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ABSTRACT

This document details the Affirmative Action Plan in effect at Gallaudet College. Following a policy statement, chapter 2 indicated the affirmative action procedures followed in the areas of policy dissemination, administration and monitoring, reporting and evaluation, training and development programs, recruitment, promotion and selection, employment, and community relations, Chapter 3 presents undergraduate faculty guidelines on equal employment opportunity. Chapter 4 reviews utilization analysis and goals and timetables based on the current workforce, availability data, goals and timetables, and recruitment resources. (MJM)

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GALLAUDET COLLEGE
EQUAL EMPLOYMENT OPPORTUNITY
AFFIRMATIVE ACTION PLAN

January, 1974

HE 006 230

GALLAUDET COLLEGE
AFFIRMATIVE ACTION PLAN

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FOREWORD

It is the special purpose of Gallaudet College to provide higher education and other services for the deaf. Gallaudet College is the only institution in the world exclusively devoted to that purpose. In addition, Gallaudet College is also responsible for the Model Secondary School for the Deaf (MSSD) which was instituted through Public Law 89-694 and serves the District of Columbia and five states. MSSD is operated by Gallaudet under the terms of an agreement with the Department of Health, Education and Welfare. Kendall Demonstration Elementary School (KDES) was instituted through Public Law 91-587. KDES serves the District of Columbia, Northern Virginia and parts of Maryland.

This Affirmative Action Plan provides safeguards for all Gallaudet College employees against discrimination in employment and seeks to improve employee development on the basis of merit.

The success of this effort depends heavily upon the productive working relationship between employees of Gallaudet College. This mutual understanding will both further the work of the College and provide avenues for opportunities in training, promotions, job reassignment and reclassification necessary for continued advancement.

Each administrator has the responsibility to familiarize himself or herself with all tools available to advance his or her employees. The cooperation of administrators in the recruitment of minorities and women for new or vacant positions is essential.

This Affirmative Action Plan is meant to carry out equal employment opportunity goals and objectives and is designed to the specific needs of Gallaudet College.

The overall goal of the Equal Employment Opportunity/Affirmative Action Plan of Gallaudet College is to eliminate any existing or potential discriminatory practices and to create a climate that is conducive for all employees to advance to the highest level of achievement, thereby improving the total performance of Gallaudet College in its mission.

The Objectives of the Equal Employment Opportunity/Affirmative Action Plan are to: (1) make the number of minority group members and women holding positions representative of the recruitment and labor pool; (2) encourage administrators both to seek out such applicants and to give them fair and equal consideration on their merits; (3) increase the possibilities for career development for all employees; (4) create new and imaginative channels of communication among members of all groups at all levels for the purposes of stimulating better understanding and communication among all employees.

POLICY

Gallaudet College, a national College for the deaf, alone cannot change the societal attitudes that undergird the present practices of discrimination against minority groups, and women. We can, nevertheless, decide to be among the leaders in higher education by instituting and implementing our own policies and practices to ensure equal opportunity for all. Furthermore, in our own interest, Gallaudet College will thrive to the extent that practices are recognized as equitable, based on merit, and designed to encourage and develop the best talent within its own ranks.

The policy of Gallaudet College is to provide equal opportunity in employment for all persons in its work force or being recruited for its work, and to prohibit discrimination in employment based on race, color, creed, national origin, sex, age, or religion.*

Gallaudet College will further strive to promote the full realization of equal employment through a positive continuing affirmative action program. All component units comprising Gallaudet College will carry out the full extent of this policy of equal opportunity in employment.

The President of the College is ultimately responsible for the success of the Affirmative Action Plan. With the personal commitment of the President and the authority of that office, achievements will be unlimited. The President of Gallaudet College shall appoint an Aide to the President for Equal Employment Opportunity (EEEO). The chief responsibility of the EEEO shall be the monitoring, evaluating and reporting on the implementation of the Equal Employment Opportunity/Affirmative Action Program.

*This is the Gallaudet College Policy Statement.

Each unit administrator and budget unit head is responsible for the success of the affirmative action efforts in the particular unit, and is required to make equal employment opportunity practices an integral part of the day-to-day management of her/his activities. The EEO Officer shall assist the unit administrators and department chairpersons in the identification of and solutions to problems in the area of equal employment and affirmative action. The personal commitment of each administrator and the authority of the office are essential to achieving the goals of equal opportunity in order that there will be significant progress and strong evidence of accomplishment. Administrators in particular have the responsibility to develop and exercise awareness of the personal potential of the employee within his or her purview as well as the barriers that may consciously or unconsciously impede his or her progress.

The Gallaudet College policy of equal employment opportunity and affirmative action plan shall be disseminated through all levels of the College by various methods including publications in the Administration and Operations Manual, the Non-Faculty Manual, the Faculty Manual, and other documents as necessary.

Further communication of the equal employment opportunity policy shall be made by special meetings with unit administrators and department chairpersons, meetings of all other employees, and through special orientation for all new employees of the College.

The Equal Employment Opportunity Officer shall monitor dissemination of the policy throughout the College to ensure that policy and information is received and carried out. The Equal Employment Opportunity Officer shall serve as a liaison with other colleges, the appropriate government agencies, and minority, women, and community groups and shall maintain current information on equal employment developments. The Equal Employment Opportunity Officer shall identify and seek solutions to problems arising in the area of affirmative action compliance. The Equal Employment Opportunity Officer shall review reports on and monitor all affirmative action efforts and shall satisfy herself or himself that all requirements of the plan have been met. The Officer shall

provide assistance in the recruitment of candidates who are women, or members of minority groups. The Officer should provide an informal channel of communication for employees or students who wish information on equal employment opportunity. The Officer shall serve as Chairperson of the Affirmative Action Advisory Committee.

Gallaudet College hereby reaffirms its established policy of nondiscrimination as an equal opportunity institution. It is the objective of the College to assure equal opportunity in recruitment, hiring, training, and promotion in all job classifications without regard to race, color, religion, sex, age, or national origin.

Gallaudet will ensure that all personnel actions, such as promotion, compensation, benefits, transfers, lay-off, return from lay-off, company sponsored training, education, tuition assistance, social and recreational programs, and any other conditions of employment are in accord with principles of equal employment opportunities by imposing only valid requirements that are administered without regard to race, color, religion, sex, age, or national origin.

The College does not view its non-discriminatory policy as a passive one. It is aware of the obligation to seek actively to increase the number of minority individuals and women, at all levels of the College and to provide and make them aware of the commitment of the College to equal opportunity in all its activities.


Edward C. Merrill, Jr.
President, Gallaudet College

AFFIRMATIVE ACTION ADVISORY COMMITTEE

An important part of the Gallaudet College Equal Employment Opportunity/Affirmative Action Program is the Affirmative Action Advisory Committee. It shall be a tool for ensuring the continued effectiveness, adequacy and responsiveness of the Gallaudet College Equal Employment Opportunity/Affirmative Action Plan. The chief responsibility of this Committee is to assist the President in reviewing the progress of affirmative action efforts and to make recommendations on issues related to minority groups and women. The Affirmative Action Advisory Committee shall be a primary means of tapping employee and student employee opinions and should assist the Equal Employment Opportunity Officer in interpreting EEO principles to faculty, staff and students.

The Committee shall consist of 10 members, 9 appointed by the President, and the Equal Employment Opportunity Officer. Committee membership shall include minority groups, and women. Specific membership shall consist of the Equal Employment Opportunity Officer as chairperson, and one each from Kendall Demonstration Elementary School, the Model Secondary School for the Deaf, the Undergraduate College, the Graduate College, the Business Office, Non-Faculty Personnel, and three members from the College at large. Membership in the Committee shall be revolving, with one-third of the members being replaced each year.

The primary functions of the Affirmative Action Advisory Committee shall include: advising the President of the College on Equal Employment Opportunity problems; dissemination of information; monitoring the Affirmative Action Plan in general; providing recommendations, periodic evaluations and modification of the Plan; serving as a channel through which employees of the College can affect the Affirmative Action Program; and serving as a tool for ensuring the continued success, adequacy, and responsiveness of the College's Affirmative Action Plan.

DISSEMINATION OF POLICY

Problem

Callaudet College needs to assure that all organizational units and all employees of the College are aware of the Affirmative Action Plan.

Goals

To establish internal and external lines of communication on the policy on equal employment opportunity.

A. DISSEMINATION OF POLICY

Action	Responsibility	Target Date
A1. The College shall make available the Equal Employment Opportunity/Affirmative Action Policy Statement to all applicants for employment and all employees of the College.	Personnel	In Progress
A2. A statement that the College is an Equal Opportunity Employer will be prominently displayed in every building on the campus and in the Office of the President.	Equal Employment, Opportunity Officer	1 February 1974
A3. The EEO Policy statement will be printed in the College Catalogue, Operations and Administration Manual, Faculty Manual, Non-Faculty Manual, etc.	Business Office, Office of Public Relations, Office of the Dean of the College	30 June 1974 and continuing
A4. Annual meetings with Budget Unit Heads and Department Chairpersons and supervisory personnel will be held to explain the intent of the EEO Policy and individual responsibility for effective implementation.	Equal Employment Opportunity Officer	30 June each year
A5. The College shall conduct annual meetings with all employees to discuss policy and explain individual employee responsibility. The College will communicate to its employees the existence of the Affirmative Action Plan and will place ten copies of the Affirmative Action Plan in the Edward Miner Callaudet Memorial Library for circulation to employees and students as desired.	EEOO, Personnel Dean of the College, Dean of Pre-College Programs	30 October each year
A6. The College will provide employee orientation for all new employees.	Personnel, Dean of the College, Dean of Pre-College Programs	Accomplished

Dissemination of Policy

Action	Responsibility	Target Date
<p>A7. The College shall include non-discriminatory clauses in all contracts with the Service Employees' International Union, Local 82, AFL-CIO and review all contractual provisions to ensure they are non-discriminatory.</p>	<p>Director of General Services</p>	<p>Accomplished</p>
<p>A8. The Equal Employment Opportunity Officer shall serve as a consultant to the College negotiating team in the negotiation of labor contracts.</p>	<p>EEOO</p>	<p>Immediate and continuing</p>
<p>A9. The College will publish articles on EEO Programs, progress reports, promotions, etc., of minority and female employees in College publications.</p>	<p>Office of Public Relations</p>	<p>Immediate and continuing</p>
<p>A10. When employees are featured in College advertising, employee handbooks or similar publications both minority and non-minority men and women, will be pictured.</p>	<p>Office of Public Relations Personnel</p>	<p>Immediate and continuing</p>
<p>A11. The College will inform all recruiting sources verbally and in writing of its policy and stipulate that these sources actively recruit and refer minorities, and women for all positions listed.</p>	<p>EEO, Personnel, Office of the Dean of the College, Dean of Pre-College Programs</p>	<p>Immediate and continuing</p>
<p>A12. Written notification of College policy shall be sent to all firms, subcontractors, vendors, suppliers.</p>	<p>Business Office</p>	<p>30 June 1974</p>



Dissemination of Policy

Action	Responsibility	Target Date
A13. The identity of the Equal Employment Opportunity Officer shall appear on all official internal and external publications on the College's Equal Opportunity programs.	EE00, Office of Public Relations Business Office	Immediate and continuing
A14. The College shall maintain and use up-to-date program literature from other sources to keep administrators and supervisors aware of current EEO developments.	EE00	Immediate and continuing
A15. The EEO Officer shall meet with supervisors and administrators as necessary to re-emphasize the need for continuing sensitivity to the goals of Equal Employment Opportunity and the need for positive action in Equal Employment Opportunity.	EE00	Immediate and continuing

ADMINISTRATION OF
THE AFFIRMATIVE ACTION PLAN

Problem

Gallaudet College needs to assure that all organizational units reflect a uniform position and consistent implementation of the Affirmative Action Plan and that its goals are aggressively pursued.

Goals

To establish procedures for the effective implementation of the Gallaudet Affirmative Action Policy as stated at the beginning of this plan.

B. ADMINISTRATION AND MONITORING OF
EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION PROGRAM

Action	Responsibility	Target Date
B1. The President will appoint an Aide to the President for Equal Employment Opportunity, directly responsible to the President, and with institution-wide responsibility for monitoring implementation, reporting on and evaluation of the Equal Employment Opportunity/Affirmative Action Program.	President	Accomplished
B2. The President will appoint an Affirmative Action Advisory Committee	President	31 January 1974
B3. Affirmative Action Advisory Committee will meet quarterly to advise the President of EEO problems, disseminate information, monitor the Affirmative Action Plan, provide recommendations, periodic evaluations and modifications of the Plan, and other responsibilities as described.	EEOO	30 March 1974 and continuing
B4. An annual review of Affirmative Action Plan for problem identification and recommended solutions with reports to be made to the President. The review shall include an examination of the percentage of minorities, and women by job category.	EEOO, Affirmative Action Advisory Committee	30 June each year
B5. A report will be made to the President on the progress and/or deficiencies of the Affirmative Action Plan.	EEOO	30 June each year
B6. A position and salary review will be maintained to ensure that all job descriptions are accurate, positions are appropriately graded and classified and titled without regard to race, color, sex, religion, or national origin.	Personnel Office, Dean of the College, Dean of Pre- College Programs	30 June each year

Administration and Monitoring

Action	Responsibility	Target Date
B7. Where discrepancies are discovered by the review, adjustments will be made to bring positions, grade and salary into line.	Personnel Office, Dean of the College, Dean of Pre-School Programs	Immediate and continuing
B8. An annual review of projected Callaudet College personnel needs will be made and results publicized to inform employees of: (1) projected job openings in the coming year, the qualifications required for these positions; (2) the future promise of these positions; (3) how qualifications can be fulfilled. Interim updates to this report during the year will be made as program changes dictate.	Personnel, All Unit Administrators	1 February each year
B9. A fully computerized system of employee data shall be developed to provide for timely, systematic collection, maintenance, and analysis of statistical data on employment.	Director of General Services	In Progress
B10. An employee survey will be made to identify underutilized, non-utilized skills now available.	Personnel, Dean of the College Dean of Pre-College Programs	In Progress
B11. Information from employee survey will be computerized and updated semi-annually.	Personnel, Dean of the College Dean of Pre-College Programs	In Progress
B12. Policy regarding student employment shall be examined to assure that conditions of employment of students are in compliance with Equal Employment Opportunity guidelines.	Dean of Students, Personnel Office	30 June 1974
B13. An effective liaison system will be established between employees and management through which employee problems relating to Equal Employment Opportunity and Affirmative Action can rapidly be brought to the attention of the appropriate staff for resolution.	EEEO, Affirmative Action Advisory Committee	Immediate and continuing

Administration and Monitoring

Action	Responsibility	Target Date
B14. Periodic meetings of the Affirmative Action Advisory Committee will be held when advised by the President or the Committee.	EE00, President	Immediate and continuing
B15. Grievances involving alleged discriminatory practices will be properly channeled through the appropriate grievance procedure.	EE00	Immediate and continuing
B16. The Affirmative Action Plan will be made part of the official operating procedures. As changes are made in the Plan, updated versions will be provided.	EE00, Business Office	February 1974 and continuing

REPORTING AND EVALUATION

Problem

The need for structure, procedures and appropriate maintenance to assure that the Affirmative Action Plan will be implemented and its goals and timetables met.

Goals:

To assure that (1) progress is made toward achieving Affirmative Action goals, (2) the goals and activities are directed at real problems, and (3) procedural aspects of the Plan are simplified, standardized and effective.

C. REPORTING & EVALUATION

Action	Responsibility	Target Date
<p>C1. An annual report will be made of minority and women employees to assess progress. Tabulations will be made of promotions to higher grade levels by organizational units to ascertain progress. (See B4)</p>	<p>Affirmative Action Advisory Committee</p>	<p>June 1974</p>
<p>C2. Regular (quarterly) reports will be made on types of EEO problems and to identify recurring problem areas for which solutions should be considered. (See B3)</p>	<p>EEEO, Affirmative Action Advisory Committee</p>	<p>March 1974, and continuing</p>
<p>C3. A regular report (frequency dependent upon the type of activity) will be made of all activities specified in the Affirmative Action Plan. Problem areas will be identified and solutions proposed will be incorporated in the Plan.</p>	<p>EEEO</p>	<p>March 1974 and continuing</p>
<p>C4. Reports on progress and problems will be submitted to the President as required. (See B4, B5)</p>	<p>EEEO, Affirmative Action Advisory Committee</p>	<p>As required</p>
<p>C5. All employees of the College shall be informed of the progress of the Affirmative Action Plan through distributing and publicizing information at all levels of the College in staff, faculty meetings and similar type gatherings.</p>	<p>Affirmative Action Advisory Committee, Supervisors, EEEO</p>	<p>March 1974, and continuing</p>

TRAINING AND DEVELOPMENT

Problems

Career ladders within job series and the opportunities to move laterally into better jobs with greater upward mobility need to be more clearly defined.

Supervisors need to develop a sensitivity to the effect their actions or lack of actions have on their employees, especially as they relate to equal employment.

Goals

To develop career ladders and alternate patterns for upward mobility.

To develop within all supervisors a heightened sensitivity to equal employment opportunity and the objectives of this Affirmative Action Plan. To increase and refine the human relations skills of supervisors, managers.

D. TRAINING AND DEVELOPMENT PROGRAMS

Action	Responsibility	Target Date
D1. Special training opportunities will be developed and presented as required (and feasible) to promote the achievement of upward mobility outlined in this plan.	Personnel, Dean of the College, Dean of Pre-College Programs	Immediate and continuing
D2. A one-day conference on equal employment opportunity affirmative action shall be held for unit administrators, department chairmen, and budget unit heads by invitation of the President. A half-day conference shall be held annually after the initial conference.	EEO, Faculty Welfare Committee, Personnel, Dean of Pre-College Programs, Dean of the College	30 June 1974
D3. A training program for supervisors in the areas of developing supervisory techniques such as, employee counseling, handling grievances and responsibility and role for affirmative action shall be held annually.	Personnel, EEO	September 1974
D4. Newly hired supervisors will be required to take such training within three months of assumption of their duties.	Personnel	January 1974 as required
D5. Follow-up courses, based on an assessment of the success of initial training, will be conducted. An assessment will also be made of the need for related types of supervisory training and serve as a technical resource for supervisory problems.	Personnel	January 1974
D6. All supervisory and management training courses will include a unit on EEO roles and responsibilities.	Personnel	September 1974

Training and Development

Action	Responsibility	Target Date
D7. A training conference shall be held for members of the Affirmative Action Advisory Committee.	EEOO	30 March 1974
D8. An orientation program for all new employees --faculty, staff, and students will include EEO and the Affirmative Action Plan.	Personnel, EEOC	In Progress
D9. College publications, On the <u>Green</u> and <u>Gallaudet Today</u> will include periodic items about training opportunities.	Office of Alumni and Public Relations	30 January 1974
D10. A viable and meaningful program of "Upward Mobility" with career ladders and alternate patterns for advancement will be developed as an incentive to employees to seek career growth and increased responsibility. It shall include an inventory of skills and capabilities of every employee, and an efficient method of ensuring that all eligible employees are aware of training and career development opportunities.	Personnel	1 January 1975
D11. A periodic review will be made of the number of types of employees who have taken advantage of training opportunities, follow-up on job advancements gained by them, and assessment of potential for continuing career development.	Affirmative Action Advisory Committee	30 March 1974
D12. All employees will be given an opportunity for career development counseling by their supervisor at least once a year with additional opportunities optional.	All Supervisors, EEOO	30 January 1974

Training and Development

Action	Responsibility	Target Date
D13. Each screening committee shall meet to review the EEO guidelines and the goals of the College Affirmative Action Plan prior to screening any applicants.	Appropriate Administrative Official, EE00	Immediately
D14. The EE00 shall meet with supervisors and panels participating in the grievance procedure to advise them of EEO guidelines and to develop a sensitivity to the nature of discrimination.	EE00	Immediately

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RECRUITMENT

Problems

Gallaudet College employs minority group members and women. However, a concentration of minorities, and women exists in the work force at the GSE 5, 6, and 7 levels, and the instructor and assistant professor levels. Currently recruiting efforts have not expanded appreciably to reach those sources with a large number of minority group members or women. Recruiting of individuals of Spanish heritage has not reached a level of intensity commensurate with the employment needs of this population.

Goals

To increase and maintain minority and women employment in grades above the GSE 7 level and the rank of assistant professor level, so that employment is representative of the population of the recruitment and labor pool, through the establishment of recruitment procedures which will attract minorities and women.

E. RECRUITMENT

Action	Responsibility	Target Date
<p>E1. Gallaudet College will actively engage in recruiting, searching for and helping minorities and women to compete effectively for positions at Gallaudet College so that minorities and women are, in fact, equal in their chances for employment.</p>	Personnel	Immediate and continuing
<p>E2. A talent search for minorities and women will be made annually to tie into forecasts of Gallaudet College needs.</p>	Personnel/All of Gallaudet College	1 June 1974
<p>E3. A summary of hiring procedures will be available to all employees of the College and applicants.</p>	Personnel, Dean of College, Dean of Pre-College Programs	1 June 1974
<p>E4. A skills file on applicants not accepted for employment will be maintained and computerized to provide a resource for recruitment.</p>	Personnel	In Progress
<p>E5. Job opportunities will be posted on campus as well as advertised through appropriate professional journals, job registries and the public media.</p>	Personnel, Dean of College, Dean of Pre-College Programs	In Progress
<p>E6. The public media that caters largely to minority groups and women will be used to advertise the availability of jobs. Special publicity designed for the Spanish heritage community will be developed, primarily for work-training and entry level positions.</p>	Personnel, Dean of College, Dean of Pre-College Programs	In Progress
<p>E7. In recruitment advertisement no sex preference will be stated unless it is proven to be a bonafide occupational qualification. Advertisement for positions will be placed only in columns marked "Help Wanted--Male/Female".</p>	Dean of College, Director of Pre-College Programs, Personnel	In Progress

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Recruitment

Action	Responsibility	Target Date
<p>E8. The channel of recruitment of minorities and women will be (a) Gallaudet employees; (b) advertisements in appropriate professional journals and job registries; (c) unsolicited applications or inquiries; (d) women teaching at predominantly women's colleges, minorities at predominantly minority colleges; (e) minorities and women, professionally engaged in non-academic positions, such as industry, government, law firms, hospitals; (f) professional women and minorities working at independent research institutions and libraries; (g) professional minorities and women, who have received significant grants for professional recognition; (h) women and minorities already at the institution and elsewhere working in research or other capacities not on the academic ladder; (i) minorities and women graduate degree recipients from Gallaudet's own graduate school and from other institutions who are not presently using their professional training; (j) women and minorities presently candidates for graduate degrees at Gallaudet College and elsewhere who show promise of outstanding achievement; (k) minorities and women listed in relevant professional files, registries and data banks. (Aids to expanded recruitment may be found in Appendix B)</p>	<p>Personnel, Dean of College, Director of Pre-College Programs</p>	<p>In Progress</p>
<p>E9. Each faculty department and the Non-Faculty Personnel Office will show evidence that in its recruitment it has followed the appropriate channels of recruitment and each screening committee shall submit its final recommendation in writing with supporting data. No offers of employment will be made until the Office Non-Faculty Personnel, or Dean of the College, or the Dean of Pre-College Programs, or other appropriate Dean, and the EEO Officer have been satisfied that good faith search efforts have been made to secure applicants who are minorities or women and that the EEO guidelines have been followed in hiring.</p>	<p>Unit Administrators,</p>	<p>Immediately</p>

Action	Responsibility	Target Date
E10. Screening or interview committees for management and faculty level positions will include women and minorities where possible.	Dean of College, Dean of Pre-College Programs, Personnel	Immediately
E11. Where deviation from EEO guidelines and the Affirmative Action Plan exists, the President will review the recommendations of the Unit Administrator and the EEO to satisfy himself or herself that the screening process has not denied fair and equitable treatment to any candidate, and that each committee has observed the established goal of the College to hire and promote minorities and women.	President	Immediately
E12. Recruitment for any non-faculty position will be prohibited until a position description and classification are on file in the Office of Non-Faculty Personnel. This prohibition will include all permanent, part-time or full-time, and all temporary positions both full-time and part-time, with the exception of contract help from temporary supply agencies external to the College.	Personnel	Immediately
E13. Each faculty department of the College shall report to Committee A its appointment standards which shall include a list and resumes of all individuals who were screened for a position and a copy of any published announcements of required qualifications for a vacancy.	Committee A	Immediately

Recruitment

Action	Responsibility	Target Date
E14. MSSD, Kendall, and Non-Faculty Personnel shall develop a system of reporting appointment standards which will include a list of resumes of individuals screened for positions and a copy of any published announcements of required qualifications for a vacancy.	Dean of Pre-College Programs Personnel	1 June 1974
E15. The College shall adopt an institution-wide policy on nepotism which permits close relatives to work in the same department or unit without prejudice, providing that both are qualified for positions held and that neither participates in employment decisions about the other.	Board of Directors	May 1974

E16. See B8.

PROMOTION

Problem

Promotion practices and opportunities within each unit of Gallaudet College must be uniform. Every employee--faculty and non-faculty--must be aware of the basis on which he or she is evaluated or can earn a promotion. There should be written instructions and guidelines of the evaluation process and a clearly established criteria for the evaluation.

Goals

To establish a uniform system for evaluating the performance of employees in like or similar positions and comparable grades or rank.

F. PROMOTION AND SELECTION

Action	Responsibility	Target Date
F1. Each non-faculty employee will receive an updated job description for the position he/she currently occupies to assure that he/she is aware of the requirements of the job and has a basis for self-assessment. (See B-6)	Personnel, All Supervisors	30 March 1974
F2. Each faculty member shall receive a copy of the evaluation procedure and criteria within a department for appointments, merit increases, promotions, reappointments, non-reappointments, and tenure.	Dean of College, Dean of Pre-College Programs	In Progress
F3. The College will develop a Wage and Salary Manual which will include performance criteria for all non-faculty positions and distribute performance criteria to all non-faculty.	Personnel	February 1974
F4. Opportunities will be provided to monitor and assess criteria to assure that they are valid and are equally applied. (See B4, B6)	Personnel, EEOO	Annually
F5. Supervisors will confer with employees at least once annually to discuss career development. (See D12)	All Supervisors	30 January 1974
F6. An examination of the placement of individuals within a department or budget unit will be made to assure that minority groups, females and deaf have had equal opportunity for advancement and that concentrations of minorities and females do not reflect discriminatory practices. (See B4)	Department Chairmen, Budget Unit Heads	30 June 1974 and continuing



Action	Responsibility	Target Date
<p>F7. A periodic review of the assignment (teaching load, class assignment, committee membership) of individuals within a department will be made to determine that no patterns of discrimination exist.</p>	<p>Department Chairman, Director Pre-College Programs</p>	<p>30 June 1974</p>
<p>F8. The College will revise its grievance policy to include (1) protection of an employee from recrimination; (2) the opportunity for an employee to be heard by a group consisting of employees, supervisors and/or administrators not directly involved with the grievance, if the grievance is not resolved by the current chain of action; and (3) the function of the EEO to advise supervisors and panels participating in the grievance procedure of the EEO guidelines and to develop a sensitivity to the nature of discrimination.</p>	<p>Board of Directors</p>	<p>March 1974</p>



EMPLOYMENT

Problem

Gallaudet College needs to be more representative of the minority and female communities as a percentage of the recruitment and labor pools.

Goals

To establish numerical goals and timetables for hiring minorities and females on the faculties of the College and in non-faculty positions through viable and realistic goals representative of the minority and female recruitment and labor pool.

G. EMPLOYMENT

Action	Responsibility	Target Date
G1. The Graduate Faculty will develop a set of numerical goals with timetables for hiring minorities and women.	Dean of Graduate College, Faculty of Graduate College	1 June 1974
G2. The Kendall Demonstration Elementary School faculty will develop a set of numerical goals with timetables for hiring minorities and women.	Director of KDES, Faculty of KDES	1 June 1974
G3. The Model Secondary School for the Deaf faculty will develop a set of numerical goals with timetables for hiring minorities and women.	Director of MSSD, Faculty of MSSD	1 June 1974
G4. The Undergraduate Faculty will develop a set of numerical goals with timetables for hiring minorities and women.	Dean of College, Faculty of College, Committee A	1 June 1974
G5. The Office of Non-Faculty Personnel will develop a set of numerical goals with timetables for hiring minorities and women.	Personnel, Unit Administrators	1 June 1974
G6. The EEOO will serve as a consultant to the Faculties of the Graduate and Undergraduate Colleges, KDES, MSSD and the College Personnel Office in the development of specific equal opportunity goals for each unit.	EEOO	Immediately

COMMUNITY RELATIONS

Problem

Gallaudet College needs to demonstrate its commitment to equal opportunity to to the community as a member of the community and employer of its residents.

Goal

To establish Gallaudet as an active participant and citizen within the community in which it is located and to provide support for it.

H. COMMUNITY RELATIONS

Action	Responsibility	Target Date
H1. The College shall support and participate in activities of such groups as the District of Columbia Commission on the Status of Women, the joint activities of the Affirmative Action Officers of the Consortium of Universities and the District of Columbia Commission on Human Rights.	EE00	In Progress
H2. The College will make available its facilities to neighborhood groups in accordance with established policy on use of facilities.	Dean of Student Affairs	In Progress
H3. The College, specifically the President, the Vice President for Planning and Public Service and a student appointed by the President of the Student Body, shall initiate meetings not less than twice a year with representatives of community organizations to explore ways in which the College can participate.	EE00	30 June 1974
H4. The College will undertake an active, systematic program of public school relations, such as a cooperative education program.	EE00, Director of Continuing Education, Director of Office of Public Services, etc.	In Progress
H5. Opportunities for involvement in community activities, e.g. members of Boards of private agencies, tutors, other volunteer opportunities etc., will be identified and publicized to entire staff.	Affirmative Action Advisory Committee	30 June 1974 and continuing

UNDERGRADUATE FACULTY GUIDELINES ON
EQUAL EMPLOYMENT OPPORTUNITY

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INTRODUCTION

1 March 1973

The national trend in human relations has been toward non-discrimination and equal employment opportunity in all areas. Accordingly, we at Gallaudet College have a moral and intellectual obligation to do our share to eliminate any vestiges of discriminatory practices within the college community.

In view of recognizing its responsibility to make sure that no discrimination on grounds of race, color, religion, sex, or national origin occur within departments of instruction, Committee A has developed a set of guidelines, goals and timetables, hereafter called UGF Guidelines on Equal Employment Opportunity. The guidelines, based on the HEW Higher Education Guidelines, will be included as a part of the affirmative action program which is prepared by the College President's Committee on Equal Employment Opportunity.

Committee A pledges to cooperate with the President's Committee on EEO in achieving the goals of the affirmative action for eliminating discrimination.

The percentages of women and minorities in areas such as academic rank, recruitment, salary, are too low regardless of whether or not actual discrimination has existed. In addition to its goals and timetables (see p.8) Committee A plans to increase these percentages by urging departments of instruction:

1. to make serious efforts to recruit women or minority persons for a vacant or new position;
2. to review salaries, ranks, teaching loads and work assignments of faculty members.

The UGF Guidelines on EEO are provided to insure that no discrimination on any grounds, whether intended or unintended, will occur again in the future.

The UGF Guidelines on EEO include several areas such as recruitment, hiring, grievance procedure. Other areas (promotion, reappointment, merit increase, leave policies) are covered in the UGF Guidelines.

RECRUITMENT

1. Recruitment procedures utilized by all departments of instruction, must adhere closely to the HEW Higher Education Guidelines which specifically stress that qualified women and minorities must be recruited by colleges as actively as white males have been in the past.
2. Job opportunities or openings must be posted on campus as well as advertised through professional journals and job registries within academic disciplines.

3. The following channels of recruitment, as outlined in HEW Higher Education Guidelines, are suggested herewith to guide Departments in complying with the law:
- a. advertisements in appropriate professional journals and job registries;
 - b. unsolicited applications or inquiries;
 - c. women teaching at predominantly women's colleges, minorities at predominantly minority colleges;
 - d. minorities or women professionally engaged in non-academic positions, such as industry, government, law firms, hospitals;
 - e. professional women and minorities working at independent research institutions and libraries;
 - f. professional minorities and women who have received significant grants or professional recognition;
 - g. women and minorities already at the institution and elsewhere working in research or other capacities not on the academic ladder;
 - h. minority and women doctoral recipients, from the contractor's own institutions, who are not presently using their professional training;
 - i. women and minorities presently candidates for graduate degrees at the institution and elsewhere who show promise of outstanding achievement (some institutions have developed programs of support for completion of doctoral programs with a related possibility of future appointment);
 - j. minorities and women listed in relevant professional files, registries and data banks, including those which have made a particularly conscientious effort to locate women and minority persons;
 - k. announcements posted simultaneously with other publications of the position opening, within the recruiting Department and also in appropriate places on campus designated for this purpose, until the position is filled.
4. Every department must show evidence that it has contacted various sources such as women caucuses, black and other caucuses, predominantly women's colleges, predominantly minority colleges, etc.
5. Recruitment procedures must provide a full description of position qualifications and responsibilities and include adequate notice of deadlines for applying for said position(s).
6. Committee A will assist the various departments with information on EEO policies whenever requested to do so.
7. Committee A will be responsible for reviewing the recruiting procedures used and the applications received by departments to determine only that no discrimination was effected in the recruiting process.

TRAINING

All in-service workshops and/or training programs sponsored by the college administration for the purpose of 1) upgrading professional skills within the various disciplines, and/or 2) improvement of teaching or research activities on this campus, shall be open to all interested persons outside specific disciplines as well as to those within.

HIRING

Every department is required to report its standards regarding appointments to Committee A. Reports on such standards must be kept up-to-date.

All departmental requests for appointments must be accompanied by the following data:

1. A list and resumes of individuals who were screened for a position. This list should include any data that may subsequently become available, especially for the person for whom the appointment is requested, on race, color, religion, sex, or national origin.
2. A copy of published announcement of required qualifications for a vacancy.

PLACEMENT, JOB CLASSIFICATION, AND ASSIGNMENT

1. The Chairman must examine carefully the placement of individuals within the department to be certain that qualified women or minorities are not "clustered" in positions of lower pay or where there is less opportunity for advancement, as compared with the placement of non-minority males.
2. Requirements for a position and a description of duties must be available. This should include the average teaching load of a department member and the policy on released time. Where duties and qualifications are the same, there can be no separate classification depending on race, color, religion, sex, or national origin.
3. The chairman must periodically review the assignment (teaching load, class assignment and the opportunity to serve on departmental committees) of individuals within the department to ascertain that patterns of discrimination do not develop within the department.

GRIEVANCE PROCEDURE

The Federal Equal Employment Opportunity Commission has jurisdiction over individual complaints of discrimination by academic as well as non-academic employees of educational institutions. Class complaints, groups of individual complaints, or other information which indicated possible institutional patterns of discrimination (as opposed to isolated cases) will be subject to investigation by the

Office for Civil Rights. In such cases, retrospective relief for individuals within such classes or groups will, however, remain within the jurisdiction of the Federal Equal Employment Opportunity Commission.

If a faculty member has reason to believe that in reappointment, promotion compensation, etc., he has been discriminated against on grounds of race, color, religion, sex, or national origin, he may:

1. follow the normal grievance procedure (see Article V.4 in the By-Laws)
2. use legal services through a lawyer, court, or professional and other organizations
3. report to the appropriate Federal agency.

RESPONSIBILITY FOR IMPLEMENTATION

Committee A shall be responsible for the implementation of the UGF Guidelines on Equal Employment Opportunity. Since these guidelines are based on the HEW Higher Education Guidelines, Committee A shall revise the UGF Guidelines on Equal Employment Opportunity from time to time, depending on revisions as issued by HEW or other Federal agencies. The UGF Guidelines on Equal Employment Opportunity are subject to approval by the Board of Directors.

Committee A shall ascertain that every department or unit follows the UGF Guidelines. The Dean and department or unit head shall keep the following basic data on each individual with a faculty rank:

1. Name
2. Sex
3. Ethnic identification ("Black," "Spanish-American," "Oriental-American," "White," and "Other")
4. Year or date of birth, or age
5. Current salary (full-time annual equivalent)
6. Teaching or research status
7. Current academic rank
8. Personnel action resulting in current academic rank (initial appointment, promotion, transfer)
9. Date of personnel action resulting in current academic rank (years in current rank)
10. Previous academic ranks
11. Employment status (full-time, part-time, tenured, non-tenured, etc.)
12. Academic qualifications (degrees, diplomas, etc.)
13. Organizational unit where employed
14. Date of appointment

GOALS AND TIMETABLES

According to the UGF Guidelines, every faculty member must have a) academic competence, b) competence in the simultaneous method, c) competence as a departmental and faculty member, and d) scholarly competence. The UGF Guidelines provide a clear description of these qualifications and a procedure for evaluating them for reappointment, merit increase, promotion, tenure, etc.

Since instruction is our primary concern, we must constantly improve teaching quality at Gallaudet College. For this reason, we must maintain high standards for initial appointment, reappointment, promotion, tenure, etc. However, we can--and will--recruit women and minority persons without sacrificing or lowering such teaching quality. We must simply improve our recruitment procedure and eliminate discrimination on the grounds of sex, color, religion, race, or national origin in all the areas such as salary distribution, promotion, merit increase, tenure, etc.

In order to complete this plan, we present a set of goals and timetables here:

1. Begin the implementation of the UGF Guidelines on Equal Opportunity by March, 1973.
2. Circulate in spring, 1973, a memorandum urging department chairmen to review the work assignment of individuals within the department.
3. Urge department chairmen to review in spring, 1973:
 - a) individual salaries and make a report or such recommendations that there will be no discrimination in the salary distribution among the members within the department.
 - b) the academic ranks of individuals within the department and make, if necessary, recommendations.
4. Raise the percentages of minority persons and women; the percentages of minorities and women among the UGF at Gallaudet College should be comparable to those among the total number of persons with graduate degrees in the U.S. within ten years.
5. Request the Dean to provide Committee A with data on UGF members (salary and rank distributions by sex, race, color, and national origin) by February 1 every year for analyses.
6. Evaluate the effectiveness of UGF Guidelines on EEO in spring, 1974, and revise the Guidelines on EEO if necessary.

UTILIZATION ANALYSIS

AND

GOALS AND TIMETABLES

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DISTRIBUTION OF GALLAUDET COLLEGE FACULTY

BY RANK

FEBRUARY 1974

	Minority Males		Minority Females		Caucasian Females		Total	
	#	%	#	%	#	%	#	%
Professor	2	7.4			1	3.7	27	100
Associate Professor	2	3.3	1	1.64	21	35.5	59	100
Assistant Professor	1	1.9	2	3.8	20	38.4	52	100
Instructor	2	4.6			28	66.6	42	100
Total	7	3.8	3	1.6	70	38.8	180	100

DISTRIBUTION OF MSSD FACULTY

FEBRUARY 1974

	Minority Male		Minority Females		Caucasian Females		Total	
	#	%	#	%	#	%	#	%
Total	2	3	7	10.5	29	45	65	100

DISTRIBUTION OF MSSD ADMINISTRATIVE STAFF

FEBRUARY 1974

	Minority Males		Minority Females		Caucasian Females		Total	
	#	%	#	%	#	%	#	%
Top Management							7	100
Middle Management					3	43	7	100
Total					3	21	14	100

DISTRIBUTION OF KENDALL FACULTY

BY RANK

FEBRUARY 1974

	Minority Males		Minority Females		Caucasian Females		Total	
	#	%	#	%	#	%	#	%
Professor							1	100
Associate Professor			1	17	3	50	6	100
Assistant Professor	1	10	1	10	6	60	10	100
Instructor	1	3	8	22	17	47	36	100
Total	2	4	10	19	26	49	53	100

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NON-FACULTY PERSONNEL

BY CATEGORY

1974

	Minority Males		Minority Females		Caucasian Females		Total	
	#	%	#	%	#	%	#	%
Managers and Administrators			1	4	3	11	26	100
Professional and Technical	10	8	8	6	61	48	27	100
Clerical	7	5	37	28	75	57	131	100
Craftsmen	5	27					18	100
Laborers	7	87					8	100
Service Workers	33	51	20	31	1	1	64	100
Total	62	18	66	19	140	42	374	

DISTRIBUTION OF GALLAUDET COLLEGE
NON-FACULTY PERSONNEL
BY G.S. EQUIVALENT

<u>GSE</u>	<u>MINORITY MALES</u>		<u>MINORITY FEMALES</u>		<u>CAUCASIAN FEMALES</u>		<u>TOTAL EMPLOYEES</u>	
	#	%	#	%	#	%	#	%
2	-		1	100	-		1	100
3	1	25	2	50	1	25	4	100
4	7	25	8	28	11	39	28	100
5	4	9	13	28	25	54	46	100
6	12	35	13	20	24	38	64	100
7	8	14	9	16	22	39	56	100
8	2	6	3	9	19	54	35	100
9	4	11	-		15	43	35	100
10	2	9	-		8	36	22	100
11	-		1	6	10	56	18	100
12	-		-		2	25	8	100
13	-		-		1	9	11	100
14	-		-		-		4	100
15	-		-		-		3	100
16	-		-		-		1	100
<u>W3</u>								
2	17	50	17	50	-		34	100
3	2	100	-		-		2	100
4	1	100	-		-		1	100
5	-		1	100	-		1	100
Total	60	16	68	18	138	37	374	100

AVAILABILITY

Minorities - 5 Years or More of College

	<u>Blacks & Others*</u>	<u>Blacks</u>	<u>Others</u>
Total	280**	162	118
Male	159	82	77
Female	121	79	42

Percent

Total	5%***	3%	2%
Male	3%	1.6%	1.5%
Female	2%	1.5%	.08%

*14 years and over with 5 years or more of college

** Number in thousands

*** Total people 14 years and over with 5 years or more of college-5,255,000

Source:

Current Population Reports, Series P-20, No. 229, December 1971
Population Characteristics - U.S. Bureau of the Census

AVAILABILITY

Caucasian Women - 5 Years or More of College

Caucasian Women

Total	1491**
Percent	28%***

- * 14 years and over with 5 years or more of college
- ** Number in thousands
- *** Total people 14 years and over with 5 years or more of college - 5,255,000

Source:
Current Population Reports, Series P-20, December 1971
Population Characteristics - U.S. Bureau of the Census

AVAILABILITY

Minorities - 4 Years of College*

	<u>Blacks & Others*</u>	<u>Blacks</u>	<u>Others</u>
Total	508**	371	137
Male	241	168	73
Female	267	203	64

Percent			
Total	6%	4%	2%
Male	3%	2%	1%
Female	3%	2%	1%

*14 years and over with 4 years of college

**Number in thousands

***People 14 years and over with 4 years of college - 9,027,000

Source:

Current Population Reports, Series P-20, December 1971
Population Characteristics - U.S. Bureau of the Census

AVAILABILITY

Caucasian Women - 4 Years of College*

Caucasian Women

Total 3914**

Percent 43***

- * 14 years and over with 4 years of college
- ** Number in thousands
- *** Total people 14 years and over with 4 years of college - 9,027,000

Source:

Current Population Reports, Series P-20, December 1971
Population Characteristics - U.S. Bureau of the Census

AVAILABILITY STATISTICS
 WASHINGTON, D.C. SMSA
 BUREAU OF LABOR STATISTICS

15 February 1974

Occupational Category	Minority		Caucasian		Total	
	Male	Female	Male	Female	Male	Female
Managers, Officials, etc.	11,000	5,000	98,000	19,000	109,000	24,000
Professional and Technical	21,000	27,000	164,000	81,000	185,000	108,000
Sales Workers	4,000	3,000	38,000	31,000	42,000	34,000
Clerical	29,000	55,000	44,000	165,000	73,000	220,000
Crafts, Foremen	23,000	2,000	83,000	3,000	106,000	5,000
Operatives	6,000	7,000	15,000	6,000	21,000	13,000
Laborers	17,000	-	18,000	-	35,000	-
Service Workers	32,000	43,000	43,000	49,000	75,000	92,000

AFFIRMATIVE ACTION UNIT: Graduate and Undergraduate
 JOB CATEGORY: Faculty
 TOTAL CURRENT POSITIONS: 180

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	4	2	39
2. % Availability	3	2	28
3. % Underutilization for Each (#2 - #1 = #3)	--	0	--
4. Numerical Goals (new needed) (#total employees x #3 = #4)	0	0	0
5. Current Number of Employees by Group	7	3	70
6. Minimal Goals: (total in workforce) (#4 + #5 = #6)	7	3	70
7. Projected Annual Vacancies 16 (turnover + expansion - contraction)			
TIMETABLES * (Number in Workforce)			
1974**	7	3	70

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: MSSD
 JOB CATEGORY: Faculty
 TOTAL CURRENT POSITIONS: 65

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	3	11	45
2. % Availability	3	2	28
3. % Underutilization for Each (#2 - #1 = #3)	0	--	--
4. Numerical Goals (#total employees x #3 = #4)	0	0	0
5. Current Number of Employees by Group	2	7	29
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	2	7	29
7. Projected Annual Vacancies - (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974**	2	7	29

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: MSSD
 JOB CATEGORY: Administrators
 TOTAL CURRENT POSITIONS: 14

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	0	0	22
2. % Availability	3	2	28
3. % Underutilization for Each (#2 - #1 = #3)	3	2	6
4. Numerical Goals (new needed) (#total employees x #3 = #4)	1	1	1
5. Current Number of Employees by Group	0	0	3
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	1	1	4
7. Projected Annual Vacancies <u>6</u> (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974**	1	1	4

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.
 **Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: KDES
 JOB CATEGORY: Instructor
 TOTAL CURRENT POSITIONS: 36

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	3	22	47
2. % Availability	3	3	43
3. % Underutilization for Each (#2 - #1 = #3)	--	--	--
4. Numerical Goals (new needed) (#total employees x #3 = #4)	0	0	0
5. Current Number of Employees by Group	1	8	17
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	1	8	17
7. Projected Annual Vacancies <u>12</u> (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974**	1	8	17

65

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.



AFFIRMATIVE ACTION UNIT: KDES
 JOB CATEGORY: Assistant Professor
 TOTAL CURRENT POSITIONS: 10

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	10	10	60
2. % Availability	3	2	28
3. % Underutilization (#2 - #1 = #3)	--	--	--
4. Numerical Goals (new needed) (#total employees x #3 = #4)	0	0	0
5. Current Number of Employees by Group	1	1	6
6. Minimal Goals (#4 + #5 = #6)	1	1	6
7. Projected Annual Vacancies <u>2</u> (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974**	1	1	6

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.



AFFIRMATIVE ACTION UNIT: KDES
 JOB CATEGORY: Associate Professor
 TOTAL CURRENT POSITIONS: 6.

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	0	17	50
2. % Availability	3	2	28
3. % Underutilization for Each (#2 - #1 = #3)	3	-	-
4. Numerical Goals (New Needed) (#total employees x #3 = #4)	1	0	0
5. Current Number of Employees by Group	0	1	3
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	1	1	3
7. Projected Annual Vacancies <u>2</u> (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974**	1	1	3

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1974**

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.



AFFIRMATIVE ACTION UNIT: KDES
 JOB CATEGORY: Professor
 TOTAL CURRENT POSITIONS: 1

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	0	0	0
2. % Availability	3	2	28
3. % Underutilization (new needed) (#2 - #1 = #3)	3	2	28
4. Numerical Goals	**	**	**

5. Current Number of Employees by Group

6. Minimal Goals (total in workforce)
(#4 + #5 = #6)

7. Projected Annual Vacancies 0
(turnover + expansion - contraction)

TIMETABLES* (Number in Workforce)

1974***

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

** This position was held by former Director of KDES. The position has been transferred to the Associate Professor category as of 1 July 1974. Because a zero balance in annual vacancies, no further calculations were made.

