
Food Storeroom																
Clerk	1	1	0								1	1	0			
Sr. Storeroom																
Clerk	1	1	0								1	1	0			
Checker	11	0	11								8	0	8			
Baker	2	0	2								1	0	1			
Cook	6	0	6								4	0	4		1	
Salad Maker	2	0	2								1	0	1		1	
Cake Decorator	1	0	1								1	0	1			
Sr. Cook	3	0	3								3	0	3			
Sr. Salad Make	2	0	2								2	0	2			
Asst. Cafeteria																
Suprv.	2	0	2								2	0	2			
Cafe. Suprv.	2	1	1								1	0	1			
Kitchen Suprv.	2	1	1	1							2	1	1	1		
Sr. Grill Cook	2	1	1	1							2	0	2	1		
Asst. Grill Sup	2	1	1								2	1	1			
Grill Suprv.	1	1	0								1	1	0			N.A.
Total	40	7	33	2	4	0	0	0	0	0	33	5	28	2	2	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Food Services (Continued)

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS				ANNUAL GOALS ATTAINED?	
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN		WOMEN
Cook Helper	5	0	5								3	1	2			
Food Service Worker	19	0	19					1			20	0	20			
Dish Machine Operator	7	5	2	4							8	5	3	3	1	N.A.
Sr. Dish Machine Opr.	2	2	0	1							1	1	0	1		
Total	33	7	26	5	0	0	0	1	0	0	32	7	25	4	1	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Physical Plant Administration

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Administrator	1	1									1	1	0			
Asst. Adm.	1	1									1	1	0			
Superintendent	5	5									5	5	0			
Asst. Suprt.	1		1		1						1	0	1		1	N.A.
<b>Total</b>	<b>8</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>1</b>	
Order Clerk	1		1								1	0	1			
Cr. Pers. Clk	1		1								1	0	1			
Work Ctl. Ctr. Clerk	2		2								2	0	2			NO
Prin. Sec.	1		1								1	0	1			
<b>Total</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	
Special Serv. Supvr	1	1									1	1	0			
Asst. Spec. Svc. Supvr.	1	1									1	1	0			
Sr. Stockroom Clerk	1	1									1	1	0			
Stockroom Clk	2	2									1	1	0			
Material Handler	1	1									1	1	0			N.A.
<b>Total</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	



GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Grounds Maintenance

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Heavy Equip Opr.	2	2									2	2	0			
Light Equip Opr.	3	3									3	3	0			
Tipster Opr.	2	2									2	2	0			
Packer Truck Driver	2	2									2	2	0			
Sr. Grounds- Keeper	1	1									1	1	0			
Asst. Landsc. Supvr.	1	1									1	1	0			NO
Landscaping Supvr.	1	1									1	1	0			
Groundskeeper	13	13						3			8	8	0	1		
Total	25	25	0	0	0	1	1	3	0	0	20	20	0	1	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Custodial Services

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Supervisor	5	3	2								5	3	2	0	0	N.A.
Group Leader	13	11	2	1							11	10	1	1	0	
Bldg. Servs. Attendant	153	52	101	3	17			16	2	7	135	47	88	6	19	
Total	171	66	105	4	17	0	0	16	2	5(W) 2(B)	151	60	91	7	19	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Heating, A/C, & Util. Systems

