

SUMMARY OF STATISTICAL DATA

The following is a summary of employment for the Mid-South Area (MSA). Data was provided by the United States Department of Agriculture National Finance Center, New Orleans, Louisiana At the end of fiscal year 1999-2000 (September 30, 2000), the MSA had a total of 641 employees. The tables below shows the MSA employment by PATCOB category.

TOTAL EMPLOYMENT BY PATCOB CATEGORY (as of 09/30/2000)

PROFESSIONAL..... 277

Employee Classification	Number	Percentage
Males	228	82.3
Females	49	17.6
White	233	84.2
Minorities	44	15.8

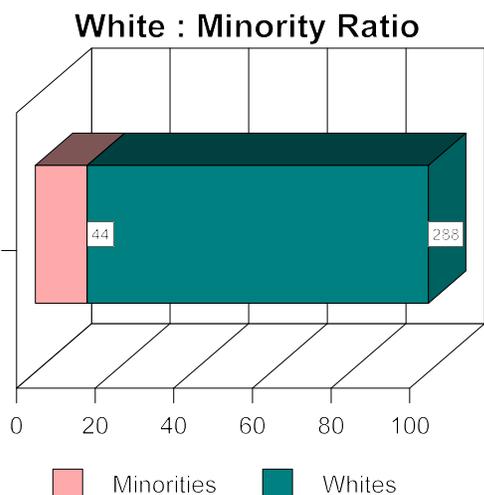


Figure 1. White- Minority Demographics (MSA)

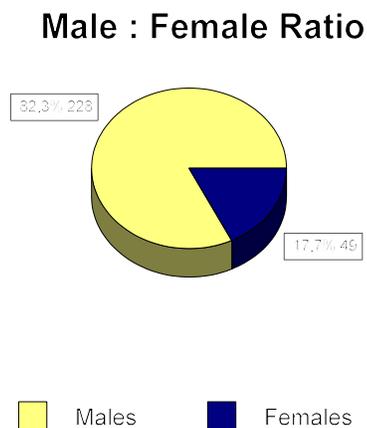


Figure 2. Male - Female Demographics (MSA)

ADMINISTRATIVE.....

.....29

Employee Classification	Number	Percentage
Males	12	41.4
Females	17	58.6
White	20	68.9
Minorities	9	31.1

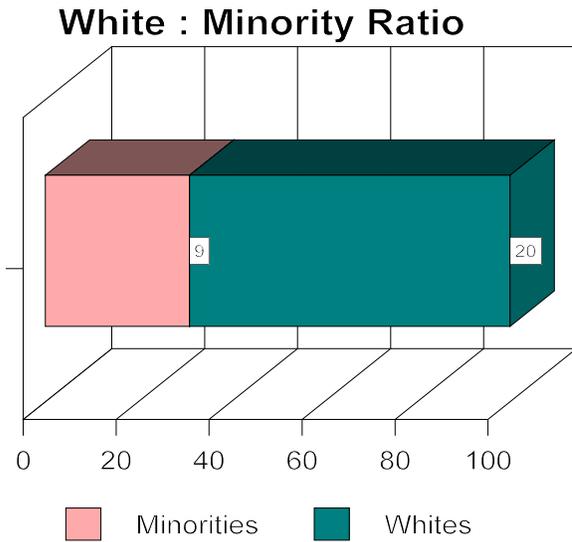


Figure 3. White - Minority Demographics (MSA)

Male : Female Ratio

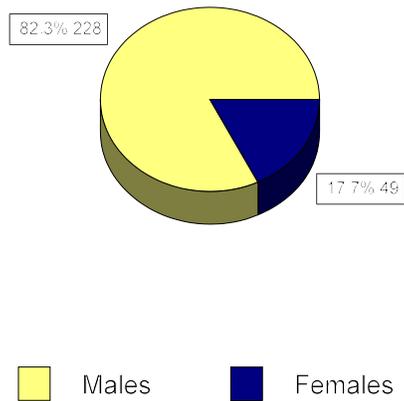


Figure 4. Male- Female Demographics (MSA)

TECHNICAL.....233

Employee Classification	Number	Percentage
Males	107	45.9
Females	126	54.1
White	149	63.9
Minorities	84	36.1