***Year goal achieved for all groups.

**AFFIRMATIVE ACTION UNIT: Non-Faculty
 JOB CATEGORY: Managers & Administrators
 TOTAL CURRENT POSITIONS: 26**

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	0	4	11
2. % Availability	8	4	14
3. % Underutilization for each (#2 - #1 = #3)	8	0	3
4. Numerical Goals (new needed) (#total employees x #3 = #4)	2	0	1
5. Current Number of Employees by Group	0	1	3
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	2	1	4
7. Projected Annual Vacancies <u>4</u> (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974	1	1	4
1975**	2	1	4

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: Non-Faculty
 JOB CATEGORY: Professional & Technical
 TOTAL CURRENT POSITIONS: 127

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	8	6	48
2. % Availability	7	9	28
3. % Underutilization for Each (#2 - #1 = #3)	--	3	--
4. Numerical Goals (new needed) (#total employees x #3 = #4)	0	4	0
5. Current Number of Employees by Group	10	8	61
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	10	12	61
7. Projected Annual Vacancies <u>36</u> (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974	10	10	61
1975**	10	12	61

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: Non-Faculty
 JOB CATEGORY: Laborers
 TOTAL CURRENT POSITIONS: 8

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	88	0	0
2. % Availability	49	0	0
3. % Underutilization for each (#2 - #1 = #3)	--	0	0
4. Numerical Goals (new needed) (#total employees x #3 = #4)	0	0	0
5. Current Number of Employees by Group	7	0	0
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	7	0	0
7. Projected Annual Vacancies <u>0</u> (turnover + expansion - contraction)			
TIMETABLES (Number in Workforce)			
1974**	7	0	0

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: Non-Faculty
 JOB CATEGORY: Clerical
 TOTAL CURRENT POSITIONS: 131

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	5	28	57
2. % Availability	10	19	56
3. % Underutilization for each (#2 - #1 = #3)	5	--	--
4. Numerical Goals (new needed) (#total employees x #3 = #4)	7	0	0
5. Current Number of Employees by Group	7	37	75
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	14	37	75
7. Projected Annual Vacancies <u>36</u> (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974	10	37	75
1975	13	37	75
1976**	14	37	75

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.



AFFIRMATIVE ACTION UNIT: Non-Faculty
 JOB CATEGORY: Service Workers
 TOTAL CURRENT POSITIONS: 64

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	51	31	2
2. % Availability	19	26	29
3. % Underutilization for each (#2 - #1 = #3)	--	--	27
4. Numerical Goals (New Needed) (Total employees x #3 = #4)	0	0	17
5. Current Number of Employees by Group	33	20	1
6. Minimal Goals (total in Workforce) (#4 + #5 = #6)	33	20	18
7. Projected Annual Vacancies <u>26</u> (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974	33	20	4
1975	33	20	8
1976	33	20	12
1977	33	20	16
1978**	33	20	18

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: Non-Faculty
 JOB CATEGORY: Craftsperson
 TOTAL CURRENT POSITIONS: 18

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	28	0	0
2. % Availability	21	2	3
3. % Underutilization (for each) (#2 - #1 = #3)	--	2	3
4. Numerical Goals (new needed) (#total employees x #3 = #4)	0	1	1
5. Current Number of Employees by Group	5	0	0
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	5	1	1
7. Projected Annual Vacancies <u>16</u> (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974	5	0	1
1975**	5	1	1

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

RECRUITMENT RESOURCES

Black Readership Newspapers in the United States¹

Alabama

Anniston Mirror, 1517 Cooper Avenue 36201 (2,140) W

Birmingham Baptist Leader, 1621 N Fourth Avenue 35210 W

Birmingham Mirror, 1517 N Fourth Avenue 35233 (14,400) W

Birmingham Times, 115 Third Avenue W 35233 (36,500) W

Birmingham World, 312 N 17th Street 35233 (2,800) SW

Huntsville Mirror, 203 Church Street 35801 (3,160) W

Mobile Beacon, 415 S Cedar Street 36601 (5,500) W

Montgomery Alabama Tribune, 123 Monroe Street 36104 (1,500) W

Sheffield Tri-Cities Mirror, 1013 E 18th Street 35660 (2,245) W

Tuskegee Tuskegeean, 1907 Washington Avenue 36088 (2,000)

Alaska

Anchorage Alaska Spotlight, P O Box 116 99501 (1,000) W

Arizona

Phoenix Arizona Sun, 4014 S Central Street 85040 (5,500) W

Phoenix Arizona Tribune, 2137 E Broadway 85040 (3,900) W

Arkansas

Little Rock Southern Mediator Journal, 9th at Arch Street 72201 (12,896)

California

Albany Black Times, P O Box 6253 94706 (45,820) W

¹ Order of citation is as follows: state and city of location, name of paper (generally add "The" to complete title), street address or box number, zip code, average circulation, and frequency of publication.

Frequency of circulation abbreviations are W for weekly, M for monthly, SW for semi-weekly, and BW for biweekly.

Circulation figures taken from Directory of Newspapers, Magazines, and Trade Periodicals 1971 (N W Ayer and Sons), Editor and Publisher Year Book 1970, or estimated based upon a prior report. These circulation figures change from week to week and should only be used as a measure of relative size. All data checked and made as accurate as possible.

California (Cont)

Bakersfield Outlook, 700 E Brundage Lane 93307 (4,000)

Berkeley Post, 2973 Sacramento Street 94702 (30,000) W

Compton Western Advocate, 724 W Compton Boulevard 90220 (10,000)

East Palo Alto Peninsula Bulletin, (6,000)

Los Angeles California Eagle, 2101 W Vernon Avenue 90008 (27,500) W

Los Angeles Herald Dispatch, 1431 W Jefferson Boulevard 90016 (31,000) SW

Los Angeles News, 1530 W Florence Avenue 90047 (2,500)

Los Angeles Record, 7519 S Vermont 90044 (5,000)

Los Angeles Sentinel, 1112 E 43rd Street 90011 (38,612) W

Menlo Park Ravenwood Post, 640 Roble Avenue 94025 (6,300)

Oakland California Voice, 814 27th Street 94607 (16,000) W

Sacramento Observer, P O Box 209 95801 (7,410) W

Sacramento Outlook, 1715 8th Street 95814 (4,940) BW

San Bernardino American, P O Box 2734 92406 W

San Diego Lighthouse, 2652 Imperial Avenue 92102 (10,000) W

San Francisco California Voice, 814 27th Street 94131 (12,500)

San Francisco Independent, 1555 Turk Street 94115 (8,200) W

San Francisco Sun Reporter, 1366 Turk Street 94115 (8,614) W

Colorado

Denver Blade, 3224 Downing Street 80205 (10,000) W

Denver Star, 3401 Columbine Street 80205 (1,200) W

Delaware

Wilmington Defender, 1400 French Street 19801 (3,789) W

District of Columbia

Washingt Afro-American, 1800 11th Street NW 20001 (5,251) SW

Washington Informer, 715 6th Street NW 20001 (24,000) W

Washington Observer, 711 Florida Avenue NW 20001 (15,000)

Florida

Fort Lauderdale Spur, P O Box 8727 33104 (1,700) W

Port Pierce Chronicle, 1521 Avenue D 33450 (9,879) W

Florida (Cont)

Jacksonville Advocate, 2307 Moncrief Road 32209 (6,400)
Jacksonville Florida Star-News, 2323 Moncrief Road 32209 (18,758) W
Jacksonville Florida Tattler, 918 W Union Street 32204 (16,500) W

Miami New Florida Courier, 14842 Robinson Street 33158 (15,835)
Miami Star, 738 NW Third Avenue 33136 (9,832)
Miami Times, 6740 NW 157th Street 33169 (17,800) W

Pensacola Citizen, 508 W Jackson Street 32501 W

Sarasota Weekly Bulletin, P O Box 2560 33578 (15,000) W

Tampa News Reporter, 1610 N Howard Avenue 32607 (7,800) W
Tampa Florida Sentinel Bulletin, 1151 Central Avenue 33602 (19,475) SW

West Palm Beach Photo News, 803 25th Street 33401 (2,370) W

Georgia

Albany Southwest Georgian, 517 Gordon Avenue 31701 (2,900) W

Atlanta Daily World, 210 Auburn Avenue NE 30303 (30,000) D
Atlanta Inquirer, 787 Parsons Street SW 30314 (27,258) W
Atlanta Voice, 953 Hunter Street NW 30314 (25,000) W

Augusta Weekly Review, 1540 12th Street 30901 (4,600) W

Columbus News, 1304 Midway 31901 (18,000) D

Savannah Herald, 808 Montgomery Street 31401 (3,106) W

Valdosta Telegram, P O Box 1433 31601 (10,000) W

Illinois

Champaign Illinois Times, 202 Ellis Avenue 61822 (1,500) BW

Chicago Bulletin, 728 W 65th Street 60619 (27,125) W
Chicago Courier, 4647 Martin Luther King Drive 60653 (25,000) W
Chicago Daily Defender, 2400 S Michigan Avenue 60616 (21,124) D
Chicago Mahammad Speaks, 5335 S Greenwood Avenue 60615
Chicago New Crusader, 6429 S Park Avenue 60637 (19,541) W
Chicago Weekend Defender, 2400 S Michigan Avenue 60616 (36,458) W

East St Louis Beacon, 2217 Missouri Avenue 62205 (3,500) W
East St Louis Crusader, 2206 Missouri Avenue 62205 (7,000) W
East St Louis East Side Monitor, 504 Alexander Place 60616 (7,500) W

Harvey Journal, 24 E 154th Street 60426 (39,378) W

Illinois (Cont)

Joliet Negro Voice, 807 E. Benton Street 60431 (4,500) W

Rockford Crusader, 821 Winnebago Street 61103 (4,800) W

Springfield Illinois Chronicle, 1210 S 16th Street 62703 (600) BW

Indiana

Gary American, 2268 Broadway 46407 (8,000) W

Gary Crusader, 1930 Broadway 46407 (9,612) W

Indianapolis Indiana Herald, 2449 Roder Street 46208 (24,104) W

Indianapolis Recorder, 518 Indiana Avenue 46202 (11,211) W

Iowa

Des Moines Iowa Bystander, 221 Locust Street 50309 (2,780) W

Kansas

Wichita Enlightener, 2833 Ellen Street 67219 (2,800) W

Kentucky

Louisville Defender, 1720 Dixie Highway 40203 (4,823) W

Louisiana

Alexandria News Leader, 71303 (10,500) W

Bat. Rouge News Leader, P O Box 1921 70802 (15,500) W

Bossier City Hurricane, P O Box 5628 71010 (2,375) W

Lake Charles News Leader, 70601 (10,000) W

Monroe News Leader, 71203 (11,000) W

New Orleans Louisiana Weekly, 640 S Rampart Street 70113 (14,447) W

Shreveport Sun, 1030 Texas Avenue 71102 (15,000) W

Maryland

Baltimore Afro-American, 628 N Eutaw Street 21201 (30,294) SW

Massachusetts

Boston Bay State Banner, 25 Ruggles Street 02119 (16,430) W

Boston Chronicle, 794 Tremont Street 02118 (10,509) W

Massachusetts (Cont)

Boston City News, 719 Boylston Street 02130 (20,000) W
Boston Graphic, 979 Tremont Street 02120 (4,000) W
Boston Orator, 254 Seaver Street (2,000) W
Boston Times, 169 Massachusetts Avenue 02115 (12,000) W

Roxbury City News, (19,328) W

Springfield Sun, 239 Hancock Street 01109 (12,500) W

Michigan

Detroit Courier, 1344 Broadway 48202 (9,202) W
Detroit Michigan Chronicle, 479 Ledyard Street 48201 (48,202) W
Detroit Michigan Scene, 8335 Woodward Avenue 48202 (4,100) W
Detroit Tribune, 970 Gratiot Street 48207 (28,700) W

Minnesota

Minneapolis Spokesman, 3744 Fourth Avenue S 55409 (11,284) W
Minneapolis Twin City Observer, 23 S 6th Street 55402 (9,691) W

St Paul Recorder, 403 New York Building 55101 (8,514) W
St Paul Sun, 809 Dayton Avenue 55104 (6,240) W

Mississippi

Greenville Delta Leader, 1513 Alexander Street 38701 (6,000) W

Jackson Advocate, 406 N Farish Street 39202 (7,900) W
Jackson Enterprise, 110 E Monument Street 39202 W
Jackson Mississippi Free Press, 1072 W Lynch Street 39203 (8,000) W

New Albany Community Citizen, P O Box 213 38652 (1,360) SM

Vicksburg Citizens Appeal, P O Box 240 39180 (4,700)

Missouri

Kansas City Call, 1715 E 18th Street 64141 (14,655) W

St Louis American, 3608 Cozens Street 63113 (7,800) W
St Louis Argus, 4595 Easton Avenue 63113 (6,386) W
St Louis Crusader, 4371 Finney Street 63113 (5,000) W
St Louis New Crusader, 5938 Plymouth Street 63113 (12,500) W
St Louis Mirror, 9320 Lewis and Clark Boulevard 63136 (51,500)
St Louis Sentinel, 3000 Easton Avenue 63106 (21,648)

Nebraska

Omaha Guide, 2420 Grant Street 68111 (4,050) W
Omaha Star, 2216 N 24th Street 68110 (33,575) W

Nevada

Las Vegas Voice, P O Box 4038 89106 (9,500) W

New Jersey

Asbury Park Central Jersey Post, RFD 178A 07712 (7,500) W
Newark Afro-American, 190 Clinton Avenue 07108 (3,819) W
Newark New Jersey Herald News, 188 Belmont Avenue 07109 (28,080) W

New York

Brooklyn New York Recorder, 1650 Fulton Street 11213 (24,169) W
Brooklyn Urban Life, 560 Atlantic Avenue 11217 (2,500) W

Buffalo Challenger, 1294 Fillmore Avenue 14211 (15,000)
Buffalo Criterion, 267 William Street 14204 (12,000) W
Buffalo Empire Star, 234 Broadway 19204 (15,000) W
Buffalo Empire State Bulletin, 1377 Main Street 14209 (8,500)

Hastings on Hudson Westchester County Press, 61 Pinecrest Drive 10706
(5,000) W

Jamaica News and Queens Voice, 170 Hillside Avenue 11432 (50,000) W

Mount Vernon Westchester Observer, 905 S 5th Avenue 10553 (7,500) W

New York Amsterdam News, 2340 8th Avenue 10027 (79,768) W
New York Courier, 310 Madison Avenue 10017 (9,182) W
New York Forty Acres and a Mule, P O Box 21 10027 (20,000) M
New York Muhammad Speaks, 113 Lenox Avenue 10026 (50,000) BW

Rochester American Negro, (7,000) W

Syracuse Progressive Herald, 815 E Fayette Street 13210 (9,300) W

North Carolina

Charlotte Post, 219 N McDowell Street 28204 (18,265) W
Charlotte Queen City Gazette, 2224 Beattles Ford Road 28208 (6,000) W

Durham Carolina Times, 436 E Pettigrew Street 27701 (22,004) W

Greensboro Carolina Peacemaker, P O Box 20853 27420 (7,500) W
Greensboro Future Outlook, 1306 Market Street 27401 (8,762) W

North Carolina (Cont)

Raleigh Carolinian, 518 E Martin Street 27601 (8,900) W

Wilmington Journal, 412 S 7th Street 28401 (8,604) W

Ohio

Cincinnati Call & Post, P O Box 6237 45206 (28,147) W
Cincinnati Herald, 863 Lincoln Avenue 45206 (15,500) W

Cleveland Call & Post, 1949 E 105th Street 44106 (27,308) W

Columbus Call & Post, 721 E Long Street 43215 (6,658) W
Columbus Ohio Sentinel, 430 E Long Street 43215 (3,862) W
Columbus Challenger, 222 Woodland Avenue 43203 (1,500)

Dayton Express, 1712 W Third Street 45407 (8,000) W

Hamilton Fort Hamilton Republican, 2666 Mack Road 45012 (2,650) W

Toledo Bronze Raven, 920 Collingswood Boulevard 43602 (7,000) W

Youngstown Buckeye Review, 240 N Walnut Street 44503 (6,000) W
Youngstown Mahoning Valley Challenger, 1115 Greenwood Avenue 44502
(10,000) W

Oklahoma

Muskogee Herald, 325 N Second Street 74401 (1,500) W

Oklahoma City Black Dispatch, P O Box 1254 73104 (15,300) W

Tulsa Oklahoma Eagle, P O Box 1867 74101 (9,850) W

Pennsylvania

Philadelphia Afro-American, 427 S Broad Street 19147 (4,800) W
Philadelphia Courier, 315 E Carson Street 15219 (1,242) W
Philadelphia Independent, 1708 Lombard Street 19146 (12,067) W
Philadelphia Open Mike, 1834 W Girard Avenue 19130 (5,000) W
Philadelphia Tribune, 524 S 16th Street 19146 (37,913) W

Pittsburgh Courier, 315 E Carson Street 15219 (94,464) W

South Carolina

Anderson Herald, 407 Butler Street 29621 (5,000) SW

Camden Chronicle, 1115 Broad Street 29202 (5,400) 3 days a week

Columbia Palmetto Times, 2202 Taylor Street 29202 (4,000) W

South Carolina (Cont)

Kingstree Carolina Sun, 601 E Main Street 29552 (1,000) W

Tennessee

Chattanooga Observer, 124 E 9th Street 37403 (4,200) W

Knoxville Flashlight Herald, 506 College Street NW 37921 (3,700) W
Knoxville Times, P O Box 281 37901 (2,495) W

Memphis Tri-State Defender, P O Box 311 38126 (22,000) W
Memphis World, 546 Beale Avenue 38103 (6,000) W

Murfreesboro News, 121 Vine Street 27130 (3,500) M

Nashville Commentator, 1909 Formost Street 37201 (4,185) W
Nashville Independent Chronicle, 2513 Clarksville Highway 37208 (4,900)
Nashville Southwestern Christian Recorder, 414 8th Avenue S 37203
Nashville Union Review, 523 Second Avenue N 37201 (3,200)

Texas

Dallas Express, 2604 Thomas Avenue 75204 (1,878) W
Dallas Post Tribune, 2604 Forest Avenue 75215 (28,103) W
Dallas World, 1314 Wood Street, 75202 (6,000) W

Fort Worth Bronze Texan News, 3025 S Freeway 76104 (5,000) W
Fort Worth Come Weekly 5529 Wellesley Street 76107 (1,500) W
Fort Worth LaVida, 3007 S Freeway 76104 (11,700)
Fort Worth Mind, 805 Bryan Street 76107 (15,000) W

Houston Defender, 77004 (8,000) W
Houston Forward Times, 4411 Almeda Road 77001 (29,621) W
Houston Informer & Texas Freeman, 2418 Leeland Avenue 77003 (2,830) SW
Houston Negro Labor News; P O Box 8055 77004 (20,000) W
Houston Sunnyside Digest, 3306 Chenevert Street 77004 (3,000) W

Kendleton Messenger, P O Box 7 77451 (2,100) W

San Antonio Register, 1224 E Commerce 78203 (10,000) W

Waco Messenger, P O Box 2087 76704 (2,000) W

Virginia

Charlottesville Tribune, 1055 Grady Avenue 22903 (3,800) W

Norfolk Journal & Guide, 7198 E Olney Road 23504 (24,000) W

Richmond Afro-American, 301 E Clay Street 23219 (12,138) W

Roanoke Tribune, 312 First Street NW 24016 (4,400) W

77

Washington

Seattle Facts News, 2803 Cherry Street 98104 (4,500)

Wisconsin

Milwaukee Gazette, 2421 N 3rd Street 53212 (11,010) W

Milwaukee Courier, 3868 N Teutonia Street 53206 (3,524) W

Milwaukee Star, 2334 N 3rd Street 53212 (6,000) W

Source: Editor and Publisher Yearbook and Directory of Newspapers, Magazines, and Trade Periodicals (both sources copyright by the publishers and data reproduced by permission) and other sources utilized by the author.

Black Readership Periodicals in the United States¹

African Heritage

79 Wall Street
New York, NY 10005
15,000 M

African Opinion

West 117th Street
New York, NY 10026
3,000 BM

Africana Library Journal

101 Fifth Avenue
New York, NY 10003
Q

African-American Teachers Forum

1064 Fifth Avenue
New York, NY 11238
BM

Afro-American Studies

150 Fifth Avenue
New York, NY 10011
Q

American Baptist (R)

1715 West Chestnut Street
Louisville, Ky 40203
1,611 W

American News

5425 S Central Avenue
Los Angeles, Cal 90011

ACS Newsletter

African Studies Center
Michigan State University
East Lansing, Mich 48823
BM

Atlanta University Bulletin (C)

Atlanta University
Atlanta, Ga 30314
3,500 Q

Black Academy Review

3296 Main Street
Buffalo, NY 14214
Q

Black Careers

40th and Chestnut
Philadelphia, Pa 19106
3,741 BM

Black Collegian (C)

3217 Melpomene Street
New Orleans, La 70125

Black Enterprise

295 Madison Avenue
New York, NY 10027
130,000 M

Black Law Journal

3107 Campbell Hall, UCLA
Los Angeles, Cal 90024

Black Scholar

PO Box 908
Sausalito, Cal 94965
M

Black Students

112 Low Library
Columbia University
New York, NY 10027

¹Periodicals are presented alphabetically with as much of the following information provided: name of magazine or periodical, type of publication (if not clear from title), mailing address or city of publication, circulation and frequency of publication. Under type of magazine, C designates college publication and R designates religious publication. For frequency, Q is quarterly, M is monthly, BM is bimonthly, W is weekly, and BW is biweekly. Sources of data include Standard Periodical Directory, 1970 and Directory of Newspapers, Magazines, and Trade Periodicals, 1971 (Ayer & Sons). Reproduced by permission of the publishers.

Black World
1820 S Michigan Avenue
Chicago, Ill 60016
M

Bluefieldian (C)
Bluefield State College
Bluefield, WV 24701
2,000 Q

Broadcaster (C)
Tennessee State University
Nashville, Tenn 37203
5,000 Q

Bronze American
7418 Fulton Avenue N
Los Angeles, Cal 91605
100,000 BM

Bronze Thrills
1220 Harding Street
Fort Worth, Tex 76102
400,000 M

Bronze California
3406 W Washington Blvd
Los Angeles, Cal 90018
30,000 M

Bulletin of African Materials
African Studies Center
10 Lenox Street
Brookline, Mass 02146
M

Campus Echo (C)
North Carolina Central University
Durham, NC 27707
2,300 M

Campus Digest (C)
Tuskegee Institute
Tuskegee, Ala 36088
3,000 W

CLA Journal (C)
College Language Assn
Morgan State College
Baltimore, Md 21212
600 3 times per year

Contact
Richard Clarke Associates
1270 Avenue of The Americas
New York, NY 10020
52,000 Q

Digest (C)
Southern University
Baton Rouge, La 70813
4,000 BW

Ebony
1820 S Michigan Avenue
Chicago, Ill 60016
1,200,000 M

Elegant (women's)
8212 S Western Avenue
Los Angeles, Cal 90047
125,000 BM

Essence (women's)
102 E 30th Street
New York, NY 10001
175,000 M

Everybody
2514 W 24th Street
Omaha, Neb 68111
21,098 M

Everyone
2406 Erskine Street
Omaha, Neb 68111
21,098 M

Fisk Herald
Fisk University
Nashville, Tenn 37203
Q

Foundation (R)
9 McConough Blvd SW
Atlanta, Ga 30315
1,500 Q

Freedomways
799 Broadway
New York, NY 10003
5,000 Q

Gold Torch (C)
Central State University
Wilberforce, Ohio 45384
2,500 BM

Hampton Script (C)
Hampton Institute
Hampton, Va 23368
2,000 BM

Harvard Journal of Negro Affairs (C)
Winthrop E-41
Harvard University
Cambridge, Mass 02138
semi-annual

Hep
1220 Harding Street
Fort Worth, Tex 76102
250,000 M

Herald (C)
Texas Southern University
Houston, Tex 77004
3,500 M

Hornet (C)
Delaware State College
Dover, Del 19901
1,500 BM

Hornet and Freshmore (C)
Alabama State University
Montgomery, Ala 36104
2,000 BM

Howard University Magazine
Howard University
Washington, DC 20001
7,500

Imani (formerly the Faith)
566 LaGuardia Place
New York, NY 10012

Index to Selected Publications
Central State University
Wilberforce, Ohio 45384
1,000 Q

Interracial Review
55 Liberty Street
New York, NY 10005

Ivy Leaf
5211 S Greenwood
Chicago, Ill 60615
10,000 Q

Jet
1820 S Michigan Avenue
Chicago, Ill 60016
400,000 W

Jive
1220 Harding Street
Fort Worth, Tex 76102

Journal of Black Studies
275 South Beverly Drive
Beverly Hills, Cal 90212
Q

Journal of Human Relations
Central State University
Wilberforce, Ohio 45384
1,200 Q

Journal of the National Medical Association
30 Rockefeller Plaza
New York, NY 10020
3,600 BM

Journal of the National Technical Association
3310 Georgia Avenue, N.W.
Washington, D.C. 20010
5,000 Annual

Journal of Negro Education
Howard University
Washington, DC 20001
2,500 Q

Journal of Negro History
1538 9th Street, N.W.
Washington, D.C. 20001
5,700 Q

Kappa Alpha Psi Journal
901 26th Avenue N
Nashville, Tenn 37208
3,000 Q

8 i

Liberator
244 E 46th Street
New York, NY 10017
15,000 M

Link
243 W 125th Street
New York, NY 10027
M

Maroon Tiger (C)
Morehouse College
113 Graves Hall
Atlanta, Ga 30314
2,500 BM

National Association of Negro
Business and Professional Clubs
Newsletter
160 Clocks Blvd
Massapaqua, NY 11758
M

National Baptist Review (R)
523 Fourth Avenue North
Nashville, Tenn 37219
W

National Beverage Leader
22 N 52nd Street
Philadelphia, Pa 19139
30,000 M

National Scene
507 Fifth Avenue
New York, NY 10017
938,000 W

Negro Educational Review
P O Box 741
Nashville, Tenn 37202
7,500 Q

Negro History Bulletin
1538 9th Street, N.W.
Washington, D.C. 20001
22,000 M

Negro Progress
P O Box 8396
Fort Worth, Texas 76105
100,000 Q

Negro Traveler (hotel and motel)
8034 Prairie Street
Chicago, Ill 60619
73,400 M

New Lady (women's)
1335 A Street
Hayward, Cal 94541
100,000 M

News Illustrated
203 W 138th Street
New York, NY 10030
4,000 M

On the Ball Magazine
754 E 169th Street
Bronx, NY 10032
5,000 Q

Petal Paper (civil rights)
410 Pomelo Street
Fairhope, Ala 36532
3,700 M

Phylon (C)
Atlanta University
Atlanta, Ga 30314
2,500 Q

Pride
33 E Upsul Street
Philadelphia, Pa 19119
BM

Project
P O Box 8214
Philadelphia, Pa 19101
74,000 BM

Pyramid
116 Rhode Island Avenue
Washington, D.C. 20005
22,000 Q

Quarterly Review of Higher Education
Johnson C Smith University
Durham, NC 28216
1,000 Q

Race Relations and Industry

475 Fifth Avenue
New York, NY 10017
M

Register (C)

North Carolina A & T State University
Greensboro, NC 27411
3,000 M

Say

1809 Bartow Avenue
New York, NY 10069
BM

Sepia

1220 Harding Street
Fort Worth, Texas 76106
61,960 M

SCLC Newsletter

Southern Christian Leadership Conf.
334 Auburn Avenue NE
Atlanta, Ga 30303
200,000 M

Soul (entertainment)

8271 Melrose
Los Angeles, Cal 90069
175,000 BW

Soul Illustrated (entertainment)

8271 Melrose
Los Angeles, Cal 90069
250,000 BM

Southern Courier (civil rights)

79 Commerce Street
Montgomery, Ala 36104
20,000 W

Spelman Messenger (C)

Spelman College
Atlanta, Ga 30314
2,350 Q

Tan

1820 S Michigan Avenue
Chicago, Ill 60616
123,000 M

Tan Pride

2514 North 24th Street
Omaha, Neb 68111
1,500 M

Tuesday (Sunday supplement)

437 Madison Avenue
Chicago, Illinois 10022
2,300,000 M

Urban League News

55 E 52nd Street
New York, NY 10022

Urban West

593 Market Street
San Francisco, Cal 94105
21,000 BM

Virginia Statesman (C)

Virginia State College
Petersburg, Va 23803
1,500 BW

Voice

200 W 135th Street
New York, NY 10030
50,000 M

Voice of Missions (R)

112 W 120th Street
New York, NY 10027
10,000 M

Vue South (South Carolina progress)

P O Box 1808
Orangeburg, SC 29115
10,000 M

**Predominantly Black Fraternities and Sororities,
with Number of Campus and General Chapters**

(Addresses given are for National headquarters)

Fraternities

Alpha Phi Alpha, 4432 Martin Luther King Drive, Chicago, Illinois
60653 (318 chapters of which 168 are on college campuses)

Kappa Alpha Psi, 2320 North Broad Street, Philadelphia, Pennsylvania,
19132 (323 chapters, with 151 on college campuses)

Omega Psi Phi, 2714 Georgia Avenue, N.W., Washington, D. C. 20002
(310 chapters)

Phi Beta Sigma, 10006 Carroll Street, Brooklyn, New York 11225
(215 chapters)

Sororities

Alpha Kappa Alpha, 5211 South Greenwood Avenue, Chicago, Illinois
60615 (342 chapters)

Delta Sigma Theta, 1814 M Street, N.W., Washington, D.C. 20036
(347 chapters)

Sigma Gamma Rho, 1254 25th Street, Indianapolis, Indiana 46205
(47 chapters on college campuses)

Zeta Phi Beta, 1734 New Hampshire Avenue, N.W., Washington, D. C.
20009 (250 chapters)

**Radio Stations with Predominantly
Black Audiences in the United States**

Alabama

WENN (AM & FM)	Birmingham
WJLN	Birmingham
WJLD (FM)	Birmingham
WEUP	Huntsville
WGOK	Mobile
WMOO	Mobile
WRMA	Montgomery
WAPX	Montgomery
WJHO	Opelika
WTUG	Tuscaloosa

Arkansas

KALO	Little Rock
KOKY	Little Rock
KCAT	Pine Bluff

California

KLIP	Fowler
KGFJ	Los Angeles
KDIA	Oakland
KPOP	Roseville
KSOL	San Francisco

Colorado

KDKO	Littleton
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Connecticut

WYBC (FM)	New Haven
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District of Columbia

WOL	Washington
WOOK	Washington
WUST	Washington

Florida

WRBD	Fort Lauderdale
WOVV (FM)	Fort Pierce
WRHC	Jacksonville
WOBS	Jacksonville

Florida (Cont)

WMBM	Miami
WAME	Miami
WOKB	Orlando
WBOP	Pensacola
WTMP	Tampa
WOKB	Winter Park

Georgia

WAOK	Atlanta
WERD	Atlanta
WGUN	Atlanta
WIGO	Atlanta
WTHB	Augusta
WMGR	Bainbridge
WBAF	Barnesville
WOKS	Columbus
WIBB	Macon
WSOK	Savannah
WGOV	Valdosta

Illinois

WBEE	Chicago
WGRT	Chicago
WVON	Cicero
WMPP	East Chicago

Indiana

WJOB	Hammond
WTLC (FM)	Indianapolis
WGEE	Indianapolis

Kansas

KEYN	Wichita
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Kentucky

WLOU	Louisville
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Louisiana

WXOK	Baton Rouge
KIRA	Franklin
KAOK	Lake Charles
WCKW (FM)	LaPlace
KLIC	Monroe
WBOK	New Orleans
WYLD	New Orleans
KOKA	Shreveport

Maryland

WANN	Annapolis
WXTG (FM)	Annapolis
WSID	Baltimore
WWIN	Baltimore
WEBB	Baltimore

Massachusetts

WILD	Boston
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Michigan

WGPR (FM)	Detroit
WCHD (FM)	Detroit
WJLB	Detroit
WAMM	Flint
WCHB	Inkster
WPON	Pontiac
WERX	Wyoming

Minnesota

KUXL	Golden Valley
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Mississippi

WBIL (FM)	Biloxi
WESY	Greenville
WORV	Hattiesburg
WOKJ	Jackson
WESY	Leland
WCCA (FM)	McComb
WQIC	Meridian
WMIS	Natchez
WNAT	Natchez

Missouri

KPRS	Kansas City
KATZ	St. Louis
KWK	St. Louis
KXLW	St. Louis
KADI (FM)	St. Louis

Nevada

KTOO	Henderson
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New Jersey

WHBI (FM)	Newark
WNJR	Newark

New York

WBLK (FM)	DePew
WLIB	New York
WRWL	New York

North Carolina

WVOE	Chadbourn
WGIV	Charlotte
WRPL	Charlotte
WSRC	Durham
WIDU	Fayetteville
WLNC	Laurinburg
WLLE	Raleigh
WRNC	Raleigh
WAA	Winston-Salem
WAIK	Winston-Salem
WEAL	Winston-Salem

Ohio

WCIN	Cincinnati
WABQ	Cleveland
WJMO	Cleveland Heights
WVKO	Columbus
WKAO (FM)	Dayton
WKLR (FM)	Toledo
WNIO	Youngstown

Oklahoma

KBYE	Oklahoma City
KTOW	Sand Springs

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Pennsylvania

WDAS Philadelphia
WHAT Philadelphia
WAMO (AM & FM) Pittsburgh
WZUM Pittsburgh

South Carolina

WSIB Beaufort
WBSC Bennettsville
WPAL Charleston
WOIC Columbia
WYNN Florence
WHYZ Greenville
WHSC Hartsville
WYCL York

Tennessee

WVOL Berry Hill
WNOO Chattanooga
WJBE Knoxville
WDIA Memphis
WLOK Memphis
KWAM Memphis
WLAC Nashville
WVOL Nashville

Texas

KJET Beaumont
KNOK Fort Worth
KYOK Houston
KCOH Houston
KPAE San Antonio
KZEY Tyler

Virginia

WILA Danville
WHIH Norfolk
WRAP Norfolk
WANT Richmond
WENZ Richmond

Washington

Seattle

Wisconsin

KYAC
WNOV Milwaukee
WAMA West Allis

Source: All stations with 25 or more hours per week of black-oriented programming from Broadcasting 1971 Yearbook plus references from other sources of stations with a large black audience. Data from Broadcasting Yearbook reproduced by permission of the publisher.

SPANISH SURVIVED AMERICAN COLLEGE GRADUATES

1970

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TOTAL GRADUATES

AGRICULTURAL	28	607	540	333	150	16	89	308	29	162	152	16	31	801	40	3302
COMMUNITY																
EDUCATIONAL																
GENERAL																
LIBERAL ARTS																
SCIENCE																
TECHNICAL																
UNDEGREE																
GRADUATING																
TOTAL																

Compiled By

The Cabinet Committee On Opportunity for the Spanish Speaking
 Suite 712, 1800 G St., N.W., Washington, D.C. 20506

Spanish Language Newspapers in the United States

<u>El Sol</u>	Phoenix, Arizona	W
<u>Post Grafica</u>	Berkeley, California (10,000)	W
<u>La Opinion</u>	Hollywood, California (18,146)	BM
<u>El Hispano</u>	Los Angeles, California (15,920)	D
<u>Don Quixote</u>	Sacramento, California (12,191)	W
<u>Paladin</u>	San Jose, California (25,000)	BW
	San Jose, California (15,000)	BW
<u>Costilla County Free Press</u>	San Luis, Colorado	W
<u>El Periodico</u>	Washington, D.C. (15,000)	W
<u>Diario Las Americas</u>	Miami, Florida (32,030)	D
<u>LaGaceta</u>	Tampa, Florida (9,825)	D
<u>Northwest Independent News</u>	Chicago, Illinois (20,000)	W
<u>La Nacion</u>	Elizabeth, New Jersey (25,000)	W
<u>El Hispano</u>	Albuquerque, New Mexico (5,000)	W
<u>El Independiente</u>	Albuquerque, New Mexico (1,030)	W
<u>Times</u>	Bernalillo, New Mexico (280)	W
<u>Rio Grande Sun</u>	Espanola, New Mexico (2,937)	W
<u>News</u>	Santa Fe, New Mexico (9,200)	W
<u>Sage</u>	Santa Fe, New Mexico (850)	M
<u>El Diario-La Prensa</u>	New York, New York (78,430)	D
<u>Espana Libre</u>	New York, New York (2,500)	BM
<u>El Mundo de Nueva</u>	New York, New York (126,655)	BW
<u>Revista Ilustranda Temas</u>	New York, New York (77,170)	M
<u>El Tiempo</u>	New York, New York (40,000)	D
<u>El Dia</u>	Ponce, Puerto Rico	D
<u>El Imparcial</u>	San Juan, Puerto Rico	D
<u>El Mondo</u>	San Juan, Puerto Rico (147,830)	D
<u>LaVerd .u</u>	Corpus Christi, Texas	W
<u>El Sol</u>	Dallas, Texas	W
<u>El Continental</u>	El Paso, Texas (3,500)	D
<u>Times</u>	Laredo, Texas (17,037)	D
<u>El Porvenir</u>	Mission, Texas	BW

Source: Directory of Newspapers, Magazines, and Trade Periodicals, 1971
 N. W. Ager and Sons, p. 1425-1426. Reproduced by permission of
 the publisher.

Colleges and Universities Reporting 25 or More Spanish-Surnamed
Graduating Students in 1971

Number of Students

Arizona

Arizona State University, Tempe 85281	42
Thunderbird Graduate School, Phoenix 85001	51
University of Arizona, Tuscon 85713	494

California

American River College, Sacramento 95841	60
Antelope Valley College, Lancaster 93534	194
California State College, Anaheim 92804	257
California State College, Los Angeles 90032	115
California State College, Fullerton 92631	120
California State College, San Bernardino 92407	28
California State Polytechnic Institute, Pomona 91768	207
DeAnza College, Cupertino 95014	235
Immaculate Heart College, Hollywood 90027	37
Loyola University, Los Angeles 90015	72
Merced College, Merced 95340	28
Mount St. Mary's College, Los Angeles 90049	37
Northrop Institute of Technology, Inglewood 90301	44
Orange Coast College, Costa Mesa 92626	98
San Diego State College, San Diego 92115	308
San Joaquin Delta College, Stockton 95204	180
San Jose State College, San Jose 95114	397
St. Mary's College, St. Mary's 94575	26
University of California at Davis 95616	75
University of California at Los Angeles 90024	150
University of California at Santa Barbara 93106	81
University of California at Santa Cruz 95060	52

Colorado

Mesa College, Grand Junction 81501	66
Metropolitan State College, Denver 80204	40
Northeast Junior College, Sterling 80751	29
Southern Colorado State College, Pueblo 81005	101
University of Colorado, Boulder 80302	41
University of Denver, Denver 80210	33

District of Columbia

George Washington University, DC 20006	169
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Number of Students

Illinois

College of Lake County, Grayslake 60030 37

Indiana

University of Notre Dame, Notre Dame 46556 61

Kansas

Washburn University, Topeka 66621 29

Wichita State University, Wichita 67208 45

Missouri

Central Missouri State College, Warrensburg 64093 25

Nevada

University of Nevada at Las Vegas 89109 28

New Jersey

Montclair State College, Upper Montclair 07043 26

Rutgers University (all units), New Brunswick 08903 60

Seton Hall University, South Orange 07079 25

New Mexico

College of Sante Fe, Sante Fe 87501 117

Eastern New Mexico University, Roswell 88201 98

New Mexico State University, Las Cruces 88001 48

University of Albuquerque, Albuquerque 87120 96

University of New Mexico, Albuquerque 87106 45

Western New Mexico University, Silver City 88061 125

New York

City University of New York (all units), New York 10010 80

LeMoyne College, Syracuse 13214 33

New York City Community College, Brooklyn 11201 51

Pace College, New York 10038 39

Rochester Institute of Technology, Rochester 14623 48

State University of New York at Brockport, Brockport 14420 29

Texas

Del Mar College, Corpus Christi 78404 220

East Texas State University, Commerce 75428 32

Howard Payne College, Brownwood 76801 65

Incarnate Word College, San Antonio 78209 61

9 -

Number of Students

Texas (Continued)

Lamar State College, Beaumont 77705	54
North Texas State University, Denton 76203	32
Pan American College, Edinburg 78539	817
St. Mary's University, San Antonio 78213	381
Sul Ross State University, Alpine 79830	158
Temple Junior College, Temple 76501	34
Texas A and I University, Kingsville 78363	267
University of Houston, Houston 77004	85
University of Texas at Arlington 76010	61
University of Texas at Austin 78712	459
University of Texas at El Paso 79999	809
University of Texas (health schools)	37
University of St. Thomas, Houston 77006	33
Wayland Baptist College, Plainview 79072	32
Wharton County Junior College, Wharton 77488	39

Utah

Weber State College, Ogden 84403	28
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Washington

University of Washington, Seattle 98105	95
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Source: Spanish-Surnamed American College Graduates 1971-72

BEST COPY AVAILABLE

**Colleges and Universities Enrolling 30 or More
American Indian Students under BIA Assistance, 1971-1972**

	<u>Number of Students</u>
<u>Alaska</u>	
Alaska Methodist University, Anchorage 99504	115
Anchorage Community College, Anchorage 99504	40
Sheldon Jackson College, Sitka 99835	115
University of Alaska, College 99701	250
<u>Arizona</u>	
Arizona State University, Tempe 85281	135
Central Arizona College, Coolidge 85228	50
Eastern Arizona Junior College, Thatcher 85552	50
Mesa Community College, Mesa 85201	35
Navajo Community College, Many Farms 86503	150
Northern Arizona University, Flagstaff 86001	300
Phoenix College, Phoenix 85103	125
University of Arizona, Tuscon 85721	150
<u>California</u>	
College of the Redwoods, Eureka 95501	40
Humboldt State College, Arcata 95521	40
Long Beach State College, Long Beach 90801	100
Riverside Community College, Riverside 92506	50
Santa Rosa Junior College, Santa Rosa 95401	50
University of California, Berkeley 94720	50
University of California, Davis 95616	30
University of California, Los Angeles 90024	75
<u>Colorado</u>	
Fort Lewis College, Durango 81301	225
<u>Kansas</u>	
Haskell Indian Junior College, Lawrence 66044	350
<u>Minnesota</u>	
Bemidji State College, Bemidji 56601	125
University of Minnesota (all branches)	140

<u>Montana</u>	<u>Number of Students</u>
Eastern Montana State College, Billings 59101	115
Montana State University, Bozeman 59715	50
Northern Montana College, Harve 59501	30
University of Montana, Missoula 59801	90
<u>Nevada</u>	
University of Reno 89507	50
<u>New Mexico</u>	
Eastern New Mexico University, Portales 88130	55
New Mexico Highlands University, Las Vegas 87701	75
New Mexico State University, University Park 88001	55
University of New Mexico, Albuquerque 87106	200
<u>North Dakota</u>	
Mary College, Bismarck 58501	60
University of North Dakota 58201	70
<u>Oklahoma</u>	
Cameron State College, Lawton 73501	140
Central State College, Edmund 73034	150
East Central State College, Ada 74820	100
Northeastern State College, Tahlequah 74464	375
Oklahoma College of Liberal Arts, Chickasha 73018	70
Oklahoma State University, Stillwater 74074	150
Southeastern State College, Durant 74701	100
Southwest State University, Weatherford 73096	90
University of Oklahoma, Norman 73069	250
<u>Oregon</u>	
Eastern Oregon State College, LaGrande 97850	75
Oregon State University, Corvallis 97331	75
<u>South Dakota</u>	
Black Hills State College, Spearfish 57783	120
Northern State College, Aberdeen 57401	30
University of South Dakota, Vermillion 57069	75
<u>Utah</u>	
Brigham Young University, Provo 84601	450

Washington

Central Washington State College, Ellensburg	98926	50
University of Washington, Seattle	98105	105
Washington State University, Pullman	99163	45
Western Washington State College, Bellingham	98225	45

Wisconsin

Wisconsin State University, Superior	54880	50
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Source: Bureau of Indian Affairs

American Indian Newspapers

<u>Arctic Reporter</u>	Barrow, Alaska
<u>Point Hope News</u>	Point Hope, Alaska
<u>Fort Apache Scout</u>	White River, Arizona
<u>Indian Mailman</u>	Phoenix, Arizona
<u>Navajo Times</u>	Window Rock, Arizona
<u>Quechan News</u>	Fort Yuma, Arizona
<u>American Indian</u>	San Francisco, California
<u>Indians Illustrated</u>	Los Angeles, California
<u>Talking Leaf</u>	Los Angeles, California
<u>NCAI Sentinel-Bulletin</u>	Washington, D.C.
<u>Fort Hall Newsletter</u>	Fort Hall, Idaho
<u>Amerindian</u>	Chicago, Illinois
<u>Chicago Warrior</u>	Chicago, Illinois
<u>Indian Leader</u>	Lawrence, Kansas
<u>Nishnawbe News</u>	Marquette, Michigan
<u>Birney Arrow</u>	Birney, Montana
<u>Crow Agency Flashes</u>	Crow Agency, Montana
<u>Morning Star News</u>	Lame Deer, Montana
<u>Many Smokes</u>	Reno, Nevada
<u>Native Navadan</u>	Reno, Nevada
<u>Powwow Trails</u>	South Plainfield, New Jersey
<u>Apache Scout</u>	Mescalero, New Mexico
<u>Jicari cca Chieftain</u>	Duke, New Mexico
<u>Keresan</u>	New Laguna, New Mexico
<u>Akwasasne Notes</u>	Rooseveltown, New York
<u>American Indian Horizon</u>	New York, New York
<u>Tonawanda Indian News</u>	Akron, New York
<u>Cherokee One Feather</u>	Cherokee, North Carolina
<u>Wahpeton Highlights</u>	Wahpeton, North Dakota
<u>White Shield Sentinel</u>	Roseglen, North Dakota
<u>Buckskin</u>	Eufaula, Oklahoma
<u>Cheyenne and Anapaho Bulletin</u>	Concho, Oklahoma

Indian Truth

Philadelphia, Pennsylvania

Pierre Chieftain

Pierre, South Dakota

Sioux San Sun

Rapid City, South Dakota

Rosebud Sioux Herald

Rosebud, South Dakota

Wopeedah

Stephan, South Dakota

Choctaw Times

Nashville, Tennessee

Indian Liahona

Salt Lake City, Utah

Rawhide Press

Wellpinit, Washington

Tribal Tribune

Nespelem, Washington

Great Lakes Agency News

Ashland, Wisconsin

Menominee News

Neopit, Wisconsin

American Indian News

Fort Washington, Wyoming

Sources: Directory of Newspapers, Magazines, and Trade Periodicals, 1971
N. W. Ayer & Sons, p. 1469 Reproduced by permission of the publishers.

Directory of Organizations Serving Minority Communities U.S.
Department of Justice, 1972

Other sources used by the author.