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?	
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES			
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN		
Elec. Trainee	1	1															
Boiler Opr Tra.	2	2							1		2	2	0		1		
Elect. Helper	2	2			1						3	3	0				
Maint. Plumber	6	6									7	7	0				
Rec. Equip. Mechanic	2	2									0	0	0				
A/C Tech Helper	2	2									2	2	0				
Electrician	6	6									5	5	0				
A/C Tech	1	1									0	0	0				
Boiler Opr.	7	7									6	6	0				
Elect. & TV Tech	1	1									1	0	1				
Water Treat Te	1	1									1	1	0				
Sr. Elect.	2	2									2	2	0				
Asst. Electric Supvr	1	1									1	1	0				
Asst. Electron Supvr.	1	1									1	1	0				
Ast. Heat Plant	1	1									1	1	0				
Asst. Plumb. Supvr.	1	1									1	1	0				YES
Asst. A/C Supvr	1	1									1	1	0				
Elect. Supvr.	1	1									1	1	0				
Heat Plant Sup	1	1									1	1	0				
Mast. Plumb.	1	1									1	1	0				
Elec. & A/C	1	1									1	1	0				
Auto Mech Help	2	2									2	2	0				
Auto Mech	2	2			1						2	2	0				
Sr. Auto Mech	1	1									1	1	0				
<b>Total</b>	<b>47</b>	<b>47</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>43</b>	<b>42</b>	<b>1</b>	<b>1</b>	<b>0</b>		

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Bldg. Maintenance & Repair

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS				ANNUAL GOALS ATTAINED?	
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN		WOMEN
Fainter I	1	1		1							1	1	0	1		
Mason Helper	1	1									0	0	0			
Painter II	5	3	2	1							3	2	1	1		
Roofer	1	1									1	1	0			
Carpenter	5	5						1			4	4	0			
Mason	1	1									1	1	0			
Asst M/R Supv	1	1									1	1	0			
Asst P/d Supv	1	1									1	1	0			
Sr. Carpenter	5	5									5	5	0			
Cabinetmaker	2	2									2	2	0			
Locksmith	1	1														
Upholsterer II	1	1									1	1	0			
Furn Refin Tech	1	1									1	1	0			
Sr. Locksmith	1	1									2	2	0			
Carpentry Supv	1	1									1	1	0			
Masonry/Roof Supvr.	1	1									1	1	0			
Paint/Decor. Supvr.	1	1									1	1	0			
Roofing Rep. Spec.	0	0									1	1	0		N.A.	
<b>Total</b>	<b>30</b>	<b>28</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>26</b>	<b>1</b>	<b>2</b>	<b>0</b>	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Vice President for Student Affairs

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Vice President	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Ex. Secretary	1		1	0	0	0	0	0	0	0	1	0	1	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Dean's Office, Student Affairs

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dean	1	1	0								1	1	0			
Asst. Dean	3	2	1	1							2	1	1	1		
Asst. to the Dean	1	0	1								1	0	1			
Director	1	1	0								1	1	0			N.A.
Total	6	4	2	1	0	0	0	0	0	0	5	3	2	1	0	
Frog. Coord.	1	1	0								1	1	0			
Dir. Stu Orgn	1	1	0								1	1	0			
Asst. Director	2	1	1								2	1	1			N.A.
Total	4	3	1	0	0	0	0	0	0	0	4	3	1	0	0	
Adm. Sec.	2	0	2							1(W)	1	0	1			
Sr. Adm. Sec.	0	0	0								1	0	1		1	
Prin. Sec.	1	0	1								1	0	1			
Dept. Sec.	1	0	1								1	0	1			NO
Hostess	1	0	1								1	0	1			
Sr. Sec.	1	0	1								1	0	1			
Total	6	0	6	0	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	0	0	0	N.A.

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Alumni Affairs

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	N.A.
Sr. Adm. Sec.	0	0	0	0							1	0	1			N.A.
Records Clerk	2		2								1	0	1			
Adm. Sec.	1		1								1	0	1			
Sr. Sec.	1		1								1	0	1			
Total	5	0	5	0	0	0	0	0	0	0	4	0	4	0	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Director of Athletics

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	2	2									2	2	0	0	0	
Head Athl. Coach	1	1		1				1			2	2	0	1	0	N.A.
Total	3	3	0	1	0	0	0	1			4	4	0	1	0	
Asst. Athletic Coach	2	2		1				3	1	1(W)	4	3	1	1	0	
Athl. Counselor	1		1								1	0	1	0	0	
Total	3	2	1	1	0	0	0	3	1	1(W)	5	3	2	1	0	N.A.
Gr. Secretary	1		1								1	0	1	0	0	
Adm. Secretary	1		1								1	0	1	0	0	
Total	2	0	2	0	0	0	0	0	0	0	2	0	2	0	0	N.A.



GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Health Services

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	1	1									1	1	0			
Medical Adm.	1		1								1	0	1			
Total	2	1	1	0	0	0	0	0	0	0	2	1	1	0	0	
Staff Physician	1	1									1	1	0			
Staff Pharmacist	1	1									1	1	0			
Consultant	2	2									2	2	0			N.A.
Total	4	4	0	0	0	0	0	0	0	0	4	4	0	0	0	
Bookkeeper	1		1								1	0	1			
Med. Secr.	1		1								1	0	1			
Pr. Med. Sec.	1		1								1	0	1			
Total	3	0	3	0	0	0	0	0	0	0	3	0	3	0	0	N.A.
Nurse (LPN)	1		1								1	0	1			
X-ray Tech.	1		1								1	0	1			
Nurse (RN)	8		8								8	0	8			
Med. Tech.	1		1								1	0	1			

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Director of Housing

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Asst. Director	1		1								1	0	1	0	0	
Hall Director (Women)	12		12		2						11	0	11	0	1	
Hall Director (Men)	5	5		1				1			5	5	0	1	0	
Asst. Hall Director (W)	5		5					2		4	4	0	4	0	2	NO
Asst. Hall Director (M)	4	4		1				1	1		4	4	0	1	0	
Total	27	9	18	2	2	6	5	4	1	3(W) 1(B)	25	9	16	2	3	
Office Supvr.	1		1								1	0	1			
Adm. Sec.	1		1								1	0	1			
Gen. Clerk I	2		2		1						2	0	2		1	NO
Total	4		4	0	1	1	0	0	0	0	4	0	4	0	1	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Public Information

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	N.A.
Photographer	0	0	0	0							1	1	0	1	0	
Dir. Sports Information	1	1									1	1	0	0	0	
Art Director	1	1									1	1	0	0	0	
News Editor	1		1								1	0	1	0	0	N.A.
Total	3	2	1	0	0	0	0	0	0	0	4	3	1	1	0	
Sr. Sec.	1		1								1	0	1	0	0	
Sr. Adm. Sec.	1		1								1	0	1	0	0	
Adm. Sec.	1		1							1(W)	1	0	1	0	0	N.A.
Total	3	0	3	0	0	0	0	0	0	1(W)	3	0	3	0	0	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Public Safety

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Director	1	1									1	1	0	0	0	N.A.
Asst. Director	1		1							1	0	1	0	0		
Total	2	1	1	0	0	0	0	0	0	0	2	1	1	0	0	
Safety Coord.	1	1									1	1	0	0	0	N.A.
Safety Inspec.	1	1								1	1	0	0	0		
Total	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	
Asst. Adm. Sec.	1		1								1	0	1	0	0	N.A.
Records Clerk	2		2								2	0	2	0	0	
Total	3	0	3	0	0	0	0	0	0	0	3	0	3	0	0	
Capt. of Police	1	1									1	1	0			NO
Capt. of Invest.	1	1									1	1	0			
Patrol Lieut.	3	3		1							3	3	0	1		
Traffic Sgt.	1	1									1	1	0			
Student Patrol Sgt.	1	1									1	1	0			
Patrol Sgt.	3	3		1							2	2	0			
Investigator	1	1									0	0	0			
Police Officer	9	9									8	8	0			
Comm. Officer	3	2	1								3	2	1	1		
Total	23	22	1	2	0	1	0	5	0	1(W)	20	19	1	1	1	