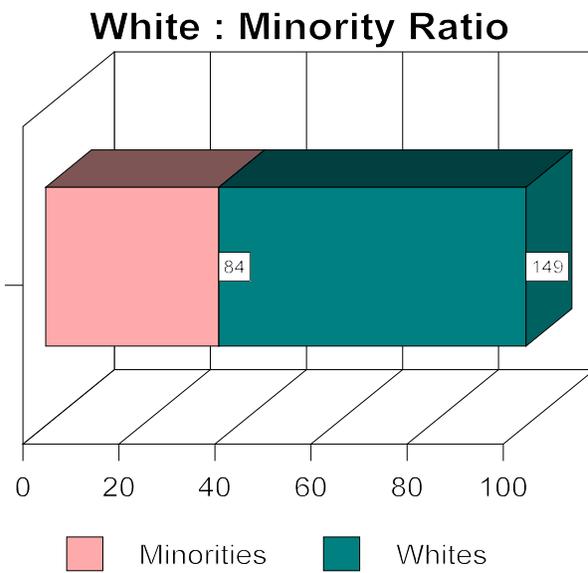
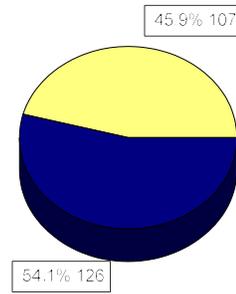


Figure 5. White - Minority Demographics (MSA)

Male : Female Ratio



Males Females

CLERICAL.....
30

Figure 6. Male - Female Demographics (MSA)

Employee Classification	Number	Percentage
Males	1	3.3
Females	29	96.7
White	23	76.7
Minorities	7	23.7

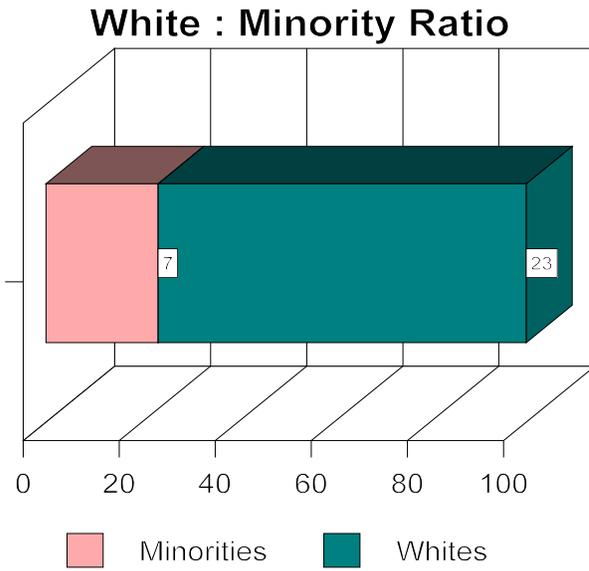


Figure 7. White - Minority Demographics (MSA)

Male : Female Ratio

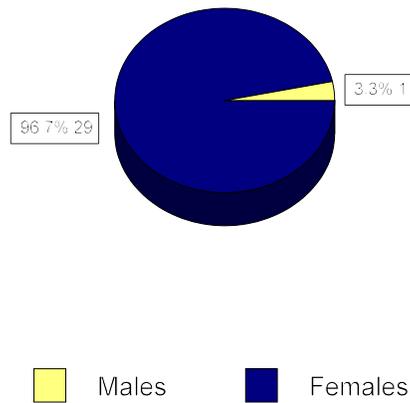


Figure 8. Male - Female Demographics (MSA)

**OTHER
EMPLOYMENT.....16**

Employee Classification	Number	Percentage
Males	7	43.8
Females	9	56.2
White	8	50
Minorities	8	50