Oriental American Newspapers

<u>Chinese Pacific Weekly</u>	San Francisco, California
<u>Chinese Times</u>	San Francisco, California
<u>Chinese World</u>	San Francisco, California
<u>Hokubei Mainichi</u>	San Francisco, California
<u>Kashu Mainichi</u>	Los Angeles, California
<u>New Korea</u>	Los Angeles, California
<u>Nichi Bei Times</u>	San Francisco, California
<u>Rafu Shimpo</u>	Los Angeles, California
<u>Young China</u>	San Francisco, California
<u>Hawaii Hochi</u>	Honolulu, Hawaii
<u>Hawaii Times</u>	Honolulu, Hawaii
<u>Korean Pacific Weekly</u>	Honolulu, Hawaii
<u>New China Daily Press</u>	Honolulu, Hawaii
<u>United Chinese Press</u>	Honolulu, Hawaii
<u>Chicago Shimpo</u>	Chicago, Illinois
<u>San Min Morning Paper</u>	Chicago, Illinois
<u>China Daily</u>	New York, New York
<u>China Times</u>	New York, New York
<u>China Tribune</u>	New York, New York
<u>Chinese American Weekly</u>	New York, New York
<u>Chinese Journal</u>	New York, New York
<u>New York Nichibei</u>	New York, New York
<u>United Journal</u>	New York, New York
<u>Utah Nippo</u>	Salt Lake City, Utah
<u>North American Post</u>	Seattle, Washington

Source: Directory of Organizations Serving Minority Communities, U.S. Department of Justice, 1972.

**Radio Stations Broadcasting in American Indian,
Chinese, Japanese, and Spanish in the United States**

American Indian (no hours per week minimum)

KCAM	Glennallen, Alaska (Athabascan)
KCLS	Flagstaff, Arizona (Navajo)
KDJI	Holbrook, Arizona (Navajo)
KINO	Winslow, Arizona (Navajo and Hopi)
KVFC	Cortez, Colorado (Navajo and Ute)
KBUN	Bemidji, Minnesota (Chippewa)
KOLS	Pryor, Oklahoma (Cherokee)
KENN	Farmington, New Mexico (Navajo)
KWYK	Farmington, New Mexico (Navajo)
KGAK	Gallup, New Mexico (Navajo)
KKIT	Taos, New Mexico (Taos Pueblo)
KCCR	Pierre, South Dakota (Sioux)
KYNT	Yankton, South Dakota (Sioux)
KUTA	Blanding, Utah (Navajo)

Chinese (no hours per week minimum)

KBRG (FM) San Francisco, California

Japanese (no hours per week minimum)

KRDU	Dinuba, California	KZOO	Honolulu, Hawaii
KLIP	Fowler, California	KKON	Kealahou, Hawaii
KBRG (FM)	San Francisco, California	WEVD	New York, New York
KHLO	Hilo, Hawaii	KBLE	Seattle, Washington
KNDI	Honolulu, Hawaii		

Spanish (10 hours per week minimum)

KFBR	Nogales, Arizona	KXEM	McFarland, California
KIFN	Phoenix, Arizona	KOKR	Oxnard, California
KEVT	Tucson, Arizona	KTIP	Porterville, California
KXEW	Tucson, Arizona	KCTY	Salinas, California
KYUM	Yuma, Arizona	KBRG (FM)	San Francisco, California
KWHN	Fort Smith, Arkansas	KALI	San Gabriel, California
KGEE	Bakersfield, California	KOFY	San Mateo, California
KWAC	Bakersfield, California	KONG	Visalia, California
KROP	Brawley, California	KOMY	Watsonville, California
KCHJ	Delano, California	KUBA	Yuba City, California
KRDU	Dinuba, California	KAPI	Pueblo, Colorado
KLIP	Fowler, California	WRYM	New Britain, Connecticut
KXEX	Fresno, California	WATR (FM)	Waterbury, Connecticut
KAZA	Gilroy, California	WHRS (FM)	Boynton, Florida
KREO	Indio, California	WCOF	Immokalee, Florida
KLBS	Los Banos, California	WLTO	Miami, Florida

WQBA	Miami, Florida	KCLR	Rails, Texas
KCID	Caldwell, Idaho	KFRD	Rosenberg, Texas
WEDC	Chicago, Illinois	KSJT	San Angelo, Texas
WCRW	Chicago, Illinois	KCOR	San Antonio, Texas
WBSC	Chicago, Illinois	KEDA	San Antonio, Texas
WOPA	Oak Park, Illinois	KUKA	San Antonio, Texas
WJMR	New Orleans, Louisiana	KCNY	San Marcos, Texas
WCRX (FM)	Springfield, Massachusetts	KWED	Seguin, Texas
WBBX	Portsmouth, New Hampshire	KTUE	Tulla, Texas
WCAM	Camden, New Jersey	KVOU	Uvalde, Texas
WHBI (FM)	Newark, New Jersey	WRUV (FM)	Burlington, Vermont
KAMX	Albuquerque, New Mexico		
KBAD (FM)	Carlsbad, New Mexico		
KCCC	Carlsbad, New Mexico		
KOBE	Las Cruces, New Mexico		
KFUN	Las Vegas, New Mexico		
KTRC	Santa Fe, New Mexico		
KSYX	Santa Rosa, New Mexico		
WADO	New York, New York		
WHOM	New York, New York		
WZAK (FM)	Cleveland, Ohio		
WTEL	Philadelphia, Pennsylvania		
KOPY	Alice, Texas		
KRAY	Amarillo, Texas		
KIBL	Beeville, Texas		
KKUB	Brownfield, Texas		
KBEN	Carrizo Springs, Texas		
KCCT	Corpus Christi, Texas		
KUNO	Corpus Christi, Texas		
KDLK	Del Rio, Texas		
KDHN	Dimmitt, Texas		
KFLD	Floydada, Texas		
KBUY (FM)	Fort Worth, Texas		
KGTN	Georgetown, Texas		
KGBT	Harrington, Texas		
KPAN	Hereford, Texas		
KRME	Hondo, Texas		
KINE	Kingsville, Texas		
KELE (FM)	Lamesa, Texas		
KPET	Lamesa, Texas		
KVOZ	Loredo, Texas		
KIRT	Mission, Texas		
KMUL	Muleshoe, Texas		
KGNB	New Braunfels, Texas		
KVWG	Pearsall, Texas		
KIUN	Pecos, Texas		
KGUL	Port Lavaca, Texas		

Source: Broadcasting 1971 Yearbook, p. D 60-61. Reproduced by permission of the publisher.

PROPORTION OF DOCTORATES EARNED BY WOMEN,
BY AREA AND FIELD, 1960-1969

Data source: U.S. Department of Health, Education and Welfare, *Earned Degrees Conferred: Bachelor's and Higher Degrees*, A publication of the Bureau of Educational Research and Development and the National Center for Educational Statistics, Washington, D.C. U.S. Government Printing Office. (All public and private colleges and universities in the United States known to confer doctoral degrees are included in the survey. Professional doctoral degrees such as M.D., however, are not listed.) The consecutive bulletins from which these original data were obtained are located in the Wilson Library Documents Division.

	Total Number of Doctorates Earned 1960-1969	Total Number of Doctorates Earned by Women 1960-1969	Percentage of Doctorates Earned by Women 1960-1969		Total Number of Doctorates Earned 1960-1969	Total Number of Doctorates Earned by Women 1960-1969	Percentage of Doctorates Earned by Women 1960-1969
Agriculture, Total	4462	79	1.77	Health Education	88	26	29.55
Agriculture, General	115	1	.87	Recreation	30	4	13.33
Agronomy, Field Crops	966	5	.52	Education of the Mentally Retarded	118	36	30.51
Animal Science	872	21	2.41	Education of the Deaf (1964-1969 only)	6	4	66.67
Dairy Science	262	4	1.53	(1964-1969 only) ⁹			
Farm Management	13	0	.00	Speech and Hearing Impaired	339	67	19.76
Fish, Game or Wildlife Management (1961-1969) ¹	209	2	.96	Education of the Visually Handicapped (1954-1969 only) ¹⁰	3	1	33.33
Food Science	385	16	4.16	Education of the Emotionally Disturbed (1965-1969 only) ¹¹	24	6	25.00
Horticulture	539	11	2.40	Administration of Special Education (1963-1969 only) ¹²	14	4	28.57
Ornamental Horticulture	14	0	.00	Education of Other Exceptional Children ¹³	391	126	32.23
Poultry Science	211	7	3.32	Agricultural Education	228	2	.88
Soil Science	568	2	.35	Art Education	194	52	26.80
Agriculture, All other fields	308	10	3.25	Business or Commercial Education	300	89	29.67
Architecture	50	4	8.00	Distributive Education, Retail Selling	28	6	21.43
Biological Sciences, Total	17,708	2448	13.82	Home Economics Education	124	123	99.19
Premedical, Pre dental and Preveterinary Sciences	25	2	8.00	Industrial Arts Education, Nonvocational	224	1	.45
Biology, General	1949	395	20.27	Music Education	548	75	13.69
Botany, General	1653	186	11.25	Trade or Industrial Education, Vocational	181	8	4.42
Zoology, General	2262	318	14.06	Specialized Teaching Fields, All other	756	261	34.52
Anatomy and Histology	633	116	18.33	Nursery or Kindergarten Education	14	12	85.71
Bacteriology, etc. ²	2096	355	16.94	Early Childhood Education	22	20	90.91
Biochemistry	2695	471	17.48	Elementary Education	1199	457	38.28
Biophysics	429	32	7.46	Secondary Education	966	154	15.94
Cytology	30	9	30.00	Combined Elementary and Secondary Education	21	4	19.05
Ecology (1961-1969 only)	37	2	5.41	Adult Education	303	46	15.18
Embryology	45	11	24.44	General Teaching Fields, All other	445	97	21.80
Entomology	1097	46	4.19	Education Administration, Supervision	7242	931	12.86
Genetics	672	61	9.08	Finance ¹⁴			
Molecular Biology (1962-1969 only) ³	32	0	18.75	Counseling and Guidance	2357	488	20.70
Nutrition (1961-1969 only)	156	45	28.85	Rehabilitation and Counselor Training (1964-1969 only)	80	14	17.50
Pathology	271	15	5.54	History of Education, etc. (1964-1969 only) ¹⁵	488	99	20.29
Pharmacology	783	87	11.11	Education, General	6286	1183	18.82
Physiology	1145	168	14.67	Educational, Psychology (1964-1969 only)	875	224	25.60
Plant Pathology	692	19	2.75	Physical Education, Nonteaching (1964-1969 only)	36	9	25.00
Plant Physiology	203	12	5.91	Education, All other fields ¹⁶	1296	236	22.07
Biological Sciences, All other fields	803	92	11.46	Engineering, Total¹⁷	18,572	82	.44
Business and Commerce, Total	3046	86	2.82	English and Journalism, Total	6471	1511	23.34
Business and Commerce, General	1372	33	2.41	English and Literature	6322	1523	24.09
Accounting	268	18	6.72	Journalism	149	18	12.08
Finance, Banking (1967-1969 only) ⁴	53	1	1.89	Fine Arts and Applied Arts, Total	4035	678	16.80
Marketing (1967-1969 only) ⁵	66	1	1.52	Art General	93	18	19.35
Real Estate, Insurance (1967-1969 only) ⁶	2	0	.00	Music, Sacred Music	1473	199	13.51
Transportation (1967-1969 only)	7	0	.00	Speech and Dramatic Arts	1978	314	15.87
Business and Commerce, All other fields	1278	33	2.58	Fine and Applied Arts, All other fields	425	147	34.59
City Planning (1966-1969 only)⁷	44	2	4.55	Folklore (1965-1969 only)	23	8	34.78
Computer Science and Systems Analysis, Total (1964-1969 only)⁸	158	4	2.53				
Computer Science	99	3	3.03				
Systems Analysis	22	1	4.55				
Computer Science and Systems Analysis, All other fields	37	0	.00				
Education, Total	26,369	5230	19.83				
Physical Education	1143	313	27.38				

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	Total Number of Doctors Earned 1960-1969	Total Number of Doctors Earned By Women 1960-1969	Percentage of Doctors Earned by Women 1960-1969		Total Number of Doctors Earned 1960-1969	Total Number of Doctors Earned By Women 1960-1969	Percentage of Doctors Earned by Women 1960-1969
Foreign Languages and Literature, Total	4158	1188	28.52	Metallurgy	213	0	.00
Linguistics	551	133	24.14	Meteorology	245	2	.82
Latin, Classical Greek	500	128	25.30	Pharmaceutical Chemistry (1961-1969 only)	289	13	.55
French	768	311	40.49	Physics	8415	160	2.00
Italian	47	17	36.17	Geology	2143	53	2.47
Portuguese	14	3	21.43	Geophysics	203	3	1.48
Spanish	668	217	32.49	Oceanography	222	4	1.80
Philology and Literature of Romance Languages	380	93	24.47	Earth Sciences, All other fields ¹⁸	170	2	1.18
German	678	171	25.22	Physical Science, All other fields	359	18	5.01
Other German Languages	27	5	18.52	Psychology, Total	9135	1845	20.20
Philology and Literature of Germanic Languages	52	9	17.31	General Psychology	7071	1355	19.17
Arabic	5	1	20.00	Clinical Psychology (1961-1969 only)	651	163	25.04
Chinese	14	2	14.29	Counseling and Guidance	138	33	23.91
Hebrew	23	1	4.35	Social Psychology (1961-1969 only)	309	63	20.41
Hindi, Urdu (1961-1969 only)	2	0	0.00	Rehabilitation Counselor Training (1964-1969 only)	36	8	22.22
Japanese	12	2	16.67	Educational Psychology (1960-1969 only)	137	37	27.01
Russian	116	28	24.14	Psychology, All other fields (1964-1969 only)	793	171	21.56
Other Slavic Languages	63	20	29.41	Religion, Total	2825	141	4.99
Foreign Language and Literature, All other fields	227	45	19.82	Religious Education, Bible	360	49	13.32
Forestry	558	1	.18	Theology	1417	49	3.46
Geography	663	37	5.58	Religion, Liberal Arts Curriculum	860	39	4.54
Health Professions, Total	1831	168	9.18	Religion, All other fields	180	4	2.22
Hospital Administration	20	1	.50	Social Sciences, Total	18,662	2072	11.10
Medical Technology	2	0	.00	Social Sciences, General	261	27	10.34
Nursing, Public Health Nursing	18	17	94.44	American Studies, Civilization, Culture	257	41	15.95
Optometry	16	1	6.25	Anthropology	942	202	21.44
Pharmacy	563	24	4.26	Area or Regional Studies	384	46	11.98
Physical Therapy, Physiotherapy	1	0	.00	Economics	3898	219	5.62
Public Health	418	62	14.83	History	4943	579	11.71
Radiologic Technology	3	0	.00	International Relations	425	33	7.76
Clinical Dental Services	24	4	16.67	Political Science or Government	2876	253	8.80
Clinical Medical Services	302	31	10.26	Sociology	2361	403	17.07
Clinical Veterinary Services	250	4	1.60	Agricultural Economics	1165	12	1.03
Health Professions, All other fields	214	24	11.21	Foreign Service Programs	11	1	9.09
Home Economics, Total	514	392	76.26	Industrial Relations	98	4	4.17
Home Economics, General	104	101	97.12	Public Administration	283	23	8.13
Child Development, Family Relations	174	87	50.00	Social Work, Social Administration	480	174	36.25
Clothing and Textiles	53	52	98.11	Social Science, All other fields	280	65	19.61
Food and Nutrition	134	103	80.60	Trade or Industrial Training	84	0	.00
Institution Management or Administration	8	6	100.00	Broad General Curricula and Miscellaneous Total	726	107	14.74
Home Economics, All other fields	43	38	88.37	Arts, General Programs	39	9	23.08
Law	268	12	4.48	Sciences, General Programs	84	9	10.71
Library Science	140	38	27.14	Arts and Sciences, General Programs	40	5	12.50
Mathematical Sciences, Total	6166	401	6.50	Teaching of English as a Foreign Language	27	10	37.04
Mathematics	5538	348	6.46	All Other Fields of Study ¹⁹	536	74	13.81
Statistics	781	53	6.79	Total All Fields (areas) reported:	154,111	17,929	11.63
Philosophy, Total	1701	188	11.05				
Philosophy	1520	155	10.20				
Scholastic Philosophy	181	33	18.23				
Physical Sciences, Total	25,736	1179	4.59				
Physical Sciences, General	53	3	5.66				
Astronomy	421	29	6.89				
Chemistry	12,013	894	7.43				

- When information was available from 1961-1969 this field was not given as a separate category in 1960-1961, proportions were computed based on information available. If the field was not listed as a separate category for more years than 1960-1961, the information was included in the residual category. Exceptions are noted.
- Includes doctorate degrees in Zoology, Mycology, Parasitology and Microbiology.
- The status of this category for 1963, when it was considered separately, is not clear.
- 4, 5, and 6. As in 3, the same observation applies.
- 7 and 8. These are not shown separately.
- 9, 10, 11, and 12. Subsumed under other categories in earlier years.
- Includes Special Learning Difficulty, Education of the Crippled, Education of the Multiple Handicapped.
- Includes Curriculum, Instructional Systems, Training needs were separated for all but year 1963-1964, so it was necessary to combine them.
- Includes History, Philosophy and Theory of Education.
- Includes the research field of Educational Sociology.
- A breakdown of this category was not reported from *Cumulative Degrees Conferred: Bachelor's and Higher Degrees for the four academic years 1960 through 1964*. This category was reported provided breakdown by field but not by sex.
- Includes one field, "Earth Science, General."
- Includes seven fields "Interrelated Fields of Study."

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**AVAILABILITY STATISTICS, WOMEN HOLDERS OF THE PH.D , 1967-1969
(Top Degree Granting Schools)**

Compiled by the Office of the Chancellor, University of Wisconsin

<u>DEPARTMENT</u>	<u>TOTAL WOMEN</u>	<u>% WOMEN</u>
African Languages & Literature		No statistics
Afro-American Studies		No statistics
Agricultural Economics (add Economics)	2/60	.8%/7.0%
Agricultural Engineering	1	2.1%
Agricultural Education	0	0
Agricultural Journalism (add Journalism)	4	9.3%
Agronomy	1	.5%
Anatomy (and Histology)	18	23.0%
Anesthesiology**	295	18.9%
Anthropology	64	25.1%
Art (General; Fine and Applied)	882 (MA)	40.1/40.8%
(Art Education)	317 (MA)	67.7%
Art History	7	21.8%
Astronomy	8	5.5%
Bacteriology	68	22.6%
Behavioral Disabilities		
Biochemistry	117	21.4%
Biophysics	10/167	9.5/7.3%
Botany	37	13.4%
Business & Commerce	17	2.4%
Chemical Engineering	3	.7%
Chemistry	179	8.5%
Civil & Environmental Engineering	0	0
Classics	45	29.0%
Clinical Oncology		No statistics
Communication Arts	67	17.7%
Communicative Disorders	12	23.0%
Comparative Literature		30.1% est.
Computing Center (Send Comp. Sci. Stat.)	2	6.0% (68-69)
Computer Sciences	2	6.0% (68-69)
Counseling & Guidance	64	21.2%
Curriculum & Instruction	45	22.3%
Dairy Science	2	3.6%
East Asian Languages & Literature	0	0
Economics	58	7.0%
Educational Administration	60	10.6%
Educational Policy Studies	24	17.6%
Educational Psychology	42	27.0%
Electrical Engineering	4	.6%
Engineering Mechanics	0	0
English	388	28.1%
Entomology	15	7.1%
Environmental Design		No statistics
Family Practice	9	4.1%
Food Science (also send Nutrition)	3	3.9%
Forestry	0	0

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<u>DEPARTMENT</u>	<u>TOTAL WOMEN</u>	<u>% WOMEN</u>
French	89	41.7%
Genetics	16	12.0%
Geography	4	2.1%
Geology	17	4.9%
Geophysics (with Geology)	0	0
German	52	27.5%
Gynecology & Obstetrics**	236	10.5%
Hebrew & Semitic Studies	1	50.0% (68-69)
History	131	12.9%
History of Medicine		No statistics
History of Science	547 (composite)	9.4%
Home Economics Education & Extension		100.0%
Home Management & Family Living	14	35.0%
Horticulture	1	1.4%
Indian Studies	0	0
Industrial Engineering	2	1.3%
Internal Medicine	498 (residents)	7.8%
Italian	6	33.3%
Journalism	4	9.3%
Landscape Architecture		No statistics
Law	496 (LLB/JD)	4.7%
Library Science (Send to Library School & General Library)	2997 (MS)	78.4%
Linguistics	33	22.2%
Mathematics	55	5.5%
Mathematics Research Center	55	5.5%
Meat & Animal Science	2	1.8%
Mechanical Engineering	1	.4% (67-68)
Medical Genetics (see Genetics)		
Medical Microbiology (Send Bacteriology)	68	22.6%
Medical School: Clinical Departments		
Medicine (first professional degree)	394 (M.D.)	7.9%
Metallurgical & Mineral Engineering	2	1.6% (67-68)
Metereology	1	2.7% (67-68)
Military Departments		OMIT
Molecular Biology (Composite listed second)	5/278	20%/20.5%
Music	54	15.0%
Neurology **	47	6.1%
Neurophysiology		No statistics
Nuclear Engineering	0	0
Nursing		OMIT
Nutritional Sciences	10	16.3%
Oncology		No statistics
Ophthalmology**	54	4.3%
Pathology	1 (Ph.D.)	2.3%
Pediatrics**	688	29.2%
Pharmaceutical Chemistry	4	5.0%
Pharmacology	22	14.9%
Pharmacy	7	8.9%
Philosophy	39	10.6%
Physical Education: Men/Women	102	OMIT

<u>DEPARTMENT</u>	<u>TOTAL WOMEN</u>	<u>% WOMEN</u>
Physics	40	2.4%
Physiology	29	12.8%
Physiological Chemistry (Send Biochemistry)	117	21.4%
Plant Pathology	1	1.5%
Political Science	68	11.2%
Portuguese	1	16.6% (68-69)
Poultry Science	2	3.5%
Preventive Medicine		No statistics
Psychiatry#	395	13.4%
Psychology	337	26.1%
Radiology#	117	7.3%
Rehabilitation Medicine **	61	19.8%
Related Art	384	40.1%
Rural Sociology (Send Sociology)	97	18.3%
Russian	10	40.0%
Scandinavian Studies	1	50.0% (67-68)
Slavic Languages (Non-Russian)	10	30.3%
Social Work	38	39.2%
Sociology	97	18.3%
Soil Science	1	2.1%
Spanish	52	33.1%
Statistics	8	5.2%
Surgery**	119	2.2%
Textiles & Clothing	8	88.8%
Urban & Regional Planning (CF. City Planning)	0	0
Veterinary Science	106	7.4%
Wild Life Ecology (CF. Fish, Game, and Wildlife Management)	0	0
Zoology	72	20.3%
Pathology**	380 (residents)	19.4%

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When noted statistics may be for some other appropriate terminal degree.

* The statistics are derived by combining the number of degrees awarded from both the largest degree-granting institutions and the best ranked departments in the field.

1. The thirty-three institutions which have granted more than 2000 doctorates --

- | | | |
|-----------------------|--------------------------|---------------------------------|
| Boston University | Mass. Institute of Tech. | Princeton |
| California (Berkeley) | Michigan | Purdue |
| Catholic University | Michigan State | Stanford |
| Chicago | Minnesota | Texas |
| Columbia | Missouri | UCLA |
| Cornell | New York University | Univ. of Southern
California |
| Harvard | North Carolina | Washington (Seattle) |
| Illinois | Northwestern | Wisconsin |
| Indiana | Ohio State | Yale |
| Iowa | Pennsylvania | |
| Iowa State | Pennsylvania State | |
| Johns Hopkins | Pittsburgh | |

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2. Combined with the figures obtained from the above list are those institutions (if not already included) in which the particular department received a 1969 ACE rating of 3.0 or above ("strong" or "distinguished").

The data concerning degrees awarded by the largest degree granting institutions were derived from Higher Education, Earned Degrees Conferred: Part B, Institutional Data Volumes 1967-68 and 1968-69, published by the U. S. Office of Education, Department of Health, Education and Welfare.

The ACE ratings are based on the quality of graduate faculties, as evaluated by members of the profession, and are taken from A Rating of Graduate Programs, edited by Kenneth D. Roose and Charles J. Andersen, and issued by the American Council on Education.

** Statistics for medical fields are for filled residencies in affiliated hospitals, September 1, 1970.

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% OF PH. D.'s AWARDED TO WOMEN BY THE TOP FIVE GRADUATE INSTITUTIONS, IN SELECTED DISCIPLINES

Compiled by Lucy W. Sells,
Department of Sociology
University of California at Berkeley

<u>DISCIPLINE</u>	<u>1953-1958</u>				<u>1963-1968</u>			
	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>
Sociology	199	37	236	16	191	59	250	24
English	363	50	413	12	387	113	500	23
Psychology	284	68	352	19	434	123	557	22
Anthropology	112	21	133	16	179	41	220	19
History	465	44	509	9	750	97	847	12
Political Science	271	13	284	5	316	40	356	12
Chemistry	748	38	786	5	696	51	747	7
Economics	408	15	423	4	480	36	516	7
Mathematics	227	8	235	3	455	20	485	4
Physics	445	8	450	2	872	24	896	3

Sources: U. S. Office of Education, EARNED DEGREES CONFERRED, Circulars Numbered 417, 461, 499, 527, and 570, for degrees conferred in 1953-1954 through 1957-58, respectively. After 1962, EARNED DEGREES CONFERRED was published by the National Center for Educational Statistics, Washington, D. C. The Top Five rankings for the 1953-1958 period are based on Keniston's 1957 ranking, cited in Allan M. Cartter, AN ASSESSMENT OF QUALITY OF GRADUATE EDUCATION, American Council on Education, Washington, D. C., 1966. The Top Five rankings for 1963-1968 are based on Kenneth D. Roose and Charles J. Andersen, A RATING OF GRADUATE EDUCATION, American Council on Education, Washington, D. C., 1970.

The Top Five Departments for each discipline and time period are.

- Sociology: 1957: Harvard, Columbia, Chicago, Michigan, Cornell
1970: Berkeley, Harvard, Chicago, Columbia, Michigan
- English: 1957: Harvard, Yale, Columbia, Berkeley, Princeton
1970: Yale, Berkeley, Harvard, Chicago, Princeton
- Psychology: 1957: Harvard, Michigan, Yale, Berkeley, Stanford
1970: Stanford, Michigan, Berkeley, Harvard, Illinois
- Anthropology: 1957: Chicago, Harvard, Columbia, Berkeley, Yale
1970: Chicago, Berkeley, Michigan, Pennsylvania, Harvard
- History: 1957: Harvard, Columbia, Yale, Berkeley, Wisconsin
1970: Harvard, Yale, Berkeley, Princeton, Stanford, Columbia, Wisconsin

Political Science: 1957: Harvard, Chicago, Berkeley, Columbia, Princeton
1970: Yale, Harvard, Berkeley, Chicago, Michigan

Chemistry: 1957: Harvard, Berkeley, Illinois, Chicago, Wisconsin
1970: Harvard, Cal. Tech., Stanford, Berkeley, M.I.T.

Economics: 1957: Harvard, Chicago, Yale, Columbia, Berkeley, Stanford
1970: Harvard, M.I.T., Chicago, Yale, Berkeley

Mathematics: 1957: Harvard, Chicago, Princeton, Berkeley, Michigan
1970: Berkeley, Harvard, Princeton, Chicago, M.I.T.

Physics: 1957: Berkeley, Harvard, Columbia, Princeton, Chicago
1970: Cal. Tech., Berkeley, Harvard, Princeton, Stanford, M.I.T.

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DOCTORATES GRANTED FROM 1963-1968 BY TOP FIVE GRADUATE FACULTIES, BY SEX AND DISCIPLINE

<u>SOCIOLOGY</u>					<u>PSYCHOLOGY</u>				
<u>University</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>	<u>University</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>
1* Berkeley	34	14	48	29	1 Stanford	69	20	89	22
1* Harvard	25	9	34	26	2 Michigan	130	31	161	19
3 Chicago	58	12	70	17	3 Berkeley	89	36	125	29
4* Columbia	44	19	63	30	4 Harvard	57	21	78	27
4* Michigan	<u>30</u>	<u>5</u>	<u>35</u>	14	5 Illinois	<u>89</u>	<u>15</u>	<u>104</u>	14
Total	191	59	250	24%	Total	434	123	557	22%
*Tie in rating.									
1969-70	67	26	93	28%	1969-70	115	47	162	29%

<u>ENGLISH</u>					<u>ANTHROPOLOGY</u>				
<u>University</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>	<u>University</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>
1 Yale	71	35	106	33	1 Chicago	46	7	53	14
2* Berkeley	52	23	85	27	2 Berkeley	49	12	61	20
2* Harvard	160	43	203	21	3 Michigan	24	2	26	--
4* Chicago	39	10	49	20	4 Pennsylvania	12	4	16	--
4* Princeton	<u>55</u>	<u>2</u>	<u>57</u>	4	5 Harvard	<u>48</u>	<u>16</u>	<u>64</u>	25
Total	387	113	500	23%	Total	179	41	220	19%
*Tie in rating.									
969-70	102	34	136	25%	1969-70	41	18	59	31%

Sources: Degree figures compiled from EARNED DEGREES CONFERRED, published annually by U. S. Office of Education, National Center for Educational Statistics, Washington, D. C., 1963, 1964, 1965, 1966, and 1967. Rating of quality of graduate faculty taken from A RATING OF GRADUATE PROGRAMS, Kenneth D. Roose and Charles J. Anuersen, Washington, D. C., American Council on Education, 1970.

969-70 data from same schools in each field -- U.S.O.E. 72-2, EARNED DEGREES CONFERRED.

HISTORY

<u>University</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>
1* Harvard	163	25	188	13
1* Yale	63	16	79	--
3 Berkeley	122	12	134	9
4 Princeton	47	--	47	--
5* Columbia	146	32	178	18
5* Stanford	46	4	50	8
5* Wisconsin	<u>163</u>	<u>8</u>	<u>171</u>	<u>5</u>
Total	750	97	847	12%

*Tie in rating.

1969-70 239 43 282 15%

POLITICAL SCIENCE

<u>University</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>
1 Yale	30	5	35	14
2 Harvard	114	20	134	15
3 Berkeley	74	6	80	8
4 Chicago	48	6	54	11
5 Michigan	<u>50</u>	<u>3</u>	<u>53</u>	6
Total	310	41	351	12%
1969-70	58	10	68	15%

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<u>University</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>
1 Harvard	117	12	129	9
2 Cal. Tech.	83	2	85	2
3* Stanford	83	9	92	10
3* Berkeley	230	14	244	6
5 M.I.T.	<u>183</u>	<u>14</u>	<u>197</u>	7
Total	696	51	747	7%

*Tie in rating.

1969-70 140 7 147 5%

ECONOMICS

<u>University</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>
1* Harvard	138	13	151	9
1* M.I.T.	101	4	105	4
3 Chicago	69	3	72	4
4 Yale	71	4	75	5
5 Berkeley	<u>101</u>	<u>12</u>	<u>113</u>	11
Total	480	36	516	7%

*Tie in rating.

1969-70 126 5 131 4%

PHYSICS

<u>University</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>
1* Cal Tech	78	3	81	4
1* Berkeley	275	6	281	2
1* Harvard	113	3	116	3

*Tie in rating.

MATHEMATICS

<u>University</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>
1* Berkeley	147	7	154	5
1* Harvard	68	3	71	4
3 Princeton	72	-	72	-

*Tie in rating. 108

Physics cont'd.:

<u>University</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>
4 Princeton	107	1	108	1
5* Stanford	105	3	108	3
5* M.I.T.	<u>194</u>	<u>8</u>	<u>202</u>	<u>4</u>
Total	872	24	896	3%

Mathematics cont'd.:

<u>University</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>% Women</u>
4 Chicago	69	5	74	7
5 M.I.T.	<u>109</u>	<u>5</u>	<u>114</u>	<u>4</u>
Total	465	20	485	4%

*Tie in rating.

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INSTITUTIONS WITH FEMALE ENROLLMENT FOR ADVANCED
DEGREES, BY AREAS OR FIELD OF STUDY*

Astronomy, Field Crops

IL U. of Ill. Urbana Campus
NY SUNY C. of Agr. at Corl. U.

Animal Science

AR U. of Ark. Main Campus
TX Texas A & M University

Dairy Science

IL U. of Ill. Urbana Campus
MD U. of Maryland - all campus

Fish, Game or Wildlife Management

CO Colorado State University

Feed Science

GA U. of Georgia
LA La. State U. Baton Rouge
MD U. of Maryland all campus
NY SUNY C. of Agr. at Corl. U.
WI U. of Wisconsin - Madison

Horticulture

FL U. of Florida
HI U. of Hawaii Main Campus
SC Clemson U. Main Campus
WI U. of Wisconsin - Madison

Ornamental Horticulture

GA U. of Georgia
TX Texas A & M University
VA Va. Poly. Inst. & State U.

Poultry Science

CO Colorado State U.
MD U. of Maryland - all campus
VA Va. Poly. Inst. & State U.

Soil Science

IA Iowa State U. Sci. & Techn.
MN U. of Minn. all campus
VT U. of Vt. & State Agr. College

Agriculture, all other fields

AL Tuskegee Institute
MS Miss. State U.
RI U. of Rhode Island
TX Texas A & M University

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* Source: U.S. Department of Health, Education and Welfare, Publication No. (OH) 72-31, Students Enrolled for Advanced Degrees, Fall, 1970.

Architecture

Yale University
Harvard U.
MA Mass. Inst. of Tech.
PA U. of Pennsylvania

Biology, General

CA Stanford University
CA U. of Calif. - San Diego
CO U. of Colorado
CT Yale University
FL Florida State University
IL Northwestern University
IL University of Chicago
MD John Hopkins U.
MA Boston University
MA Harvard U.
MA Mass. Inst. of Tech.
NY CUNY Graduate Center
NY New York University
NY Suny State U. of Albany
PA U. of Pittsburgh
TX U. of Houston

Botany, General

CA U. of Calif. at Berkeley
MI U. of Mich. Main Campus
Ohio State Univ. Main Camp.
WI U. of Wisc. at Madison

Zoology, General

CA U. of Calif. at Berkeley
IN Indiana U. at Bloomington
MD U. of Maryland
MI U. of Mich. Main Campus
MN U. of Minn.
MO U. of Missouri at Columbia
NJ Rutgers U. at New Brunswick
OH Ohio State U. Main Campus
WI U. of Wisc. at Madison

Anatomy & Histology

CA U. of Calif. at Los Angeles
IL U. of Ill. Med. Center - Chicago
MA Harvard U.

Bacteriology, etc.

CA U. of Calif. - Los Angeles
GA U. of Georgia
IL U. of Chicago
MN U. of Minn.
PA U. of Pennsylvania
TX U. of Texas at Austin
WI U. of Wisc. at Madison

Biochemistry

CA U. of Calif. at Davis
IL U. of Ill. Med. Ctr. - Chicago
IL U. of Ill. Urbana Campus
MA Boston U.
MA Harvard U.
MN U. of Minn
NY Columbia U. - Main Division
OK U. of Oklahoma Main Campus
TX U. of Texas at Austin
WI U. of Wisc. at Madison

Biophysics

CA U. of Calif. at Berkeley
NY U. of Rochester
PA U. of Pittsburg Main Campus

Cytology

CA U. of Calif. at Irvine

Ecology

MN U. of Minn.
NC U. of North C. at Chapel Hill
OH U. of Dayton

Entomology

AL Auburn University
CA U. of Calif. at Riverside
GA U. of Georgia
IL U. of Ill. Urbana Campus
OR Oregon State U.

Genetics

CA U. of Calif. at Berkeley
MI U. of Mich. Main Campus
MN U. of Minn.
NY SUNY College of Agr. at Central U.
NC U. of N.C. at Chapel Hill
TX U. of Texas at Austin
WI U. of Wisc. at Madison

Molecular Biology

CA U. of Calif. at Berkeley
CA U. of Calif. at Irvine
CO U. of Colorado
PA U. of Pennsylvania
WI U. of Wisc. at Madison

Nutrition

CA U. of Calif. at Berkeley
MA Mass. Inst. of Techno.
NY Columbia U. Teachers College
TN U. of Tenn. at Knoxville
WI U. of Wisc. at Madison

BEST COPY AVAILABLE



Pathology

IL U. of Ill. Med. Ctr. - Chicago
 MO U. of Missouri at Columbia
 NC Duke University
 PA U. of Pennsylvania

Pharmacology

CA U. of Calif. San Francisco Med. Ctr.
 CT Yale University
 IL U. of Ill. Med. Ctr. - Chicago

Physiology

AL U. of Alabama - Birmingham
 CA U. of Calif. - Berkeley
 DE Howard University
 IL U. of Ill. Urbana Campus
 NC Duke University
 NC U. of N.C. at Chapel Hill

Plant Pathology

FL Univ. of Florida
 GA Univ. of Georgia
 IA Iowa State U. Sci. & Techn.
 MN U. of Minn.
 OR Oregon State University
 TX U. of Houston

Plant Physiology

CA U. of Calif. - Davis
 TX U. of Texas - Austin

Biological Sciences, all other Fields

AL U. of Alabama - Birmingham
 CT U. of Conn. - Main Campus
 IN Purdue U. - Main Campus
 NY Columbia U.
 NY SUNY St. U. Stony Brook
 NY U. of Rochester
 RI Brown University
 WI U. of Wisc. - Madison

Business & Commerce, General

CA Golden Gate College
 IL U. of Chicago
 MI U. of Mich. - Main Campus
 MN U. of Minn.
 NV U. of Nevada - Las Vegas
 NY Columbia University

Accounting

IL DePaul University
 TX U. of Texas at Austin
 WI U. of Wisc. - Madison

Finance, Banking

FL Florida State University
 OH Case Western Reserve U.
 PA U. of Pennsylvania

Marketing

AL U. of Alabama - Tuscaloosa
 FL Florida State University
 MO St. Louis U. - Main Campus
 PA U. of Penn.
 TX North Texas St. U.

Business & Commerce

AZ Thunderbird Graduate School
 IL DePaul University
 MA Harvard University
 NY New York University
 TX U. of Texas at Austin

City Planning

DC Howard University
 FL Florida State University
 MA Harvard University
 MA Mass. Inst. of Technology
 NY Columbia U. Main Division
 NY Cornell U. Main Campus
 NY Pratt Institute
 PA U. of Penn.
 PA U. of Pittsburg, Main Campus

Computer Science

HI U. of Hawaii Main Campus
 MO Washington U.
 NY SUNY State U. - Albany
 TX U. of Texas - Austin
 WI U. of Wisconsin - Madison

Systems Analysis

GA Georgia State U.

Comp. Sci. & Systems Anal., Other Fields

IL U. of Chicago
 MI U. of Mich. - Main Campus

Physical Education

CA U. of Southern Calif.
 FL Florida State U.
 IN Indiana U. - Bloomington
 IA U. of Iowa
 MD U. of Maryland
 MA Smith College
 NY Columbia U. Teachers College
 NC U. of N.C. - Greensboro
 OH Ohio State U. - Main Campus
 OK Okla. State U. - Main Campus
 TX Texas Woman's U.
 WI U. of Wisconsin - Madison

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Health Education
NY Columbia U.
TX U. of Texas Woman's U.

Education
IN Indiana U. - Bloomington
NY Columbia U. Teachers College
NC U. of N.C. - Chapel Hill

Ed. of the Mentally Retarded
CT U. of Conn. St. College
FL Florida State University
MA Boston University
NY Syracuse University
WI U. of Wisc. - Madison

Ed. of the Gifted
FL U. of South Florida

Ed. of the Deaf
DC Gallaudet College
FL Florida State U.
NY Columbia U. Teachers College

Speech & Hearing Impaired
CO Colorado State U.
CO U. of Colorado
CT U. of Conn. - Main Campus
FL Florida State U.
IA U. of Iowa
MD U. of Maryland
MN U. of Minn.
MO Washington University
NJ Seton Hall University
NY Columbia U. Teachers College
OK U. of Okla. - Main Campus
TX U. of Texas - Austin
VA U. of Virginia - Main Campus

Ed. of the Visually Handicapped
MA Boston College

Ed. of the Emotionally Disturbed
MA Boston College

Ed. of the Emotionally Disturbed
NY Columbia U. Teachers College
NY Yeshiva U.
WI U. of Wisc. - Madison

Special Learning Disability
MA Boston University
TX U. of Texas - Austin

Ed. of the Crippled
PA Temple University

Admin. of Special Ed.
OR U. of Oregon Main Campus
PA Temple University

Ed. of other Exceptional Children
AZ Arizona State U.
IL Depaul University
IA University of Iowa
MA Boston College
NY Hofstra University
TN George Peabody College for Teachers
WI U. of Wisc. - Milwaukee

Art Education
AZ Arizona State U.
FL Florida State U.
IL U. of Chicago
NY Columbia U. Teachers College
SC U. of SC - Main Campus

Business or Commercial Ed.
AZ Arizona State U.
GA Georgia State U.
IN Indiana U. - Bloomington
KY U. of Kentucky Main Campus
MA Boston U.
NC N.C. Central U.
NC U. of N.C. - Greensboro
OK Okla. State U. - Main Campus
PA U. of Pittsburg - Main Campus

Distributive Ed. Retail Selling
FL U. of South Florida
MI Mich. State U.

Home Economics Ed.
FL Florida State U.
KY U. of Kentucky - Main Campus
MN U. of Minn.
NM U. of N.M.
OK Okla. State U. Main Campus

Industrial Arts Ed., Nonvocational
IL U. of Ill. Urbana

Music Ed.
CO U. of Colorado
FL Florida State U.
IL U. of Ill. Urbana Campus
KS Wichita State U.
MA Boston U.
MN U. of Minn.
NY Columbia U. Teachers College
NC U. of N.C. - Chapel Hill
TX U. of Texas - Austin

BEST COPY AVAILABLE

Trace of Industrial Ed., Vocational

IL U. of Ill. Urbana Campus
OK Okla. State U. Main Campus

Specialized Teaching Fields, all other

IL Depaul U.
IN Indiana U. - Bloomington
MD U. of Maryland
MA Boston U.
NY Hofstra U.
NY New York U.
NY Syracuse U.
PA U. of Penn.
PA U. of Pittsburgh Main Campus

Nursery or Kindergarten Ed.

NY Cornell U. Main Campus
NY Syracuse U.

Early Childhood Ed.

FL Florida State U.
IL U. of Ill. Urbana Campus
NY Columbia U. Teachers College
RI Rhode Island College

Elementary Education

AZ Arizona State U.
GA Atlanta U.
HI U. of Hawaii Main Campus
IL U. of Ill. Urbana Campus
KY U. of Kentucky Main Campus
MA Boston U.
MN U. of Minn.
MS Missip. State College for Women
NY Syracuse U.
OH Antioch College Main Campus
OK Okla. State U. - Main Campus
PA U. of Pittsburgh - Main Campus

Secondary Ed.

AZ Arizona State U.
CA Chapman College
HI U. of Hawaii Main Campus
IA U. of Iowa
KY U. of Kentucky Main Campus
MI Mich. State U.
OH Antioch College Main Campus
OK Okla. State U. Main Campus
PA U. of Pittsburgh Main Campus

College Elementary & Secondary Ed.

VA Norfolk U.
NH U. of New Hampshire
TX U. of Texas - Austin

Adult Ed.

AZ Arizona State U.
FL Florida State U.
MA Boston U.
MI Michigan State U.

General Teaching Fields, all other

FL Florida State U.
MD U. of Maryland
NY Columbia U. Teachers College
NY SUNY C. Human Ecology Coll.
OK Okla. State U. Main Campus
TX North Texas State U.

Education Specialist

AZ U. of Arizona
DC George Washingt U.
IN Ball State U.
KY Murray State U.
LA Nicholls State U.
MS U. of Mississippi - Main Campus
NM N.M. State U. - Main Campus
NM U. of New Mexico

Ed. Adm., Supervision, Finance

CA Chapman College
DC American U.
IL Depaul University
MD U. of Maryland
MA Boston College
MN U. of Minn.
NY Columbia U. Teachers College
NY New York U.
TX U. of Houston
WI Marquette U.
WI U. of Wisc. - Madison

Counseling & Guidance

AZ Arizona State U.
CA U. of Santa Clara
FL Florida State U.
FL U. of Florida
FL U. of Miami
IL Depaul U.
IA U. of Iowa
MD U. of Maryland
MA Boston College
MA Boston U.
MO U. of Missouri - Columbia
NM U. of New Mexico
NY Columbia U. Teachers College
TX Texas A & M University

BEST COPY AVAILABLERehearsal Station Counselor Training

AL U. of Alabama - Tuscaloosa
 Florida State U.
 Boston U.
 NY Seton Hall U.

History of Ed.

FL University of Florida
 MA Boston University
 NY Rutgers U. - New Brunswick
 NM U. of New Mexico
 NY Columbia U. Teachers College
 PA U. of Pennsylvania
 WI U. of Wisconsin - Madison

Curriculum & Instruction

FL Florida Atlantic University
 MI Wayne State U.
 MN U. of Minn.
 NY Columbia U. Teachers College
 TN U. of Tenn. - Knoxville
 TX East Texas State U.
 TX U. of Houston
 WI U. of Wisc. - Madison
 WI U. of Wisc. Milwaukee

Ed., General

AL U. of Alabama - Birmingham
 U. of Calif. - Berkeley
 U. of Calif. - Los Angeles
 CA U. of Southern Calif.
 CO U. of Colorado
 IL Northwestern University
 IL U. of Chicago
 IN Purdue U. - Indianapolis
 MA U. of Mass. - Amherst Campus
 MI Mich. State U.
 MN U. of Minn.
 MO St. Louis U. - Main Campus
 OH Ohio State U. - Main Campus
 WA U. of Washington

Education, all other fields

CA Stanford U.
 DC Howard U.
 FL Florida State U.
 IN Indiana U. - Bloomington
 MD U. of Maryland
 MA Boston College
 MA Boston U.
 MI U. of Michigan - Main Campus
 NY Columbia U. Teachers College
 NY New York U.

Aerospace, aeronaut, astronaut engr.

CO U. of Colorado
 NJ Princeton U.

Agricultural Engr.

GA U. of Georgia
 WI U. of Wisc. - Madison

Biomedical Engr.

NY Rensselaer Poly. - Main Campus
 PA Drexel U.

Ceramic Engr.

MO U. of Missouri - Rolla

Chemical Engr., Petroleum Refining Engr.

MA Northeastern U.
 MI U. of Michigan - Main Campus
 MO Washington U.
 PA Carnegie - Mellon U.

Civil, Construction, Transport Engr.

AZ U. of Arizona
 CA Stanford U.
 DC Howard U.
 FL U. of Florida
 IL Northwestern U.
 IL U. of Ill. Urbana Campus
 MA Mass. Inst. of Techn.
 MO Washington U.

Electrical Engr., Electronics

AZ Arizona State U.
 CA Stanford U.
 CA U. of Calif. - Berkeley
 IL Northwestern U.
 MD U. of Maryland
 MA Mass. Inst. of Techn.
 MA Northeastern U.
 MN U. of Minn.
 PA Carnegie - Mellon U.
 TX U. of Texas - Austin

Engr. Sci., Mec Physics; Sci. Engr.

AL U. of Alabama - Tuscaloosa
 CA Calif. Inst. of Techn.
 CA U. of Calif. - San Diego
 IL Ill. Inst. Techn.
 IL Northwestern U.
 NY Columbia U.
 NY SUNY State U. - Binghamton
 VA U. of Virginia - Main Campus

Environmental Health, Sanitary Engr.
 CT New York U.
 OK U. of Oklahoma - Main Campus
 PA Drexel U.

General Engr.
 CA U. of Calif. - Berkeley
 CA U. of Calif. - Davis
 CA U. of Calif. - Los Angeles
 OH Case Western Reserve U.

Industrial or Management Engr.
 IL Northwestern U.
 MD Johns Hopkins U.
 MI U. of Mich. - Main Campus
 NY SUNY St. U. - Buffalo Main Campus
 OK U. of Oklahoma - Main Campus

Mechanical Engr.
 IN Purdue U. - Main Campus
 MD Johns Hopkins U.