GOALS AND TIMETABLES  
AFFIRMATIVE ACTION PROGRAM

DEPARTMENT: Scholastic Development

DATE: June 30, 1983

ANNUAL GOALS FOR: 1982-83

ULTIMATE GOALS: Up to 1987

POSITION TITLE	1981-82 STATUS					MINORITY GOALS		NEW HIRES 1982-83			1982-83 STATUS					ANNUAL GOALS ATTAINED?
	TOTAL	MEN	WOMEN	MINORITIES		1982-83		OTHER	MINORITIES		TOTAL	MEN	WOMEN	MINORITIES		
				MEN	WOMEN	MEN	WOMEN		MEN	WOMEN				MEN	WOMEN	
Dean	1	1									1	1	0			
Director	3	2	1								3	2	1			
Registrar	1	1									1	1	0			
Total	5	4	1	0	0	0	0	0	0	0	5	4	1	0	0	N.A.
Staff Asst.	0	0	0								1	0	1	0	1	
Assoc. Director	2	2									2	2	0	0	0	
Asst. Registrar	2	1	1								2	1	1	0	0	
Staff Couns.	2	2								1 (BLK)	2	1	1	0	1	
Coordinator	4	1	3								4	1	3	0	0	
Admissions Coun	1	1									1	0	1	0	0	N.A.
Acad. Couns	1	1		1							0	0	0	0	0	
Total	12	8	4	1	0	0	0	0	0	1 (BLK)	12	5	7	0	2	
Prin. Sec.	0	0	0								1	0	1	0	0	
Adm. Sec.	10		10								9	0	9	0	1	
Sr. Sec.	3		3								2	0	2	0	0	N.A.
Total	13	0	13	0	0	0	0	0	0	0	12	0	12	0	1	
Mail Clerk	1		1								0	0	0			
Recept.	2		2								2	0	2			
Recorder	2		2								2	0	2			
Regist. Clk	1		1								1	0	1			
Transcript Clk	1		1								1	0	1			
Sr. Records Clk	2		2								1	0	1			
Degree Auditor	1		1		1						2	0	2			
Gen Clerk I	1		1		1						1	0	1			
Testing Clerk	1		1								1	0	1			
MESA Opr.	0	0	0								1	0	1			N.A.
Total	12	0	12	0	2	0	0	0	0	4 (W)	12	0	12	0	0	

# 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 Financial Aid. Mr. Dwane Casey (Black, male) has been reappointed as Assistant Basketball 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 1,946 formal applications for employment received, 260 (13 percent) were from minority persons, and women submitted 916 applications (47 percent). Job offers were made to 127 (7 percent) of the applicants. Of the 127 job offers made, 18 (14 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

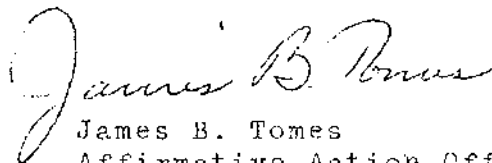
Memorandum to Dr. Zacharias

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

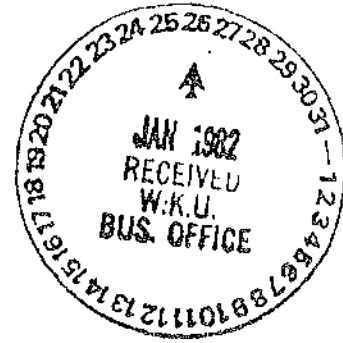
Mr. Larry E. Stanley, Acting Area Director  
Office of Federal Contract Compliance  
Employment Standards Administration  
United States Department of Labor



WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101

January 25, 1982



Office of the President

MEMORANDUM

TO: Members of the Administrative Council

- |                      |                       |
|----------------------|-----------------------|
| Mr. William E. Bivin | Mr. Harry K. Largen ✓ |
| 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: Don *DWZ* Zacharias, 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:mc  
Enclosure

*1-25-82*

## 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
2. 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.
5. 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
2. 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