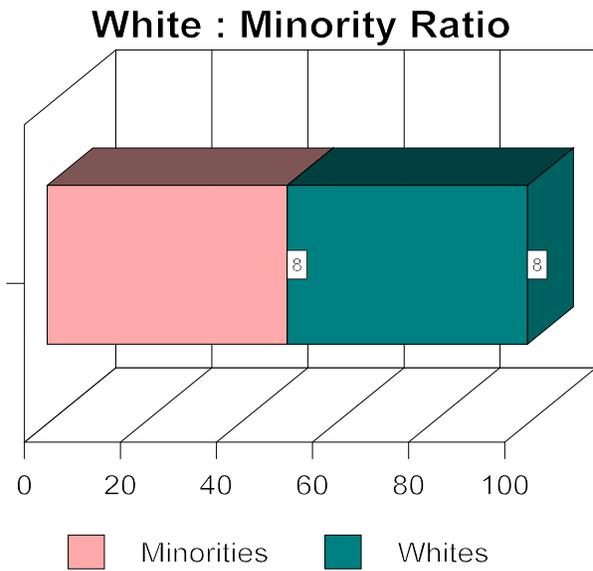
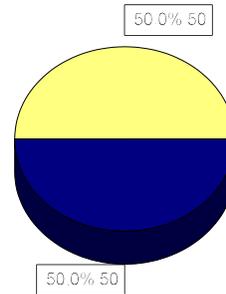


Figure 9. White - Minority Demographics (MSA)

Male : Female Ratio



Males Females

WAGE
 GRADE.....56
56

Figure 10. Male - Female Demographics (MSA)

Employee Classification	Number	Percentage
Males	52	92.8
Females	4	7.1
White	27	48.2
Minorities	29	51.7

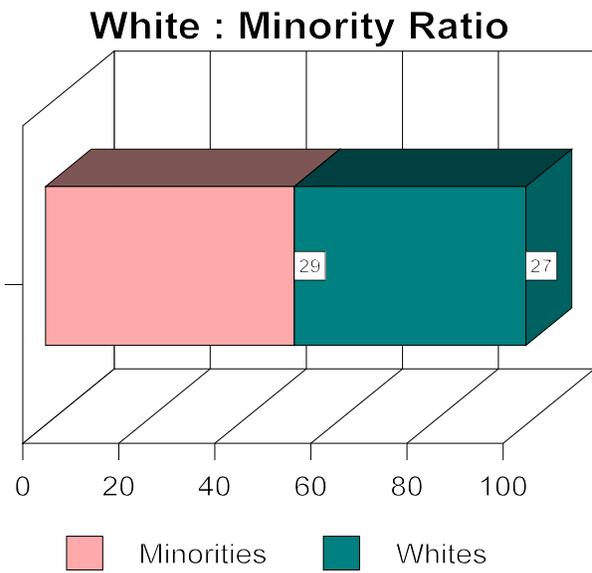


Figure 11. White - Minority Demographics (MSA)

Male : Female Ratio

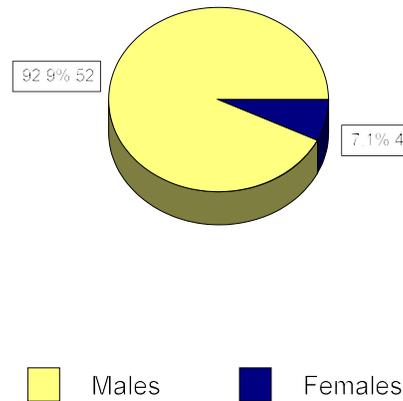


Figure 12. Male - Female Demographics (MSA)

**TOTAL MID-SOUTH AREA
EMPLOYMENT BY PATCOB CATEGORY**

(as of 09/30/2000)

Total Number of Employees: 641

CATEGORY	Number of Employees
Professional	277
Administrative	29
Technical	233
Clerical	30
Other	16
Wage Grade	56