Metallurgical, Etc.
 CA Stanford U.
 FL U. of Florida
 IN Purdue U. - Main Campus
 . Mass. Inst. of Techn.
 I Cornell U. - Main Campus
 PA U. of Pennsylvania

Mining, Mineral Engr; Mineral Dressing
 CA Stanford U.

Naval Architecture & Marine Engr.
 MA Mass. Inst. of Techn.
 MI U. of Mich. - Main Campus

Nuclear Engr.
 CA U. of Calif. Berkeley
 DC Catholic U. of America
 MA Mass. Inst. of Techn.
 OR Oregon State U.
 TN U. of Tenn. - Knoxville

Petroleum Engr.
 CA Stanford University

Engr., all other fields
 CT Yale University
 MA Harvard University
 MA Northeastern University
 . New York University
 . U. of N.C. - Chapel Hill
 PA U. of Pennsylvania

English & Literature
 AL Auburn University
 AZ Arizona State U.
 AR U. of Arkansas - Main Campus
 CA U. of Calif. - Berkeley
 CA U. of Calif. - Los Angeles
 CA U. of Calif. - San Diego
 CO U. of Colorado
 CT U. of Conn. - Main Campus
 CT Yale U.
 DC Howard U.
 FL Florida State U.
 FL U. of Florida
 IL U. of Ill. - Urbana Campus
 IL U. of Chicago
 IN Indiana U. - Bloomington
 IN U. of Notre Dame
 IA U. of Iowa
 LA Tulane U. of Louisiana
 MD U. of Maryland
 MA Brandeis U.
 MA Harvard U.
 MA TUFTS U.
 MI Mich. State U.
 MI U. of Mich. - Main Campus
 MN U. of Minn.
 NJ Rutgers U. - New Brunswick
 NY Columbia U.
 NY Cornell U. - Main Campus
 NY New York U.
 NY SUNY St. U. - Buffalo
 NY SUNY St. U. - Stony Brook
 NY Syracuse U.
 NC U. of N.C. - Chapel Hill
 OH Kent State U. - Main Campus
 PA U. of Penn.
 PA U. of Pittsburgh - Main Campus
 RI Brown University
 TN Vanderbilt University
 TX U. of Texas - Austin
 WI U. of Wisco. Madison

Journalism
 IA U. of Iowa
 MI U. of Mich. - Main Campus
 MN U. of Minn.
 MO U. of Missouri - Columbia
 NY Syracuse U.
 OK U. of Okla. - Main Campus
 UT Brigham Young U.
 WI U. of Wisco. - Madison

Art, General

CA U. of Calif. - Los Angeles
 CT Yale U.
 FL Florida State U.
 IL U. of Ill. - Main Campus
 IL U. of Chicago
 IA U. of Iowa
 LA Tulane U. of Louisiana
 MA Harvard U.
 MA U. of Mass. - Amherst Campus
 NJ Princeton U.
 NY New York U.
 NY Pratt Institute
 PA U. of Pittsburgh - Main Campus
 WI U. of Wisc. - Madison

Music, Sacred Music

FL Florida State U.
 IN Indiana U. - Bloomington
 IA U. of Iowa
 MI U. of Mich. - Main Campus
 MN U. of Minn.
 NY Manhattan School of Music
 NY The Juilliard School
 NY U. of Rochester
 NC U. of N. C. Chapel Hill
 TX U. of Texas - Austin

Speech & Dramatic Arts

CT Yale University
 FL Florida State U.
 IL Northwestern U.
 IL U. of Ill. - Urbana Campus
 LA La. State U. - Baton Rouge
 MI U. of Mich. - Main Campus
 MN U. of Minn.
 NY Columbia U.
 OH Ohio State U. - Main Campus
 PA U. of Pittsburgh - Main Campus
 TX U. of Texas - Austin
 WI U. of Wisc. - Madison

Fine & Applied Arts, all other fields

CA U. of Calif. - Berkeley
 CA U. of Calif. - Los Angeles
 CT Yale U.
 IL School of Art Inst. - Chicago
 MI Cranbrook Academy of Art
 MN U. of Minn.
 NY Columbia U.
 NY New York U.
 OH Ohio State U. - Main Campus
 PA U. of Pennsylvania

Folklore

IN Indiana U. at Bloomington
 PA U. of Pennsylvania

Linguistics

CA Stanford U.
 CA U. of Calif. - Berkeley
 DC Georgetown U.
 IL U. of Chicago
 MI U. of Mich. - Main Campus
 NY Cornell U. - Main Campus
 TX U. of Texas - Austin

Latin, Classical Greek

IL U. of Chicago
 MA Harvard U.
 MI U. of Mich., Main Campus
 NY Columbia U.
 NC Duke U.
 NC U. of N.C. - Chapel Hill
 RI Brown U.
 TX U. of Texas - Austin

Modern Languages (more than two)

MI Wayne State U.
 PA U. of Pennsylvania

French

CA U. of Calif. - Berkeley
 CA U. of Calif. - Los Angeles
 CO U. of Colorado
 CT Yale U.
 IL U. of Chicago
 IL Northwestern U.
 IN Indiana U. - Bloomington
 MD U. of Maryland
 MN U. of Minn.
 NY Columbia U.
 NY CUNY Graduate Center
 NC U. of N.C. - Chapel Hill
 PA U. of Pittsburgh - Main Campus
 WI U. of Wisc. - Madison

Italian

MN U. of Minn.
 NJ Rutgers U. - New Brunswick
 NY Columbia U.
 VA U. of Va. - Main Campus

Portuguese

NY CUNY Graduate Center
 TN Vanderbilt U.

BEST COPY AVAILABLE

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Spanish

- AR Arizona State U.
- CO U. of Colorado
- FL Florida State U.
- IL U. of Ill. - Urbana Campus
- IN Indiana U. - Bloomington
- LA Tulane U. of La.
- MI U. of Minn.
- NY Columbia U.
- NY CUNY Graduate Center
- TX U. of Texas - Austin
- WI U. of Wisc. - Madison

Philology & Lit. of Romance Languages

- CA U. of Calif. - Berkeley
- MD Johns Hopkins U.
- MA Harvard U.
- WA U. of Washington

German

- CA Stanford U.
- CA U. of Calif. - Berkeley
- CO U. of Colorado
- IL U. of Chicago
- MD Johns Hopkins U.
- MA Boston College
- MI U. of Mich. - Main Campus
- MI U. of Minn.
- NY Columbia U.
- OH Ohio State U. - Main Campus
- PA U. of Penn.
- PA U. of Pittsburgh - Main Campus
- WA U. of Washington
- WI U. of Wisc. - Madison

Other Germanic Languages

- IN Indiana U. at Bloomington
- MA Harvard U.

Philology & Lit. of Germanic Lang.

- NJ Princeton U.
- NY Cornell U. - Main Campus

Arabic

- IL U. of Chicago

Chinese

- IL U. of Chicago
- NY Columbia U.
- WI U. of Wisc. - Madison

Hebrew

- Columbia U.

Japanese

- CA Stanford U.
- IL U. of Chicago

Russian

- CO U. of Colorado
- IL U. of Ill. - Urbana Campus
- IL U. of Chicago
- RI Brown U.
- TX U. of Texas - Austin

Other Slavic Languages

- MA Harvard U.
- NY Columbia U.
- NY New York U.
- OH Ohio State U. - Main Campus
- PA U. of Pennsylvania

Foreign Lang. & Lit., all other fields

- CA U. of Calif. - Los Angeles
- CT Yale U.
- MA Harvard U.
- NY U. of Rochester
- OH Ohio State U. - Main Campus
- TX U. of Texas - Austin

Forestry

- CA U. of Calif. - Berkeley
- CO Colo. State U.
- CT Yale U.

Geography

- AZ Arizona State U.
- CO U. of Colorado
- FL U. of Florida
- HI U. of Hawaii - Main Campus
- IL Northwestern U.
- MN U. of Minn.
- NY Columbia U.
- OR Oregon State U.

Hospital Administration

- DC George Washington U.
- MA Boston U.

Nursing, Public Health Nursing

- CA U. of Calif. San Francisco Med. Ctr.
- CT Yale U.
- DC Catholic U. of America
- MD U. of Maryland
- MA Boston College
- MA Boston U.
- MO St. Louis U. - Main Campus
- NY SUNY Health Sci. Ctr. Bilo.
- OH Case Western Reserve U.
- PA U. of Pennsylvania
- PA U. of Pittsburgh - Main Campus



BEST COPY AVAILABLE

Occupational Therapy

CA U. of Southern Calif.
PA Boston U.
Columbia U.

Pharmacy

CA U. of Georgia
IA U. of Iowa
MI U. of Mich. - Main Campus
MN U. of Minn.
NY St. John's U.

Physical Therapy, Physiotherapy

CA Stanford U.
MA Boston U.
OH Case Western Reserve U.

Public Health

CA U. of Calif. - Los Angeles
CT Yale U.
HI U. of Hawaii - Main Campus
MD Johns Hopkins U.
MA Harvard U.
MI U. of Mich. - Main Campus
NC U. of N.C. - Chapel Hill

Clinical Dental Sciences

PA U. of Pittsburgh - Main Campus

General Medical Sciences

IA U. of Minn.
NY Cornell U. - Main Campus
PA U. of Pittsburgh - Main Campus

Clinical Vet. Medical Sciences

IL U. of Ill. - Urbana Campus
WA Washington State University

Health Professions, all other fields

CA U. of Calif. - Berkeley
LA Tulane U. of La.
MI U. of Mich. - Main Campus
PA Temple University
TX U. Texas Grad. Sch. Biomed. Sci.

Home Economics, General

AZ Arizona State U.
EC Howard U.
GA U. of Georgia
MN U. of Minn.
OH Ohio State U. - Main Campus

Child Development, Family Relations

FL Florida State U.
IA U. of Iowa
MI Michigan State U.
NY SUNY Coll. Human Ecol. Crnl.
OK Okla. State U. - Main Campus
TX Texas Woman's U.

Clothing & Textiles

FL Florida State U.
MD U. of Maryland
NC U. of N.C. - Greensboro
OK Okla. State U. - Main Campus
TN U. of Tenn. - Knoxville

Food & Nutrition

IN Purdue U. - Main Campus
IA Iowa State U. Sc. & Techn.
KS Kansas State U. Agr. & App. Sci.
MD U. of Maryland All Campus
OH Case Western Reserve U.
TN U. of Tenn. Knoxville
TX U. of Texas - Austin

Institution Management or Administration

KS Kansas St. U. Agr. & App. Sci.

Home Economics, All other fields

IN Purdue U. - Main Campus
OK Okla. State U. Main Campus
TN U. of Tenn. Knoxville

Law

DC George Wash. U.
DC Georgetown U.

Library Science

FL Florida State U.
HI U. of Hawaii Main Campus
IL U. of Chicago
LA La. State U. Baton Rouge
MI U. Mich. Main Campus
MN U. of Minn. all campus
NY Columbia U. Main Division
NY Pratt Insti.
NY SUNY College at Genesco
NY Syracuse U.
OH Case Western Reserve
PA Villanova U.

BEST COPY AVAILABLE

Mathematics

AL Auburn U. all campus
U. of Cal. Los Angeles
Florida State U.
IL U. of Ill. Urbana Campus
IL Western Ill. U.
IN Purdue U.
MD U. of Maryland all campus
MA Boston U.
MI U. of Mich. Main Campus
MN U. of Minn. all campus
NY Columbia U. Teachers College
NY New York U.
NY SUNY U. Stony Bk. Main Campus
NY Syracuse U.
OH Ohio State U. Main Campus
TX U. of Texas at Austin
TX U. of Houston

Statistics

CA Stanford U.
CA U. of Cal. Berkeley
FL Florida State U.
OH Case Western Reserve
VA Va. Poly Inst. & State U.

Philosophy

CA U. of Cal. Berkeley
Georgetown U.
U. of Chicago
IN U. of Notre Dame
MA Boston U.
MI Mich. State U.
MN U. of Minn. all campus
MO U. of Missouri Columbia
NY CUNY Grad. Center
PA U. of Penn.

Scholastic Philosophy

MO Saint Louis U. Main Campus

Physical Sciences, General

NY New York U.

Astronomy

FL U. of Florida
MD U. of Maryland all campus
MA Harvard U.
MI U. of Mich. Main Campus

Chemistry

CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
CT Yale U.
IL Northwestern Ill. U.
IL U. of Ill. Urbana Campus
IL U. of Chicago
MD U. of Maryland all campus
MA Mass. Inst. of Techn.
MN U. of Minn. all campus
NY Columbia U. Main Campus
OH Ohio State U. Main Campus
PA U. of Penn.
TX U. of Texas at Austin

Meteorology

CA U. of Cal. Los Angeles
MD U. of Maryland all campus

Pharmaceutical Chemistry

CA U. Cal. San Francisco Med. Ctr.
IL U. of Ill. Med. Ctr. Chicago
MN U. of Minn. all campus
PA Temple U.

Physics

CA U. of Cal. Riverside
FL U. of Florida
IL Northwestern U.
IL U. of Chicago
MD U. of Maryland all campus
MA Boston College
NY Columbia U. Main Division
NY Cornell U. Main Campus
NY SUNY St. U. Stony Bk. Main campus
NY University of Rochester
PA U. of Pittsburgh - Main Campus

Geology

MA Harvard U.
MA U. of Mass. Amherst Campus
NY Columbia U. Main Campus
NY Syracuse U.
VA Va. Poly. Inst. & State U.

Geophysics

IL U. of Chicago

Oceanography

CA U. of Cal. San Diego
FL Florida State U.
VA C. William & Mary Main Campus

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Psychology, all other fields

MD Johns Hopkins U.
MI U. of Mich. all campus

Physical & Sensory, all other fields

CT U. of Conn. Main Campus
OH Ohio State U. Main Campus
WI U. of Wisconsin Madison

General Psychology

CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
CO U. of Colo. all campus
GA Georgia State U.
IL Northwestern U.
IL U. of Chicago
MA Boston U.
MI U. of Mich. Main Campus
MN U. of Minn. all campus
NY CUNY Graduate Center
OH Ohio State U. Main Campus
PA U. of Pittsburgh Main Campus

Clinical Psychology

CT U. of Conn. Main Campus
FL U. of Florida
IL U. of Ill. Urbana Campus
NY Adelphi U.
NY Columbia U. Teachers College
NY Yeshiva U.
TX U. of Houston

Counseling & Guidance

CO Colorado State U.
IL George Williams College
MD U. of Maryland all campus
MA Boston U.
NY Columbia U. Teachers College

Rehabilitation Counselor Training

NY Columbia U. Teachers College
VA Virginia Commonwealth U.

Educational Psychology

MI U. Michigan Main Campus
PA Temple University
TX University of Houston

Psychology, all other fields

CA Stanford University
FL Florida State University
MI Wayne State University
MO St. Louis U. Main Campus
NY Columbia U. Teachers College
PA Temple U.
TN U. of Tenn. Knoxville
WI U. of Wisconsin Madison

Religious Education, Bible

CA Graduate Theol. Union
DC Catholic U. of America
KY Southern Baptist Theol. Sem.
NJ Princeton Theological Sem.
TX Southwestern Bapt. Theol. Sem.
VA Presby. Sch. of Christian Ed.

Theology

CA Graduate Theol. Sem.
IL Northwestern U.
IN U. of Notre Dame
IA Aquinas Inst. Sch. of Theol.
MA Boston U.
NY Union Theological Sem.
WI Marquette U.

Religion, Liberal Arts Curriculum

CT Yale U.
FL Florida State U.
IL U. of Chicago
MA Andover Newton Theol. Sch.
NY Columbia U. Main Campus
PA Temple U.

Religion, all other fields

LA New Orleans Bapt. Theol. Sem.
MA Harvard U.
TN Scarritt College

Social Sciences, General

FL Florida State U.
IL U. of Chicago
MD Johns Hopkins U.
MA Boston U.
NY Syracuse U.

American Studies, Civilization, Culture

CT Yale U.
MI U. Mich. Main Campus
MN U. Minn. all campus
PA U. of Penn.
TX U. of Texas at Austin

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Anthropology

CA U. of Cal. Berkeley
 CA U. of Cal. Los Angeles
 CO U. of Colo. all campus
 IL Northwestern U.
 IN Indiana U. Bloomington
 MA Harvard U.
 MI U. of Mich. Main Campus
 NY Columbia U. Main Campus
 NY Cornell U. Main Campus
 NY Syracuse U.
 PA U. of Penn.
 PA U. of Pittsburgh Main Campus

Area or Regional Studies

DC Howard U.
 HI U. of Hawaii Main Campus
 MA Brandeis U.
 MA Harvard U.
 PA U. of Penn.
 TX U. of Texas at Austin

Economics

CA U. of Cal. Los Angeles
 FL Florida State U.
 IL Northwestern U.
 MA Harvard U.
 MI U. of Michigan Main Campus
 NY Cornell U. Main Campus
 PA U. of Penn.
 WI U. of Wisconsin

History

AZ Arizona State U.
 CA Stanford U.
 CA U. of Cal. Berkeley
 CA U. of Cal. Los Angeles
 CO U. of Colo. all campus
 CT U. of Conn. Main campus
 CT Yale U.
 DE U. of Delaware
 DC Georgetown U.
 DC Howard U.
 IL Northwestern U.
 IL U. of Chicago
 IN Indiana U. Bloomington
 IA U. of Iowa
 MD U. of Maryland all campus
 MA Brandeis U.
 MI U. of Mich. Main campus
 MN U. Minn. all campus
 MO U. of Mo. Columbia
 NJ Rutgers U. New Brunswick
 NY Columbia U. Main Division
 NY Cornell U. Main Campus
 NY CUNY Graduate Center
 NY SUNY St. U. Stony Bk.
 NC U. of N.C. Charlotte

OH Ohio State U. Main campus
 OK U. of Okla. Main Campus
 PA Temple U.
 TN Vanderbilt U.
 TX Rice U.
 VA U. of Va. Main Campus
 WI U. of Wisc. Madison

Internal Relations

MD Johns Hopkins U.
 NY Columbia U. Main Div.

Political Science

CA U. of Cal. Berkeley
 CA U. of Cal. Los Angeles
 IL U. of Chicago
 IN Indiana U. Bloomington
 MA Harvard U.
 MA Mass. Insti. Techn.
 MI U. of Mich. main campus
 NJ Princeton U.
 NY Columbia U. main campus
 PA Temple U.
 TX U. of Texas - Austin
 WI U. of Wisconsin - Madison

Sociology

CA U. of Cal. Berkeley
 CA U. of Cal. Los Angeles
 CO U. of Colo. all campus
 CT Yale U.
 FL Florida U.
 IL Northwestern U.
 IL U. of Chicago
 MD U. of Maryland all campus
 MA Boston U.
 MA Brandeis U.
 MI U. of Mich. main campus
 MI Wayne State U.
 MN U. of Minn. all campus
 NJ Rutgers U. New Brunswick
 NY Columbia U. Main Campus
 NY CUNY Graduate Center
 NC Duke U.
 NC U. of N.C. Chapel Hill
 OH Case Western Reserve
 OH Ohio State U.
 PA Temple U.
 PA U. of Penn.
 TN U. of Tenn. Knoxville
 TX U. of Texas Austin
 WI U. of Wisc. Madison

Basic Social Sciences, all other Fields

OR Portland State U.
CA U. of Southern Cal.
MA Harvard U.
MN U. of Minn. all campus
NY Syracuse U.

Social Work, Social Administration

CA U. of Southern Cal.
CO U. of Denver
CT U. of Conn.
FL Florida State U.
IL U. of Chicago
LA La. State U. - Baton Rouge
MD U. of Maryland - all campus
MA Boston U.
MI U. Mich. Main Campus
MI Wayne State U.
NJ Rutgers U. New Brunswick
NY Columbia U. Main Campus
NY New York U.
PA U. of Penn.
PA U. of Pittsburgh Main Campus
TN U. of Tenn. Knoxville
WI U. of Wisconsin Madison
WI U. of Wisconsin Milwaukee

Physical Sciences, all other fields

CA U.S. International U.
FL Florida State U.
IL U. of Chicago
KY U. of Louisville
NJ Princeton U.
PA Duquesne U.
WI U. of Wisconsin Madison

Arts, General Program

FL Florida State U.
IL U. of Chicago
NY Syracuse U.
OR Oregon State U.

Arts & Sciences, General Program

HI U. of Hawaii Main Campus
MN U. of Minn. all campus
NY Columbia U. Teachers College

Interarea Fields of Study

CA Cal State C. Dominguez Hls.
GA Georgia State U.
MA Harvard U.
OR U. of Oregon Main Campus
PA Bryn Mawr College
PA Temple U.
PA U. of Penn.
WI U. of Wisconsin Milwaukee

All other fields of Study

IL U. of Chicago
IN Indiana U. Bloomington
MI U. Mich. Main Campus
PA U. of Penn.

Dentistry (D.D.S. or D.M.D.)

DC Howard U.
MN U. of Minn. all campus
NB U. of Nebraska
PA U. of Penn.
TN Meharry Medical College
PR U. of Pr. San Juan

Medicine

CA U. Cal. San Frisco Medl. Ctr.
IL U. of Ill. Medl. Ctr. Chicago
MI U. of Mich. Main Campus
MN U. of Minn. all campus
NY New York U.
NY SUNY Downstate Medl. Ctr.
PA The Medl. College of Pa.
TX U. Tex. Medl. Br. Galveston
PR U. of PR San Juan

Optometry

CA U. of Cal Berkeley
PA Pa. College of Optometry

Osteopathy

IL Chicago C. Osteopathic Med.
MO Kansas City C. Osteopathy
PA Phila. College Osteo. Med.

Veterinary Medicine (D.V.M.)

CA U. of Cal. Davis
IN Purdue U. Main Campus
IA Iowa State U. Sci. & Techn.
MI Mich. State U.
PA U. of Penn.

Law (LLB or JD)

CA U. of Cal. Berkeley
CA U. of Cal. Hastings C. Law
CT Yale U.
DC Georgetown U.
IL U. of Chicago
MA Boston U.
MI U. Mich. Main Campus
NY Columbia U. Main Div.
NY New York U.
TX U. of Texas at Austin

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Yale U.
IL Chicago Theol. Sem.
IL Garrett Biblical College
KY Southern Bapt. Theol. Sem.
NJ Princeton Theol. Sem.
NC Duke U.
NC Southeastern Bapt. Theol. Sem.

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DESCRIPTION OF INDIVIDUAL ROSTERS

Only organizations included in this section are only those with already established rosters, rosters in preparation, or those with definite plans for rosters. The data in this section was corrected and updated in October 1973.)

Association: American Academy of Religion

Group: Women's Caucus - Religious Studies

Person to Contact: Dr. Carol Christ
Department of Religion
Kent Hall
Columbia University
New York, NY

More than 200 names are listed in the registry in the following fields: Contemporary Religious Thought, Ethics, History of Christian Thought, History of Religions, Judaica, New Testament, Old Testament, Philosophy of Religion, Psychology of Religion, Religion and Culture, Religious Education, and Sociology of Religion.

The information listed for each individual includes: name, address, field and specialization, degree, date and institution of degree, present appointment, religious affiliation, title of dissertation or one other work, and location of dossier.

The registry is published and available to non-members for \$1.50 a copy. It is financed by membership dues of \$5.00. It is distributed in order to promote employment opportunities for academic women and to serve as a directory for teachers and researchers.

There is also a Placement Service at the Boston Theological Institute, 45 Francis Avenue, Cambridge, Massachusetts. The Women's Caucus also publishes a newsletter. It can be obtained from: Women's Caucus - Religious Studies Newsletter, Graduate Theological Union, 2465 Le Conte, Berkeley, California 94709.

Association: American Anthropological Association

Group: Committee on the Status of Women in Anthropology

Person to Contact: Ms. Carol Hamlin
Department of Anthropology
Queen's College - CUNY
Flushing, NY 11367

The Roster of Women Anthropologists lists about 900 individuals according to their field. The fields are: Archaeology, Linguistics Physical Anthropology, and Social/Cultural Anthropology. Each field is broken down by geographic specialty: Africa, Asia, Circum-Mediterranean, Middle America, New World, North America (including USA), Oceania, Old World, and South America.

Information listed for each individual within each specialty: name, address, position, degree, date and institution of degree. There is a separate listing for graduate students.

The roster is mimeographed and available free of charge.

Association: American Association for the Advancement of Science

Group: Women's Caucus of the AAAS -
Office of Opportunities in Science

Person to Contact: Dr. Janet W. Brown, Director
Office of Opportunities in Science
American Association for the
Advancement of Science
1776 Massachusetts Avenue, N.W.
Washington, DC 20036
Phone: (202) 467-4496

At present the AAAS does not maintain a registry of women in science nor run a placement service.

AAAS is conducting a membership survey which is planned and coded for a computer; women and members of minority groups will be identifiable.

The Office of Opportunities in Science, through a grant from the Ford Foundation, is setting up a project to coordinate the various roster efforts. This will include a conference on rosters which will examine the assumptions behind the roster efforts, their utility and limitations, design an integrated system and common format for the collection of data, work out some policy guidelines on the use of rosters and safeguards against their possible misuse, organize continuing coordination of the work and of funding the effort, policy-making, and publicity on the use of rosters.

The office also has an informal vitae file and a card file of about 200 individuals which is used for recommendations for advisory committees and panels.

Association: The American Association of Immunologists

Group: Committee on the Status of Women

Person to Contact: Mrs. Blanche Reines
American Association of
Immunology
9650 Rockville Pike
Bethesda, MD
Phone: (301) 530-7178

There are 160 individuals listed on the roster. All specialties within the profession are represented.

The roster is in the form of a list of names and addresses. The procedure for using the roster is not clearly defined. However, it has been used for making names available for committee appointments and could possibly be used for making recommendations for position vacancies. The cost is minimal and is born by the parent organization.

There is a newsletter and potential employers are listed there. An announcement was made in the newsletter that anyone interested could register.

Association: American Astronomical Society

Group: Working Group on the Status of Women in Astronomy

Person to Contact: Dr. B. T. Lynds
Kitt Peak Observatory
950 North Cherry Avenue
Tucson, Arizona 85717

The roster lists the 221 women in the society and

represents all fields within the discipline.

The roster is used to make recommendations for position vacancies. There is no specific apparatus for handling position openings.

At present the group is just developing and the existing roster is a preliminary one. There are plans to develop a more extensive roster. As it stands, announcements of position openings are handled informally.

Association : American Economic Association

Group: Committee on the Status of Women in the Economic Profession

Person to Contact: H. B. Munzer
131 Kent Street
Brookline, Massachusetts 02146
Phone (617) 731-1722

There is a roster and 1100 women are listed. All specialties within the field including security analysts are represented.

Information in the roster on individuals includes education, current employment description, publications, and preferred employment by type and location.

The roster is maintained on computer cards. It is financed by the Association and is in the process of being more completely developed. All position vacancies referred to the Committee are sent to all women economists on the roster and they are asked to tell their friends.

There is a periodic newsletter which in addition to containing information about job opportunities, describes the Committee's activities past, present, and future.

Association : American Educational Research Association

Group: Women's Caucus

Person to Contact: Ms. Noele Krenkel
5401 Diamond Heights Blvd.
San Francisco, California 94131
Phone (415) 285-3844

There is a roster of the 137 members of the Women's Caucus. The specialty of the Association is, as the name implies, educational research.

The roster is in the form of a card file and is used for circulating the Newsletter of the Caucus. There is no specific method of financing the roster.

There are plans to negotiate with the Association to establish a Task Force to develop a roster with more complete information on members and to possibly establish a roster to be used for other functions.

Association: American Historical Association

Group: Committee on Women Historians

Person to Contact: Dr. Eleanor F. Straub, Women's Roster
American Historical Association
400 A Street, SE, Wash., DC 20003
Phone (212) 544-2422

The Women's Roster of the AHA contains over 1000 listings of women historians in all specialties.

Information listed for each individual: name, address, institutional affiliation and rank, degree, experience attained, date and institution of degree, dissertation subject and advisor, fields of specialization, publications, noteworthy aspects of teaching experience, administrative experience as well as the willingness to consider job offers for teaching, archival/library, museum, and administrative positions.

The roster is used to provide names of women qualified for specific job openings in administration, teaching, and research as well as for conferences and panels. Institutions desiring to use the roster should send a job description specifying the field, time period, rank, salary range, etc. to AHA.

An agreement reached with the Department of Information Systems Management of the University of Maryland has made computerization of the roster possible. The University has offered AHA one year of free computer time and is incorporating the roster into its research and teaching.

Association: American Institute of Planners and the American Society of Planning Officials

Group: AIP-ASPO Joint Women's Rights Committee

Person to Contact: Ms. Karen Haggood
American Society of Planning Officials
1313 East 60th Street
Chicago, Illinois 60637
Phone (312) 324-3400

A roster is presently being prepared. The number of persons on the roster will depend upon the response. All specialties within the field will be included.

The roster is being financed by the associations. It will be in the form of xerox sheets of questionnaires sent out. It will be used for recommendations for position vacancies, consultant appointments and speaking engagements.

ASPO publishes TAB, a monthly listing of jobs in planning. Requests are answered personally by the Chairperson of the Committee.

Association: American Library Association Social Responsibilities Round Table

Group: Task Force on the Status of Women

Person to Contact: Ms. Elizabeth Dickinson
Technical Services Division
Hennepin County Library
7001 York Ave. So.
Edina, MN 55435

The roster contains the names of 80 individuals. Specialties within the discipline represented are librarians and library educators.

The information available about the individuals includes name, address (home and work), experience, education, foreign language competencies, special subject interest, activity in professional organizations, publications, honors and awards, type(s) of library/responsibilities preferred and possible restrictions such as geographical. The roster is in the form of brief vita. It is financed by the Social Responsibilities Round Table. The Roster is used to make recommendations for



position vacancies. Vacancies are sent to Ms. Dickinson who then sends the roster to the relevant person. Announcements of non-librarian positions are sent to roster members on an irregular basis. The roster is run on \$150.00 a year. Expenses are kept down by asking recipient of roster to xerox it and return the original. Roster women are asked to send stamped, self-addressed envelopes in which to receive roster forms.

The Task Force on the Status of Women through its roster is attempting to analyze the use and effectiveness of the job roster by sending questionnaires to roster women and to employers who request resumes for specific positions.

Association: American Mathematical Society

Group: Association for Women in Mathematics

Person to Contact: Dr. Mary Gray
Department of Mathematics
American University
Washington, DC 20016
Phone (202) 686-2393

There are 350 to 400 women on the roster of the Association for Women in Mathematics. The fields represented are mathematics, applied mathematics, statistics, computer science and mathematical education.

The information carried on individuals in the roster is taken from the vitae sent in.

The roster is in the form of a card file. It is used to make recommendations for position vacancies, consultant appointments, and speaking engagements. The roster is financed by newsletter subscriptions and dues.

In addition, the American Mathematical Society has a roster of 350 to 400 women with Ph.D.'s in mathematical sciences. It is sent upon payment of a \$6.00 fee.

There is a newsletter and position openings are publicized in it. In addition, names are sent for position vacancies and committee appointments.

Association : American Philological Association

Group: American Philological Association Women's Caucus

Person to Contact: Prof. Sarah B. Pomeroy
Box 1264, Hunter College
695 Park Avenue
New York, New York 10021
Phone (716) 360-2406 or 799-9415

There is a roster of women within the Association but at present it contains under 100 names as the Caucus is a very young organization. The specialties in the discipline included are linguistics, ancient history, philosophy, Greek and Latin literature, and classical archaeology.

The American Philological Association has allotted funds for the roster. At present announcement of position openings are made in the newsletter of the caucus, or by the supervisor of the roster, Judith Mallett.

Association : American Physical Society

Group: Committee on the Status of Women in Physics

Person to Contact: Dr. Esther Conwell
Physics Research Laboratory
Xerox Square, W114
Rochester, New York 14644
Phone (716) 872-2000 ext. 24244

The roster of Women in Physics lists about 1,500 women physicists in the following fields: astronomy and astrophysics, atomic and molecular physics, education, physics, electromagnetism, elementary particles, nuclear physics, physical chemistry, solid state physics, and "other".

Information listed for each individual: name, address, highest academic degree, type of employer, name and address of employer, position title, type of work (administration, teaching, research, writing or editing, other), employment status, and field of specialization. In addition to the alphabetic listing the roster contains a classification by degree and employer, and by degree and field. Students are listed separately.

The roster is published and available for \$5.00 per copy from PLACEMENT OFFICE, AMERICAN INSTITUTE OF PHYSICS, 335 East 45 Street, New York, New York 10017. The roster was financed initially through a Sloan Foundation Grant of \$10,000. The roster was set up in order to assist potential employers, scientific societies, advisory bodies, etc. in the location of women physicists with specific qualifications. There is a new supplement bringing the roster up-to-date, available at \$3.50 per copy.

In addition to urging the employers to use the published roster, the Committee on the Status of Women in Physics maintains an employment information service. About three hundred women have submitted brief information cards. They are notified of appropriate position openings received by the committee.

Association : American Political Science Association

Group: Committee on the Status of Women in the Profession

Person to Contact: Dr. Walter E. Beach
American Political Science Ass'n
1527 New Hampshire Ave., NW
Washington, DC 20036
Phone (202) 483-2512

There is a roster of 700 women in the discipline and nine major fields of specialization are represented. The roster is in the form of a booklet listing the name, position, address, degree, fields and research interests of women in political science.

The compilation of the roster was financed through committee funds and now sells at \$2.50 a copy. The roster is used for recommendations for position vacancies and other activities such as consultant appointments and speaking engagements.

Announcements of position openings are listed in the American Political Science Association Newsletter; however, the roster has been used as an aid in securing names for all other appointments.

Association: American Psychological Association

Group: Ad Hoc Committee on Women in Psychology

Person to Contact: Dr. Brenda Gurel, Staff Liaison
American Psychological Assoc.
1200 Seventeenth Street, NW
Washington, DC 20036
Phone (202) 833-7600

In 1971-72 the "Survey of Women Members of the American Psychological Association" was published, using Committee funds. It is now out of print. Of the total membership of women members (approximately 7,489 in 1971) over 5,000 women, representing 23 areas within the profession, responded to the survey. The data include: Section 1 - proportion of women by degree, professional identification and work activities; Section 2 - name, address, and coded information, identifying highest degree, year received, and first and second work activities.

Updated information is available on computer tape and in printed form in the 1973 Biographical Directory. Publication of future rosters for APA women members will be determined on the basis of need: either cooperation with a central source for all women's groups, or printing a separate roster for psychology.

In addition to the information in the 1971-72 Roster and 1973 Biographical Directory, a Talent Bank is being developed for appointments to APA publication editorships, boards and committees. This information is available for other specific references on a limited basis only through contacting the APA Staff Liaison.

A monthly EMPLOYMENT BULLETIN accepts availabilities (members) and position openings, while the monthly MONITOR newspaper publishes only openings.

Association: American Society of Biological Chemists

Group: Committee on the Status of Women

Person to Contact: Dr. Loretta Leive
6817 Sorrell Street
McLean, Virginia 22101
Phone (301) 496-2140

A registry of women with doctoral degrees in biochemistry is being developed and will be operative within the next year.

The registry will be partially computerized and it will be possible to furnish the curricula vitae of such women by subspecialty, experience, number of publications, and other criteria to a potential employer.

Persons wishing to be listed are urged to contact the organization now. Those wishing to use the registry may contact the organization after May 1974. Funds from the National Institutes of Health and the American Society of Biological Chemists have been obtained to finance the registry; thus no fees will be charged initially.

Association: American Society for Public Administration

Group: Standing Committee on Women in Public Admin.

Person to Contact: Ms. Dona Wolf
ASPA Program Director
1225 Connecticut Ave., NW
Washington, DC 20036

The Committee has an informal list of its members who responded to a questionnaire in 1971 and contacts through the state liaisons. Job vacancies also may be advertised in the ASPA newsletter for a fee of \$30.00.

Association: American Sociological Association

Group: Committee on the Status of Women in Sociology

Person to Contact: Mrs. JoAnn R. Harris,
Executive for Minorities and
Women
American Sociological Association
1722 N Street, NW
Washington, DC
Phone (202) 833-3410

The roster of women in the profession is being developed and should be ready by the Fall of 1973. It will be in computerized form. At present announcements of position openings or requests for nominations are made in the employment bulletin.

There is another group within the discipline, Sociologists for Women in Society, whose interests are ancillary and go beyond the discipline. They maintain a system for making known the names of women within the profession who are interested in position vacancies.

Association: American Studies Association

Group: Women's Committee of the American Studies Association

Person to Contact: Ms. Lois P. Rudnick, Editor
Directory of Women in American
Studies
3 Haven Road
Medfield, Massachusetts 02052

A directory of women in the profession will be completed by January 1974. At present informal job announcements and other requests are passed on to interested women through Ms. Rita Jacobs, Job Placement Office, American Studies Association, Box 30 Bennett Hall, University of Pennsylvania, Philadelphia, Pennsylvania 19104.

Association: Association of American Geographers

Group: Committee on the Status of Women Geographers

Person to Contact: Prof. Ann E. Larimore
Committee on the Status of Women
Geographers
University of Michigan
Ann Arbor, Michigan 48104
Phone (313) 764-0341

There is a roster and it lists about 250 individuals. All specialty areas within the discipline are included. The information on each individual provides name,

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address, degrees, name and date of latest publication and Ph.D. dissertation or M.A./M.S. thesis, current employment status including job title and employer, and three major interests in geography. In addition the form sent to women geographers has questions such as: does the individual wish to be listed on a job roster to be sent to prospective employers seeking a list of prospective candidates as actively seeking a job or available for a job.

At present the roster is financed by the parent group but in the future it will be financed through donations. The roster is in the form of a card file of the forms sent out. It is used for making recommendations for positions.

This is a young group and 1972-73 was their first year of organization.

Association: Association of American Law Schools

Group: Committee on Equality of Opportunity for Women in the Legal Profession

Person to Contact: Prof. Shirley R. Bysiewicz
School of Law
Greater Hartford Campus
West Hartford, Connecticut 06117

At present there is not a roster of women within the profession. However, it is anticipated that one will be developed during 1973-74 and there is a committee at work on its formation.

The general Association of American Law Teachers Directory of Law Teachers includes the names of all men and women not new in teaching. It is in the form of a computer print-out list and register and is sent to those who make inquiries about the availability of persons for position openings and committee assignments.

In addition there is a Directory of Women Attorneys in the United States. Included are the names of more than 6,000 women attorneys. The Directory is published and is available from Ford Associates, Inc. 701 South Federal Avenue, Butler, Indiana 46721 at a cost of \$10.00 per copy. In addition to name and address, the areas of expertise and resume of the individual are also available.

Association: Not applicable

Group: Association of Women in Science

Persons to Contact: Dr. Marion Webster, Chairwoman,
AWIS Registry Committee or
Dr. Natalia Meshkov, Director,
AWIS Registry, 3336 Broad Branch
Terrace, Washington, DC 20008

The AWIS Registry lists about 3,000 women scientists in fields similar to those listed in American Men and Women of Science, Physical and Biological Sciences.

A brief biography of each individual is filed alphabetically and under scientific specialties.

The registry is maintained in a card file and is used for recommendation for position vacancies and advisory bodies. Individuals apparently qualified for a specific position can be identified by a manual search of this file. A fee of \$25.00 is requested each search. For an additional fee of \$25.00 any specific request will be advertized in the AWIS Newsletter, published at least four times a year.

The registry has been compiled and maintained largely with volunteer help.

The AWIS Registry Committee has prepared a proposal to automate and expand this registry to include approximately 3,000 women scientists and is actively seeking funds for this purpose. Preliminary stages of the automated registry are currently being developed with a large amount of volunteer help using a small allotment from the AWIS treasury. Information that will be stored and retrievable for each individual will include education, employment experience, geographic area, specialty, etc. It will thus be possible to quickly locate individuals with specific qualifications in response to a search request. The prospective employers will be expected to contact individuals whose names were provided and will be requested to supply information on which candidates from the registry were considered and who was hired.

Association: Biophysical Society

Group: Committee on Professional Opportunities for Women in the Biophysical Society

Person to Contact: Dr. Julia Apter
Rush Medical College
1753 Congress Parkway
Chicago, ILL 60612

The Biophysical Society Placement Service and the Committee on Professional Opportunities for Women prepared a registry of women of achievement in engineering, science, medical and paramedical specialties.

The registry consists of several lists: Lists 1, 2, and 3 contain names, addresses and areas of expertise for 950 women relevant to advisory roles at the National Institutes of Health (NIH). List 4 contains 874 women principal investigators of NIH research grants, list 5 has 600 women members of the Institute of Electrical Electronics Engineers. List 6 contains 600 women members of the Federated American Society of Experimental Biology. One hundred senior women members of the Biophysical Society living in the United States in 1971 are listed in list 7. Five hundred and thirty-four various women medical specialists and 224 women hospital administrators are given in lists 8 and 9 respectively.

The registry is available at cost from Julia Apter, \$50.00 for the list, \$200.00 for the list with vitae. Smaller lists are prorated accordingly. It is used for recommendations for position vacancies and advisory panels

In addition to the registry the Biophysical Society maintains a placement service which may be used by all biophysicists.

Association: Church Employed Women related to
United Presbyterian Church

Person to Contact: Ms. Linda Brehner or Annette Wall
730 Witherspoon Building
Philadelphia, PA 19107
Phone (215) PE 5-6722

A roster of women in the profession is being developed. At present there is a card file of interested women which is used primarily for communication. Recommendations for position vacancies and appointments to committees are handled informally - primarily by word of mouth.

Association: College Art Association

Group: Women's Caucus of the College Art Association of America

Person to Contact: Ms. Norma Broude, Coordinator of Affirmative Action and Job Roster
1175 York Avenue, Apt. #12M
New York, NY 10021

A roster of women within the profession is being developed. It will be ready by the Fall of 1973. Specialties within the discipline being included are art historians, art educators and artists.

The information available on the individuals will be name, special fields, education, highest degree obtained, area of primary research or area of artistic endeavor, teaching competence, publications or exhibitions, honors, grants, references, and whether full or part time employment is desired.

The roster will function as follows. Each individual will send 20 copies of a one-page vita containing the above information and a \$2.00 fee (to help with the financing) to a regional coordinator. There are three coordinators--eastern, western, and midwestern. Upon request the coordinators will send the vita of qualified women. There is a newsletter in which job announcements are published.

Association: Modern Language Association

Group: Modern Language Association Commission on the Status of Women in the Profession

Person to Contact: Ms. Cynthia Secor
550-48th Street
Philadelphia, PA 19143

A Directory of Women Scholars in the Modern Languages has been compiled by this Commission which includes over 2,600 women who are currently employed in the profession, who are doing graduate work, who are unemployed, or who are working outside academia. The listings are not limited to members of the MLA.

The individually designed self-descriptions provided by these women supply name, title, rank, present institutional affiliation, date and institution of highest degree, major publications, honors, memberships and two or three current fields of interest.

The 200-page Directory contains an alphabetized sequence of self-descriptions, indexed according to fields of teaching and research interest. It can be obtained from the MLA Publication Center, 62 Fifth Avenue, New York, NY 10011. The Directory is intended to identify women scholars who are being increasingly sought for teaching and research positions, administrative work, editorial posts, government positions, consultancies, and advisory committees.

At present names of women available for position openings and committee appointments are made informally. Announcements of vacancies are made in the Job Listing of the Women's Caucus for the Modern Languages (another group within the discipline).

Association: National Association of Bank Women

Person to Contact: Ms. Sharon Pierce, Assistant Exec. Director, NABW
111 E. Wacker Drive
Chicago, Ill. 60601
Phone (312) 644-6610

There is a register with names of over 10,000 women in all areas within the profession. The roster is in the form of a yearbook and is used for recommendations for consultant appointments and speaking engagements and as a means of personal reference.

Announcements of position openings or requests for nominations of women for committees are handled informally.

Association: National Council of Teachers of English

Group: Women's Committee

Person to Contact: Dr. Janet Emig,
Dept. of English
Rutgers University
New Brunswick, NJ 08903

A roster of women within the profession is being developed and should be ready by 1974. At present announcements of position openings and requests for nominations of women for committees are handled through the Placement Bureau of the College Conference on Composition and Communications and announcements in four of the National Council of Teachers of English sponsored journals.

Association: Society of Women Engineers

Person to Contact: Dr. Naomi J. McAfee
13 Seminole Avenue
Catonsville, Maryland 21228
Phone (301) 765-3625

There are 1,810 members of the Society and the roster lists all the members. All areas of the profession are represented. The roster lists the individual's name, address, occupation, business and home phone and address.

The roster is in the form of computer cards and addressograph plates. It is used for membership services. It is financed by membership dues.

In addition to the roster a career information center makes positions known to interested members. There is a newsletter as well which is published five times yearly. Positions are also published in the newsletter.

Association: Women in Communications, Inc.

Person to Contact: Ms. Maxine Elam, Nat'l Exec. Dir.
8305-A Shoal creek Blvd.
Austin, Texas 78758
Phone (512) 452-0119

There is a roster of over 5,000 individuals. Specialties within the field include newspaper, magazine, broadcasting, public relations, advertising, and writing.

The roster is in the form of updated files maintained by computer. The National Directory of Professional Members will be published in the Fall of 1973. The Directory is for the use of members only. However, after July 1, 1973, it will be possible to pull names from their records for specialized mailings by field of employment. The Directory is financed through membership dues.

At present announcements of position openings and requests for nominations of women for committees are handled through National Headquarters and the National Board of Directors.

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WOMEN'S CAUCUSES, COMMITTEES
and
PROFESSIONAL ORGANIZATIONS

ADULT EDUCATION ASSOCIATION (AEA) - 532-5800
Commission on the Status of Women in Adult Education
Chairperson: Mrs. Yvonne Rappaport
(347-9574) 4210 Roberts Road
Fairfax, Virginia 22030

Chairperson: Mrs. Betty Durden
(for below) Drake University
Division of Continuing Education
Des Moines, Iowa 50311

Commission on Continuing Education of Women
810 18th Street, N.W. (532-5800)
Washington, D.C. 20036

AMERICAN ACADEMY OF RELIGION
Task Force on the Status of Women - The Academic Study of Religion
Chairperson: Elizabeth Schussler Fiorenza
1233 North Lawrence Street
South Bend, Indiana 46617

AMERICAN ANTHROPOLOGICAL ASSOCIATION (AAA)
Committee on the Status of Women in Anthropology
Chairperson: Professor Shirley Gorenstein
Department of Anthropology
Columbia University
New York, New York 10027

AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE
Women's Caucus of the AAAS
Chairperson: Ms. Virginia Walbot
Department of Biochemistry
University of Georgia
Athens, Georgia 30601

AMERICAN ASSOCIATION FOR HEALTH & PHYSICAL EDUCATION
Committee on Women
Chairperson: Professor Ione G. Shaddock
Drake University
Des Moines, Iowa 50311

AMERICAN ASSOCIATION OF IMMUNOLOGISTS (AAI)
Committee on the Status of Women
Chairperson: Dr. Helene C. Rauch
Department of Medical Microbiology
Stanford University School of Medicine
Stanford, California 94305
(AAI has a list of women members)

Women's Caucuses

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (AAUP)

Committee on the Status of Women in the Profession

Chairperson: Dr. Alice S. Rossi

Department of Sociology

Goucher College

Towson, Maryland 21204

(office - 825-3300 ext. 302)

(home - 664-9034)

AAUP Contact: Ms. Margaret Rumbarger

Associate Secretary, AAUP

One DuPont Circle

Washington, D.C. 20036

(466-8050)

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

Dr. Ruth M. Oltman

Staff Associate

(785-7750)

Higher Education

2401 Virginia Avenue, N.W.

Washington, D.C. 20037

AMERICAN CHEMICAL SOCIETY (ACS)

Women Chemists Committee

Chairperson: Ms. Helen M. Free

Ames Company

Miles Labs, Inc.