Job Categories	All Applicants			MINORITY APPLICANTS							
				MEN				WOMEN			
	TOTAL	MEN	WOMEN	BLK	API	A.I.E.	HISP	BLK	API	A.I.E.	HISP
Ac., Adm., & Tech. Applicants	24	16	8	1				2			
Offers	1	1									
Faculty Applicants	134	71	63	2	17			5	2		
Offers	15	6	9					2			
Prof. Nonfaculty Applicants	72	35	37	4		1		6		1	
Offers	17	9	8	2				2			
Adm. - Clerical Applicants	129	12	117					9			1
Offers	8		8								
Lab. & Paraprof. Applicants	0										
Offers	0										
Skilled Trades Applicants	28	28		2							
Offers	2	2									
Service-Maint. Applicants	129	91	38	10			1	7	1		
Offers	3	2	1					1			

Quarterly Period: April 1 through June 30, 1982

Job Categories	Total	All Employees		Minority Employees										
		Male	Female	MALE				FEMALE						
				BLK.	A.P.I.	A.I.E.	HISP.	BLK.	A.P.I.	A.I.E.	HISP.			
Exec., Admin. Managerial														
New Hires	0													
Terminations	1	1												
Promotions														
Transfers														
Faculty														
New Hires	0													
Terminations	10	7	3						1					
Promotions														
Transfers														
Professional Nonfaculty														
New Hires	1	1		1										
Terminations	4	1	3											1
Promotions														
Transfers	1		1						1					
Secretarial-Clerical														
New Hires	6		6											
Terminations	9		9											
Promotions	1		1											1
Transfers	2		2											
Tech. & Para-Professional														
New Hires	1		1											
Terminations	2	1	1											
Promotions														
Transfers														
Skilled Crafts														
New Hires	1	1												
Terminations	1	1												
Promotions														
Transfers														
Service-Maintenance														
New Hires	3	2	1						1					
Terminations	3	3												
Promotions														
Transfers														

(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

Total University Employees				Minority Group Employees							
Primary Occupational Activity	Total Employees Including Minorities	Total Male Including Minorities	Total Female Including Minorities	Male				Female			
				Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander
Exec. Adm. & Mgt.	93	76	17	3				1			
Faculty	575	431	144	4	2	1	3	2	1		1
Profess. Non Faculty	169	81	88	3	1			5	1		1
Sec.-Cle.	280	10	270					9	1		
Technical Para-Prof.	14	3	11								
Skilled Crafts	89	80	9	2							
Service-Mainten.	269	118	151	15				22			
TOTAL	1,489	799	690	27	3	1	3	39	3		2



WESTERN KENTUCKY UNIVERSITY

As of March 31, 1982

Total University Employees				Minority Group Employees									
Primary Occupational Activity	Total Employees Including Minorities	Total Male Including Minorities	Total Female Including Minorities	Male				Female					
				Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander		
Exec., Adm. & Mgt.	93	76	17	3				1					
Faculty	585	439	146	4	2	1	3	3	1			1	
Nonfaculty	176	83	93	1	1			5	2			1	
Sec.-Cle.	281	10	271					9	1				
Technical Para-Prof	15	4	11										
Skilled Crafts	90	81	9	2									
Service Mainten.	271	119	152	17				21					
Total	1,511	812	699	27	3	1	3	39	4			1	



# WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101

April 12, 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. 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. Tones  
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



Personnel Activity Report

Quarterly Period: January 1 through March 31, 1982

Job Categories	Total	All Employees		Minority Employees									
		Male	Female	MALE				FEMALE					
				BLK.	A.P.I.	A.I.E.	HISP.	BLK.	A.P.I.	A.I.E.	HISP.		
Exec., Admin. Managerial													
New Hires	-0-												
Terminations	-0-												
Promotions	-0-												
Transfers	-0-												
Faculty													
New Hires	1	1											
Terminations	1	1		1									
Promotions	1		1										
Transfers	-0-												
Professional Faculty													
New Hires	2	1	1						1				
Terminations	1		1										
Promotions	-0-												
Transfers	-0-												
Secretarial- Clerical													
New Hires	4		4										
Terminations	6		6										
Promotions	2	1	1						1				
Transfers													
Tech. & Para-professional													
New Hires	-0-												
Terminations	-0-												
Promotions	-0-												
Transfers	-0-												
Skilled Crafts													
New Hires	4	4											
Terminations	2	2											
Promotions	-0-	-0-											
Transfers	1	1											
Service-Maintenance													
New Hires	5	3	2	1					1				
Terminations	5	3	2										
Promotions	-0-												
Transfers	1	1											

