

## Section 8. Net Change in Workforce

The summary affirmative action computer printouts of the academic and classified workforce as of December 21, 1974 were compared with the April 1973 statistics reported in the University of Oregon's Affirmative Action Plan, in an attempt to assess the net change in the workforce profile by sex and race. The printouts show evidence that there are inaccuracies in them, and we are not confident of the comparison (See Part I, Section 4). Also, a December academic workforce cannot be precisely compared with an April academic workforce, the latter of which would contain winter and spring term appointments. The December printout should show a more stable picture of the academic workforce. With these reservations in mind, we are reporting the results, and will verify them once we feel confident that we have essentially corrected the errors in the printout, and have printouts of the workforce at the same time of the year for a more precise comparison.

In the area of employment in academic positions the following changes were shown:

<u>Position</u>	<u>Women</u>		<u>Minorities</u>	
	No.	%**	No.	%
Professor	+7	+1.8	+4	+1.1
Assoc. Professor	-3	-0.3	0	+0.3
Assist. Professor	+22	+5.3	+9	+2.7
Instructor	+57	+9.5	+3	-2.4
Lecturer	-5	-5.1	-1	-3.0
Research Associate	-6	-1.3	0	+1.9
Research Assistant	+7	+1.8	-1	-1.8
Total	+79	+5.0	+14	+0.8

Overall, minority employment in these academic positions showed an increase from 75 to 89. Female employment in these positions showed an increase from 311 to 390.

\* The workforce as of October 31, 1974 should have been used for this report period. However, the printout obtained was unuseable because of numerous errors and a new "run" had to be obtained.

\*\* Difference between the percentages of the April '73 workforce and the December '74 workforce.

Comparison of the summary reports of minorities and women in classified employment revealed the following:

<u>Position</u>	<u>INCREASE (+)/DECREASE (-)</u>		<u>Minorities</u>	
	<u>Women</u>		<u>No.</u>	<u>%</u>
	<u>No.</u>	<u>%</u>		
Officials & Managers	+2	+6.0	0	-3.5
Professionals	+10	-0.7	-1	-1.7
Technicians	+4	+6.2	0	+0.1
Office & Clerical	-52	-4.4	+3	+0.5
Crafts	+3	+2.0	0	0.0
Operatives	-4	-2.1	-1	-1.7
Laborers	+1	+1.1	+1	+1.1
Service Workers	+3	+2.9	-5	-1.5
Total	-33	-2.4	-3	-0.2

The overall classified employment workforce shows a decrease from 47 to 44 minority employees, and a decrease from 937 to 904 in the number of female employees. Noteworthy, the statistics also show an apparent increasing male employment of 41. Male office and clerical employment has increased by 21, from 16 to 37.

Once we verify the accuracy of the computer printouts we will compare the statistics with updated availability data and goals to assess our overall progress in correcting underutilization.