Elkhart, Indiana 46514

AMERICAN COLLEGE PERSONNEL ASSOCIATION (ACPA)

Women's Task Force

Chairperson: Dr. Jane E. McCormick

Assistant to Vice-President of Student Affairs

Penn State University

University Park, Pennsylvania 16802

AMERICAN ECONOMICS ASSOCIATION

Committee on the Status of Women in the Economic Profession

Chairperson: Dr. Carolyn Shaw Bell

Wellesley College

Wellesley, Massachusetts 02181

AMERICAN FEDERATION OF TEACHERS - 737-6141

Women's Rights Committee

Chairperson: Marjorie Stern

1012 14th Street

Washington, D.C. 20005

WOMEN'S CAUCUSES

AMERICAN HISTORICAL ASSOCIATION (AHA)

a. **Committee on Women Historians**

Chairperson: Dr. Linda Kerber
University of Iowa
Iowa City, Iowa 52240

Staff Liaison: Dr. Charlotte Quinn
(LI4-2422) 400 A Street, S.E.
Washington, D.C.

b. **Coordinating Committee on Women in the Historical Profession (CCWHP)**

Chairpersons: Dr. Sandi Cooper
Richmond College, CUNY
Staten Island, New York 10301
Dean Adele Simmons and
Dean of Student Affairs
Princeton University
Princeton, New Jersey 10301

AMERICAN LIBRARY ASSOCIATION (ALA)

Social Responsibilities Round Table (SSRT)

Task Force on the Status of Women

Chairperson: Ms. Michelle Rudy
403 Waldron
Layfayette, Indiana 47409

AMERICAN MATHEMATICAL SOCIETY (AMS)

ASSOCIATION FOR WOMEN IN MATHEMATICS (AWM) - independent group

Chairperson: Professor Mary Gray
Department of Mathematics
(686-2393) The American University
Washington, D.C. 20016

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION

Women's Caucus

Correspondents: Dr. Lynn E. Haun
California State University
Sacramento, California 95819

AND

Dr. Beatrice O. Pressley
California State University
Hayward, California 95452

AMERICAN PHILOSOPHICAL ASSOCIATION (APA)

a. **Subcommittee on Status of Women in the Profession**

Chairperson: Professor Marv Lefkowitz
Radcliffe Institute
3 James Street
Cambridge, Massachusetts 02138

b. **Society for Women in Philosophy - independent group**

Chairperson: Professor Hannah Hardgrave
Department of Philosophy
Western Illinois University
Macomb, Illinois 61455

c. **Women's Caucus (see Addenda)**

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Women's Caucuses

AMERICAN PHYSICAL SOCIETY

Committee on Women in Physics

Chairperson: Dr. Elizabeth Baranger
Physics Department - MIT
Cambridge, Massachusetts 02139

AMERICAN POLITICAL SCIENCE ASSOCIATION (APSA)

a. Committee on the Status of Women in the Profession

Chairperson: Dr. Ruth Silva
Penn State University
University Park, Pennsylvania 16802

b. Women's Caucus for Political Science (WCPS)

Chairperson: Dr. Marie Rosenberg
School of Business
University of Wisconsin
Eau Claire, Wisconsin 54701

Mail to: WCPS
Box 9099
Pittsburgh, Pennsylvania 15224

AMERICAN PSYCHOLOGICAL ASSOCIATION

a. Task Force on the Status of Women in Psychology

Chairperson: Dr. Martha Mednick
Department of Psychology
(636-6806) Howard University
Washington, D.C.

Staff Liaison: Dr. Brenda Gurel, APA
1200 17th Street, N.W.
Washington, D.C. 20036

b. Association for Women in Psychology (AWP) - independent group
(initially a caucus within APA)

Policy Council to be announced

Editor: Dr. Leigh Marlowe
Manhattan Community College
180 West End Avenue
New York, New York 10023

Public Relations: Dr. Jo-Ann Evans Gardner
726 St. James Street
Pittsburgh, Pennsylvania 15232

AMERICAN PUBLIC HEALTH ASSOCIATION

Women's Caucus

Chairperson: Ana O. Dumois
Community Health Institute
225 Park Avenue South
New York, New York 10003

Women's Caucuses

AMERICAN SOCIETY OF BIOLOGICAL CHEMISTS

Subcommittee on the Status of Women

Chairperson: Dr. Loretta Leivo

Building 4, Room 111

(496-2140) National Institutes of Health
Bethesda, Maryland 20014

AMERICAN SOCIETY FOR MICROBIOLOGY

Committee on the Status of Women Microbiologists

Chairperson: Dr. Mary Louise Robbins

Medical School, 1339 - H Street, N.W.

(331-6535) George Washington University
Washington, D.C. 20005

AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION

Task Force on Women in Public Administration

Chairperson: Mrs. Joan Fiss Bishop

Director of Career Services

Wellesley College

Wellesley, Massachusetts 02181

AMERICAN SOCIETY OF TRAINING AND DEVELOPMENT (ASTD)

Women's Caucus, ASTD

Steering Committee: Dr. Shirley McCune

Center for Human Relations

(833-4225)

National Education Association

1601 - 16th Street, N.W.

Washington, D.C. 20036

AND

Ms. Althea Simmons

Director of Training, NAACP

200 East 27th Street

New York, New York 10016

AMERICAN SOCIOLOGICAL ASSOCIATION (ASA)

a. Ad Hoc Committee on the Status of Women in Sociology

Chairperson: Dr. Elise Boulding

Behavioral Science Institute

University of Colorado

Boulder, Colorado 80302

b. Sociologists for Women in Society (SWS) - independent group, formerly
a caucus;

Chairperson: Dr. Joan Huber

Department of Sociology

University of Illinois

Urbana, Illinois 61801

Women's Caucuses

AMERICAN SPEECH AND HEARING ASSOCIATION (ASHA)

a. Subcommittee on the Status of Women

Chairperson: Mrs. Dorothy K. Marge
(451-8284) 8011 Longbrook Road
Springfield, Virginia 22152

b. Caucus on Status of Women in ASHA (same as above)

AMERICAN STATISTICAL ASSOCIATION

Caucus for Women in Statistics

Chairperson: Dr. Jean D. Gibbons
College of Commerce and Business and Administration
University of Alabama
University, Alabama 35486

ASSOCIATION OF AMERICAN COLLEGES - 387-3760

Project on the Status and Education of Women
1818 R Street, N.W.

Washington, D.C. 20009

(Ms. Francine Gleaves - 387-3760 ext. 40)

ASSOCIATION OF AMERICAN LAW SCHOOLS (AALS)

Women in the Legal Profession

Chairperson: Professor Ruth B. Ginsburg
School of Law
Columbia University
435 West 116 Street,
New York, New York 10027

ASSOCIATION OF AMERICAN GEOGRAPHERS

Committee on Women in Geography

Chairperson: Dr. Ann Larrimore
Department of Geography
University of Michigan
Ann Arbor, Michigan 48104

ASSOCIATION OF ASIAN STUDIES

Committee on the Status of Women

Chairperson: Professor Joyce K. Kallgren
Center for Chinese Studies
2168 Shattuck Avenue
Berkeley, California 94705

Women's Caucuses

ASSOCIATION OF WOMEN IN SCIENCE (independent group)

President: Dr. Neena B. Schwartz
Department of Psychiatry
College of Medicine
University of Illinois, Medical Center
P.O. Box 6998
Chicago, Illinois 60680

Newsletter: Dr. Anne M. Briscoe
Department of Medicine
Harlem Hospital Center
New York, New York 10037

BIOPHYSICAL SOCIETY

Professional Opportunities for Women of Biological Society;
Caucus of Women Biophysicists;
Chairperson: Dr. Rita Guttman
Department of Biology
Brooklyn College, CUNY
Brooklyn, New York 11210

COLLEGE ART ASSOCIATION

- a. Commission on the Status of Women in Art
Professor Linda Nocklin Pommer
Vassar College
Poughkeepsie, New York
- b. Women's Caucus
Co-Chairwomen: Professor Ann Harris
Art Department
Hunter College
695 Park Avenue
New York, New York
AND
Ms. Judy Patt
2429 Vallejo
San Francisco, California 94123

GRADUATE WOMEN IN SCIENCE (Sigma Delta Epsilon)

President: Mrs. Hope Hopps
1762 Overlook Drive
Silver Spring, Maryland 20903

INTERCOLLEGIATE ASSOCIATION OF WOMEN STUDENTS

Box 3028, University Station
Columbia, Ohio 43210

Women's Caucuses

LINGUISTIC SOCIETY OF AMERICA (LSA)

LAS Women's Caucus

Correspondents: Ms. Lynette Hirschman
and
Ms. Georgette Ioup
162 West Hansberry
Philadelphia, Pennsylvania 19144

MODERN LANGUAGE ASSOCIATION (MLA)

a. MLA Commission on the Status of Women in the Profession

Chairperson: Dr. Elaine Hedges
Towson State College
Baltimore, Maryland 21204

b. Women's Caucus of the MLA

President: Ms. Dolores Barracano Schmidt
R.D. #3
Slippery Rock, Pennsylvania 16057

NATIONAL ASSOCIATION OF MEDIA WOMEN

Lois K. Alexander
100 LaSalle Street
Apartment 20-H
New York, New York 10027

NATIONAL COUNCIL OF TEACHERS OF ENGLISH (NCTE)

Women's Committee

Chairperson: Dr. Janet Emig
Department of English
Rutgers University
New Brunswick, New Jersey 08903

NATIONAL COUNCIL ON FAMILY RELATIONS (NCFR)

Task Force on Women's Rights and Responsibilities

Chairperson: Dr. Rose Somerville
Sociology Department
San Diego State College
San Diego, California 92115

NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS - 293-1100

2012 Massachusetts Avenue, N.W.

Washington, D.C. 20036

(Federation Director - Mrs. Lucille Shriver)

(President - Mrs. Jeanie C. Squire - National Executive Office)

Women's Caucuses

NATIONAL EDUCATION ASSOCIATION

Women's Caucus

Chairperson: Ms. Margaret Stevenson
(833-4000) National Education Association
(in charge of) 1201 - 16th Street, N.W.
(correspondence) Washington, D.C. 20036

Mrs. Helen Bain
4427 Lealand Lane
Nashville, Tennessee 37204

NATIONAL LAWYERS' GUILD

Women's Caucus

Renee Hanover
54 West Randolph
Room 902
Chicago, Illinois 60601

NATIONAL VOCATIONAL GUIDANCE ASSOCIATION

NVGA Commission on the Occupational Status of Women

Chairperson: Ms. Thelma C. Lennon, Director
Pupil Personnel Services
Department of Public Instruction
Raleigh, North Carolina 27602

NEW UNIVERSITY CONFERENCE

Women's Caucus

622 West Diversey Parkway
Room 403A
Chicago, Illinois 60614

PHILOSOPHY OF EDUCATION SOCIETY

a. Women's Caucus

Chairperson: Dr. Elizabeth Steiner Maccia
Department of History and Philosophy of Education
Indiana University
Bloomington, Indiana 47401

b. Committee on the Status of Women (same as above)

POPULATION ASSOCIATION OF AMERICA

Women's Caucus

Chairperson: Professor Ruth B. Dixon
Department of Sociology
University of California
Davis, California 95616

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Women's Caucuses

PROFESSIONAL WOMEN'S CAUCUS (PWC)

P.O. Box 1057
Radio City Station
New York, New York 10019

President: Margaret Anderson
Rockland City Guidance Center for Women
Palisades, New York 10964

SOCIETY FOR CELL BIOLOGY

Women in Cell Biology
Chairperson: Ms. Virginia Walbot
Department of Biochemistry
University of Georgia
Athens, Georgia 30601

SOCIETY OF WOMEN ENGINEERS (SWE)

345 East 47th Street
New York, New York 10017
Executive Secretary: Winifred D. White

THETA SIGMA PHI (National Society for Journalism/Communications)

President: Mrs. Fran Harris
WWJ Stations
Detroit, Michigan 48231

(Women in Communications)

UNITED PRESBYTERIAN CHURCH IN THE USA

Task Force on Women
Co-Chairpersons: Patricia Doyle
AND
Elaine Homrighouse
Board of Christian Education
United Presbyterian Church
Witherspoon Building
Philadelphia, Pennsylvania 19107

WOMEN'S ACTION ALLIANCE, INC.

Coordinating Director: Ms. Brenda Feigen Fasteau
200 Park Avenue, Room 1520
New York, New York 10017

January 16, 1973

ADDENDUM to Women's Caucuses

CHURCH EMPLOYED WOMEN

Contact: Ms. Mildred G. Lehr
The Westminster Press
900 Witherspoon Building
Philadelphia, Pennsylvania 19107

COLLEGE MUSIC SOCIETY

CMS Women's Caucus
Co-Chairpersons: Dr. Carolyn Rancy
AND
Dr. Adrienne F. Block
Department of Performing & Creative Arts
Staten Island Community College
Staten Island, New York 10301

NATIONAL ASSOCIATION OF WOMEN DEANS AND COUNSELORS

Executive Director: Ms. Joan M. McCall
1201 16th Street, N.W.
Washington, D.C. 20036

NATIONAL COUNCIL OF ADMINISTRATIVE WOMEN IN EDUCATION

President: Ms. Frances Hamilton
1201 16th Street, N.W.
Washington, D.C. 20036

SOCIETY OF AMERICAN ARCHIVISTS

Committee on the Status of Women
Chairperson: Dr. Mabel Deutrich, Director
Old Military Records Division
National Archives & Records Service
Washington, D.C.

Updated April 1, 1973

Multiple sources, principally American Association
of University Women and the Association of
American Colleges

Women's Caucuses ADDENDUM

BEST COPY AVAILABLE

ALLIANCE OF WOMEN IN ARCHITECTURE
1818 East Thirteenth Street
New York, New York 10003

AMERICAN INSTITUTE OF PLANNERS
Women's Rights Committee
915 Fifteenth Street, N.W.
Washington, D. C. 20005

AMERICAN STUDIES ASSOCIATION
Committee on Women
National Coordinator: Ms. Joanna Schneider Zangrando
501 Mineola Avenue
Akron, Ohio 44320

ASSOCIATION OF WOMEN IN ARCHITECTURE
President: Dorothy Gray Harrison
2115 Pine Crest Drive
Altadena, California 91001

NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION
United Engineering Center
345 East Seventh Street
New York, New York 10017

NATIONAL COUNCIL FOR SOCIAL STUDIES
Committee on Social Injustice for Women
Chairperson: Dr. Dell Felder
University of Houston
Houston, Texas 77004

SOCIETY OF AMERICAN ARCHIVISTS
Ad Hoc Committee on the Status of Women in the Archival Profession
Chairperson: Dr. Mabel Deutrich, Director
Old Military Records Division
National Archives and Records Service
Washington, D. C.

WOMEN ARCHITECTS, LANDSCAPE ARCHITECTS, AND PLANNERS (WALAP)
39 Martin Street
Cambridge, Massachusetts 02138

Women's Caucuses ADDENDUM

AMERICAN PHILOSOPHICAL ASSOCIATION (APA)

Women's Caucus

Chairperson: Professor Sarah N. Pomeroy
Hunter College
City University of New York
Department of Classics
695 Park Avenue
New York, New York 10021

MISCELLANEOUS RECRUITING AIDS

BEST COPY AVAILABLE

Studies and Surveys

AMERICAN BAR ASSOCIATION SURVEY. The American Bar Association made a survey in 1969-70 which found that blacks were 2.7% of the total law school enrollment, and of the female lawyers and judges in the country, 2.3% are black. For a free summary of the survey, write The American Bar Association, 1155 South Street, Chicago, Illinois 60637.

DIRECTORY OF AFRO-AMERICAN RESOURCES. Lists, describes and cross-indexes professional associations of blacks, disciplinary committees concerned with blacks, data sources, and study centers. Available from Order Department, R. K. Bowker Company, Post Office Box 1807, Ann Arbor, Michigan 41806
Cost: \$19.95

DIRECTORY OF MINORITY COLLEGE GRADUATES 1971-72. Prepared by the Manpower Administration of the Department of Labor, this directory identifies black, Spanish-surnamed, native American and white ethnic groups by sex. No summaries or statistics are given by field or degree level. Available from the Government Printing Office for \$8.00 (A copy of this volume is now in the Dean's Office.)

DIRECTORY OF SPANISH-SURNAMED AND NATIVE AMERICANS IN SCIENCE AND ENGINEERING. Dr. Joseph V. Martinex compiled this directory for the Foundation for Promoting Advanced Studies. For a copy, write Dr. Joseph Martinez, 464 Furnace Road, Ontario, New York 14519. A donation of \$15.00 is requested.

EQUAL EMPLOYMENT OPPORTUNITY FOR MINORITY GROUP COLLEGE GRADUATES: LOCATING, RECRUITING, EMPLOYING. A complete guide to recruiting minority group members by Robert Calvert, Jr., former University of California Placement Director. Available from Garrett Park Press, Garrett Park, Maryland 20766, \$5.95 with postage included.

HANDBOOK FOR RECRUITING AT THE TRADITIONALLY BLACK COLLEGES. For employers interested in finding and hiring blacks, this book contains profiles of 83 black four-year colleges and information on their students. Edited by Andre G. Beaumont, it is available from College Placement Services, Inc., P. O. Box 2322, Bethlehem, Pennsylvania 18001, for \$5.50.

STATEWIDE DIRECTORY OF WOMEN IN UTAH. The Women's Resource Center at the University of Utah has recently published a "Directory of Women in Utah Higher Education." The roster is intended as a basis for the recruitment of women for academic positions. For a copy send \$3.50 to: Women's Resource Center, 2197 Annex, University of Utah, Salt Lake City, Utah 84112.

SURVEY OF BLACK AMERICAN DOCTORATES. This survey found that less than 1% of the doctorates in the nation were held by blacks, and 80% of these were held by black men. For a free summary of the survey, write to the Ford Foundation, Office for Special Projects, 320 East 43rd Street, New York, New York 10017.

Miscellaneous Recruiting Aids (continued)

Registries and Rosters

(Also see list of organizations and women's caucuses, since many of them maintain registries.)

BLACK WOMEN EMPLOYMENT PROGRAM. An Atlanta-based operation which helps employers find trained and/or qualified black women for jobs. There is no fee for the woman placed; small fee for institution/employer. For more information write Black Women Employment Program, Southern Regional Council, 52 Fairlie Street, N.W., Atlanta, Georgia 30303.

COOPERATIVE COLLEGE REGISTRY. A non-profit operation that serves its member institutions by locating candidates for job openings from resumes kept on file. (Membership is \$100 for colleges and universities; individuals are charged \$10 to register.) CCR cannot supply search committees or administrators with lists of names of minority women, but can send resumes of those women who have registered and who fit qualifications designated by the employer. For more information write to Cooperative College Registry, One Dupont Circle, Washington, D. C. 20036, (202) 223-2807.

HIGHER EDUCATION ADMINISTRATION REFERRAL SERVICES. A new "equal opportunity service" founded and supported by thirteen higher education administration associations. On a fee basis, candidates are referred to institutions seeking qualified professional administrative and support staff in areas related to business management. HEARS is interested in building an extensive minority talent bank. Registration fee for individuals is \$25. For more information write HEARS, Suite 510, One Dupont Circle, Washington, D. C. 20036, (202) 296-2347.

NATIONAL SKILLS BANK. A talent bank that helps place minority persons in professional jobs. Write: Ms. Ruth Allan King, Placement Office, National Skills Bank, 477 Madison Avenue, 18th Floor, New York, New York 10022.

WOMEN ARCHITECTS. 1. The Association of Collegiate Schools of Architecture is compiling a list of female and minority members interested in teaching in schools of architecture. For further information about this or to have your name included on this list, write: ACSA, 1785 Massachusetts Avenue, N.W., Washington, D. C. 20036.

2. The Alliance of Women in Architecture is gathering the names and addresses of every woman in the United States who is currently or who has ever been a student of architecture. For information, write: AWA, 18 East Thirteenth Street, New York, New York 10003.

WOMEN ENGINEERS, SCIENTISTS, MEDICAL AND PARAMEDICAL SPECIALISTS. Compiled by the Biophysical Society and the Association of Women in Science, this registry includes over 5,000 women. For information, write: Dr. Marion Webster, 2226 Broadbranch Terrace, Washington, D. C. 20008.

WOMEN IMMUNOLOGISTS. The American Association of Immunologists has a list of women members. For information write: Dr. Helen C. Rauch (Chairperson of the Committee on the Status of Women), Department of Medical Microbiology, Stanford University School of Medicine, Stanford, California 94305.

Miscellaneous Recruiting Aids (continued)
Registries and Rosters

WOMEN POLITICAL SCIENTISTS. The American Political Science Association has a roster of women. Single copies are available free from APSA, (Attn. Committee on the Status of Women in the Profession), 1527 New Hampshire Avenue, N.W., Washington, D. C. 20036.

WOMEN IN RELIGION. A registry of women in religious studies, containing approximately 200 names of women holding or seeking positions in the academic field of religious studies, was compiled by the Women's Caucus--Religious Studies. Available for \$1.00 from: Women's Caucus--Religious Studies, Box 6309, Station B, Vanderbilt University, Nashville, Tennessee 37235.

Organizations

AFRICAN AMERICAN SCHOLARS' COUNCIL. Although the main function of this agency is research, it does engage in some informal job placement and referral. Write: African American Scholars' Council, 1150 Seventeenth Street, N.W., Washington, D. C.

AMERICANS FOR INDIAN OPPORTUNITY. Has a free job referral and placement service. For more information write: Americans for Indian Opportunity, 1820 Jefferson Place, N.W., Washington, D. C. 20036.

BUREAU OF INDIAN AFFAIRS. A Federal agency which has information on native Americans including data on degrees attained. Write: Bureau of Indian Affairs, 1951 Constitution Avenue, N.W., Washington D. C., or Bureau of Indian Affairs--Higher Education, 5301 Central Avenue, N.W., Albuquerque, New Mexico 87108.

CABINET COMMITTEE ON OPPORTUNITY FOR THE SPANISH-SPEAKING. Makes job referrals and also has information on Spanish-speaking doctorate holders. Write: Cabinet Committee on Opportunity for the Spanish-Speaking, 1707 H. Street, N.W., Washington, D. C. 20036.

CONFERENCE OF MINORITY PUBLIC ADMINISTRATORS. COMPA has a talent bank of administrators in many varied fields. Write: Ms. Loretta Avent, COMPA, 1225 Connecticut Avenue, Suite 300, Washington, D. C. 20036.

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE. A well-known civil rights organization, the NAACP does not have a formal job placement service or talent bank. However, local branches of NAACP very often are able to recommend highly qualified candidates. The national office is at 1790 Broadway, New York, New York 10019.

NATIONAL ASSOCIATION OF COLLEGE WOMEN. Job placement and/or referral on an informal basis. National president of this black women's organization is Mrs. Odessa W. Farrell, 4620 Kossuth Avenue, St. Louis, Missouri.

Miscellaneous Recruiting Aids (continued)
Organizations

NATIONAL ASSOCIATION FOR PUERTO RICAN CIVIL RIGHTS. Has an informal placement and job referral service for all Spanish-speaking persons. Write Mr. Antonio Riva, Director, NAPRCR, 175 116th Street, New York, New York 10029.

NORTH AMERICAN INDIAN WOMEN'S ASSOCIATION. This group has six major regions across the country. For more information and guidance on finding Indian professional women, write: Mrs. James M. Cox, 3201 Shadybrook, Midwest City, Oklahoma 73110.

PUERTO RICAN RESEARCH AND RESOURCES CENTER. Makes job referrals and offers job placement; and building a talent bank for women. Write to Mrs. Anna Ortiz, Puerto Rican Research and Resources Center, 1519 Connecticut Avenue, Washington, D. C. 20036.

ZETA PHI BETA. A black social sorority which has chapters on most black college campuses. The national headquarters can respond to some requests for candidates. Write: Ms. Goldie Baldwin, Executive Secretary, 1734 New Hampshire Avenue, N.W., Washington, D. C. 20009.

Publications

The following publications reach a large number of minority professionals. All publications accept advertising of job openings. Unless otherwise noted, there is no fee involved.

THE AFRO-AMERICAN. A bi-weekly newspaper which is published and distributed in Baltimore, Newark, Philadelphia, and Richmond. Write to the home office, The Afro-American, 628 North Eutaw, Baltimore, Maryland 21201, for advertising rates.

BLACK SCHOLAR. An academic journal, published monthly, has a section in each issue called "Black Scholar Classified." Write Black Scholar, Box 908, Sausalito, California 94965.

CHRONICLE OF HIGHER EDUCATION. "Bulletin Board" in The Chronicle includes "Positions Wanted" and "Positions Available". Rate: 25¢ a word or \$15 an inch and may be submitted by mail or telephone. For further information write: "Bulletin Board", The Chronicle of Higher Education, 1717 Massachusetts Avenue, Washington, D. C. 20036, or call (202) 667-3344.

JOURNAL. Published by the National Medical Association, the national organization of black physicians. This organization also publishes a newsletter. Job openings are accepted for both publications. Write National Medical Association, 1717 Massachusetts Avenue, N.W., Washington, D. C. 20036.

Miscellaneous Recruiting Aids (continued)
Publications

THE OBSERVER. A local Washington newspaper serving the black community. For further information write: The Observer, 811 Florida Avenue, N.W., Washington, D. C., (202) 232-3060.

SENTINEL. Published monthly by the National Congress of American Indians. Contact: Mr. John Tiger, 1346 Connecticut Avenue, Room 312, Washington, D.C. 20036

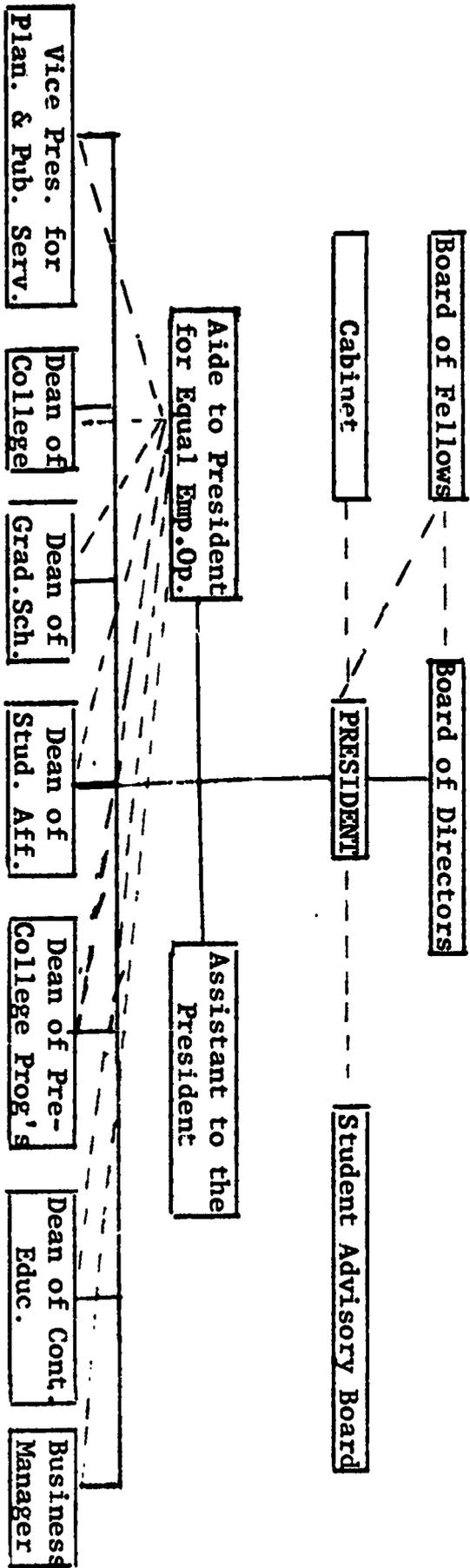
WASHINGTON AFRO-AMERICAN. 1800 Eleventh Street, N.W., Washington, D. C. 20001. Phone (202) 232-2060. A local Washington newspaper serving the black community.

WOMEN SCIENTISTS NEWSLETTER. The Newsletter of the Association of Women in Science (published quarterly) has a section on "Employment Information" (which includes both "Positions Wanted" and "Positions Available"). Announcements of employment information should be sent to: Dr. Susan G. Langroth, Rockefeller University, New York, New York 10021.

ADDENDA

149

CENTRAL ADMINISTRATION, GALLAUDET COLLEGE



GALLAUDET COLLEGE Administration and Operations Manual	3/31/72	Transmittal	22
	Section:		10:09:00
	Subject:		Maternity Leave of Absence
	Page	1	of

SCOPE:

This policy applies to non-faculty permanent employees of Gallaudet College, Kendall Demonstration Elementary School for the Deaf, Model Secondary School for the Deaf, and the National Center for Continuing Education.

POLICY:

Maternity leave is a period of approved absence for incapacitation related to pregnancy and confinement. An employee should report pregnancy as soon as it is known so that steps can be taken to protect her health or alter her working conditions and so that necessary staffing adjustments may be planned. The usual period of authorized maternity leave is 15 weeks, beginning about 7 weeks before the expected date of delivery and extending about 8 weeks beyond the date of delivery. However, the allotted 15 weeks are flexible and can be used in any combination that best suits the employee. Naturally, the employee may elect to use less than 15 weeks. Maternity leave is without pay but an employee may elect to substitute unused annual and sick leave as part of her maternity leave.

PROCEDURE:

1. The request for Maternity Leave of Absence will be submitted to the employee's supervisor one month in advance of the expected last day of work.
2. The employee will not receive annual leave or sick leave credits while on maternity leave. Accruals in effect at the time the employee goes on leave will remain on the books.
3. Time spent on maternity leave will be counted as time worked for purpose of seniority and annual increase.
4. During maternity leave or during any leave in a non-pay status, the employee is entitled to benefits (retirement, life insurance, health insurance) without charge during the approved leave time.
5. If the employee is unable to return to work after the 15 weeks and has used up all sick and annual leave, the employee may elect to apply for an extended leave of absence.

GALLAUDET COLLEGE Administration and Operations Manual	3/31/72 Transmittal 22
	Section: 10:09:00
	Subject: Maternity Leave of Absence
	Page 2 of 2

This extended leave of absence, without pay, will depend on the individual circumstance involved in each situation. In order to provide flexibility and yet maintain consistency, each appeal for extended maternity leave will be reviewed by the Supervisor, Director of General Services and the Administrative Officer.

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Approved *Edward C. Morrison*
 President

Date *March 31, 1972*

GALLAUDET COLLEGE Administration and Operations Manual	6/8/72 Transmittal 31
	Section: 10:12:00
	Subject: Sick Leave of Absence
	Page 1 of 2

SCOPE:

This policy applies to Gallaudet College, Kendall Demonstration Elementary School for the Deaf, Model Secondary School for the Deaf, and the National Center for Continuing Education.

POLICY:

It is the policy of Gallaudet College to assist its employees in their efforts to assure continuation of income for periods when medical situations make it impossible for the employee to work. For this reason Gallaudet College provides for income continuation for medical situations through this Sick Leave Policy. It should be clearly understood that the benefits provided under this Sick Leave Policy are extended to employees for the purpose of stabilizing their income in the event of medical problems. These medical problems will normally fall into one of the following categories: (1) inability to work because of illness or injury and (2) receiving medical, dental, or optical examination or treatment. Whenever possible, leave must be approved in advance by the employee's supervisor. This policy is not intended to provide compensation for absences caused by other personal reasons.

PROCEDURE:

- I. All full-time permanent, full-time temporary, part-time permanent employees are eligible to earn sick leave. New employees begin to earn sick leave credit on the first day of their employment with the College.

Amount of Sick Leave Earned Per Pay Period

<u>No. of Hours Worked Per Pay Period</u>	<u>No. of Hours Earned Per Pay Period</u>
80	4
60-79	3
40-59	2
20-39	1
1-19	-

- II. An employee will be required to notify his supervisor or a person designated by his supervisor as soon as possible when an absence occurs. Normally, this will be within one hour after the employee's starting time.

GALLAUDET COLLEGE Administration and Operations Manual	6/8/72 Transmittal 31
	Section: 10:12:00
	Subject: Sick Leave of Absence
	Page 2 of 2

- III. Employees may elect to have their sick leave account accumulate indefinitely as a form of insurance against medical difficulties, however, employees will not be paid for any unused sick leave upon their termination from Gallaudet College.
- IV. It is the responsibility of the supervisor to approve sick leave for purposes for which it is authorized. A supervisor must have satisfactory evidence that a staff member's absence was for an authorized purpose. For absences of more than three consecutive work days, a supervisor may elect to require the employee to submit acceptable evidence of illness or medical problems. Further, the supervisor may elect to request a medical certificate or other acceptable evidence if the supervisor has reason to believe the employee is abusing the Sick Leave Policy.
- V. There may be circumstances when an employee has used up all sick leave and annual leave and is still unable to return to work. In these circumstances, an employee may be put on a sick leave status without pay for an indefinite period of time. During this period, the employee's benefits will remain in effect. In order to provide flexibility and yet maintain consistency, each situation will be reviewed by the Supervisor, Director of General Services, and the Administrative Officer.
- VI. Employees may not borrow from their sick leave account.

Approved Edward C. Merrill, Jr.
President

Date June 8, 1972



GALLAUDET COLLEGE Administration and Operations Manual	12/14/71	Transmittal	9
	Section:		10:06:00
	Subject:		Annual Leave (Vacations)
	Page	1	of

SCOPE:

This policy applies to Gallaudet College, Kendall Demonstration Elementary School for the Deaf, Model Secondary School for the Deaf, and the National Center for Continuing Education.

POLICY:

This policy is intended to provide eligible employees with annual periods for rest, relaxation and to conduct personal business. Since employees are entitled to annual leave, it is incumbent upon all levels of supervision to arrange work so that employees can actually receive the annual leave to which they are entitled, and, whenever feasible, at times requested by the employees.

PROCEDURE:

- I. All full-time permanent, full-time temporary, part-time permanent, and part-time temporary employees are eligible to earn annual leave.

Amount of Annual Leave Earned Per Pay Period

<u>No. of hours worked per pay period</u>	<u>Less than 3 years service</u>	<u>3 but less than 15 years service</u>	<u>15 years ser- vice or more</u>
80	4 hours	6 hours	8 hours
60-79	3 hours	4-1/2 hours	6 hours
40-59	2 hours	3 hours	4 hours
20-39	1 hour	1-1/2 hours	2 hours
1-19	-	-	-

- II. Employees may carry unused annual leave over to the following leave year (ending December 31) but the total balance carried over cannot exceed thirty days.
- III. Terminating employees, after 90 days continuous service, will be paid a lump sum for their annual leave balance up to 30 days.

GALLAUDET COLLEGE Administration and Operations Manual	12/14/71	Transmittal	9
	Section:		10:06:00
	Subject:		Annual Leave (Vacations)
	Page	2	of

- IV. If an approved holiday occurs during an employee's vacation, the employee will be given an additional day of vacation.
- V. Normally, annual leave will not be approved during the following times unless specifically approved by the appropriate Administrative Officer:
1. The week preceding the opening of a unit's academic session (fall, spring, summer and preparatory).
 2. Any week when students for which your unit has responsibility are arriving on the campus (e. g. orientation periods for new students).
 3. The week preceding a unit's commencement day.

Approved *Edward C. M... [Signature]*
 President

Date 12/14/71

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GALLAUDET COLLEGE
Administration and Operations Manual

3/27/72	Transmittal	20
Section:	10:07:00	
Subject:	Funeral Leave	
Page	1	of 1

SCOPE:

This policy applies to Gallaudet College, Kendall Demonstration Elementary School for the Deaf, Model Secondary School for the Deaf, and the National Center for Continuing Education.

POLICY:

Upon the death of an immediate member of an employee's family, up to five (5) days off with pay will be allowed in addition to any annual leave used. The number of authorized funeral leave days will be determined by the supervisor and the Administrative Officer. For the purpose of this policy, members of the immediate family will be considered to be wife, husband, children, father, mother, brother, or sister.

Approved Edward C. Merrill
President

Date March 27, 1972



GALLAUDET COLLEGE Administration and Operations Manual	3/31/72	Transmittal	21
	Section:		
	10:08:00		
	Subject:		
Jury-Witness Leave			
Page		1	of 2

SCOPE:

This policy applies to permanent employees of Gallaudet College, Kendall Demonstration Elementary School for the Deaf, Model Secondary School for the Deaf and the National Center for Continuing Education.

POLICY:

The College believes that every citizen should fulfill his civic responsibilities in serving on court juries and as a witness when called upon. If an employee is summoned for jury duty, he will receive the difference between his regular base salary and the sum received for such services. Any reimbursements for parking or mileage may be retained by the employee. The same arrangement exists if an employee should be summoned to appear as a witness in a court case, except when he appears as a witness for his personal benefit. The existence of such benefit shall be determined solely by the College. All employee benefits will continue in effect during the jury-witness leave.

PROCEDURE:

1. An employee must present the jury duty or court witness summons to his supervisor as soon as he is given notification by governmental authorities so that arrangements can be made to continue his work during the employee's absence. In unusual cases, the College may wish to request a postponement of jury duty. If this is not granted, the employee will be granted the leave.
2. If an employee is released from jury duty or witness service for any period during his normal working hours, he shall immediately call his supervisor and shall report for work as so instructed, provided that reporting for work will not interfere with the performance of the responsibilities assigned him by the court.
3. On the employee's time sheet, the supervisor will record in the regular pay column, the number of hours worked including jury duty. Also, in the margin to the left of the employee's name record "absent (no.) hours-jury duty". The employee shall continue to receive his regular base salary during this period. Upon return to normal work status, the employee will provide the supervisor with a statement from the Clerk of Court or other responsible court official giving the dates the employee served and amount of compensation received for those services, minus those amounts representing reimbursement for parking fees or mileage. This amount will be deducted from the employee's regular paycheck on the next pay period following his return to work.

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	Section: 10:08:00
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4. The above procedure also applies to employees using witness leave.

Approved *Edward C. Merrill*
 President

Date March 31, 1972

RECRUITMENT SEARCH
Faculty

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DEPARTMENT _____

CHAIRMAN _____

DATE _____

NAME OF APPLICANT	DEGREE		DISCIPLINE	SEX M F	RACE			PERSONAL INTERVIEW Yes No	COMMENTS
	B.A.	M.A. Ph.D.			Wh.	Bl.	Span.		
1. _____									
2. _____									
3. _____									
4. _____									
5. _____									
6. _____									
7. _____									
8. _____									
9. _____									
10. _____									



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Table 1. YEARS OF SCHOOL COMPLETED BY PERSONS 14 YEARS OLD AND OVER, BY AGE, RACE, AND SEX: MARCH 1971

(Numbers in thousands. The March 1971 survey includes 1,164 (X) members of the Armed Forces in the United States living off post or with their families on post, but excludes all other members of the Armed Forces.)

AGE, RACE, AND SEX	TOTAL POPULATION	YEARS IN SCHOOL COMPLETED													MEDIAN SCHOOL YEARS COMPLETED
		0 TO 6 YEARS	ELEMENTARY			HIGH SCHOOL				COLLEGE					
			5 YEARS	6 AND 7 YEARS	8 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS OR MORE	
TOTAL	197,890	5,888	2,222	10,706	10,306	10,736	12,073	6,532	48,618	7,029	7,640	3,086	6,027	5,273	12.1
MALE, 14 YEARS AND OVER	142,890	5,888	2,222	10,706	10,306	10,736	12,073	6,532	48,618	7,029	7,640	3,086	6,027	5,273	12.1
FEMALE, 14 YEARS AND OVER	54,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WHITE, 14 YEARS AND OVER	142,890	5,888	2,222	10,706	10,306	10,736	12,073	6,532	48,618	7,029	7,640	3,086	6,027	5,273	12.1
BLACK, 14 YEARS AND OVER	7,899	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ASIAN, 14 YEARS AND OVER	1,899	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HISPANIC, 14 YEARS AND OVER	1,899	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PERCENT DISTRIBUTION															
TOTAL, 14 YEARS AND OVER	100.0	3.0	1.1	5.4	5.2	5.4	6.1	3.3	24.6	3.5	3.8	1.6	3.1	2.7	12.1
14 AND 15 YEARS	100.0	0.5	1.1	24.2	88.8	25.7	1.3	0.2	0.1	-	-	-	-	-	(X)
16 AND 17 YEARS	100.0	0.8	0.1	7.8	7.1	23.7	40.1	28.2	1.4	0.1	0.1	-	-	-	(X)
18 AND 19 YEARS	100.0	0.9	0.2	1.1	3.0	6.0	8.0	22.0	47.8	12.0	0.6	0.1	(2.1)	(2.1)	(X)
20 AND 21 YEARS	100.0	0.9	0.3	1.4	2.7	3.7	6.6	5.2	40.0	15.7	17.5	7.1	0.8	0.1	(X)
22 TO 24 YEARS	100.0	0.9	0.2	1.0	2.0	3.6	6.5	4.5	63.7	7.7	6.0	6.2	12.0	5.0	(X)
25 YEARS AND OVER	100.0	5.0	1.0	6.0	11.0	5.3	6.8	4.7	34.4	3.0	6.0	1.8	6.0	6.0	(X)
25 TO 29 YEARS	100.0	1.1	0.4	2.4	3.1	6.1	6.1	4.5	43.6	6.8	7.1	2.0	10.0	6.0	(X)
30 TO 34 YEARS	100.0	1.4	0.7	3.1	4.3	6.0	6.4	5.5	44.4	5.2	5.4	2.3	9.6	6.0	(X)
35 TO 39 YEARS	100.0	2.0	1.1	4.8	7.4	5.4	7.3	5.3	41.2	6.2	5.5	1.8	7.8	5.5	(X)
40 TO 44 YEARS	100.0	3.0	1.6	6.2	11.0	5.3	7.3	5.7	38.0	5.8	5.0	1.6	6.1	4.2	(X)
45 TO 49 YEARS	100.0	5.0	2.5	9.1	18.0	6.0	7.5	5.0	27.6	2.9	6.1	1.8	5.2	3.7	(X)
50 TO 54 YEARS	100.0	9.0	4.0	12.7	25.0	3.0	6.5	3.1	18.2	2.5	3.3	1.1	4.0	2.7	(X)
55 TO 59 YEARS	100.0	10.7	3.0	12.7	25.0	3.0	6.5	3.1	18.2	2.5	3.3	1.1	4.0	2.7	(X)
60 TO 64 YEARS	100.0	17.7	6.0	13.3	24.0	5.0	3.0	1.0	13.0	1.0	-	0.0	3.3	1.7	(X)
65 TO 69 YEARS	100.0	17.7	6.0	13.3	24.0	5.0	3.0	1.0	13.0	1.0	-	0.0	3.3	1.7	(X)
70 YEARS AND OVER	100.0	17.7	6.0	13.3	24.0	5.0	3.0	1.0	13.0	1.0	-	0.0	3.3	1.7	(X)
75 YEARS AND OVER	100.0	17.7	6.0	13.3	24.0	5.0	3.0	1.0	13.0	1.0	-	0.0	3.3	1.7	(X)

- REPRESENTS ZERO OR ROUNDS TO ZERO. X NOT APPLICABLE. 2 LBS THAN 0.05 PERCENT.

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Table 1. YEARS OF SCHOOL COMPLETED BY PERSONS 14 YEARS OLD AND OVER, BY AGE, RACE, AND SEX: MARCH 1971-Continued

(Numbers in thousands. The March 1971 survey includes 1,164,000 members of the Armed Forces in the United States living off post or with their families on post, but excludes all other members of the Armed Forces.)