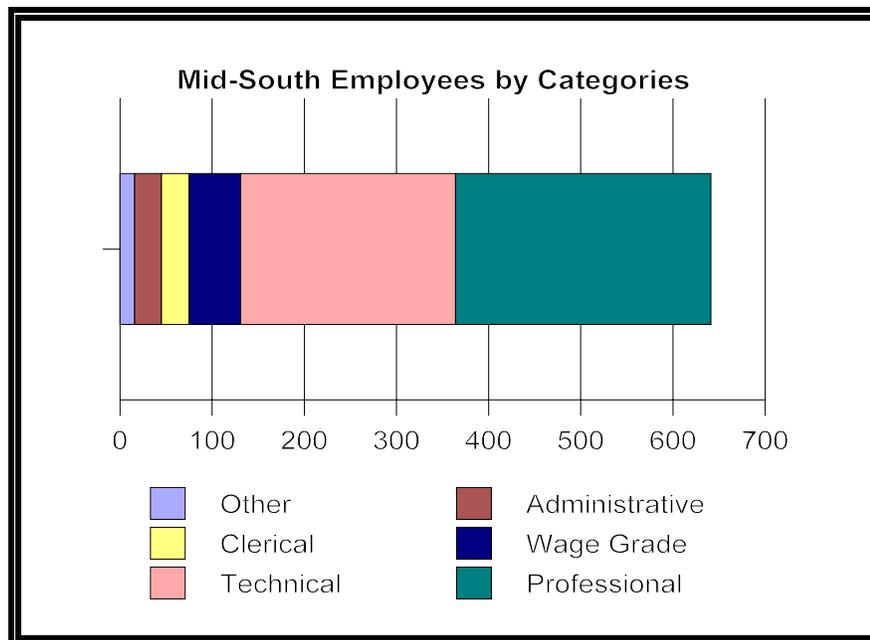


Figure 11. Number of MSA employees according to categories

ANALYSIS BY PATCOB CATEGORY
(as of 09/30/2000)

PROFESSIONAL

There are 277 employees in this category; representing 43% of the total MSA work force. Of the 277 professional employees, 196 or 70.7% are white males. 37 or 13.3% are white females. There are 44 minority employees in the professional category; representing 15.8% of the total number of professional employees. Further analysis of the minority professionals reveal that 10 or 3.6% of the total are black; 5 or 1.8% are Hispanic; 28 or 10.1% are Asian; and 1 or 0.3% are Native American. See Illustration 11.