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

UTILIZATION ANALYSIS

WESTERN KENTUCKY UNIVERSITY

As of March 31, 1982

Total University Employees				Minority Group Employees							
Primary Occupational Activity	Total Employees Including Minorities	Total Male Including Minorities	Total Female Including Minorities	Male				Female			
				Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander
Exec. Adm. & Mgt.	93	76	17	3				1			
Faculty	585	439	146	4	2	1	3	3	1		1
Profess. Non Faculty	176	83	93	1	1			5	2		1
Sec.-Cler.	281	10	271					9	1		
Technical Para-Prof.	15	4	11								
Skilled Crafts	90	81	9	2							
Service-Mainten.	271	119	152	17				21			
TOTAL	1511	812	699	27	3	1	3	39	4		2

UTILIZATION ANALYSIS

WESTERN KENTUCKY UNIVERSITY

As of December 31, 1981

Total University Employees				Minority Group Employees									
Primary Occupational Activity	Total Employees Including Minorities	Total Male Including Minorities	Total Female Including Minorities	Male				Female					
				Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander		
Exec., Adm. Mgt.	95	77	18	3				1					
Faculty	582	437	145	5	2	1	3	3	1				1
Nonfaculty	177	85	92	2	1			4	2				1
Sec.-Cle.	283	10	273					9	1				
Technical Para-Prof	15	4	11										
Skilled Crafts	88	80	8	2									
Service Mainten.	271	119	152	19				17					
<b>Total</b>	<b>1,511</b>	<b>812</b>	<b>699</b>	<b>31</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>34</b>	<b>4</b>	<b>-0-</b>			

January 11, 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 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 hall 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 Tabs 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

Job Categories	All Applicants			MINORITY APPLICANTS								
				MEN				WOMEN				
	TOTAL	MEN	WOMEN	BLK	API	A.I.E.	HISP	BLK	API	A.I.E.	HISP	
Sec., Adm., & St. Applicants	28	13	15	1			1	3				
Offers	1	1	0									
Academy Applicants	9	8	1	1								
Offers	1	1	0	1								
Prof. Nonfaculty Applicants	57	17	40	1				6				
Offers	3	2	1									
Sec. - Clerical Applicants	56	0	56					10				
Offers	7	0	7									
Tech. & Paraprof. Applicants	4	1	3					1				
Offers	0	0	0									
Skilled Trades Applicants	83	70	13	4								
Offers	0	0	0									
Service-Maint. Applicants	64	39	25	8				4				
Offers	7	5	2	1				1				

Quarterly Period: October 1 through December 31, 1981

Job Categories	Total	All Employees		Minority Employees									
		Male	Female	MALE				FEMALE					
				BLK.	A.P.I.	A.I.E.	HISP.	BLK.	A.P.I.	A.I.E.	HISP.		
Exec., Admin. Managerial													
New Hires	1		1										
Terminations	1	1											
Promotions	0												
Transfers	0												
Faculty													
New Hires	0												
Terminations	0												
Promotions	0												
Transfers	0												
Professional Nonfaculty													
New Hires	5	4	1										
Terminations	6	5	1	1									
Promotions	0												
Transfers	0												
Secretarial-M clerical													
New Hires	8	1	7										
Terminations	6	1	5										
Promotions	3		3										
Transfers	0												
Tech. & Para-Professional													
New Hires	0												
Terminations	0												
Promotions	0												
Transfers	0												
Skilled Crafts													
New Hires	0												
Terminations	4	4		1									
Promotions	3	3											
Transfers	0												
Service-Maintenance													
New Hires	5	3	2	2					1				
Terminations	11	4	7										
Promotions	0												
Transfers	2	1	1										

- (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, 1981)