AGE, RACE, AND SEX	TOTAL POPULATION	YEARS OF SCHOOL COMPLETED													PERCENT 14 YEARS AND OVER
		ELEMENTARY			HIGH SCHOOL				COLLEGE						
		0 TO 6 YEARS	7 YEARS	8 AND 9 YEARS	10 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS OR MORE	
TOTAL, ALL RACES															
PERCENT DISTRIBUTION--14 YEARS AND OVER	100.0	5.5	1.0	0.0	12.0	7.5	0.3	0.5	35.7	0.0	0.7	1.0	9.3	2.1	12.1
FEMALE, 14 YEARS AND OVER	100.0	5.5	1.0	0.0	12.0	7.5	0.3	0.5	35.7	0.0	0.7	1.0	9.3	2.1	12.1
10 AND 15 YEARS	100.0	0.5	0.7	23.7	45.0	25.4	1.0	0.1	0.2	-	-	-	-	-	12.1
16 AND 17 YEARS	100.0	0.4	0.1	1.0	0.1	22.5	40.0	26.1	2.0	0.1	0.1	-	-	-	12.1
18 AND 19 YEARS	100.0	0.0	0.0	0.7	2.0	3.0	0.7	20.0	53.3	11.2	1.0	0.1	1.1	1.1	12.1
20 AND 21 YEARS	100.0	0.0	0.0	1.0	2.0	3.5	0.7	4.7	44.3	13.7	10.5	6.0	1.1	1.1	12.1
22 TO 24 YEARS	100.0	0.0	0.1	1.7	3.3	3.4	3.0	4.0	47.4	7.0	0.0	0.0	13.0	2.0	12.1
25 YEARS AND OVER	100.0	0.0	1.0	0.0	12.7	5.0	7.2	4.0	37.0	3.0	0.7	1.7	5.9	2.0	12.1
25 TO 29 YEARS	100.0	1.1	0.0	2.0	5.0	4.3	7.0	4.0	47.0	7.0	0.3	3.3	10.3	3.4	12.1
30 TO 34 YEARS	100.0	1.0	0.7	2.0	0.0	5.0	0.0	5.0	00.7	5.2	3.0	2.0	0.0	3.3	12.1
35 TO 39 YEARS	100.0	2.2	1.0	4.3	0.0	5.7	0.0	5.0	40.0	0.1	3.1	1.7	0.1	2.0	12.1
40 TO 44 YEARS	100.0	2.0	1.5	3.0	10.0	5.4	7.5	5.0	07.2	3.7	0.0	1.7	0.0	2.5	12.1
45 TO 49 YEARS	100.0	5.3	2.3	0.0	17.0	0.3	0.0	4.0	30.1	2.0	0.1	1.0	5.0	2.0	12.1
50 TO 54 YEARS	100.0	0.7	3.0	12.2	24.0	5.0	0.0	3.2	30.7	2.0	0.0	1.2	0.0	2.0	12.1
55 TO 59 YEARS	100.0	10.0	0.0	13.0	20.0	0.1	4.1	2.0	10.0	1.0	3.0	0.0	3.1	1.0	12.1
60 YEARS AND OVER	100.0	0.1	1.0	0.1	11.7	5.4	7.0	0.0	30.7	0.3	5.1	2.2	0.0	2.5	12.1
WHITE															
TOTAL, 14 YEARS AND OVER	123 033	0 200	1 000	0 305	17 320	9 140	10 075	0 001	60 530	0 000	0 024	2 007	0 510	0 075	12.2
10 AND 15 YEARS	0 003	33	53	1 772	3 105	1 067	0 02	11	0	-	-	-	-	-	0.5
16 AND 17 YEARS	0 700	30	0	137	410	1 502	2 707	1 053	3 101	10	-	-	-	-	10.0
18 AND 19 YEARS	0 230	50	15	50	107	225	0 20	1 705	3 114	700	57	3	1	1	12.3
20 AND 21 YEARS	5 901	30	7	73	155	194	333	302	2 233	0 00	1 020	0 10	0 07	0	12.0
22 TO 24 YEARS	0 000	05	23	133	250	250	302	355	3 000	700	721	504	1 201	201	12.0
25 YEARS AND OVER	99 211	0 050	1 904	0 170	13 190	5 043	0 503	4 435	35 101	0 000	5 111	1 070	7 243	0 077	12.2
25 TO 29 YEARS	12 235	130	03	255	402	0 30	0 00	0 07	5 411	0 07	0 04	3 03	1 404	700	12.7
30 TO 34 YEARS	10 240	130	07	200	301	0 77	0 01	0 01	4 020	0 00	5 75	2 07	1 030	0 37	12.0
35 TO 39 YEARS	20 155	450	100	0 24	1 051	0 77	0 01	0 07	0 500	0 04	1 170	3 01	1 070	1 100	12.0
40 TO 44 YEARS	21 125	574	271	1 000	2 301	1 051	1 334	1 175	0 420	0 30	1 109	3 53	1 370	0 75	12.3
45 TO 49 YEARS	10 080	722	335	1 000	2 251	1 010	1 300	0 0	0 427	510	745	320	0 20	0 05	11.5
50 TO 54 YEARS	11 202	071	370	1 307	2 200	0 00	701	303	2 130	200	300	127	370	300	0.0
55 TO 59 YEARS	7 107	1 071	310	0 937	2 107	0 20	207	170	1 047	124	210	73	250	135	0.0
60 YEARS AND OVER	110 007	0 100	1 500	0 377	13 523	5 304	7 040	0 003	40 150	0 077	0 207	2 045	0 510	0 073	12.3
MALE, 14 YEARS AND OVER	65 005	2 210	0 00	0 201	0 003	0 311	0 030	3 705	10 700	2 231	3 000	1 320	0 005	3 003	12.2
10 AND 15 YEARS	3 500	10	30	0 05	1 000	0 53	0 0	0	1	-	-	-	-	-	0.5
16 AND 17 YEARS	5 020	30	0	137	410	1 502	2 707	1 053	3 101	10	-	-	-	-	10.0
18 AND 19 YEARS	3 007	50	0	50	107	225	0 20	1 705	3 114	700	57	3	1	1	12.3
20 AND 21 YEARS	2 500	22	5	35	70	07	01	120	0 00	4 77	300	205	0	0	12.0
22 TO 24 YEARS	0 201	01	17	100	100	150	0 10	155	1 710	570	0 00	510	107	107	12.0
25 YEARS AND OVER	07 000	2 070	772	3 030	0 070	2 107	2 012	1 004	10 750	1 000	2 521	0 50	0 000	3 201	12.2
25 TO 29 YEARS	0 000	05	24	110	247	212	370	221	2 000	0 21	505	315	9 51	502	12.0
30 TO 34 YEARS	5 005	70	20	150	307	410	300	102	2 007	302	300	152	300	0 73	12.0
35 TO 39 YEARS	0 047	200	00	0 00	0 00	0 03	0 20	0 23	3 000	0 53	0 23	3 00	1 010	0 01	12.5
40 TO 44 YEARS	10 274	350	102	503	1 201	520	730	537	3 450	0 00	570	107	0 00	0 00	12.7
45 TO 49 YEARS	0 010	150	171	0 00	1 000	0 70	515	417	2 005	331	300	107	0 00	0 00	11.2
50 TO 54 YEARS	4 050	000	103	0 00	1 300	271	322	100	702	120	121	0 0	0 0	102	0.0
55 TO 59 YEARS	2 700	520	132	300	0 01	145	101	51	375	30	0 0	32	100	0 0	0.0
60 YEARS AND OVER	52 023	2 133	702	3 101	0 023	2 000	3 000	2 107	10 005	0 002	3 100	1 000	0 003	3 002	12.3
FEMALE, 14 YEARS AND OVER	00 000	2 071	0 00	0 070	0 700	0 037	0 030	0 207	25 750	3 227	3 030	1 307	0 010	1 001	12.2
10 AND 15 YEARS	3 000	17	10	777	1 350	2 013	30	0	0	-	-	-	-	-	0.0
16 AND 17 YEARS	5 371	10	0	67	172	722	1 307	0 00	0 0	5	-	-	-	-	10.0
18 AND 19 YEARS	3 100	30	0	33	05	100	242	700	1 300	010	25	0	0	0	12.2
20 AND 21 YEARS	2 000	22	5	35	70	07	01	120	0 00	4 77	300	205	0	0	12.0
22 TO 24 YEARS	0 201	01	17	100	100	150	0 10	155	1 710	570	0 00	510	107	107	12.0
25 YEARS AND OVER	07 000	2 070	772	3 030	0 070	2 107	2 012	1 004	10 750	1 000	2 521	0 50	0 000	3 201	12.2
25 TO 29 YEARS	0 000	05	24	110	247	212	370	221	2 000	0 21	505	315	9 51	502	12.0
30 TO 34 YEARS	5 005	70	20	150	307	410	300	102	2 007	302	300	152	300	0 73	12.0
35 TO 39 YEARS	0 047	200	00	0 00	0 00	0 03	0 20	0 23	3 000	0 53	0 23	3 00	1 010	0 01	12.5
40 TO 44 YEARS	10 274	350	102	503	1 201	520	730	537	3 450	0 00	570	107	0 00	0 00	12.7
45 TO 49 YEARS	0 010	150	171	0 00	1 000	0 70	515	417	2 005	331	300	107	0 00	0 00	11.2
50 TO 54 YEARS	4 050	000	103	0 00	1 300	271	322	100	702	120	121	0 0	0 0	102	0.0
55 TO 59 YEARS	2 700	520	132	300	0 01	145	101	51	375	30	0 0	32	100	0 0	0.0
60 YEARS AND OVER	52 023	2 133	702	3 101	0 023	2 000	3 000	2 107	10 005	0 002	3 100	1 000	0 003	3 002	12.3
PERCENT DISTRIBUTION															
TOTAL, 14 YEARS AND OVER	100.0	3.2	1.2	0.3	13.0	6.0	7.0	0.0	33.5	0.0	3.2	2.2	0.0	3.7	12.1
10 AND 15 YEARS	100.0	0.5	0.0	23.5	45.3	26.7	1.2	0.2	0.1	-	-	-	-	-	12.1
16 AND 17 YEARS	100.0	0.0	0.1	2.0	0.2	23.1	41.2	25.0	1.5	0.2	-	-	-	-	12.1
18 AND 19 YEARS	100.0	0.0	0.0	0.9	2.0	3.0	0.6	0.6	31.7	10.0	1.0	0.1	1.1	1.1	12.1
20 AND 21 YEARS	100.0	0.7	0.1	1.5	2.0	3.5	0.2	0.0	40.1	10.2	10.5	6.0	0.0	0.1	12.1
22 TO 24 YEARS	100.0	0.7	0.1	1.7	3.3	3.4	3.0	4.0	47.4	7.0	0.0	0.0	13.0	2.0	12.1
25 YEARS AND OVER	100.0	0.1	1.0	0.0	12.7	5.0	7.2	4.0	37.0	3.0	0.7	1.7	5.9	2.0	12.1
25 TO 29 YEARS	100.0	1.1	0.0	2.0	5.0	4.3	7.0	4.0	47.0	7.0	0.3	3.3	10.3	3.4	12.1
30 TO 34 YEARS	100.0	1.0	0.7	2.0	0.0	5.0	0.0	5.0	00.7	5.2	3.0	2.0	0.0	3.3	12.1
35 TO 39 YEARS	100.0	2.2	1.0	4.3	0.0	5.7	0.0	5.0	40.0	0.1	3.1	1.7	0.1	2.0	12.1
40 TO 44 YEARS	100.0	2.0	1.5	3.0	10.0	5.4	7.5	5.0							

Table 1. YEARS OF SCHOOL COMPLETED BY PERSONS 14 YEARS OLD AND OVER, BY AGE, RACE, AND SEX: MARCH 1971-Continued

(Numbers in thousands. The March 1971 survey includes 1,164,000 members of the Armed Forces in the United States living off post or with their families on post, but excludes all other members of the Armed Forces.)

AGE, RACE, AND SEX	TOTAL POPULATION	YEARS OF SCHOOL COMPLETED													MILITARY YEARS COMPLETED
		ELEMENTARY				HIGH SCHOOL				COLLEGE					
		0 TO 4 YEARS	5 YEARS	6 AND 7 YEARS	8 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS OR MORE	
WHITE--CON.															
PERCENT DISTRIBUTION--CON.															
MALE: 14 YEARS AND OVER	100.0	3.5	1.3	0.7	13.4	0.7	7.0	3.0	20.4	3.1	3.5	2.0	7.2	3.8	(18)
14 AND 15 YEARS	100.0	0.0	1.1	27.0	45.1	23.0	1.2	0.2	121	-	-	-	-	-	(18)
16 AND 17 YEARS	100.0	0.7	0.1	2.0	7.2	24.5	40.8	22.0	0.9	0.2	0.1	-	-	-	(18)
18 AND 19 YEARS	100.0	1.3	0.3	1.1	3.1	3.3	7.9	23.1	45.3	13.4	0.8	-	-	-	(18)
20 AND 21 YEARS	100.0	0.0	0.2	1.4	2.9	3.8	3.0	0.0	34.0	18.8	20.0	0.1	0.8	0.2	(18)
22 TO 24 YEARS	100.0	1.0	0.4	1.0	2.5	2.5	3.5	3.0	40.0	8.8	8.8	8.3	13.7	4.8	(18)
25 YEARS AND OVER	100.0	0.4	1.0	0.5	13.7	0.0	0.2	0.2	31.3	4.2	3.4	2.0	8.5	7.0	(18)
24 TO 29 YEARS	100.0	1.1	0.4	2.0	4.1	3.5	0.0	3.0	40.7	0.9	0.3	3.5	12.0	0.3	(18)
30 TO 34 YEARS	100.0	1.0	0.6	3.0	6.0	4.3	5.5	3.6	40.7	3.0	0.0	2.0	11.5	0.3	(18)
35 TO 39 YEARS	100.0	2.4	0.8	4.6	8.2	6.7	6.3	4.3	36.8	4.6	0.3	2.1	10.2	0.0	(18)
40 TO 44 YEARS	100.0	3.5	1.4	9.7	12.3	9.1	7.1	5.2	33.0	4.0	3.0	1.8	8.3	0.5	(18)
45 TO 49 YEARS	100.0	4.5	2.1	8.6	20.5	9.0	7.2	5.1	26.0	2.9	4.3	1.9	5.7	5.3	(18)
50 TO 54 YEARS	100.0	9.4	3.0	13.5	27.8	9.5	6.5	3.2	15.4	2.0	2.6	1.0	5.4	3.9	(18)
55 TO 59 YEARS	100.0	18.0	6.7	13.0	30.1	5.2	3.0	1.8	6.8	1.3	2.0	1.1	3.0	3.1	(18)
60 TO 64 YEARS	100.0	0.1	1.5	0.0	12.0	0.7	5.0	0.2	32.1	0.7	0.0	2.0	8.7	0.0	(18)
65 TO 69 YEARS	100.0	0.1	1.5	0.0	12.0	0.7	5.0	0.2	32.1	0.7	0.0	2.0	8.7	0.0	(18)
70 YEARS AND OVER	100.0	0.1	1.5	0.0	12.0	0.7	5.0	0.2	32.1	0.7	0.0	2.0	8.7	0.0	(18)
21 YEARS AND OVER	100.0	3.0	1.2	5.8	12.5	0.0	8.1	0.2	37.0	0.0	0.0	2.0	5.0	2.1	(18)
14 AND 15 YEARS	100.0	0.5	0.4	22.7	45.5	24.0	1.1	0.1	0.2	-	-	-	-	-	(18)
16 AND 17 YEARS	100.0	0.4	121	1.4	5.2	21.7	41.4	27.3	2.1	0.2	0.2	-	-	-	(18)
18 AND 19 YEARS	100.0	0.8	0.2	0.7	2.1	3.8	5.9	19.5	54.5	11.7	1.0	-	-	-	(18)
20 AND 21 YEARS	100.0	0.5	121	1.3	2.0	3.2	4.7	3.9	44.6	14.1	17.3	7.1	1.2	0.1	(18)
22 TO 24 YEARS	100.0	0.4	0.1	1.0	3.1	3.3	4.0	4.4	47.5	7.0	0.0	0.0	13.0	2.3	(18)
25 YEARS AND OVER	100.0	3.8	1.4	0.0	12.0	5.3	7.0	0.7	30.2	0.0	0.0	1.0	0.2	2.7	(18)
24 TO 29 YEARS	100.0	1.0	0.3	2.2	3.5	3.7	0.5	0.5	47.7	7.1	0.5	2.0	10.0	3.7	(18)
30 TO 34 YEARS	100.0	1.3	0.7	2.3	6.5	6.0	0.0	5.2	40.7	5.4	5.2	2.2	8.8	3.2	(18)
35 TO 39 YEARS	100.0	2.1	0.6	3.0	6.2	5.0	7.5	5.5	34.4	4.2	3.4	1.8	6.5	2.0	(18)
40 TO 44 YEARS	100.0	2.0	1.2	6.7	10.3	8.0	7.4	5.0	43.8	0.0	5.0	1.7	4.8	2.5	(18)
45 TO 49 YEARS	100.0	8.1	1.8	8.0	18.0	0.1	8.1	4.0	31.7	3.2	4.4	1.0	9.3	2.7	(18)
50 TO 54 YEARS	100.0	7.0	2.6	11.4	25.0	0.1	0.0	3.2	21.7	2.5	4.2	1.3	4.0	2.1	(18)
55 TO 59 YEARS	100.0	12.0	6.0	12.5	30.1	0.0	4.2	2.0	17.0	2.0	3.1	1.0	3.3	1.1	(18)
60 TO 64 YEARS	100.0	3.5	1.0	5.5	11.0	9.0	0.0	0.0	30.0	0.0	0.3	2.3	0.7	2.0	(18)
65 TO 69 YEARS	100.0	3.5	1.0	5.5	11.0	9.0	0.0	0.0	30.0	0.0	0.3	2.3	0.7	2.0	(18)
70 YEARS AND OVER	100.0	3.5	1.0	5.5	11.0	9.0	0.0	0.0	30.0	0.0	0.3	2.3	0.7	2.0	(18)
NEGRO AND OTHER RACE															
TOTAL: 14 YEARS AND OVER	10 820	1 599	554	1 081	1 070	1 585	1 597	1 071	6 080	560	525	108	508	240	10.5
14 AND 15 YEARS	1 107	11	33	348	493	230	25	2	-	-	-	-	-	-	0.3
16 AND 17 YEARS	1 103	23	2	35	140	209	347	207	0	-	-	-	-	-	10.1
18 AND 19 YEARS	907	10	3	22	51	65	145	285	338	83	7	3	-	-	11.7
20 AND 21 YEARS	674	14	10	16	30	44	61	61	304	111	97	00	3	-	12.5
22 TO 24 YEARS	1 279	22	2	42	45	111	88	69	544	84	68	66	70	10	12.4
25 YEARS AND OVER	11 410	1 510	507	1 377	1 212	1 332	1 302	807	2 440	1 201	522	108	430	270	10.3
24 TO 29 YEARS	1 070	20	10	70	104	130	172	127	640	101	82	23	100	51	12.2
30 TO 34 YEARS	1 363	33	13	63	71	67	126	161	533	66	50	18	82	61	12.2
35 TO 39 YEARS	2 436	130	75	277	230	201	201	224	401	83	63	27	107	74	11.4
40 TO 44 YEARS	2 375	274	115	351	347	185	162	157	504	65	65	20	64	66	9.5
45 TO 49 YEARS	1 715	385	150	246	254	111	64	105	228	13	10	0	40	30	6.2
50 TO 54 YEARS	465	345	91	172	120	20	34	22	80	12	15	3	22	0	6.5
55 TO 59 YEARS	690	315	65	106	77	12	20	11	30	-	-	-	1	1	5.2
60 TO 64 YEARS	13 100	1 541	510	1 028	1 270	950	1 020	650	3 558	420	458	185	507	280	10.8
65 TO 69 YEARS	13 100	1 541	510	1 028	1 270	950	1 020	650	3 558	420	458	185	507	280	10.8
70 YEARS AND OVER	13 100	1 541	510	1 028	1 270	950	1 020	650	3 558	420	458	185	507	280	10.8
MALE: 14 YEARS AND OVER															
14 AND 15 YEARS	583	8	20	106	240	106	7	1	-	-	-	-	-	-	0.3
16 AND 17 YEARS	550	21	1	32	75	148	170	101	1	-	-	-	-	-	10.0
18 AND 19 YEARS	477	5	1	16	24	66	66	117	138	60	3	-	-	-	11.3
20 AND 21 YEARS	301	10	1	8	17	17	30	45	138	54	1	10	-	-	12.4
22 TO 24 YEARS	615	15	-	20	17	61	25	48	235	38	36	20	35	0	12.4
25 YEARS AND OVER	5 254	657	234	621	544	305	380	375	1 254	125	101	68	208	150	10.2
24 TO 29 YEARS	400	10	10	45	64	62	76	58	292	34	34	13	54	33	12.2
30 TO 34 YEARS	608	10	7	55	33	32	67	84	222	10	33	11	37	32	12.1
35 TO 39 YEARS	1 100	90	48	140	65	103	65	103	713	35	35	12	54	47	11.2
40 TO 44 YEARS	1 098	154	54	150	147	50	84	73	441	24	30	6	22	10	6.0
45 TO 49 YEARS	707	223	63	131	105	38	39	46	100	7	0	3	10	14	7.7
50 TO 54 YEARS	404	186	34	58	44	8	0	0	47	0	0	0	0	0	6.0
55 TO 59 YEARS	273	150	10	33	34	3	0	2	15	-	-	-	1	1	4.3
60 TO 64 YEARS	6 045	674	234	455	546	301	425	433	1 552	180	234	88	241	150	10.7
65 TO 69 YEARS	6 045	674	234	455	546	301	425	433	1 552	180	234	88	241	150	10.7
70 YEARS AND OVER	6 045	674	234	455	546	301	425	433	1 552	180	234	88	241	150	10.7
FEMALE: 14 YEARS AND OVER															
14 AND 15 YEARS	504	3	10	172	247	128	19	1	-	-	-	-	-	-	0.4
16 AND 17 YEARS	553	2	1	23	65	151	147	105	8	-	-	-	-	-	10.2
18 AND 19 YEARS	510	0	1	0	27	20	50	147	194	43	0	3	-	-	11.0
20 AND 21 YEARS	463	-	0	10	21	20	23	46	207	57	54	20	3	-	12.5
22 TO 24 YEARS	646	7	2	14	20	30	72	52	310	46	61	10	44	2	12.4
25 YEARS AND OVER	6 157	650	270	757	646	527	522	432	1 504	107	101	61	220	110	10.6
24 TO 29 YEARS	470	-	0	33	30	70	64	70	347	37	36	10	36	17	12.3
30 TO 34 YEARS	745	0	0	30	30	65	62	77	311	27	23	7	45	30	12.2
35 TO 39 YEARS	1 440	34	27	137	135	158	100	120	668	40	60	15	53	27	11.5
40 TO 44 YEARS	1 377	120	60	133	200	126	104	64	480	21	20	20	32	27	6.5
45 TO 49 YEARS	617	102	67	100	100	73	54	50	120	6	0	7	11	10	6.4

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Table 1. YEARS OF SCHOOL COMPLETED BY PERSONS 14 YEARS OLD AND OVER, BY AGE, RACE, AND SEX: MARCH 1971--Continued

(Numbers in thousands. The March 1971 survey includes 1,164,000 members of the Armed Forces in the United States living off post or with their families on post, but excludes all other members of the Armed Forces)

AGE, RACE, AND SEX	TOTAL POPULATION	YEARS OF SCHOOL COMPLETED													MEDIAN SCHOOL YEARS COMPLETED
		ELEMENTARY				HIGH SCHOOL				COLLEGE					
		0 TO 6 YEARS	7 YEARS	8 AND 9 YEARS	10 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS OR MORE	
WHITE AND OTHER RACES--CON.															
PERCENT DISTRIBUTION															
TOTAL, 14 YEARS AND OVER	100.0	6.5	3.3	11.2	11.8	6.0	6.3	8.7	26.2	3.8	3.1	1.2	3.0	1.7	121
14 AND 15 YEARS	100.0	0.6	2.6	31.5	42.2	20.1	2.2	0.2	-	-	-	-	-	-	121
16 AND 17 YEARS	100.0	2.1	8.2	5.0	12.7	27.1	33.2	18.7	0.8	-	0.1	-	-	-	121
18 AND 19 YEARS	100.0	1.0	8.3	2.2	5.2	6.6	18.7	28.8	33.8	8.8	0.7	0.3	-	-	121
20 AND 21 YEARS	100.0	2.0	1.1	2.0	6.6	9.0	7.0	10.4	36.4	12.7	11.1	0.5	0.8	-	121
2 TO 24 YEARS	100.0	1.7	0.1	3.3	3.9	8.6	7.6	7.9	42.6	6.6	7.6	3.6	6.2	0.8	121
25 YEARS AND OVER	100.0	13.3	6.6	12.1	10.6	7.3	7.9	7.1	24.9	2.6	2.8	1.0	3.7	2.8	121
25 TO 29 YEARS	100.0	1.7	8.6	6.7	6.2	8.2	10.2	7.0	38.3	3.4	4.0	1.6	6.5	3.0	121
30 TO 34 YEARS	100.0	2.4	8.6	6.7	5.1	6.6	6.2	11.0	38.2	3.3	4.0	1.3	3.6	4.6	121
35 TO 39 YEARS	100.0	5.1	2.8	10.3	8.7	6.6	6.6	8.3	30.4	3.1	3.2	1.0	6.1	2.8	121
40 TO 44 YEARS	100.0	11.9	6.6	14.8	10.6	7.8	8.1	6.6	21.2	1.9	2.7	1.2	2.7	1.6	121
45 TO 49 YEARS	100.0	22.3	7.6	17.4	14.8	6.3	3.3	6.1	13.3	0.7	0.9	1.6	2.3	1.8	121
50 TO 54 YEARS	100.0	33.7	6.6	17.9	13.3	2.9	3.5	2.3	8.9	1.2	1.6	0.3	2.3	0.7	121
55 YEARS AND OVER	100.0	68.4	10.0	16.2	11.8	1.9	3.0	1.6	3.6	0.2	0.7	-	0.2	0.2	121
25 YEARS AND OVER	100.0	11.8	3.8	18.8	9.7	7.3	7.8	7.2	27.1	2.3	3.8	1.6	3.6	2.1	121
MALE: 14 YEARS AND OVER															
TOTAL, 14 YEARS AND OVER	100.0	11.7	3.3	11.4	11.7	6.0	6.6	8.7	22.6	3.3	3.3	1.1	3.1	2.0	121
14 AND 15 YEARS	100.0	1.3	3.6	33.6	42.2	18.2	1.2	0.2	-	-	-	-	-	-	121
16 AND 17 YEARS	100.0	3.7	8.2	5.8	13.6	26.6	30.6	18.4	0.2	-	-	-	-	-	121
18 AND 19 YEARS	100.0	1.1	8.3	3.0	5.1	6.6	18.0	28.6	28.6	8.5	0.7	-	-	-	121
20 AND 21 YEARS	100.0	4.5	6.6	2.8	6.3	6.6	6.7	11.6	38.1	13.8	10.6	3.5	-	-	121
2 TO 24 YEARS	100.0	3.4	-	6.5	3.7	13.1	6.1	7.7	38.1	6.3	6.7	0.7	3.7	1.8	121
25 YEARS AND OVER	100.0	16.3	6.5	11.8	10.3	5.8	7.2	7.1	23.8	2.4	3.1	0.6	3.6	2.6	121
25 TO 29 YEARS	100.0	2.4	1.2	5.0	6.3	7.7	6.8	7.2	38.3	6.3	4.5	1.7	6.7	4.1	121
30 TO 34 YEARS	100.0	2.9	1.1	8.3	5.1	5.0	10.3	13.0	38.3	3.0	3.1	1.6	3.7	4.6	121
35 TO 39 YEARS	100.0	8.3	6.6	11.7	7.6	8.6	8.6	8.6	27.7	2.9	3.6	1.0	6.5	3.6	121
40 TO 44 YEARS	100.0	14.0	3.1	14.0	13.6	5.6	7.7	6.6	22.2	2.2	3.5	0.8	2.6	1.7	121
45 TO 49 YEARS	100.0	28.0	7.6	16.6	13.2	4.8	6.8	6.7	12.2	0.9	1.2	0.3	2.6	1.7	121
50 TO 54 YEARS	100.0	43.0	6.6	13.1	12.3	1.6	2.0	2.0	10.7	1.1	2.0	-	1.6	1.0	121
55 YEARS AND OVER	100.0	98.2	3.7	12.3	12.3	1.1	3.2	0.6	3.4	-	-	-	0.3	0.3	121
25 YEARS AND OVER	100.0	16.3	3.8	18.8	9.6	6.3	7.0	7.2	23.7	3.1	3.9	1.5	6.0	2.6	121
FEMALE: 14 YEARS AND OVER															
TOTAL, 14 YEARS AND OVER	100.0	7.6	3.3	11.8	11.8	6.0	10.0	8.7	29.6	3.9	2.6	1.2	3.0	1.6	121
14 AND 15 YEARS	100.0	0.5	2.6	29.5	42.2	22.0	3.2	0.2	-	-	-	-	-	-	121
16 AND 17 YEARS	100.0	0.6	8.2	6.1	11.8	27.6	35.6	18.6	1.6	-	-	-	-	-	121
18 AND 19 YEARS	100.0	0.8	8.3	1.1	5.3	3.8	11.6	28.6	38.6	6.6	0.8	0.6	-	-	121
20 AND 21 YEARS	100.0	-	1.7	2.1	6.6	5.4	6.7	6.4	42.6	11.7	11.6	3.6	0.7	-	121
2 TO 24 YEARS	100.0	1.1	0.2	2.1	6.2	6.5	10.6	7.8	46.6	6.9	6.2	7.6	6.6	0.2	121
25 YEARS AND OVER	100.0	10.7	6.6	12.3	10.8	8.6	8.3	7.0	23.6	2.7	2.6	1.0	3.6	1.6	121
25 TO 29 YEARS	100.0	1.1	6.7	3.8	6.3	8.6	10.6	7.6	41.7	6.6	5.2	1.2	6.3	3.0	121
30 TO 34 YEARS	100.0	2.2	8.6	5.1	5.2	8.7	8.6	10.3	41.7	3.6	3.1	0.6	6.1	4.6	121
35 TO 39 YEARS	100.0	2.3	1.6	6.5	6.6	11.0	11.6	8.6	32.3	3.3	3.3	1.1	3.7	1.6	121
40 TO 44 YEARS	100.0	6.6	6.7	13.1	13.7	6.6	8.6	6.6	20.6	1.6	2.0	1.5	2.5	2.1	121
45 TO 49 YEARS	100.0	17.6	7.3	18.3	16.2	7.6	6.1	6.3	14.0	0.6	0.7	0.7	2.2	1.8	121
50 TO 54 YEARS	100.0	30.6	10.7	22.0	12.4	3.6	6.8	2.3	7.6	1.3	1.2	0.3	2.6	1.6	121
55 YEARS AND OVER	100.0	61.6	13.1	16.1	11.3	2.3	2.6	2.6	3.7	0.6	1.2	-	-	-	121
25 YEARS AND OVER	100.0	6.6	3.9	18.8	10.1	6.0	6.5	7.3	26.6	3.3	3.1	1.6	3.6	1.7	121
NEGRO															
TOTAL, 14 YEARS AND OVER	15 216	1 460	336	1 787	1 821	1 680	1 303	1 369	3 611	689	666	166	371	162	10.6
14 AND 15 YEARS	1 691	11	38	395	633	215	23	2	-	-	-	-	-	-	6.3
16 AND 17 YEARS	1 000	21	30	131	277	327	179	6	-	-	-	-	-	-	10.1
18 AND 19 YEARS	603	7	22	66	64	180	245	302	68	3	3	-	-	-	11.7
20 AND 21 YEARS	804	18	7	37	62	61	90	324	65	62	29	-	-	-	12.6
2 TO 24 YEARS	1 168	20	2	62	109	97	64	408	77	63	36	-	-	-	12.6
25 YEARS AND OVER	10 330	1 383	486	1 303	1 111	773	856	784	2 478	246	374	66	303	156	10.1
25 TO 29 YEARS	1 665	28	13	74	106	133	167	131	600	72	70	22	76	18	12.2
30 TO 34 YEARS	1 334	36	13	66	66	61	126	156	480	60	52	16	68	26	12.1
35 TO 39 YEARS	2 334	126	71	261	263	243	231	645	40	67	23	75	43	43	11.1
40 TO 44 YEARS	2 146	233	113	337	322	163	176	153	420	41	56	26	47	32	9.3
45 TO 49 YEARS	1 371	330	128	282	246	102	90	102	168	12	11	6	33	26	8.1
50 TO 54 YEARS	846	313	86	163	101	26	33	16	66	12	12	3	21	6	6.6
55 YEARS AND OVER	600	265	64	166	76	6	20	6	35	2	3	-	1	1	3.2
25 YEARS AND OVER	11 764	1 604	606	1 330	1 174	688	682	622	3 131	373	388	151	371	162	10.6
MALE: 14 YEARS AND OVER															
TOTAL, 14 YEARS AND OVER	7 076	666	268	834	865	634	670	636	1 363	221	216	66	166	62	10.1
14 AND 15 YEARS	530	6	26	186	226	66	7	1	-	-	-	-	-	-	6.3
16 AND 17 YEARS	462	16	1	36	77	133	130	64	-	-	-	-	-	-	6.6
18 AND 19 YEARS	462	6	1	16	21	66	64	104	36	1	-	-	-	-	11.7
20 AND 21 YEARS	161	16	1	17	14	14	36	66	131	50	36	7	-	-	12.6
2 TO 24 YEARS	434	16	-	23	17	61	36	63	37	30	21	-	-	-	12.6
25 YEARS AND OVER	6 674	787	226	561	661	261	264	262	1 044	100	132	66	166	76	6.6
25 TO 29 YEARS	706	16	6	65	66	36	76	36	274	22	26	12	36	11	12.1
30 TO 34 YEARS	1 374	16	7	53	46	70	61	61	164	17	26	10	26	11	12.2
35 TO 39 YEARS	1 666	60	43	133	136	61	60	101	264	26	26	7	36	26	10.6
40 TO 44 YEARS	2 146	186	36	134	136	36	61	72	145	22	36	6	14	13	6.1
45 TO 49 YEARS	1 371	204	61	126	100	33	36	42	76	6	3	14	11	7.6	
50 TO 54 YEARS	846	167	36	57	26	11	6	7	16	-	-	-	7	6	
55 YEARS AND OVER	265	161	15	33	26	3	6	2	16	-	-	-	1	6.6	
25 YEARS AND OVER	5 768	786	271	621	513	263	616	614	1 261	167	166	67	166	62	10.6

REPRESNTS ZERO OR SMALL TO ZERO. * NOT APPLICABLE.



**Table 1. YEARS OF SCHOOL COMPLETED BY PERSONS 14 YEARS OLD AND OVER, BY AGE, RACE, AND SEX:
MARCH 1971-Continued**

(Numbers in thousands. The March 1971 survey includes 1,164,000 members of the Armed Forces in the United States living off post or with their families on post, but excludes all other members of the Armed Forces)

AGE, RACE, AND SEX	TOTAL POPULATION	YEARS OF SCHOOL COMPLETED													MEDIAN SCHOOL YEARS COMPLETED
		ELEMENTARY				HIGH SCHOOL				COLLEGE					
		0 TO 4 YEARS	5 YEARS	6 AND 7 YEARS	8 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS OR MORE	
REGARD-RACE															
MALE, 14 YEARS AND OVER	6 157	0.0	3.0	11.7	12.0	6.7	6.0	6.2	23.7	3.2	2.0	1.1	2.0	1.1	10.3
14 AND 15 YEARS	441	3	12	100	227	119	10	1	-	-	-	-	-	-	8.6
16 AND 17 YEARS	508	2	1	21	60	143	177	95	8	-	-	-	-	-	10.1
18 AND 19 YEARS	469	3	1	6	23	20	95	142	173	34	6	3	-	-	11.0
20 AND 21 YEARS	440	-	0	10	20	20	23	90	103	45	48	22	1	-	12.5
22 TO 24 YEARS	608	0	2	13	25	20	72	52	283	40	33	15	30	2	12.4
25 YEARS AND OVER	5 574	601	260	713	920	492	901	822	1 300	148	142	55	162	78	10.2
25 TO 29 YEARS	787	0	4	24	30	74	91	66	316	30	61	10	44	7	12.3
30 TO 34 YEARS	643	13	6	34	37	62	61	76	242	23	25	7	21	18	12.2
35 TO 39 YEARS	1 244	36	26	128	115	150	151	120	392	61	36	15	37	19	11.2
40 TO 44 YEARS	1 186	188	94	186	186	113	90	81	226	19	24	17	28	19	9.4
45 TO 49 YEARS	857	145	64	142	147	68	34	50	112	6	6	3	19	13	8.6
50 TO 54 YEARS	477	146	32	105	97	18	24	12	31	7	6	3	13	2	8.8
55 YEARS AND OVER	355	140	49	68	43	5	11	6	22	2	3	-	-	-	5.7
21 YEARS AND OVER	6 408	687	266	728	661	533	571	507	1 768	211	190	66	203	79	10.7
PERCENT DISTRIBUTION															
TOTAL, 14 YEARS AND OVER	100.0	0.0	3.5	11.7	12.0	6.7	6.0	6.2	23.7	3.2	2.0	1.1	2.0	1.1	10.1
14 AND 15 YEARS	100.0	1.0	2.9	32.6	41.5	19.7	2.1	0.2	-	-	-	-	-	-	12.1
16 AND 17 YEARS	100.0	2.1	0.2	5.0	13.3	27.7	32.7	17.0	0.9	-	0.1	-	-	-	12.1
18 AND 19 YEARS	100.0	0.6	0.3	2.4	5.1	7.0	15.5	27.1	33.4	7.5	0.6	0.3	-	-	12.1
20 AND 21 YEARS	100.0	2.2	0.9	2.2	4.6	5.2	7.6	11.2	40.3	11.6	10.2	3.6	0.2	-	12.1
22 TO 24 YEARS	100.0	1.7	0.1	3.2	3.6	6.4	8.3	8.1	42.6	6.6	7.1	3.1	3.7	0.5	12.1
25 YEARS AND OVER	100.0	13.3	6.7	12.7	10.8	7.3	8.3	7.6	24.2	2.4	2.7	0.8	3.0	1.5	12.1
25 TO 29 YEARS	100.0	1.8	0.6	6.9	9.7	8.9	11.2	8.1	40.2	6.6	6.7	1.5	3.2	2.4	12.1
30 TO 34 YEARS	100.0	2.3	1.0	7.0	5.3	7.4	10.2	12.9	36.9	3.2	6.2	1.3	3.6	2.6	12.1
35 TO 39 YEARS	100.0	3.0	3.0	11.2	8.8	10.5	10.3	9.5	29.3	3.0	2.9	1.8	3.2	1.9	12.1
40 TO 44 YEARS	100.0	11.8	3.2	15.7	15.0	7.7	8.3	7.1	19.6	1.6	2.7	1.2	2.2	1.5	12.1
45 TO 49 YEARS	100.0	22.3	7.6	18.0	15.7	6.3	5.7	6.5	12.0	0.7	0.7	0.4	2.1	1.6	12.1
50 TO 54 YEARS	100.0	36.2	6.6	18.8	11.7	3.3	3.8	2.2	7.9	1.4	1.4	0.3	2.4	0.7	12.1
55 YEARS AND OVER	100.0	47.3	10.7	16.7	11.7	1.4	3.3	1.0	5.9	0.3	0.3	-	0.2	0.2	12.1
21 YEARS AND OVER	100.0	11.4	6.2	11.4	10.8	7.6	6.3	7.6	26.5	3.2	3.3	1.3	3.1	1.6	12.1
MALE, 14 YEARS AND OVER	100.0	11.4	3.3	12.1	11.9	6.2	6.5	6.0	22.1	3.1	3.1	1.0	2.0	1.2	12.1
14 AND 15 YEARS	100.0	1.4	3.6	34.6	41.1	18.0	1.2	0.2	-	-	-	-	-	-	12.1
16 AND 17 YEARS	100.0	3.6	0.2	6.0	14.7	27.1	30.5	17.2	0.3	-	0.3	-	-	-	12.1
18 AND 19 YEARS	100.0	0.9	0.3	3.7	5.1	10.1	19.3	25.5	29.2	7.7	6.3	-	-	-	12.1
20 AND 21 YEARS	100.0	4.8	0.6	2.2	4.7	4.2	10.5	12.2	36.0	13.7	6.9	1.9	-	-	12.1
22 TO 24 YEARS	100.0	2.4	-	9.5	3.0	14.5	9.9	7.6	38.6	6.7	6.4	1.6	4.9	0.7	12.1
25 YEARS AND OVER	100.0	16.7	6.8	12.6	10.5	6.0	7.8	7.7	23.3	2.1	2.6	0.6	3.0	1.7	12.1
25 TO 29 YEARS	100.0	2.7	1.2	6.3	9.0	6.3	10.7	7.7	38.8	3.1	6.1	1.7	4.8	1.9	12.1
30 TO 34 YEARS	100.0	2.7	1.2	9.2	5.0	5.2	11.3	14.6	34.6	3.0	3.1	1.7	4.0	1.9	12.1
35 TO 39 YEARS	179.0	8.4	4.2	12.5	8.4	8.9	8.4	7.5	27.5	2.7	2.7	0.7	3.0	2.5	12.1
40 TO 44 YEARS	100.0	14.7	3.5	15.9	13.4	5.1	6.2	7.3	19.9	2.2	3.5	0.9	1.9	1.3	12.1
45 TO 49 YEARS	100.0	28.8	6.8	18.8	14.0	9.7	5.1	5.9	10.7	0.8	0.8	0.6	2.0	1.5	12.1
50 TO 54 YEARS	100.0	42.4	6.8	19.8	11.4	2.9	2.3	1.8	9.7	1.2	1.2	-	1.9	1.1	12.1
55 YEARS AND OVER	100.0	57.4	6.0	13.3	11.3	1.2	3.3	0.6	5.5	-	-	-	0.5	0.6	12.1
21 YEARS AND OVER	100.0	14.8	6.2	11.5	9.5	6.8	7.6	7.7	25.3	3.0	3.7	1.2	3.1	1.5	12.1
FEMALE, 14 YEARS AND OVER	100.0	7.6	3.9	11.9	12.0	10.2	10.2	6.3	25.2	3.3	2.8	1.2	2.5	1.0	12.1
14 AND 15 YEARS	100.0	0.5	2.2	30.7	41.0	21.5	3.0	0.2	-	-	-	-	-	-	12.1
16 AND 17 YEARS	100.0	0.4	0.2	6.2	11.9	28.2	34.8	18.6	1.6	-	-	-	-	-	12.1
18 AND 19 YEARS	100.0	0.7	0.3	1.2	5.0	6.2	11.8	30.5	37.3	7.6	0.9	0.7	-	-	12.1
20 AND 21 YEARS	100.0	-	1.3	2.3	9.6	6.0	5.2	10.3	43.9	10.3	10.9	2.9	0.3	-	12.1
22 TO 24 YEARS	100.0	1.0	0.3	2.1	4.1	4.7	11.8	8.5	66.5	6.6	5.6	2.3	6.4	0.3	12.1
25 YEARS AND OVER	100.0	10.8	4.7	12.0	11.1	8.0	6.6	7.6	24.0	2.7	2.5	1.0	2.9	1.4	12.1
25 TO 29 YEARS	100.0	1.1	0.5	3.7	6.6	6.6	11.6	6.4	41.4	6.4	5.2	1.3	3.6	0.9	12.1
30 TO 34 YEARS	100.0	2.0	0.9	3.1	5.6	6.3	9.2	11.6	42.6	3.5	3.5	1.0	3.2	2.6	12.1
35 TO 39 YEARS	100.0	2.8	2.1	10.1	9.1	11.8	11.0	6.5	30.9	3.3	3.0	1.2	2.9	1.5	12.1
40 TO 44 YEARS	100.0	6.3	3.0	18.0	13.0	9.0	6.0	6.9	19.3	1.7	2.1	1.5	2.6	1.9	12.1
45 TO 49 YEARS	100.0	18.9	7.6	19.0	17.1	7.0	6.3	6.9	13.0	0.6	0.7	0.6	2.2	1.6	12.1
50 TO 54 YEARS	100.0	38.7	18.9	22.1	12.0	3.8	4.9	2.5	6.5	1.5	1.6	0.6	2.6	0.4	12.1
55 YEARS AND OVER	100.0	68.6	13.4	19.1	12.1	1.5	3.1	2.2	6.1	0.4	0.9	-	-	-	12.1
21 YEARS AND OVER	100.0	6.5	9.1	11.4	10.3	6.3	6.6	7.6	27.4	3.3	3.0	1.3	3.2	1.2	12.1

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Table 2. Demographic and Background Characteristics of American College Faculty, by Sex: 1969 (Percentage Distribution)

Item Description and Question Number	All Institutions		In Two-Year Colleges		In Four-Year Colleges		In Universities	
	Men	Women	Men	Women	Men	Women	Men	Women
Age (87)								
Over 60 (born before 1909)	7.3	9.3	7.7	6.2	8.0	6.6	7.9	10.4
51-60 (born 1909-1918)	15.1	18.5	15.2	18.5	16.1	15.0	17.7	15.6
41-50 (born 1919-1928)	26.7	26.6	26.7	27.6	28.0	25.6	26.4	25.7
36-40 (born 1929-1933)	17.3	13.0	16.5	12.2	14.6	16.4	14.5	15.9
31-35 (born 1934-1938)	18.5	12.8	17.4	18.3	16.6	18.4	12.8	17.1
30 or less (born after 1938)	15.0	19.7	16.0	17.2	20.3	18.0	16.7	18.1
Race (89)								
White	90.6	94.7	90.3	99.1	96.7	98.4	94.2	91.3
Black	1.8	3.9	2.2	0.5	1.4	0.7	4.2	7.4
Oriental	1.3	1.1	1.3	0.2	1.4	0.5	1.2	0.9
Ethier	0.3	0.3	0.3	0.2	0.5	0.3	0.4	0.3
Citizenship (95 a,b)								
Not U.S. citizen	4.0	2.8	3.8	0.8	1.3	0.9	3.3	3.2
U.S. citizen, naturalized	5.5	4.6	5.3	4.3	2.2	3.8	5.8	4.9
U.S. citizen, native	90.5	92.6	90.9	94.8	96.5	95.3	90.9	91.9
Father's Educational Attainment (79b)								
Eighth grade or less	30.0	25.5	29.1	39.4	30.5	37.1	31.5	26.7
Some high school	14.4	13.7	14.3	15.2	15.0	15.1	15.4	13.6
Completed high school	17.5	17.4	17.5	19.1	20.1	19.3	17.4	16.0
Some college	12.4	13.7	12.6	10.8	15.9	12.1	12.2	12.3
College graduate	9.6	10.0	9.7	6.7	5.8	6.5	8.7	10.1
Some graduate school	5.0	7.1	5.4	2.7	4.5	3.2	4.9	7.8
Advanced degree	11.1	12.6	11.4	6.1	8.2	6.6	9.9	13.3
Religious Background (78a)								
Protestant	63.9	65.4	64.1	64.4	64.1	64.3	59.3	59.7
Catholic	15.9	21.3	16.9	21.8	26.2	23.4	18.6	24.3
Jewish	10.4	6.7	9.7	3.7	2.2	3.3	12.3	8.9
Other	3.4	2.7	3.3	3.8	2.8	3.6	3.3	2.9
None	3.3	2.6	3.2	2.4	1.4	2.2	3.1	2.5
No answer	3.0	1.2	2.7	3.8	1.3	3.1	3.4	1.6
Current Religion (78b)								
Protestant	47.1	51.4	47.9	51.4	53.5	52.0	44.6	46.7
Catholic	12.2	19.2	13.5	17.8	26.8	20.1	14.7	22.4
Jewish	7.3	5.4	7.0	2.6	1.6	2.4	9.0	7.5
Other	6.1	5.2	5.9	7.1	5.9	6.8	5.7	5.1
None	21.9	15.6	20.7	15.0	10.1	13.8	20.2	15.0
No answer	5.4	3.1	4.9	6.0	2.1	5.0	5.8	3.3
Marital Status (85)								
Currently married	87.0	47.4	79.3	86.0	50.3	74.7	83.7	45.4
Divorced, separated, widowed	3.0	12.4	4.8	2.8	12.2	5.2	3.5	12.9
Never married	10.0	40.1	15.9	11.2	37.5	18.1	12.8	41.5
Number of Children (86)								
None	29.3	65.3	36.1	29.7	61.9	38.0	33.7	64.8
One	16.7	12.3	15.9	18.0	11.5	16.3	16.9	12.8
Two	26.3	12.9	23.7	23.9	12.7	22.5	24.3	13.8
Three or more	27.7	9.6	24.3	26.3	13.9	23.1	25.1	8.6

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A Survey of Black American Doctorates

Conducted by James W. Bryant, program advisor,
Special Projects in Education, the Ford Foundation

In the course of planning a program to increase the number of black Ph.D.s, the Office of Special Projects of the Ford Foundation conducted a survey of black men and women who hold the doctorate. The results support the generally held assumption that less than 1 per cent of America's earned doctoral degrees are held by Negroes. From a variety of sources, the names of 2,280 Negro Ph.D.s were obtained.* For the immediate future the percentage is not likely to change, since another survey indicates that less than 1 per cent of the Ph.D. candidates at the close of the 1967-1968 academic year were black men and women.**

Table III FIELDS IN WHICH DEGREES WERE CONFERRED

Field	Male		Female		Total	
	Number	Per Cent	Number	Per Cent	Number	Per Cent
Education	228	26.4	85	36.3	313	28.6
Social Sciences	242	28.0	46	19.7	288	26.3
Biological Sciences	120	14.0	22	9.4	142	12.9
Humanities	90	10.4	46	19.7	136	12.4
Physical Sciences	116	13.4	13	5.5	129	11.8
Other*	66	7.8	22	9.4	88	8.0
Total	862	100.0	234	100.0	1096	100.0

*Includes Agriculture, Business, Engineering, Home Economics, and Religion.

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Table IV EMPLOYMENT OF BLACK DOCTORATES

Employment	Male		Female		Total	
	Number	Per Cent	Number	Per Cent	Number	Per Cent
College & University	729	84.8	208	88.9	937	85.4
Government	47	5.4	11	4.7	58	5.3
Social Agencies	42	4.9	11	4.7	53	4.8
Industry	28	3.2	1	.4	29	2.7
Other*	16	1.8	3	1.2	19	1.8
Total	862	100.0	234	99.9	1096	100.0

*Includes retired and self-employed persons.

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TABLE III

DOCTOR OF PHILOSOPHY DEGREES AWARDED FROM 1964 THROUGH 1968

	Academic Year	Total Ph. D. 's Awarded	Ph. D. 's to Black Americans	Percent to Black Americans
EAST (23 respondents out of 39 asked)	1963-64	1,221	9	0.74
	1964-65	1,456	14	0.96
	1965-66	1,586	15	0.95
	1966-67	1,741	24	1.38
	1967-68	<u>2,015</u>	<u>17</u>	0.84
	Five years	8,019	79	0.99
SOUTH (12 respondents out of 24 asked)	1963-64	692	1	0.14
	1964-65	916	1	0.11
	1965-66	1,028	1	0.10
	1966-67	1,197	10	0.84
	1967-68	<u>1,271</u>	<u>6</u>	0.47
	Five years	5,104	19	0.37
MIDWEST (18 respondents out of 25 asked)	1963-64	2,934	26	0.89
	1964-65	3,059	38	1.24
	1965-66	3,495	28	0.80
	1966-67	3,784	33	0.87
	1967-68	<u>4,219</u>	<u>41</u>	0.97
	Five years	17,491	166	0.95
WEST (10 respondents out of 17 asked)	1963-64	952	5	0.53
	1964-65	1,177	5	0.42
	1965-66	1,335	8	0.60
	1966-67	1,670	3	0.18
	1967-68	<u>1,708</u>	<u>9</u>	0.53
	Five years	6,842	30	0.44
TOTALS (63 respondents out of 105 asked)	1963-64	5,799	41	0.71
	1964-65	6,608	58	0.88
	1965-66	7,444	52	0.70
	1966-67	8,392	70	0.83
	1967-68	<u>9,213</u>	<u>73</u>	0.79
	Five years	37,456	294	0.78

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TABLE IV

**DISTRIBUTION OF BLACK AMERICAN RECIPIENTS OF THE DEGREE
OF DOCTOR OF PHILOSOPHY DURING THE FIVE-YEAR PERIOD ENDING 1968 -**

Number of black American Ph. D. 's	Number of universities				
	East	South	Midwest	West	Total
0	4	4	3	2	13
1	8	4	1	1	14
2	3	0	3	2	8
3	0	2	1	3	6
4	0	1	0	0	1
5	3	1	0	0	4
6	1	0	1	1	3
7	0	0	0	0	0
8	1	0	1	0	2
9	0	0	0	0	0
10	1	0	3	1	5
11	1	0	0	0	1
12	0	0	1	0	1
13	0	0	1	0	1
14	0	0	0	0	0
15-19	1	0	0	0	1
20-24	0	0	2	0	2
25-29	0	0	0	0	0
30-34	0	0	0	0	0
35-39	0	0	0	0	0
40-44	0	0	1	0	1
45 or more	0	0	0	0	0
Universities responding	23	12	18	10	63
Universities asked	39	24	25	17	105

SPANISH SURNAMED AMERICAN COLLEGE GRADUATES

1970

TOTAL GRADUATES

PAGE 41

AGRICULTURAL MECHANICAL	28	607	540	333	150	16	89	308	29	162	152	16	31	801	40	3302
ARTS AND SCIENCES																
BUSINESS ADMINISTRATION																
COMMUNICATIONS																
EDUCATION																
ENGINEERING																
GENERAL STUDIES																
HUMANITIES																
LIBERAL ARTS																
PHYSICAL SCIENCES																
UNDETERMINED																
GRADUATING																
TOTAL																

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Compiled By

The Cabinet Committee On Opportunity for the Spanish Speaking
 Suite 712, 1800 G St., N.W., Washington, D.C. 20506



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Table 1. Demographic and Background Characteristics of American College Faculty, by Sex: 1969
(Part of NCES Bulletin)

Characteristic	All Institutions		In Two-Year Colleges		In Four-Year Colleges		In Universities	
	Men	Women	Men	Women	Men	Women	Men	Women
Race (89)								
White	94.7	96.3	99.1	96.7	94.2	91.3	97.7	97.7
Black	1.8	3.9	0.5	1.4	4.2	7.4	0.4	1.0
Other	1.3	1.3	0.2	1.4	1.2	0.9	1.6	1.6
Other	0.3	0.3	0.2	0.5	0.4	0.3	0.3	0.3
Citizenship (93 a, b)								
Not U.S. citizen	5.0	2.8	0.8	1.3	3.3	3.2	5.1	3.1
U.S. citizen, naturalized	5.5	4.6	4.3	2.2	5.8	4.9	5.6	5.3
U.S. citizen, native	90.5	92.6	94.8	96.5	90.9	91.9	89.2	91.6
Father's Educational Attainment (79b)								
Eight or less	30.0	25.5	29.1	39.4	37.1	26.7	30.5	26.9
Some high school	14.4	13.7	14.3	15.2	15.1	13.6	15.0	13.6
Completed high school	17.5	17.4	17.5	19.1	19.3	17.4	17.1	17.2
Some college	12.4	13.7	12.6	10.8	12.1	12.3	12.2	12.9
College graduate	9.6	10.0	9.7	6.7	6.5	10.1	9.0	10.9
Some graduate school	5.0	7.1	5.4	2.7	4.9	7.8	5.6	5.5
Advanced degree	11.1	12.6	11.4	6.1	6.6	9.9	10.7	13.0
Religious Background (78a)								
Protestant	63.9	65.4	64.1	64.4	64.3	59.7	59.4	66.8
Catholic	15.9	21.3	16.9	28.2	23.4	24.3	19.9	12.7
Jewish	10.4	6.7	9.7	3.7	3.3	8.9	11.5	10.7
Other	3.4	2.7	3.3	3.8	3.6	2.9	3.2	3.4
None	3.3	2.6	3.2	2.4	2.2	2.5	2.9	3.7
No answer	3.0	1.2	2.7	3.8	3.1	1.6	3.0	2.6
Current Religion (78b)								
Protestant	47.1	51.4	47.9	51.4	44.6	46.7	45.1	47.8
Catholic	12.2	19.2	13.5	17.8	20.1	14.7	16.4	9.2
Jewish	7.3	5.4	7.0	2.6	2.4	7.5	8.6	7.3
Other	6.1	5.2	5.9	7.1	6.8	5.1	5.6	6.2
None	21.9	15.6	20.7	15.0	13.8	15.0	19.0	24.6
No answer	5.4	3.1	4.9	6.0	5.0	3.3	5.3	4.9
Marital Status (85)								
Currently married	87.0	47.4	79.3	86.0	76.7	45.6	74.9	89.4
Divorced, separated, widowed	3.0	12.4	4.8	2.8	5.2	12.9	5.7	2.7
Never married	10.0	40.1	15.9	11.2	18.1	41.5	19.4	7.9
Number of Children (86)								
None	29.3	65.3	36.1	29.7	38.0	64.8	40.6	26.2
One	16.7	12.3	15.9	18.0	16.3	12.8	16.0	16.4
Two	26.3	12.9	23.7	25.9	22.5	13.8	22.0	27.7
Three or more	27.7	9.6	24.3	26.3	23.1	8.6	21.4	29.7

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THE PROFILE OF MEDICAL PRACTICE
 Center for Health Services Research
 American Medical Association
 1972 Edition, P. 104

**TABLE 52 -- DISTRIBUTION OF PHYSICIANS AMONG SPECIALTY GROUPS^c
 BY SEX, DECEMBER 31, 1971**

Specialty Group	Number of Women Physicians in Group	Percent of Women Physicians in Group	Number of Men Physicians in Group	Percent of Men Physicians in Group
Total	22,563 ^d	100.0	296,136 ^e	100.0
General practice	2,462	10.9	53,896	18.2
Internal medicine	3,242	14.4	54,617	18.4
Surgery	855	3.8	69,154	23.4
Gynecology	1,421	6.3	18,349	6.2
Pediatrics	4,247	18.8	15,671	5.3
Psychiatry	3,209	14.2	21,241	7.2
Radiology	754	3.3	13,585	4.6
Anesthesiology	1,655	7.3	9,902	3.3
Pathology	1,435	6.4	9,471	3.2
Other	3,283	14.6	30,250	10.2

^c-Source: Special Tabulations from Physician Records, 1971. American Medical Association
^d-Excludes 4,471 physicians (481 not classified, 3,539 inactive, and 451 address unknown).
^e-Excludes 21,653 physicians (3,046 not classified, 15,849 inactive, and 2,756 address unknown).

**TABLE 53 -- APPLICANTS AND ADMISSIONS TO MEDICAL SCHOOL BY SEX,
 SELECTED YEARS 1929-1930 THROUGH 1970-1971**

First-Year Class	Men			Women			Women as Percentage of Total Accepted
	Number Applicants	Number Accepted	Percentage Accepted	Number Applicants	Number Accepted	Percentage Accepted	
1929-30	13,174	6,720	51.0	481	315	65.5	4.5
1939-40	11,168	5,890	52.7	632	321	50.8	5.2
1949-50	23,044	6,750	29.3	1,390	400	28.8	5.6
1959-60	13,926	7,968	57.2	1,026	544	53.0	6.4
1966-67	16,554	8,267	49.9	1,696	856	50.5	9.4
1967-68	16,773	8,718	51.9	1,951	984	50.4	10.1
1968-69	19,021	9,116	47.9	2,097	976	46.5	9.7
1969-70	22,176	9,536	43.0	2,289	1,011	44.2	9.6
1970-71	22,253	10,203	45.9	2,734	1,297	47.4	11.3

TABLE 54 -- PERCENTAGE OF WOMEN IN SELECTED PROFESSIONAL OCCUPATIONS, 1970

Occupation	Women as Percentage of All Workers
Lawyers	3.5
College presidents, professors, instructors	19.0
Clergy	5.8
Doctors	6.8
Engineers	0.8
Dentists	2.1
Scientists	9.9
Biologists	28.0
Chemists	8.6
Mathematicians	26.4
Physicists	4.2
Nurses	97.0
Social workers	57.0
Librarians	85.0

¹-Source: U.S. Bureau of the Census, Census of Population, 1960, Vol. 1, table 202, pp. 528-33, in: Epstein C.F., Woman's Place (Berkeley: University of California Press, 1970), p. 7.

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	SENIOR INSTITUTIONS		PHILOSOPHICAL INSTITUTIONS		TOTAL	
	Inst.	Religious	Inst.	Religious	Inst.	Religious
UNIVERSITIES	10	--	13	139	23	139
UPPER DIVISIONS	--	--	5	1	5	1
ARTS & SCIENCES	41	--	68	155	109	155
PROFESSIONAL, TECHNICAL & VOCATIONAL*	127	--	16	27	143	27
TOTAL	137	0	87	183	124	183
PHILOSOPHICAL INSTITUTIONS	36	--	34	113	70	113
ARTS & SCIENCES	8	--	26	3	34	3
PROFESSIONAL, TECHNICAL & VOCATIONAL*	28	--	8	110	38	113
TOTAL	64	0	68	116	108	116
GRAND TOTAL	201	0	155	299	232	299

*Including health sciences, home economics, business and education
 *Of this total, 80 have participated in the Institute for College and University Administrators

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Calculation of Underutilization

	<u>Current Employment Data</u>		<u>Availability Data</u>		<u>Utilization</u>	
	<u>Total Minority</u>	<u>Caucasian</u>	<u>Total Minority</u>	<u>Caucasian</u>	<u>Total Minority</u>	<u>Caucasian</u>
Male	_____ %	_____ %	_____ %	_____ %	= _____ %	_____ %
Female	_____ %	_____ %	_____ %	_____ %	= _____ %	_____ %

Calculation of Goals and Timetables

A. Calculation of anticipated staff vacancies

<u>Total Jobs</u>	<u>Turnover</u>		<u>Currently Unfilled Budgeted</u>	<u>Positions</u>		<u>Projected Budget</u>	<u>Projected Budget</u>	<u>Projected Budget</u>	<u>Anticipated Vacancies</u>
	<u>Promotions & Transfers</u>	<u>Termination</u>		<u>Projected Budget</u>	<u>Expansion</u>				

B. Calculation of specific goal

Step 1: The total underutilization percentage is calculated by adding the underutilization percentage for minority men, minority women, and caucasian women.

<u>Underutilization of Minority Men</u>	<u>Underutilization of Minority Women</u>	<u>Underutilization of Caucasian Women</u>
_____	_____	_____
	+	
		+
Total Underutilization		

Step 2: Calculate the underutilization percentage of each group by dividing its underutilization percentage by the total underutilization percentage calculated in the last column of Step 1 above.

Underutilization for specific group	Total Underutilization	Allocation of Total Underutilization to specific group
%	%	%
_____	_____	_____
:	=	=

Step 3: With 50% of the anticipated job vacancies allocated for affirmative action purposes, each specific group receives a number of positions based on its portion of the total underutilization.

Allocation of Total Underutilization to Specific Group	50% of Annual Job Vacancies	Annual Goal for Specific Group
%		(round upward to nearest number)
_____	x _____	= _____

Section C. Conversion of Goals to Numerical Range

Step 1: Calculate adjustment factor

Specific Annual Goals # Jobs	Constant	Adjustment factor (round upward to nearest number)
_____	x .025	= _____

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Step 2: Convert Specific Annual Goal to Numerical Range

Specific Annual Goal # jobs	+	Adjustment Factor	=	Numerical Range # jobs
_____	-	_____	=	_____

Section D. Calculation of Timetables

			<u>Yearly Range</u>			
Current Employment	Range	<u>Year 1,</u>	<u>Year 2,</u>	<u>Year 3,</u>	<u>Year 4</u>	
_____	_____	_____	_____	_____	_____	_____
				<u>Year 5</u>		

The number of jobs that must be filled by a particular underutilized group in order to eliminate underutilization is divided by the annual vacancies in the job classification allocated to that group. The result is the number of years needed to eliminate underutilization for that group in that category.

$$\frac{\# \text{ jobs}}{\text{Annual Allotment}} = \# \text{ years needed to eliminate underutilization}$$

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SUB-GROUPS

	<u>SEX</u>	<u>RACE</u>	<u>HANDICAPPED</u>
A	male	caucasian	hearing
B	male	caucasian	deaf
C	male	negro	hearing
D	male	negro	deaf
E	female	caucasian	hearing
F	female	caucasian	deaf
G	female	negro	hearing
H	female	negro	deaf
I	male	other	hearing
J	male	other	deaf
K	female	other	hearing
L	female	other	deaf

**12-Month Faculty
Distribution by sex, race, handicap -
within each quartile of the 1972-73 salary range**

N = 45

Salary Ranges 14,190 - 32,015

Quartile	Male	Female	Caucasian	Negro or Other	Hearing	Deaf
1st - 24,927 - 32,015 N= 11	10	1	11	0	10	1
2nd - 22,000 - 24,681 N= 13	10	3	11	2	9	4
3rd - 19,676 - 21,932 N= 11	5	6	11	0	8	3
4th - 14,190 - 19,366 N= 10	4	6	10	0	7	3
Totals	29	16	43	2	34	11

**12-Month Faculty
Distribution by Sub-groupings**

											DEGREES			
	A	B	C	D	E	F	G	H	I	J	Ph.D.	M.	B	Less
1st quartile N= 11	9 (1)	1			1 (1)						9		2	
2nd quartile N= 13	6 [1]	2 [2]			3				1	1	10	3		
3rd quartile N= 11	3	2 [2]			5 [4]	1 [1]					4	7		
4th quartile N= 10	3	1 (1)			4	2						9	1	
To :	21	6	0	0	13	3	0	0	1	1	23	19	3	

• indicates # of masters
ERIC indicates # of bachelors

**9-Month Faculty
Distribution by sex, race, handicap -
within each quartile of the 1972-73 salary range**

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Salary Ranges 10,500 - 26,275

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Quartile	Male	Female	Caucasian	Negro or Other	Hearing	Deaf
1st - 18,895 - 26,275 N = 22 % = 18.6	18	4	21	1	15	7
2nd - 16,100 - 18,555 N = 31 % = 26.3	18	13	28	3	25	6
3rd - 14,295 - 16,095 N = 26 % = 22	14	12	25	1	20	6
4th - 10,500 - 14,245 N = 39 % = 33	13	26	36	3	24	15
Totals	63	55	110	8 **	84	34

** Of this # only 3
are negro

**9-Month Faculty
Distribution by Sub-groupings**

N = 118													DEGREES			
	A	B	C	D	E	F	G	H	I	J	K	L	Ph.D.	M	B	Less
1st quartile N = 22	10 [3]	7 [6]			4 [3]				1				10	12		
2nd quartile N = 31	15 [10]	3 [3]			7 [7]	3 [2]	3 [2]						7	24		
3rd quartile N = 26	10 [7] (1)	3 [3]			9 [7]	3 [3]			1				5	20	1	
4th quartile N = 39	6	5 (1)			16* (1)	9 (4)			1 (1)	1 (1)	1		1	30	8	
Totals	41	18	0	0	36	15	3	0	3	1	1	0	23	86	9	

1 Ph.D. in this total
] indicates # of masters
) indicates # of bachelors

**12-Month Administrative Officers
Distribution by sex, race, handicap -
within each quartile of the 1972-73 salary range**

N= 9

Quartile	Male	Female	Caucasian	Negro or Other	Hearing	Deaf
1st - 34,355 - 39,000 N= 2	2	0	2	0	2	0
2nd - 30,667 - 31,000 N= 2	2	0	2	0	2	0
3rd - 27,811 - 29,000 N= 3	3	0	3	0	1	2
4th - 21,000 - 23,000 N= 2	1	1	2	0	1	1
Totals	8	1	9	0	6	3

**12-Month Administrative Officers
Distribution by Sub-groupings**

	A	B	C	D	E	F	G	H	I	DEGREES			
										Ph.D.	M	B	Less
1st quartile N= 2	2									2			
2nd quartile N= 2	1								1	2			
3rd quartile N= 3	1 [1]	2								2	1		
4th quartile N= 2		1			1 [1]					1	1		
Totals	4	3			1				1	7	2		

[] indicates # of masters

12-Month faculty distribution by sex, race, and handicap -
within each academic rank

1972

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N = 45

Rank	Male	Female	Caucasian	Negro or Other	Hearing	Deaf
Professor 22,000 - 35,445 N = 12	11	1	12		10	2
Associate Professor 18,333 - 28,111	13	9	21	1	16	6
Assistant Professor 15,277 - 21,089	5	2	7		7	
Instructor 12,833 - 18,027	1	3	4		1	3
Totals	30	15	44	1	34	11

Sub-groupings

N = 45

Rank													DEGREES			
	A	B	C	D	E	F	G	H	I	J	K	L	Ph.D.	M	B	Less
Prof. N = 12	9	2 [2]			1 (1)								9	2	1	
Assoc. Prof. N = 22	8 [2]	4 [2] (1)			8 [5]	1 [1]				1 [1]			10	11	1	
Asst. Prof. N = 7	4 [2]				3								2	5		
Inst. N = 4		1 [1]			1 [1]	2 [1] (1)								3	1	
Totals	21	7			13	3				1			21	21	3	

[] indicates # of masters
() indicates # of bachelors

9-Month faculty distribution by sex, race, and handicap -
within each academic rank

1972

N = 118

Rank	Male	Female	Caucasian	Negro or Other	Hearing	Deaf
Professor 18,000 - 29,000 N = 9	8	1	9	0	6	3
Associate Professor 15,000 - 23,000 N = 33	21	12	31	2	26	7
Assistant Professor 12,500 - 17,500 N = 37	19	18	33	4	29	8
Instructor 10,500 - 14,750 N = 39	15	24	37	2	22	17
Totals	63	55	110	8	83	35

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Sub-groupings

N = 118

Rank	Sub-groupings												DEGREES			
	A	B	C	D	E	F	G	H	I	J	K	L	Ph.D.	M	B	Less
Prof. N = 9	5	3 [2]			1								7	2		
Assoc. Prof. N = 33	14 [7]	6 [6]			10 [10]	1 [1]	1		1				9	24		
Asst. Prof. N = 37	16 [15]	2 [2]			10 [7]	6 [5]	2 [2]		1 [1]				5	32		
Inst. N = 39	5 (2)	8 (1)			14 (1)	9 (5)			1 (1)	1 (1)	1			28	11	
Totals	40	19	0	0	35	16	3	0	3	1	1	0	21	86	11	

[] indicates # of masters
() indicates # of bachelors

Faculty turnover by sex, race, and handicap for
1970-71, 1971-72, 1972-73

1 = 17

	Male		Female		Caucasian		Negro or Other		Hearing		Deaf	
	new	left	new	left	new	left	new	left	new	left	new	left
1970-71	7	2	13	3	20	5			16	4	4	1
1971-72	10	3	4	7	12	9	2	1	14	9		1
1972-73	4		10	2	13	2	1		12	2	2	
Totals	21	5	27	12	45	16	3	1	42	15	6	2

Reasons for leaving:

Females:

- 2 - non-renewal of contracts
- 2 - to raise a family
- 2 - retired
- 3 - relocated because of transfer of husband
- 1 - to accept a job elsewhere
- 1 - personal reason not given
- 1 - accidentally killed

Males:

- 3 - to resume graduate studies
- 1 - resigned to relocate
- 1 - non-renewal of contract

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**Merits and Promotions
1970-71, 1971-72, and 1972-73**

= 80

Merits and Promotions		Male	Female	Caucasian	Negro or Other	Hearing	Deaf
1970-71	N = 13	7	6	13	0	12	1
1971-72	N = 54	38	16	51	3	34	20
1972-73	N = 13	11 *	2	13	0	8	5
Totals		56	24	77	3	54	26

No promotions were awarded in 70-71 and 71-72

Includes 5 promotions, 4 in sub-group a, and 1 in sub-group B

	A	B	C	D	E	F	G	H	I	J	K	L				
1970-71 = 13	7				5	1										
1971-72 = 54	22	15			9	5	2		1							
1972-73 = 13	6	5			2											
Totals	35	20			16	6	2		1							

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10 YEAR DISTRIBUTION OF SABBATICALS AND LEAVES WITHOUT PAY

55

Year	Male	Female	Caucasian	Negro or Other	Hearing	Deaf
62-63	1		1		1	
1963-64	1		1		1	
1964-65	1	2	2	1	2	1
1965-66	3	1	4		3	1
1966-67	3	3	6		5	1
1967-68	3	1	4		3	1
1968-69	5		5		4	1
1969-70	6	4	10		7	3
1970-71	4	2	6		5	1
1971-72	3	3	6		2	4
1972-73	2	7	9		4	5
Totals	32	23	54	1	37	18

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Sub-groupings

55

Year	A	B	C	D	E	F	G	H	I	J	K	L
1962-63	1											
1963-64	1											
1964-65	1				1							1
1965-66	2	1			1							
1966-67	2	1			3							
1967-68	2	1			1							
1968-69	4	1										
1969-70	3	3			4							
1970-71	3	1			2							
1971-72		3			2	1						
1972-73		2			4	3						
Totals	19	13	0	0	18	4	0	0	0	0	0	188



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**Faculty turnover by sex, race, and handicap for
10 years - 1962 through 1973**

W-351

	Male		Female		Caucasian		Negro or Other		Hearing		Deaf	
	new	left	new	left	new	left	new	left	new	left	new	left
1972-73	4	2	10	7	12	8	2	1	11	6	3	3
1971-72	13	7	6	4	16	11	3	0	18	9	1	2
1970-71	7	7	13	12	20	19	0	0	17	16	3	3
1969-70	14	6	15	5	28	11	1	0	25	11	4	0
1968-69	21	7	12	13	32	19	1	1	25	16	8	4
1967-68	11	6	10	9	18	15	3	0	17	12	4	3
1966-67	5	7	10	3	14	10	1	0	12	9	3	1
1965-66	8	8	14	7	22	14	0	1	18	13	4	2
1964-65	13	4	8	3	20	7	1	0	20	6	1	1
1963-64	10	3	4	6	13	9	1	0	8	8	6	1
1962-63	5	3	7	2	12	5	0	0	9	2	3	3
Totals	111	60	109	71	207	128	13	3	180	108	40	23

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Faculty turnover by sex, race, and hearing for 10 years - 1962 through 1973

Sub-groupings

	A		B		C		D		E		F		G		H		I		J		K		R.S.	
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
1972-73	3	1							7	5	2	2								1				
1973-74	3	1	2	1				6	4								2							
1974-75	4	3	3				11	12	2															
1975-76	10	6	2				12	5	2		1													
1976-77	15	8	5	3	1		9	12	3	1					1									
1977-78	5	3	2	3			6	9	2		2													
1978-79	3	6	1	1			8	3	2															
1979-80	6	7	2				12	6	2	1									1					
1980-81	11	3	1	1			8	3																
1981-82	6	3	3				2	5	2	1									1					
1982-83	3	2	2	1			6		1	2														
TOTALS	90	42	22	15	2	2	87	64	18	7	3					5			2	1	1	48	21	139

Reasons for Leaving

	Male	Female	Hearing	Deaf
Non-renewal of contract	8	3	10	1
To raise a family	0	10	7	3
Resigned to relocate	11	17	22	6
To accept another position	20	30	42	10
To resume graduate studies	2	3	6	5
Personal reasons	8	3	5	0
Deceased	2	1	1	2
Retired	2	4	6	0
Position abolished	7	9	7	0
TOTALS	69	71	106	23

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- Non-renewal of contract
- To raise a family
- Resigned to relocate
- To accept another position
- To resume graduate studies
- Personal reasons
- Deceased
- Retired
- Position abolished

Totals = 137

KENDALL DEMONSTRATION ELEMENTARY SCHOOL

1972

RANK

In the past, KDES had no established policy for promotion across rank. However, KDES is presently in the process of establishing new guidelines for appointments and promotions which will basically require Masters level personnel for appointment to the Instructor level. Generally, three criteria have been considered: academic qualifications; length of service in a rank; and quality of performance as reported by supervisors. Also, the following minimum requirements for appointments and promotions to the various faculty ranks at KDES have been proposed but not officially adopted:

1. INSTRUCTOR: M.A. in appropriate field or B.A. plus 30 semester credit hours in appropriate field or equivalent experience.
2. ASSISTANT PROFESSOR: M.A. plus 15 graduate semester credit hours in appropriate field plus three years as Instructor or equivalent experience.
3. ASSOCIATE PROFESSOR: Doctorate in appropriate field or M.A. plus 45 graduate semester credit hours in appropriate field plus four years as Assistant Professor or equivalent experience.

4. **PROFESSOR: Doctorate plus four years as Associate Professor or equivalent experience.**

The disproportionate representation of some subgroups is probably a weakness in the recruitment procedures. Evidently, possible males and particularly Negroid-deaf candidates are not being reached, particularly those who would be qualified for administrative positions. While this has not been intentional, the assumption that newspaper advertising and ads in professional journals would reach these groups, evidently was not valid. Recruitment strategies need to be developed which will be successful in identifying candidates who are males and Negroid-deaf.

Certain of the minimum requirements for promotion or initial appointments may be waived for individuals who have given exceptional service or who are otherwise highly qualified. Information concerning the number of years in service at KDES is offered as supportive data. Historically, time in service has been one criterion influencing promotion across ranks and salary level.

SALARY

Because KDES now operates on a year-round schedule, all faculty members are presently on 12-month appointments. In going to 12-month appointments, all faculty members were placed on a salary scale in accordance to rank, time in service, and academic qualifications. Data included in tables identified "with projected raise" indicates salary ranges for the 12-month appointments.

The distribution of staff members from all subgroups among the salary range, indicates that no consideration is given to sex, race, or handicapping conditions in determining salary.

While the salary data alone would seem to indicate some inequities, it should be recalled that salary is based upon rank, educational qualification and years in service at KDES. Therefore, by comparison of these tables, no discrimination is indicated.

COMMITTEE ASSIGNMENTS

At the present time, only two committees are in existence at KDES--one Standing Committee and one Ad Hoc Committee.

Standing Committee

The function of this Committee is to serve as a mediation committee for a faculty member who is unable to resolve a grievance through consultation with those to whom he is administratively responsible. Action on any grievance brought before the Committee must be passed by a two-thirds majority of the Committee. The Committee will then make recommendations accordingly.

The Committee is composed of one representative from each of the academic levels (Primary and Elementary) and one representative from Special Services. Each member is elected by a majority of the specific group he/she represents. The Committee selects its Chairman from among its membership. Academic administrators are not eligible for membership.

ORGANIZATIONAL STRUCTURE

Because KDES is presently undergoing organizational restructuring, no data can be submitted for administrative structure. However, the past structure represented administration; middle management; non-classroom and classroom personnel. The term "administration" is used to designate those persons acting as Director or Coordinators of various programs. "Middle management" is used to identify personnel who were semi-administrative but served in the classroom part time. "Non-classroom" staff were members such as audiologist, clinicians, specialists, social workers, etc. "Classroom" is used to identify full time classroom teachers.

PERSONNEL POLICIES

The charges as set forth for KDES require exceptionally well qualified and creative staff members. The professional skills required to be an effective donor in an exceptional program encompass a range which far exceeds the expectations for faculty in a more traditional school.

Because of the recent passage of Public Law 91-58/ which brought about changes at KDES, written personnel policies are still in the process of being developed. The philosophy of the administration dictates that the faculty be involved in the formulation of all personnel policies. As a result, the Ad Hoc Committee, as well as individuals, has been working for the past several months on drafting policies and procedures for faculty performance evaluation, job descriptions, recruitment and selection procedures, and salary schedules.

In the meantime, the general guidelines for recruitment, selection and promotion of staff members have focused on identifying the most capable candidates for any position which is vacant.

RECRUITMENT

Recruitment strategies employed during the past relied heavily upon:

1. professional contacts of present staff members,
2. staff members presentations about KDES to professional groups,
3. advertising in professional journals,
4. booths at professional conventions.

As a result of these recruitment activities, many applications have been received for faculty positions at KDES, including positions for which there have been no openings.

The advertising program, personal contacts, and presentations by staff members have all reached professionals of varying ethnic and racial backgrounds as well as both sexes and the hearing impaired. While it is impossible to determine, the racial and ethnic distribution among the applications on file, the distribution by sex and hearing impaired indicates that the present recruitment procedures have not inadvertently been discriminatory in these areas.

While it was assumed that the national advertising and professional contacts of current staff members would provide adequate opportunity for all minority groups to be made aware of existing vacancies at KDES, it appears that this assumption may not have been valid in regard to racial minorities and male teachers. At present a draft is being prepared for recruitment

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procedures which will enhance the possibility that more applicants of racial minorities and males will be received. One of the procedures being considered is direct contact with placement offices of colleges and universities which have student bodies consisting primarily of black students. It is anticipated that this will be initiated during the end of Fiscal Year '73 or during the beginning of Fiscal Year '74.

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SELECTION OF STAFF MEMBERS

In conjunction with MSSD personnel, a policy and procedure for selecting staff members is being formulated. A copy of the working draft of this policy is included as Appendix A.

One of the strategies employed in the past and included in this policy statement is multiple interview procedures. Since a staff member must work cooperatively with the staff of all Divisions of KDES, a candidate interviews with a representative of each of these divisions as well as with peers within the department where the vacancy exists.

The impressions from those who interview the candidate are provided to the Division Director and are used in his decision which is then endorsed by the Director.

One of the important results of this group decision-making in choosing a successful candidate is that any personal prejudices of any particular staff member cannot dominate the final choice of a candidate.

CONCLUSION

KDES is an Equal Opportunity Employer. As pointed out earlier, the recruitment and selection of faculty and administrative staff members who are exceptionally well qualified and creative are the most crucial variables for KDES in meeting its goals. Therefore, educational background, experience, and desire to work in an exceptional program have been given priority in the selection of all faculty members. No consideration has been given to the sex, race, or handicapping conditions of any candidate.

The data reported in the first sections of this report indicate that, in general, these policies have been effective in that no discriminatory personnel patterns have evolved. However, the data also indicates that in some instances the distribution of staff members by sex, race, handicapping conditions is not totally satisfactory.

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RECOMMENDATIONS

While the analysis of the sex, race, handicapping condition of the faculty indicates that prejudicial personnel practices have not been in operation at KDES, the data indicates that an apparent weakness in recruitment procedures has resulted in a less than desirable representation of some combinations of these variables.

The expansion of recruitment strategies to overcome this weakness will receive top priority during FY '73. The selection of the best qualified candidates must remain the major criterion for selection; however, KDES accepts the responsibility of assuring that minority candidates who are qualified are aware of openings and that these candidates have equal opportunity to compete for these positions.

PLAN OF ACTION

The following recruitment possibilities will be investigated during FY '73 and the most promising strategies will be incorporated into the present recruitment activities:

1. Placement Offices for graduate programs in Universities and Colleges with large Negroid enrollment will be contacted and notified of faculty and administrative openings.
2. Staff members making presentations to professional organizations and at other institutions will encourage individuals of minority groups to request employment information from KDES.
3. Black-deaf undergraduate and graduate students at Gallaudet College will be identified and encouraged to pursue employment at KDES. Requirements for a Masters Degree will be waived for exceptionally promising candidates from the subgroups with the KDES administration arranging for provisions for graduate study after joining the faculty.
4. Newspapers in metropolitan areas throughout the country will be used to advertise openings in the hope that more members of minority groups will be received.
5. Recruitment activities at major professional conventions will be expanded.

6. While remaining sensitive to "robbing" other programs for the deaf, administrative members will be encouraged to solicit names from peers of members of minority groups who indicate promise as administrators and who cannot be promoted in the near future in their programs.
7. A yearly analysis of the distribution of faculty and administrative staff by the eight subgroups used in this report and by sex, race, and handicapping condition will be initiated. The administrative staff will review the report and, as far as possible, take corrective action concerning any discrepancies which may appear.
8. Goals will be established concerning the minority distribution for the faculty and administrative staff for when the new facilities will be completed.

These goals, when accepted, will be used as guidelines in the recruitment and selection of the new members. In order for these goals to be realistic, the following will be used:

1. Distribution of minority groups among the national population.
2. Distribution of minorities among the student body.
3. Distribution of minorities among the deaf population.
4. Distribution of minorities among educators of the deaf and among educators in general.

KDES will set FY '75 as the deadline for completing these projects, and as additional members are employed this will allow the opportunity to assemble a professional staff which is realistically representative of all minority groups under consideration.

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RECRUITMENT AND SELECTION OF KDES STAFF PERSONNEL

I. RESPONSIBILITIES

A. The Director/Assistant Director of KDES shall have the responsibility for:

1. coordinating recruitment and selection activities through delegation to a responsible individual in that office.
2. approving all final recommendations on recruitment and selection,
3. issuing all letters of appointment,
4. approving position openings and notifying the Coordinator of Recruitment and Selection of such openings,
5. serving on the Screening Committee.

B. The Coordinator of Recruitment and Selection will work closely with the Assistant Director, and have the responsibility for:

1. designing and implementing a nation-wide recruitment program which will include:
 - a. sending announcements of position as deemed appropriate to: personal contacts, Gallaudet College, programs preparing personnel relevant to the position, placement services as professional conferences, professional and general publications, KDES Division Directors, and KDES staff. Announcements should include a brief job description, the date the position will be available, salary range, and the name of the person to

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- be contacted (Coordinator of Recruitment and Selection).
- b. distributing recruitment brochures of a general nature to staff members visiting other institutions and/or performing public relation functions for KDES.
 - c. arranging for recruitment visits to training institutions, schools and conferences and, in cooperation with the Coordinator of Staff Development, conducting in-service sessions for key personnel in developing and offering recruitment presentations.
 - d. providing KDES staff members with information concerning the qualifications required for appointments and soliciting nominations for all open positions.
2. supervising the maintenance of pertinent records by:
- a. receiving all resumes, applications, transcripts, references, and letters of inquiry,
 - b. maintaining personnel file on all applicants,
 - c. preparing a packet of pertinent materials to be sent to applicants being considered for interviews (in cooperation with the Office of Public Information),
 - d. receiving and answering all correspondence and telephone calls with the applicant beginning with the initial contact. (When other staff members receive correspondence or telephone calls from applicants or interested persons, the staff member should acknowledge the correspondence including a statement that the communication has been forwarded to the Coordinator.)

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of Recruitment. A copy of the correspondence from and to the individual will be sent to the Coordinator of Recruitment.)

- e. arranging travel and accommodations for all out-of-town candidates to be interviewed,
 - f. maintaining a file of job descriptions for staff positions,
 - g. supervising a recruitment budget, including
 - (1) providing Director with estimated budget requirements,
 - (2) maintaining records of expenses incurred in recruitment,
 - (3) initiating forms for reimbursement of expenses incurred by candidates,
3. coordinating selection activities
- a. receiving notifications of a job opening from Director/Assistant Director,
 - b. reviewing all applications, identifying those applicants who possess the minimal qualifications, advising applicants of their qualifications as related to present and future job possibilities,
 - c. chairing the Screening Committee for selection of candidates to be interviewed. (The Screening Committee will consist of: Assistant Director, appropriate Division Director, the Coordinator of Recruitment and Selection, and the Coordinator of Staff Development.)

- d. scheduling appointments for interviews, and sending copies of evaluations to the Director/Assistant Director and the appropriate Division Director.
- e. maintenance of affirmative action plan.

C. The division Directors will be responsible for:

- 1. coordinating the completion of job descriptions for each position within his Division including a description of minimal qualifications desired.
- 2. notifying the Director/Assistant Director of positions which will be open in his Division and include any qualifications peculiar to the particular opening,
- 3. interviewing candidates and scheduling interviews within his Division, in cooperation with the Coordinator of Recruitment and Selection,
- 4. providing written recommendations after the Division interviews which include recommendations and a summary of the impressions of other staff members within his Division who have interviewed the candidate,
- 5. serving on the Screening Committee. (Only the Division Director and/or his designate who has the open position will serve on the Committee.)

- D. The Coordinator of Staff Development will be responsible for:
1. serving as a member of the Screening Committee,
 2. interviewing all candidates selected for interviews and provide a written recommendation to the Coordinator of Recruitment and Selection,
 3. advising the Coordinator of Recruitment and Selection of any staff travel which may lend itself to recruitment of faculty members.
- E. The Office of Public Information will be responsible for:
1. preparing in cooperation with the Coordinator of Recruitment and Selection, a packet of pertinent materials to be distributed to prospective candidates,
 2. cooperating with the Coordinator of Recruitment and Selection in implementing a nation-wide recruitment program,
 3. designing and producing recruitment materials.

II. PROCEDURES

- A. The Division will notify the Director/Assistant Director, in writing, of a staff requirement.
1. if the position is an established one, a copy of an updated job description should accompany the request.
 2. if the position is a new one, a copy of the job description and the rationale for the position should accompany the request. (Consideration relative to Division budget and Congressionally authorized personnel strength must first be cleared through the Director/Assistant Director.)
- B. The Director/Assistant Director will notify the Coordinator of Recruitment and Selection of an approved opening.
- C. The Coordinator of Recruitment and Selection will send out announcements for the position to appropriate people and places. Gallaudet policy 10:30:00 requires that non-faculty personnel openings be posted on campus for a minimum of three days before a job offer can be extended to anyone and five days before an offer can be extended to anyone other than a Gallaudet employee.
- D. The Coordinator of Recruitment and Selection will review for minimal qualifications the credentials of applicants using the job description as a frame of reference.
- E. A Screening Committee will meet to select from the eligible applicants those who are to be interviewed for the position.

- F. The Coordinator of Recruitment and Selection will contact each applicant selected by the Screening Committee for the purpose of arranging an interview schedule.
- G. The Coordinator of Recruitment and Selection will schedule each applicant for interviews with those listed below. In some instances various individuals may wish to waive interview privileges (e.g. in the selection of clerical personnel). In all cases an attempt will be made to have at least three people interview an applicant.
1. Coordinator of Recruitment and Selection
 2. Division Directors
 3. Coordinator of Staff Development
 4. Immediate Supervisor of potential employee
 5. Director (KDES)
 6. Assistant Director (KDES)
 7. any persons identified by any of the individuals above (1-6) as being able to contribute, because of position or personal qualifications, pertinent input for decision concerning an applicant. (Individuals in H below are not considered in this category.)
- H. Each Division Director will arrange for interviews within his Division for those staff members from whom he would like to receive input.

- I. Each interviewer identified in G, 1-7 above will submit a written evaluation of each candidate within one week of the interview to the Coordinator of Recruitment and Selection.
- J. The Coordinator of Recruitment will receive all written evaluations, forwarding a copy to the Division Director of the Division where the position is open, a copy to the Director/Assistant Director, and maintaining one copy in the candidate's folder.
- K. After reviewing written evaluations for each candidate, the Director, Assistant Director, and the appropriate Division Director will meet to make a decision on each candidate. In the case that no candidate is accepted, the above procedures will be repeated.
- L. The Director/Assistant Director will prepare a letter of appointment for a successful candidate, to be returned within a specified time limit.
- M. The Coordinator of Recruitment will notify by letter all unsuccessful applicants advising the candidate whether his application will remain on file.
- N. The Director/Assistant Director, upon receiving the signed letter of appointment, will advise the Business Office of the date the staff member will be entered on the payroll. In a case where the candidate does not sign the letter of appointment, the Director/Assistant Director will advise the Coordinator of Recruitment and Selection and appropriate steps will be taken to select other applicants.

The following is an analysis of the distribution of all non-faculty employees by their specific subgroups.

GALLAUDET COLLEGE
NON-FACULTY SUBGROUP

The analysis of the distribution of minorities among the non-faculty staff is arranged by three categories:

- (1) Race: Caucasian - Negroid - Other
- (2) Sex: Male - Female
- (3) Handicap: Hearing - Deaf

Using the subdivisions of each category, we arrive at twelve different combinations, each combination representing a specific subgroup. Each non-faculty employee is identified as belonging to one of these subgroups.

The twelve subgroups are as follows:

	<u>Sex</u>	<u>Race</u>	<u>Handicapped</u>
1.	Male	White	Hearing
2.	Male	White	Deaf
3.	Male	Black	Hearing
4.	Male	Black	Deaf
5.	Male	Other Minority	Hearing
6.	Male	Other Minority	Deaf
7.	Female	White	Hearing
8.	Female	White	Deaf
9.	Female	Black	Hearing
10.	Female	Black	Deaf
11.	Female	Other Minority	Hearing
12.	Female	Other Minority	Deaf

The following charts illustrates the salary grades of all non-faculty employees catagorized by their specific subgroups.

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NON-FACULTY-DISTRIBUTION

By Range By Groups

As of September 30, 1972

G.S.E.-	Total	1	2	3	4	5	6	7	8	9	10	11	12
3	1			1									
4	2726	1		7				12	2	4			1 Group
5	34	3	1	2				14	2	11	1		
6	53	13	4	8				17	1	7	1	1 Over	1 Over
7	44	14	1	9				17		1		2 Over	1 Over
8	24	3	1	2				17		1			
9	28	12	3	2				10					
10	16	7	3					4	2				
11	14	5						6	3				
12	9	4	1					4					
13	11	7	3					1					
14	4	2	2										
15	3	3											
16	1	1											
N/B													
2	32			18						14			
3	3			2						1			
6	1			1									
TOTAL	305	75	19	52			1	102	10	39	2	4	1

244 = 80%
61 = 20



**POOL OF PROMOTABLE AND TRANSFERABLE
WITHIN GALLAUDET COLLEGE**

	<u>Minority</u>	<u>Female</u>	<u>Handicapped</u>	
			<u>Deaf</u>	<u>Other</u>
Non-Faculty	95	158	33	2
Faculty	10	71	44	0
MSSD Faculty	8	36	17	0
KDES Faculty	12	46	6	0

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The salary schedule was divided into four quartiles in order to determine the distribution of non-faculty employees by sex, race and handicap within each quartile of the salary range.

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DISTRIBUTION OF NON-FACULTY BY SEX, RACE,
HANDICAPPED WITHIN EACH QUANTILE OF THE SALARY RANGE

	SEX		RACE			HANDICAPPED	
	Male	Female	White	Black	Other	Hearing	Deaf
1st, quartile (w/b + GSE 3-5) N=98	36	62	35	62	1	91	7
2nd quartile (GSE 6-8) N=121	55	66	88	29	4	113	8
3rd quartile (GSE 9-12) N=67	38	29	64	2	1	54	13
4th quartile (GSE ~ 13-16) N=19	18	1	19	--	-	14	5

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DISTRIBUTION OF NON-FACULTY BY SUBGROUPING
CLASSIFICATION WITHIN EACH QUARTILE OF THE SALARY RANGE

	SUBGROUP												
	Total	1	2	3	4	5	6	7	8	9	10	11	12
1st quartile 32%	98	4	1	31	-	-	-	26	4	30	1	-	1
2nd quartile 40%	121	30	6	19	-	-	-	51	1	9	1	4	-
3rd quartile 22%	67	28	7	2	-	-	1	24	5	-	-	-	-
4th quartile 6%	19	13	5	-	-	-	-	1	-	-	-	-	-

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Distribution by Subgroups of Non-Faculty Employees by Years of Service

(Not including W. B. Employees)

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YEARS	1	2	3	4	5	6	7	8	9	10	11	12
1	16	4	5				39	4	12	1	1	
2	17	4	7				22	1	4	1	1	1
3	11	4	5				8		3		1	
4	5	2	2			1	6	1	2			
5	2	1	1				7	2	2			
6	5		2				5		1			
7	5	1	1				3					
8	2		1				2	1				
9	8						2					
10 +	4	3	7				7	1			1	

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Distribution by Subgroups of Wage Board Non-Faculty Employees by Years of Service

YEARS	1	2	3	4	5	6	7	8	9	10	11	12
1			10						3			
2			2						1			
3			1						1			
4									1			
5									1			
6									3			
7									1			
8												
9									1			
10 ⁺												3

DISTRIBUTION BY SUBGROUPS OF NEW NON-FACULTY EMPLOYEES
 (4 MONTHS - 1½ YEARS LENGTH OF SERVICE)

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	1	2	3	4	5	6	7	8	9	10	11	12
	16	4	5	-	-	-	39	6	12	1	1	-
W.B.	-	-	10	-	-	-	-	-	3	-	-	-
TOTAL	16	4	15	-	-	-	39	6	15	1	1	-

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An analysis was made of all non-faculty hires and terminations over a six month period. Our turnover rate for the first six months of 1972 was 11 percent.

**ANALYSIS OF NON-FACULTY HIRES AND TERMINATIONS
BY SUBGROUPS (Jan. 72 - June 72)**

	1	2	3	4	5	6	7	8	9	10	11	12
Hires	7	3	18				14		7			1
Terminations	6	3	8				11		3			

(not including MSSD)

	1	2	3	4	5	6	7	8	9	10	11	12
Hires	7	3	18				15		7			1
Terminations	7	3	8				11		4			

(including MSSD)

ANALYSIS OF WAGE BOARD NON-FACULTY HIRES AND TERMINATIONS
 BY SUBGROUPS (JAN. 72 - JUNE 72)

	1	2	3	4	5	6	7	8	9	10	11	12
Hires	1	-	13	-	-	-	-	-	-	-	-	-
Terminations	-	-	5	-	-	-	-	-	-	-	-	-

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An analysis of the educational level of the non-faculty staff was not possible due to insufficient information in personnel records.