Total University Employees				Minority Group Employees								
Primary Occupational Activity	Total Employees Including Minorities	Total Male Including Minorities	Total Female Including Minorities	Male				Female				
				Black	Hispanic	American-Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American-Indian or Alaskan Native	As. Pa. Isl.	
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	1			5	1			
Sec.-Cle.	297	10	287					10	1			
Technical Para-Prof.	17	4	13									
Skilled 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-		

UTILIZATION ANALYSIS

WESTERN KENTUCKY UNIVERSITY  
(as of December 31, 1981)

Total University Employees				Minority Group Employees									
Primary Occupational Activity	Total Employees Including Minorities	Total Male Including Minorities	Total Female Including Minorities	Male				Female					
				Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander		
Exec., Adm. & Mgt.	95	77	18	3				1					
Faculty	582	437	145	5	2	1	3	3	1				
Profess. Nonfaculty	177	85	92	2	1			4	2				
Sec.-Cle.	283	10	273					9	1				
Technical Para-Prof	15	4	11										
Skilled Crafts	88	80	8	2									
Service Mainten.	271	119	152	19				17					
<b>Total</b>	<b>1,511</b>	<b>812</b>	<b>699</b>	<b>31</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>34</b>	<b>4</b>	<b>-0-</b>			



# WESTERN KENTUCKY UNIVERSITY

PO BOX 60000, COLUMBIA, KENTUCKY 40301

October 19, 1981

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 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 women, 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

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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-renewal 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 increased 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 increase was in the professional nonfaculty category where the ratio changed from 6.9 to 9.2 percent.



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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 complacent, but we are off to a good start.

James B. Tomos  
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

Job Categories	All Applicants			MINORITY APPLICANTS								
				MEN				WOMEN				
	TOTAL	MEN	WOMEN	BLK	API	A.I.E.	HISP	BLK	API	A.I.E.	HISP	
Ac., Adm., & St. Applicants	50	42	8					2				
Offers	2	2	0					0				
Faculty Applicants	126	117	9		1							
Offers	5	4	1		0							
Prof. Nonfaculty Applicants	45	12	33					3				
Offers	9	2	7					2				
Ac. - Clerical Applicants	222	27	195	3				29				
Offers	22	1	21	0				3				
Tech. & Paraprof. Applicants	26	16	10									
Offers	1	0	1									
Unskilled Trades Applicants	158	137	21	10	3			2				
Offers	0	0	0	0	0			0				
Service-Maint. Applicants	201	124	77	29	3		1	11				
Offers	6	5	1	1	0		0	1				

UTILIZATION ANALYSIS

TAB C

WESTERN KENTUCKY UNIVERSITY  
(as of July 1, 1981)

Total University Employees				Minority Group Employees								
Primary Occupational Activity	Total employees including minorities	Total male including minorities	Total female including minorities	Male				Female				
				Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	
Exec., Adm. & Prof.	144	124	20	3		1		2				
Faculty	598	429	169	5			2	3	4			2
Professional Nonfaculty	116	66	50	3	1			3	1			
Res.-Cle.	324	18	309					6	1			
Technical Para-Prof.	19	6	13									
Skilled Crafts	185	145	40	9				3				
Service-Maintenance	214	78	136	7			1	18				
Total	1,600	863	737	27	1	1	3	25	6	-0-		2

UTILIZATION ANALYSIS

WESTERN KENTUCKY UNIVERSITY  
(as of September 30, 1981)

TAB D

Total University Employees				Minority Group Employees								
Primary Occupational Activity	Total employees including minorities	Total male including minorities	Total female including minorities	Male				Female				
				Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	
Exec. Admin. & Mgt.	134	115	19	3		1		1				
Faculty	608	436	172	5	2		3	3	3			2
Professional Nonfaculty	109	52	57	3	1			5	1			
Sec. - Cle.	297	10	287					10	1			
Technical Para - Prof	17	4	13									
Skilled Crafts	169	135	34	8				3				
Service Maintenance	189	69	120	9				15				
Total	1,523	821	702	28	3	1	3	37	5	0		2