GALLAUDET COLLEGE
 Number of Interviews
 Versus
 Referrals and Hires
 January - June 1972

of People

200
 190
 180
 170
 160
 150
 140
 130
 120
 110
 100
 90
 80
 70
 60
 50
 40
 30
 20
 10
 0

January

February

March

April

May

June

of Interviews ————
 # of Referrals - - - - -
 # of Hires ————

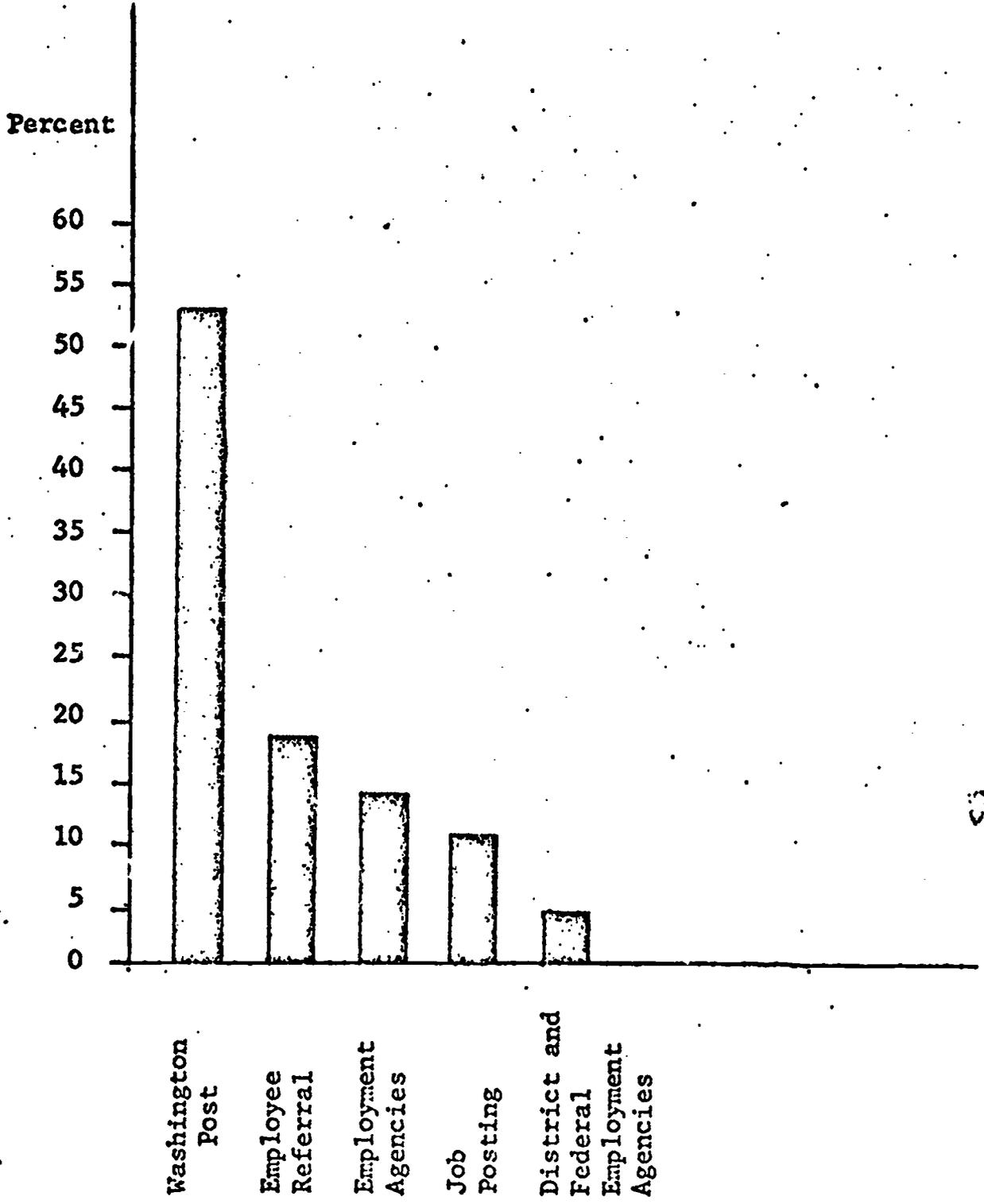
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63

200
 200

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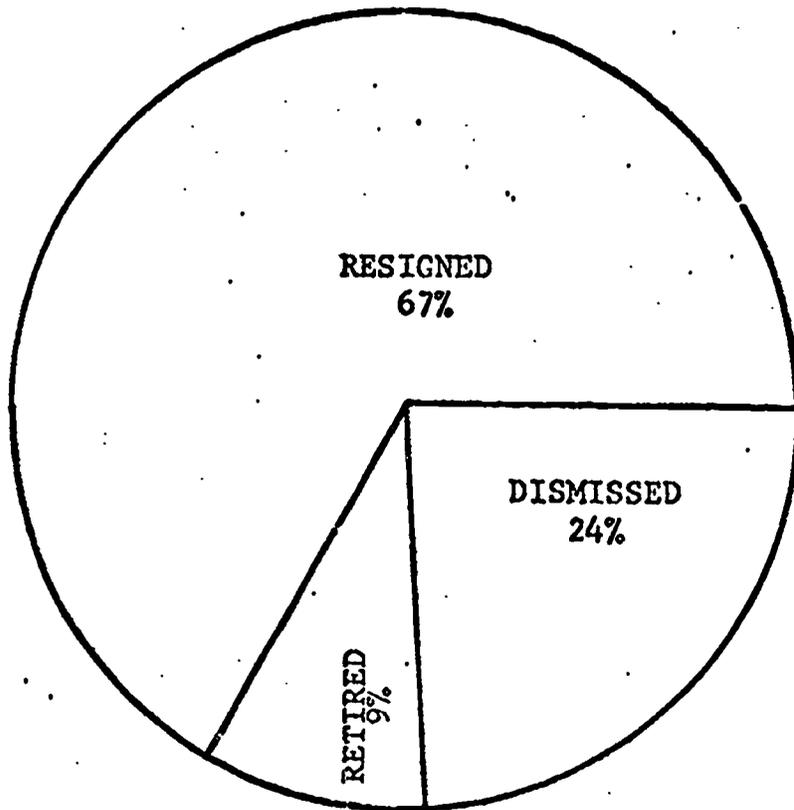
GALLAUDET COLLEGE
Source of Hire for Non-Faculty Positions
January - June, 1972
By Percent



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GALLAUDET COLLEGE
Non-Faculty Terminations.
January - June 1972
By Percent

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GALLAUDET COLLEGE
Analysis of Non-Faculty Hires and Terminations
 By Functional Unit
 January 1972 - June 1972 Payperiods

Unit	FEMALE						MALE						TOTAL	
	White		Black		Oriental		White		Black		Oriental		Male	Female
	Hearing	Deaf	Hearing	Deaf	Hearing	Deaf	Hearing	Deaf	Hearing	Deaf	Hearing	Deaf		
President and Vice President														
Hires	3	-	-	-	-	-	-	-	-	-	-	-	-	3
Terminations	1	-	-	-	-	-	-	-	-	-	-	-	-	1
Graduate and Undergraduate														
Hires	8	-	2	-	-	1	-	-	2	-	-	-	13	
Terminations	6	-	1	-	-	-	-	-	1	-	-	-	8	
Student Affairs														
Hires	1	-	1	-	-	-	-	-	1	-	-	-	3	
Terminations	2	-	1	-	-	-	-	-	2	-	-	-	5	
Kendall School														
Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Business Management														
Hires	2	-	4	-	-	-	7	-	-	18	-	-	31	
Terminations	2	-	1	-	-	-	6	-	-	8	-	-	17	
TOTAL College														
Hires	14	-	7	-	-	1	7	-	3	18	-	-	50	
Terminations	11	-	3	-	-	-	6	-	3	8	-	-	31	
Model Secondary School														
Hires	1	-	-	-	-	-	-	-	-	-	-	-	1	
Terminations	-	-	1	-	-	-	1	-	-	-	-	-	2	
TOTAL College and MSSD														
Hires	15	-	7	-	-	1	7	-	3	18	-	-	52	
Terminations	11	-	4	-	-	-	7	-	3	8	-	-	33	



MINORITY REPRESENTATION ON
THE PROFESSIONAL STAFF
OF THE MSSD

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11/72

Introduction

The MSSD shares the commitment to place Gallaudet College among the leaders in the development and implementation of model EOE personnel policies and practices.

Further, the MSSD recognizes its responsibility in cooperating with the President's Committee on Equal Opportunity in achieving this goal.

The MSSD can best serve the needs of the Committee in discharging its responsibility by making sure that discriminatory personnel patterns have not inadvertently developed and providing the Committee with data and its plan of action for overcoming any discrepancies or preventing discrepancies from appearing in the future.

In an attempt to meet this goal, the following objectives were established for this report.

- . To make an analysis of the distribution of minorities (race, sex, and handicap) among the MSSD faculty and administrative staff.
- . To make an analysis of staff turnover, promotions, committee assignments, assignment of administrative responsibilities and comparative salaries for minority groups on the faculty and administrative staff.
- . To determine if prejudicial personnel patterns have evolved inadvertently.
- . To develop an affirmative action plan to correct any discrepancies which may be found and/or to prevent any prejudicial personnel policies or patterns from inadvertently developing in the future.

Procedures

An analysis of the distribution of minorities among the faculty and administrative staff was made considering the following three variables:

Race: Caucasian - Negroid

Sex: Male - Female

Handicapped: Hearing - Deaf

Since no data is available within the personnel files concerning the religious preference of staff members, this variable was not considered. Also, race was subdivided into only Caucasian and Negroid because other races are not presently represented among the staff.

It is possible for eight combinations of these variables to exist for any particular staff member. These eight possible combinations of the three variables were used to define exclusive subgroups and each staff member was identified as belonging to one of the subgroups. The subgroups were defined as:

	<u>SEX</u>	<u>RACE</u>	<u>HANDICAPPED</u>
A.	Male	Caucasian	Hearing
B.	Male	Caucasian	Deaf
C.	Male	Negroid	Hearing
D.	Male	Negroid	Deaf
E.	Female	Caucasian	Hearing
F.	Female	Caucasian	Deaf
G.	Female	Negroid	Hearing
H.	Female	Negroid	Deaf

In addition to analyzing the distribution of faculty and administrative staff among these eight subgroups, an analysis also was made of the distribution of staff members by sex, race, and handicap.

The distribution of minority groups within the salary schedule also was analyzed, as well as faculty and administrative staff turn over.

Committee assignments, assignment of administrative responsibilities and differentiated staffing procedures were scrutinized for distribution of staff members by the eight subgroups and by sex, race, and handicap.

A description of personnel policies and procedures concerned with recruitment, selection and promotion also was compiled.

After all of the data described above was collected, it was analyzed separately and collectively to determine if and where any apparent violation of EOE policies inadvertently may have occurred. This analysis is reported under conclusions and is followed by recommendations.

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Definition of Terms

The terms, faculty, administrative staff, and handicapped have specific meaning as used in this report. These three terms arbitrarily were defined for efficiency in conducting this study and are more limited than the meanings generally associated with them.

Faculty: Those staff members who hold full-time contracts and whose job responsibilities are concerned with teaching, providing support services to the teaching staff, developing instructional materials, or participating in research projects.

Administrative Staff: Those staff members who have full-time administrative duties and position titles which reflect these responsibilities (Director, Division Directors, Office Directors, Coordinators and the assistants to any of these individuals).

Handicapped: The only type of handicapped condition considered in this report was deafness. Therefore, this term is used within the report as being synonymous with deaf.

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Distribution of Faculty Members Within
the Salary Schedule

The MSSD offers yearly faculty contracts for 9 1/2 months duration or for 12 months duration. The salary schedule (see Appendix A) presently has eight steps (years of experience) and three schedules (amount of education), for 9 1/2-month and for 12-month contracts. Generally, only staff members who have completed masters' degrees are offered 12-month contracts, and staff members who are studying for a master's degree are offered 9 1/2-month contracts in order to provide opportunity for further study. However, exceptions are made to this policy in cases where a staff member can study for a master's degree during late afternoon or evening courses offered by local colleges or universities. Therefore, some staff members with B.A. degrees are on a 12-month contract and the base rate for the appropriate step on the 9 1/2 month schedule is used to determine their salaries. Presently, 47 faculty members hold 12-month contracts and 7 hold 9 1/2-month contracts. The following tables summarize the distribution of the MSSD Faculty by sex, race, handicapped, and by subgroups within each quartile of the salary range for the total group.

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Distribution by Sex, Race, Handicapped, of 12-Month

Faculty Members within Each Quartile of the Salary Range

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N=47

Salary Range = \$10,520 - 18,300

	SEX				RACE				HANDICAPPED			
	MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF	
	N	%	N	%	N	%	N	%	N	%	N	%
1st quartile \$10,500-12,489 N=3	2	4.3	1	2.1	1	2.1	2	4.3	1	2.1	2	4.5
2nd quartile \$12,490-14,459 N=17	6	12.8	11	23.4	14	29.8	3	6.4	14	29.8	3	6.4
3rd quartile \$14,460-16,429 N=22	10	21.3	12	25.5	20	42.6	2	4.3	21	44.7	1	2.1
4th quartile \$16,430-18,300 N=5	4	8.5	1	2.1	4	8.5	1	2.1	4	8.5	1	2.1

Distribution by Subgrouping Classification of 12-Month

Faculty Members within Each Quartile of the Salary Range

N=47

	SUBGROUP															
	A		B		C		D		E		F		G		H	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
1st quartile N=3	0		1	2.1	0		1	2.1 (1)*	0		0		1	2.1	0	
2nd quartile N=17	5	10.6 (1)*	1	2.1 (1)*	0		0		6	12.8 (1)*	2	4.3	3	6.4 (3)*	0	
3rd quartile N=22	8	17.0	1	2.1	1	2.1	0		11	23.4	0		1	2.1	0	
4th quartile N=5	2	4.3	1	2.1	1	2.1	0		1	2.1	0		0		0	

Number of staff and members with B.A.'s on 12-month contract.

Distribution by Sex, Race, Handicapped of 9 1/2-Month

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Faculty Members Within Each Quartile of the Salary Range

N=7

Salary Range for B.A. Degree: \$9,250-13,250

	SEX				RACE				HANDICAPPED			
	MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF	
	N	%	N	%	N	%	N	%	N	%	N	%
1st quartile \$9,250-10,249 N=1	0		1	14.3	1	14.3	0		1	14.3	0	
2nd quartile \$10,250-11,249 N=3	0		3	42.9	3	42.9	0		0		3	42.9
3rd quartile \$11,250-12,249 N=3	1	14.3	2*	28.6	3*	42.9	0		1	14.3	2*	28.6
4th quartile \$12,250-13,250 N=0	0		0		0		0		0		0	

* The staff member reported in these three categories has an M.A. and is on 9 1/2-month contract by personal choice.

Distribution by Subgrouping 9 1/2-Month Faculty Members

Within Each Quartile of the Salary Range

N=7

Salary Range for B.A. Degree: \$9,250-13,250

	SUBGROUPS															
	A		B		C		D		E		F		G		H	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
1st quartile \$9,250-10,249 N=1	0		0		0		0		0		1	14.3	0		0	
2nd quartile \$10,250-11,249 N=3	0		0		0		0		1	14.3	2	28.6	0		0	
3rd quartile \$11,249-12,249 N=3	0		1	14.3	0		0		1	14.3	1*	14.3	0		0	
4th quartile \$12,250-13,250 N=0	0		0		0		0		0		0		0		0	

* The staff member has an M.A. and is on 9 1/2-month contract by personal choice.

Faculty Turnover

The original faculty of the MSSD consisted of nine members employed during the FY 1970, the first year which MSSD was in operation. Each FY the faculty has been enlarged and presently consists of 54 members. The following charts summarize the faculty turnover, additions and terminations, for each FY beginning with FY 1970.

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Distribution of New Faculty Members by Subgroups for
FY 70 through September FY 73

N=63

	SUBGROUPS															
	A		B		C		D		E		F		G		H	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
FY 70 N=15	4	6.3	0		1	1.6	0		8	12.7	1	1.6	1	1.6	0	
FY 71 N=34	12	19.0	4	6.3	1	1.6	1	1.6	11	17.5	3	4.8	2	3.2	0	
FY 72 N=9	4	6.3	1	1.6	0		0		2	3.2	1	1.6	1	1.6	0	
FY 73 N=5 (through September)	1	1.6	0		0		0		3	4.8	0		1	1.6	0	

Distribution of New Faculty Members by Sex, Race, Handicapped for
FY 70 through September FY 73

N=63

	SEX				RACE				HANDICAPPED			
	MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF	
	N	%	N	%	N	%	N	%	N	%	N	%
FY 70 N=15	5	7.9	10	15.9	13	20.6	2	3.2	14	22.2	1	1.6
FY 71 N=34	17	27.0	17	27.0	30	47.6	4	6.3	26	41.3	8	12.7
FY 72 N=9	5	7.9	4	6.3	8	12.7	1	1.6	7	11.1	2	3.2
FY 73 N=5	1	1.6	4	6.3	4	6.3	1	1.6	5	7.9	0	

Distribution by Sex, Race, Handicapped of

Faculty Members Leaving MSSD for

FY 1970 through September FY 1973

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N=9

	SEX				RACE				HANDICAPPED			
	MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF	
	N	%	N	%	N	%	N	%	N	%	N	%
FY 1970 N=2	1	11.1	1	11.1	2	22.2	0		2	22.2	0	
FY 1971 N=4	1	11.1	3	33.3	4	44.4	0		4	44.4	0	
FY 1972 N=3	2	22.2	1	11.1	3	33.3	0		3	33.3	0	
FY 1973 N=0	0		0		0		0		0		0	

Distribution by Subgroups of Faculty Members

Leaving MSSD

For FY 1970 through September FY 1973

N=9

	SUBGROUPS															
	A		B		C		D		E		F		G		H	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
FY 1970 N=2	1	11.1	0		0		0		1	11.1	0		0		0	
FY 1971 N=4	1	11.1	0		0		0		3	33.3	0		0		0	
FY 1972 N=3	2	22.2	0		0		0		1	11.1	0		0		0	
FY 1973 N=0	0		0		0		0		0		0		0		0	

Of the nine faculty members who left the MSSD during FY 1970 through September FY 1973, two transferred within the College, two were not offered contracts, one returned to a previous job, and the remaining four resigned because of pregnancies or their husbands being transferred. The two faculty members who were not offered contract renewals were from subgroups 1 and 5.

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Administrative Staff

The administrative staff of the MSSD is composed of fourteen individuals who have positions which are defined as having full-time administrative duties. The positions and subgroups for the incumbents are:

General Administration

<u>Position</u>	<u>Subgroup</u>
1. Director/Dean of Pre-College Programs	A
2. Assistant Director	A
3. Coordinator of Staff Development	E
4. Information Analyst/Administrative Assistant	A
5. Coordinator of Admissions and Records	E

Division of Instruction

<u>Position</u>	<u>Subgroup</u>
1. Principal	B
2. Assistant Principal	A
3. Coordinator of Off-Campus Studies	B
4. Coordinator of Curriculum Development	A

Division of Instructional Design/Media

<u>Position</u>	<u>Subgroup</u>
1. Director (present acting director)	A
2. Production Supervisor	E

Office of Research and Evaluation

<u>Position</u>	<u>Subgroup</u>
1. Director	B
2. Coordinator, Residence Program	A

An analysis of the salaries of Administrative Staff members by subgroup classification of sex, race, handicap would not be of value in attempting to determine if any discrimination in establishing individual salaries is in existence.

The performance expectancies for these administrative positions vary greatly. As an example the continuum ranges from the Director who also is Dean of Pre-College Programs to Production Supervisor in the Division of Instructional Design/Media. Additionally, the experience and education of these staff members vary greatly:

Experience: under 5 years to over 20 years

Education: working on B.A. to Doctorate

As a result it is impossible to match equivalent experiential and educational background and job responsibilities for individuals of different sexes and hearing/deaf. However, the experience and education of female and male administrators is equally distributed in that there are administrators of both sexes who have under five years experience as well as both sexes being represented toward the other end of the continuum. A close look at the number of years of experience of deaf and hearing administrators reveals that none of the deaf administrators have less than 10 years work experience; however, one of the deaf staff members has under five years in the field of education which off-sets the suspicion that more experience is required for and/or expected of deaf administrators.

Also, since female and deaf administrators are represented on both ends of the salary schedule, there is no indication that prejudicial considerations are made in establishing individual salaries.

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Administrative Staff Turnover

The administrative staff has been increased from ten to fourteen during the period of Fiscal Year 70 through September Fiscal Year 73. During this period, three staff members left the MSSD. Two left to accept new positions and one left because of pregnancy. The distribution of administrative staff members by the eight subgroups at the end of Fiscal Years 70, 71, 72 and at the end of September Fiscal Year 73 follow.

Summary of Administrative Staff Turnover by Fiscal Year

Fiscal Year 70

At the end of Fiscal Year 70 there were ten administrative staff members with the following distribution among the eight subgroups.

Subgroup	A	B	C	D	E	F	G	H
Number	5	3	0	0	2	0	0	0

Fiscal Year 71

During Fiscal Year 71, one administrator left the MSSD and was replaced by an individual from the same subgroup classification; therefore, the distribution of administrators by subgroups remained the same as for Fiscal Year 70.

Fiscal Year 72

During Fiscal Year 72, two new administrative positions were created and filled. In addition, one administrator left. The administrative staff at the end of Fiscal Year 72 consisted of eleven members (one position remained unfilled), with the following distribution among the eight subgroups.

Subgroup	A	B	C	D	E	F	G	H
Number	5	3	0	0	2	0	0	0

Fiscal Year 73

Through September Fiscal Year 73 two new administrative positions were created and the position vacated during Fiscal Year 72 was filled bringing the number of administrative staff members to fourteen with the following distribution among the eight subgroups.

Subgroup	A	B	C*	D	E	F	G	H
Number	8	3	0	0	3	0	0	0

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The following two tables compare the distribution of the administrative staff among the eight subgroups and sex, race, and handicap with the distribution of the faculty among these variables.

Comparison of the Distribution of Administrative Staff

Among the Eight Subgroups

With the Distribution of the Faculty Among the Subgroups

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Subgroup Number	Administrative Staff	Faculty
	Percent	Percent
A	60.0	27.9
B	20.0	9.3
C	0.0	3.7
D	0.0	1.8
E	20.0	37.0
F	0.0	11.0
G	0.0	9.3
H	0.0	0.0

Comparison of the Distribution of Administrative Staff
by Sex, Race, Handicap with the
Distribution of the Faculty Among the Same Variables

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	Administrative Staff	Faculty
	Percent	Percent
Male	80.0	42.6
Female	20.0	57.4
Caucasian	100.00	85.2
Negroid	0.0	14.8
Hearing	80.0	78.0
Deaf	20.0	22.0

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Committee Assignments

Administrative Responsibilities

Differentiated Staffing Assignments

MSSD faculty is represented on all committees, Ad Hoc and Standing.

Standing Committee

There are five standing committees which were established by the MSSD Bylaws. While members are elected to these committees by faculty vote and not by administrative appointment, an analysis of the distribution among the eight subgroups as well as by sex, race, and handicap is valuable in determining if possible prejudicial attitudes among the faculty has resulted in discriminatory considerations in the election process.

Distribution among the Eight Subgroups of the MSSD Faculty Elected to Standing Committees

N = 29

Subgroup	A	B	C	D	E	F	G	H
Number	10	3	3	0	6	5	2	0

Distribution by Race, Sex, Handicap of the MSSD Faculty Elected to Standing Committees

N = 29

SEX				RACE				HANDICAP			
MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF	
N	%	N	%	N	%	N	%	N	%	N	%
16	55.5	13	44.5	24	82.8	5	17.2	21	72.4	5	12.6

While the figures above indicate that prejudicial attitudes are not reflected in the electoral process for Standing Committees, a comparison of the sex, race, and handicap distribution on the committees with the distribution of these variables among the total faculty is more meaningful.

Comparison of the Distribution of Faculty by Sex, Race, and
Handicap on Standing Committees with the Distribution of the
Same Variables among the Total Faculty

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	Committees, N=29	Faculty, N=54
	Percent	Percent
Male	55.5	42.6
Female	44.5	57.4
Caucasian	82.8	85.2
Negroid	17.2	14.8
Hearing	72.4	78.0
Deaf	17.6	22.0

Ad Hoc Committees

Since there are only four faculty members presently serving on Ad Hoc Committees there is insufficient data to be analyzed. However, for informational purposes, the four faculty members represent subgroups 2, 4, 5, and 6.

It is impossible to identify the committee membership of Ad Hoc Committees which have completed their tasks and are therefore no longer in existence.

Administrative Responsibilities

Faculty members are requested to assume administrative responsibilities, in addition to their primary responsibilities based upon the possession of prerequisite competencies and a work load which would allow the individual to assume additional responsibilities. Frequently, these duties are for a short period of time and others are assigned on an indefinite basis.

At the present time, the only administrative responsibility assumed by the faculty members on an indefinite basis is Fiscal Representative for each department. The distribution of faculty members by the eight subgroups; sex, race, handicap, and a comparison of these variables among the Fiscal Representatives and the total faculty are reported in the following tables.

Distribution of Fiscal Representatives Among the Eight Subgroups

N = 12

Subgroup	A	B	C	D	E	F	G	H
Number	1	2	2	0	5	1	1	0

Distribution of Fiscal Representatives by Sex, Race, and Handicap

N - 12

SEX				RACE				HANDICAP			
MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF	
N	%	N	%	N	%	N	%	N	%	N	%
5	41.6	7	58.4	9	75.	3	25.	9	75.	3	25.

Comparison of the Distribution of Fiscal Representatives by Sex, Race, and Handicap with the Distribution of the Same Variables among the Total Faculty

	Fiscal Representative, N = 12	Faculty, N = 54
	Percent	Percent
Male	41.6	42.6
Female	58.4	57.4
Caucasian	75	85.2
Negroid	25	14.8
Hearing	75	78.0
Deaf	25	22.0

Differentiated Staffing Assignments

This year the MSSD is experimenting with differentiated staff assignments. Faculty members are identified as having primary assignments in teaching, curriculum development, or research projects. The selection of staff members was based primarily upon the expressed interest of a staff member to be so assigned and whether or not the staff member was currently involved in a project which could be considered as curricular development or research. Thirteen staff members were selected for primary job assignments in these two areas. The distribution of faculty members by the eight subgroups; sex, race, handicap, and a comparison of these variables among the thirteen staff members and the total faculty are reported in the following tables.

Distribution of Faculty Members with Primary Job Assignments

in Development or Research among the Eight Subgroups

N = 13

Subgroup	A	B	C	D	E	F	G	H
Number	6	0	1	0	6	0	0	0

Distribution of Faculty Members with Primary Job Assignments

in Development or Research by Sex, Race, Handicap

N = 13

SEX				RACE				HANDICAP			
MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF	
N	%	N	%	N	%	N	%	N	%	N	%
7	53	6	47	12	92	1	8	13	100	0	

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Comparison of the Distribution of Faculty Members with Primary
Job Assignments in Development or Research with the Distribution
of the Same Variables among the Total Faculty

	Faculty Members with Primary Job Assignments in Development or Research N = 13	Total Faculty
	Percent	Percent
Male	53.0	42.6
Female	47.0	57.4
Caucasian	92.0	85.2
Negroid	8.0	14.8
Hearing	100.0	78.0
Deaf	00.0	22.0

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Personnel Policies

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The goals of the MSSD require exceptionally well-qualified and creative staff members. The professional skills required to be an effective contributor in an experimental program encompass a range which far exceeds the expectations for faculty in a more traditional school or in a school which has a fully developed curriculum.

Because of the short period of time which the MSSD has been in operation, written personnel policies are still in the process of being developed. The philosophy of the administrative staff dictates that the faculty be involved in the formulation of all personnel policies. As a result, committees have been working for the last year on drafting policies and procedures for faculty performance evaluation, job descriptions, recruitment and selection procedures, and salary schedules.

In the meantime, the general guidelines for recruitment, selection and promotion of staff members have focused on identifying the most capable candidates for any position which is vacant.

Recruitment

Recruitment strategies employed during the past three years have relied heavily upon:

1. professional contacts of present staff members,
2. staff members presentations about the MSSD to professional groups,
3. advertising in professional journals,
4. advertising in newspapers with a wide circulation,
5. booths at professional conventions,
6. recruitment brochures, designed by the Office of Public Information.

As a result of these recruitment activities, many applications have been received for all faculty positions at the MSSD, including positions for which there have not been any openings.

Booths at conferences and advertising in a professional journal for the position of instructional design specialist, recently resulted in approximately fifty applications being received.

The advertising program, presentation by staff members and distribution of recruitment brochures have all reached professional of varying ethnic and racial backgrounds as well as both sexes and the hearing-impaired. While it is impossible to determine, the racial and ethnic distribution among the applications on file, the distribution by sex and hearing-impairment indicates that the present recruitment procedures have not inadvertently been discriminatory in these areas. In order to assure that the policies which are being developed and that the expanded recruitment efforts in the near future do not become discriminatory in nature, an administrative member has been assigned the responsibilities of Coordinator of Recruitment and Selection.

While it was assumed that the national advertising and professional contacts of current staff members would provide adequate opportunity for all minority groups to be made aware of existing vacancies at the MSSD, it appears that this assumption may not have been valid in regard to racial minorities. A review of the analysis of the minority representation among the present staff while being representative, is not totally satisfactory. The Coordinator of Recruitment and Selection is presently drafting recruitment procedures which will enhance the possibility that more applicants of racial minorities will be received. One of the procedures being considered is direct contact with placement offices of colleges and universities which

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have student bodies consisting primarily of black students. It is anticipated that this will be initiated during the end of Fiscal Year 73 or during the beginning of Fiscal Year 74.

Selection of Staff Members

Under the direction of the Coordinator of Recruitment and Selection a policy and procedure for selecting staff members is being formulated. A copy of the working draft of this policy is included as Appendix B.

One of the strategies employed for the past year and included in this policy statement is multiple interview procedures. Since a staff member must work cooperatively with the staff of all Divisions of the MSSD, a candidate interviews with a representative of each of these divisions as well as with peers within the department where the vacancy exists.

The impressions from all of those who interview the candidate are provided to the Division Director and are used in his decision which is then endorsed by the Director.

One of the important results of this group decision-making in choosing a successful candidate is that any personal prejudices of any particular staff member cannot dominate the final choice of a candidate.

The distribution by race, sex and hearing-impairment among the present faculty indicates that this procedure has been successful in preventing any discriminatory selection procedures from evolving.

Promotion Policy

The present procedures concerned with promotions for staff members has been to assure that any staff member has the opportunities to be considered

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for any position which may become vacant at the MSSD.

When a new administrative position is created or an existing position is created or an existing position vacated, the faculty is notified and any interested individual may apply. At the same time, the vacancy is made known outside of the MSSD via strategies discussed above under recruitment procedures. All candidates, both those who are presently staff members and those seeking the position from outside of the MSSD are interviewed following the procedures outlined above under selection procedures.

Since the purpose of all recruitment, selection, and promotion policies and procedures are to identify the candidate which will probably be the most successful in discharging the responsibilities required of any positions, current staff members, while not receiving special consideration, are assured of equal consideration in filling a job vacancy which would constitute a promotion.

During the period of Fiscal Year 70 through September of Fiscal Year 73, there have been seven administrative positions which were either created or vacated. Of these seven positions four were filled by successful candidates from the faculty. Three of those promoted were from subgroup 1, Caucasian, male, hearing and one was from subgroup 5, Caucasian, female, hearing. There were no faculty members from the remaining subgroups who applied for any of the positions.

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The MSSD has been an EOE since it began operation in FY 69. As pointed out earlier, the recruitment and selection of faculty and administrative staff members who are exceptionally well-qualified and creative are the most crucial variables for the MSSD in meeting its goals. Therefore, educational background, experience, and desire to work in an experimental program have been given priority in the selection of all staff members. No consideration has been given to the sex, race, or handicapping conditions of any candidate.

The data reported in the first sections of this report indicate that, in general, these policies have been effective in that discriminatory personnel patterns have not evolved. However, the data also indicates that some instances the distribution of staff members by sex, race, handicapping conditions is not totally satisfactory.

Faculty

While it would appear unreasonable to establish goals as to what percent of the faculty should be male-female, Caucasian-Negroid, hearing-deaf, there are several subgroups which appear not to be represented adequately.

The distribution by sex, male = 42.6%, female = 57.4%, of the faculty would appear to be a satisfactory representation of both groups and indicate that no discriminatory selection has evolved.

The distribution by race, Caucasian = 85.2%, Negroid = 14.8%, while indicating that discriminatory selection based upon racial or ethnic background has not evolved, may not be totally satisfactory. Evidently, the

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recruitment activities have not been effective in reaching qualified Negroid candidates, and therefore should be corrected. Particularly noticeable is the small percent of Negroid-deaf staff members, groups 4 and 8, which collectively are represented by one staff member. These subgroups are of particular importance to the MSSD because of the need for adult models for the Negroid-deaf students at the MSSD.

The distribution of hearing-deaf staff members (hearing = 78%, deaf = 22%) would appear to be an acceptable representation of both groups. However, as the MSSD grows and new faculty is added, recruitment efforts must continue to focus on recruiting qualified deaf candidates. Since the educational requirements for successful candidates centers upon a master's degree in the candidate's area of specialization, it is difficult to find deaf candidates. Additionally, preference is given to candidates who have teaching experience and the MSSD is sensitive to "robbing" the faculties of other schools for the deaf.

The distribution of staff members from all subgroups among the salary range, indicates that no consideration is given to sex, race or handicapping conditions in determining salary. Five of the seven staff members who have B.A. degrees are deaf. The educational requirement was waived for these staff members because of their potential and their contracts and work schedule arranged so that they could pursue graduate study.

The faculty members who left the MSSD from FY 70 through September of FY 73 are scattered among the subgroups indicating that there is not any undue pressures placed upon any subgroup member.

The membership of committees established by the MSSD Bylaws is represented by all subgroups, indicating that prejudicial considerations are not made by

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staff members in electing peer representatives. The percentage of each subgroup elected to these offices approximates the percentages of the subgroups for the total faculty.

The appointed positions of Department Fiscal Representatives also have approximately the same percentage from each subgroup as the total faculty. The distribution by sex, race, and handicapping condition among the 13 staff members who were selected for primary job responsibilities in development and/or research is disproportionate in number of Caucasian (12) and hearing (13) staff members. This is the result of selecting staff members who had projects in process when the differentiated staffing was initiated and the expressed desire of the staff member to have such a job assignment. Assuming the attempts of differentiated staffing are successful, more faculty members will be given assignments in these areas and a more realistic representation from both the Negroid and deaf groups will be made.

Administrative Staff

The distribution of the 14 administrative staff members among the eight subgroups and by sex, race, and handicapping conditions is heavily skewed in favor of males (11) and Caucasians (14). The percentages of hearing and deaf administrators is representative of these groups among the total faculty. There is a need for Negroid representation among the administrative staff as well as for additional female and particularly female-deaf administrators.

The salary for administrators is equitable for all subgroups represented.

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Personnel Policies

Personnel policies concerned with selection and promotion of staff members appears to be satisfactory. The disproportionate representation of some subgroups is probably a weakness in the recruitment procedures. Evidently, possible Negroid candidates are not being reached, particularly those who would be qualified for administrative positions. While this has not been intentional, the assumption that newspaper advertising and ads in professional journals would reach these groups, evidently was not valid. Recruitment strategies need to be developed which will be successful in identifying candidates who are Negroid and particularly Negroid-deaf.

Recommendations

While the analysis of the sex, race, handicapping condition of both faculty and administrative staff indicates that prejudicial personnel practices have not been in operation at the MSSD, the data indicates that an apparent weakness in recruitment procedures has resulted in a less than desirable representation of some combinations of these variables.

The expansion of recruitment strategies to overcome this weakness will receive top priority for the Coordinator of Staff Recruitment and Selection during FY 73. The selection of the best qualified candidates must remain the major criterion for selection; however, the MSSD accepts the responsibility of assuring that minority candidates who are qualified are aware of openings and that these candidates have equal opportunity to compete for these positions.

Plan of Action

The following recruitment possibilities will be investigated by the Coordinator of Recruitment and Selection during FY 73 and the most promising strategies will be incorporated into the present recruitment activities:

1. Placement Offices for graduate programs in Universities and Colleges with large Negroid enrollment will be contacted and notified of faculty and administrative openings.
2. Staff members making presentations to professional organizations and at other institutions will encourage individuals of minority groups to request employment information from MSSD.
3. Black-deaf undergraduate and graduate students at Gallaudet College will be identified and encouraged to pursue employment at the MSSD.

Requirements for a master's degree will be waived for exceptionally promising candidates from the subgroups with the Coordinator of Staff Development arranging for provisions for graduate study after joining the staff.

4. Newspapers in metropolitan areas throughout the country will be used to advertise openings in the hope that more members of minority groups will be received.
5. Recruitment activities at major professional conventions will be expanded.
6. While remaining sensitive to "robbing" other programs for the deaf, administrative staff members will be encouraged to solicit names from peers of staff members of minority groups who have indicated promise as administrators and who cannot be promoted in the near future in their programs.
7. A yearly analysis of the distribution of faculty and administrative staff by the eight subgroups used in this report and by sex, race, and handicapping condition will be initiated. The administrative staff will review the report and advise the Coordinator of Recruitment concerning any discrepancies which may appear.
8. The Coordinator of Recruitment will establish goals concerning the minority distribution for the faculty and administrative staff for FY 75 when the new facilities will be completed.

These goals, when accepted, will be used as guidelines in the recruitment and selection of the new staff members for FY 75. In order for these goals to be realistic, the Coordinator of Recruitment will use:

1. Distribution of minority groups among the national population.
2. Distribution of minorities among the student body.

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3. Distribution of minorities among the deaf population.
4. Distribution of minorities among educators of the deaf and among educators in general.
5. Distribution of minorities among the five-state service area of the MSSD.

The MSSD will set FY 75 as the deadline for completing these projects because during FY 74 and 75, additional staff members will be employed allowing the opportunity to assemble a professional staff which is realistically representative of all minority groups under consideration.

APPENDICIES

FACULTY SALARY SCHEDULE

Model Secondary School for the Deaf

July 1, 1971 - June 30, 1972

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9 1/2 mos.

12 mos.

Years Exp.	9 1/2 mos.			12 mos.		
	BA	MA	MA + 30	MA	MA + 30	DOCTORATE
0	9,250	9,750	10,100	11,800	12,300	13,500
1	9,750	10,250	10,600	12,400	12,900	14,100
2	10,250	10,750	11,100	13,000	13,500	14,700
3	10,750	11,250	11,600	13,600	14,100	15,300
4	11,250	11,750	12,100	14,200	14,700	15,900
5	11,750	12,250	12,600	14,800	15,300	16,500
6	12,250	12,750	13,100	15,400	15,900	17,100
7	12,750	13,250	13,600	16,000	16,500	17,700
8	13,250	13,750	14,100	16,600	17,100	18,300

Note: Except in special cases, appointment to a teaching position will not be made without the master's degree in the subject to be taught. Ordinarily, credit will be given for no more than five years experience prior to joining the MSSD staff.

RECRUITMENT AND SELECTION OF THE MSSD STAFF PERSONNEL

I. RESPONSIBILITIES

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- A. The Director/Assistant Director of the MSSD shall have the responsibility for:
 1. coordinating recruitment and selection activities through delegation to a responsible individual in that office
 2. approving all final recommendations on recruitment and selection
 3. issuing all letters of appointment
 4. approving position openings and notifying the Coordinator of Recruitment and Selection of such openings
 5. serving on the Screening Committee
- B. The Coordinator of Recruitment and Selection will work closely with the Assistant Director, and have the responsibility for:
 1. designing and implementing a nation-wide recruitment program which will include:
 - a. sending announcements of position openings (Appendix A) as deemed appropriate to: personal contacts, Gallaudet College, programs preparing personnel relevant to the position, placement services as professional conferences, professional and general publications, the MSSD Division Directors, and the MSSD staff. Announcements should include a brief job description, the date the position will be available, salary range, and the name of the person to be contacted (Coordinator of Recruitment and Selection).
 - b. distributing recruitment brochures of a general nature to staff members visiting other institutions and/or performing public relations functions for the MSSD.

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- c. arranging for recruitment visits to training institutions, schools and conferences and, in cooperation with the Coordinator of Staff Development, conducting in-service sessions for key personnel in developing and offering recruitment presentations.
- d. providing MSSD staff members with information concerning the qualifications required for appointments and soliciting nominations for open positions.

2. supervising the maintenance of pertinent records by:

- a. receiving all resumes, applications, transcripts, references, and letters of inquiry
- b. maintaining a personnel file on all applicants (Appendix B describes the present application filing procedures used)
- c. preparing a packet of pertinent materials to be sent to applicants being considered for interviews (in cooperation with the Office of Public Information)
- d. receiving and answering all correspondence and telephone calls with the applicant beginning with the initial contact. (When other staff members receive correspondence or telephone calls from applicants or interested persons, the staff member should acknowledge the correspondence including a statement that the communication has been forwarded to the Coordinator of Recruitment and that further correspondence should be directly with the Coordinator of Recruitment. A copy of the correspondence from and to the individual will be sent to the Coordinator of Recruitment.)
- e. arranging travel and accommodations for all out-of-town candidates to be interviewed

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- f. maintaining a file of job descriptions for staff positions
 - g. supervising a recruitment budget, including
 - (1) providing Director with estimated budget requirements
 - (2) maintaining records of expenses incurred in recruitment
 - (3) initiating forms for reimbursement of expenses incurred by candidates
3. coordinating selection activities
- a. reviewing all applications, identifying those applicants who possess the minimal qualifications, advising applicants of their qualifications as related to present and future job possibilities
 - b. receiving notifications of a job opening from Director/Assistant Director
 - c. chairing the Screening Committee for selection of candidates to be interviewed. (The Screening Committee will consist of: Assistant Director, appropriate Division Director, the Coordinator of Recruitment and Selection, and the Coordinator of Staff Development.)
 - d. scheduling appointments for interviews, receiving written evaluations and recommendations from those interviews, and sending copies of evaluations to the Director/Assistant Director and the appropriate Division Director. (A copy of the guidelines to be used in evaluation are Appendix C.)
- C. The Division Directors will be responsible for:
- 1. coordinating the completion of job descriptions for each position within his Division including a description of minimal qualifications desired. (The form to be used in developing job descriptions is Appendix D.)

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2. notifying the Director/Assistant Director of positions which will be open in his Division and include any qualifications peculiar to the particular opening
 3. interviewing candidates and scheduling interviews within his Division, in cooperation with the Coordinator of Recruitment and Selection
 4. providing written recommendations after the Division interviews which include recommendations and a summary of the impressions of other staff members within his Division who have interviewed the candidate
 5. serving on the Screening Committee. (Only the Division Director who has the open position will serve on the Committee.)
- D. The Coordinator of Staff Development will be responsible for:
1. serving as a member of the Screening Committee
 2. interviewing all candidates selected for interviews and provide a written recommendation to the Coordinator of Recruitment and Selection
 3. advising the Coordinator of Recruitment and Selection of any staff travel which may lend itself to recruitment of faculty members
- E. The Office of Public Information will be responsible for:
1. preparing in cooperation with the Coordinator of Recruitment and Selection, a packet of pertinent materials to be distributed to prospective candidates
 2. cooperating with the Coordinator of Recruitment and Selection in implementing a nation-wide recruitment program
 3. designing and producing recruitment materials

BEST COPY AVAILABLE**II. PROCEDURES**

- A. The Division Director will notify the Director/Assistant Director, in writing, of a staff requirement
1. if the position is an established one, a copy of an updated job description should accompany the request.
 2. if the position is a new one, a copy of the job description and the rationale for the position should accompany the request. (Consideration relative to Division budget and Congresssionally authorized personnel strength must first be cleared through the Director/Assistant Director.)
- B. The Director/Assistant Director will notify the Coordinator of Recruitment and Selection of an approved opening
- C. The Coordinator of Recruitment and Selection will send out announcements for the position to appropriate people and places. Gallaudet Policy 10:03:00 requires that non-faculty personnel openings be posted on campus for a minimum of three days before a job offer can be extended to anyone and five days before an offer can be extended to anyone other than a Gallaudet employee.
- D. The Coordinator of Recruitment and Selection will review the credentials of applicants using the job description as a frame of reference
- E. A Screening Committee will meet to select from the eligible applicants those who are to be interviewed for the position
- F. The Coordinator of Recruitment and Selection will contact each applicant selected by the Screening Committee for the purpose of arranging an interview schedule
- G. The Coordinator of Recruitment and Selection will schedule each applicant for interviews with those listed below. In some instances various individuals

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may wish to waive interview privileges (e.g. in the selection of clerical personnel). In all cases an attempt will be made to have at least three people interview an applicant.

1. Coordinator of Recruitment and Selection
2. Division Directors
3. Coordinator of Staff Development
4. Immediate Supervisor of potential employee
5. Director (MSSD)
6. Assistant Director (MSSD)
7. any persons identified by any of the individuals above (1-6) as being able to contribute, because of position or personal qualifications, pertinent input for decision concerning an applicant. (Individuals in H below are not considered in this category.)

- H. Each Division Director will arrange for interviews within his Division for those staff members from whom he would like to receive input
- I. Each interviewer identified in G, 1-7 above will submit a written evaluation of each candidate within one week of the interview to the Coordinator of Recruitment and Selection
- J. The Coordinator of Recruitment will receive all written evaluations, forwarding a copy to the Division Director of the Division where the position is open, a copy to the Director/Assistant Director, and maintaining one copy in the candidate's folder.
- K. After reviewing written evaluations for each candidate, the Director, Assistant Director, and the appropriate Division Director will meet to make a decision on each candidate. In the case that no candidate is accepted, the above procedures will be repeated.

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- L. The Director/Assistant Director will prepare a letter of appointment for a successful candidate, to be returned within a specified time limit
 - M. The Coordinator of Recruitment will notify by letter all unsuccessful applicants advising the candidate whether his application will remain on file.
 - N. The Director/Assistant Director upon receiving the signed letter of appointment, will advise the Business Office of the date the staff member will be entered on the payroll. In a case where the candidate does not sign the letter of appointment, the Director/Assistant Director will advise the Coordinator of Recruitment and Selection and appropriate steps will be taken to select other applicants.

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APPENDIX A

POSITION OPEN

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POSITION TITLE:

LOCATION:

DIVISION:

TITLE OF IMMEDIATE SUPERVISOR:

POSITION AVAILABLE:

SALARY:

POSITION DESCRIPTION

JOB SUMMARY:

DUTIES AND RESPONSIBILITIES:

DESIRABLE EDUCATIONAL, EXPERIENTIAL, AND PERSONAL QUALIFICATIONS:

PERSON TO CONTACT:

DATE OF CLOSING OF APPLICATIONS:

November, 1972

APPENDIX B

PRESENT APPLICATION FILING PROCEDURES

- I. A complete file on an applicant includes the following: Letter of inquiry, resume, transcripts (if requested), references, correspondence, and comments from interviews (informal and scheduled).
- II. The filing procedures include the following actions:
 - A. all pertinent information concerning an applicant is placed on cards and filed alphabetically in a card box (by the applicant's last name)
 - B. all applications are filed by areas of interest in the office files. An applicant expressing an interest in more than one area is crossfiled.
 - C. a complete, alphabetical listing of all persons applying for a position is located at the beginning of the area file. A duplicate copy of that listing is also maintained. The listing includes the applicant's name, college(s) and/or universities attended, degrees earned, and references received.
 - D. all applications are coded (by color) according to: the applicant's educational background, experience, and the position for which he is applying. The color code also indicates whether the applicant has completed his file.
 - E. all files are kept up-to-date according to information received from the applicant, conferences staff members have had with the applicant, and telephone conversations with the applicant.

APPENDIX C

GUIDELINES

For

Summarizing Impressions of a Candidate

For a

Position at the MSSD

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Candidate's Name: _____

Date of Interview: _____

Reporter's Name: _____

I. Qualifications (Strengths and Weaknesses):

Assessment of educational and experiential qualifications using the job description as a reference.

II. Interpersonal/Personal (Strengths and Weaknesses):

Assessment of ability to function with staff and students within the administrative structure of the MSSD.

III. Entrance Behaviors (Strengths and Weaknesses):

Assessment of time and nature of training required for individual to become a productive staff member.

IV. Recommendation(s):

Specific recommendation(s).

November, 1972

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APPENDIX D

JOB DESCRIPTION

POSITION TITLE:

DIVISION:

TITLE OF IMMEDIATE SUPERVISOR:

POSITION DESCRIPTION

JOB SUMMARY:

DUTIES AND RESPONSIBILITIES:

DESIRABLE EDUCATIONAL, EXPERIENTIAL, AND PERSONAL QUALIFICATIONS:

November, 1972

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