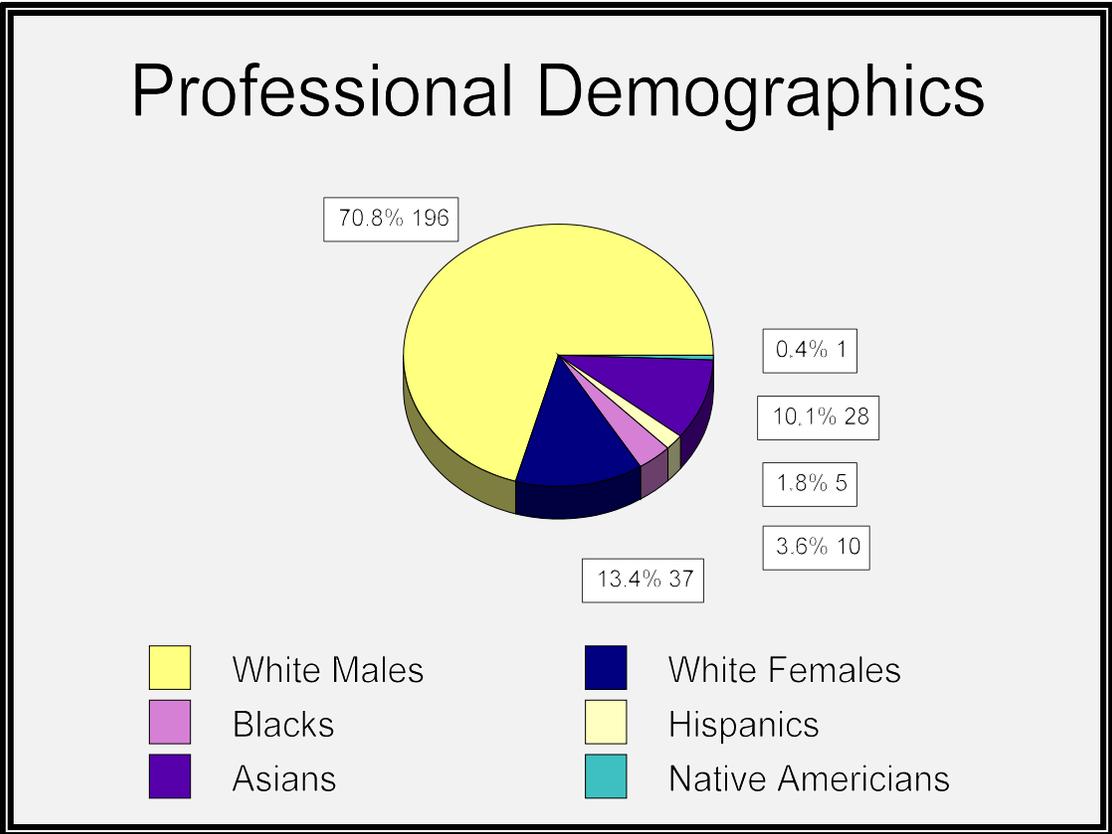


Figure 12. MSA Professional Demographics

A

ADMINISTRATIVE

There are 29 employees in this category; representing 4.5% of the total MSA workforce. Of the 29 administrative employees, 10 are white males; 10 are white females; 2 are black males and 7 are black females. There are no Asian, Hispanic or Native-American employees in this category. See Illustration 13.

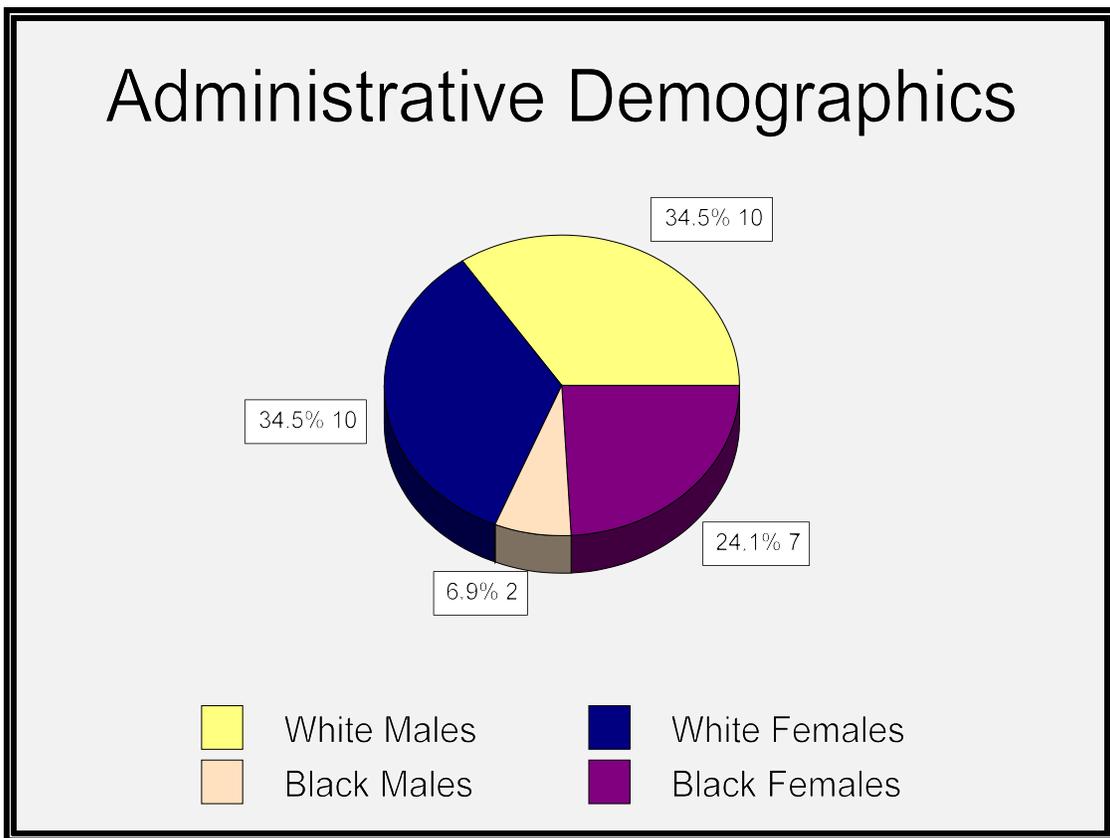


Figure 13. MSA Administrative Demographics

TECHNICAL

There are 233 employees in this category; representing 36.3% of the total MSA workforce. Of the 233 employees, 78 or 33.4% are white males; 71 or 30.4% are white females; 74 or 31.7% are black; 5 or 2.1% are Hispanic; 1 or 0.4% is Asian; and 4 or 1.7% are Native-American. See Illustration 14.

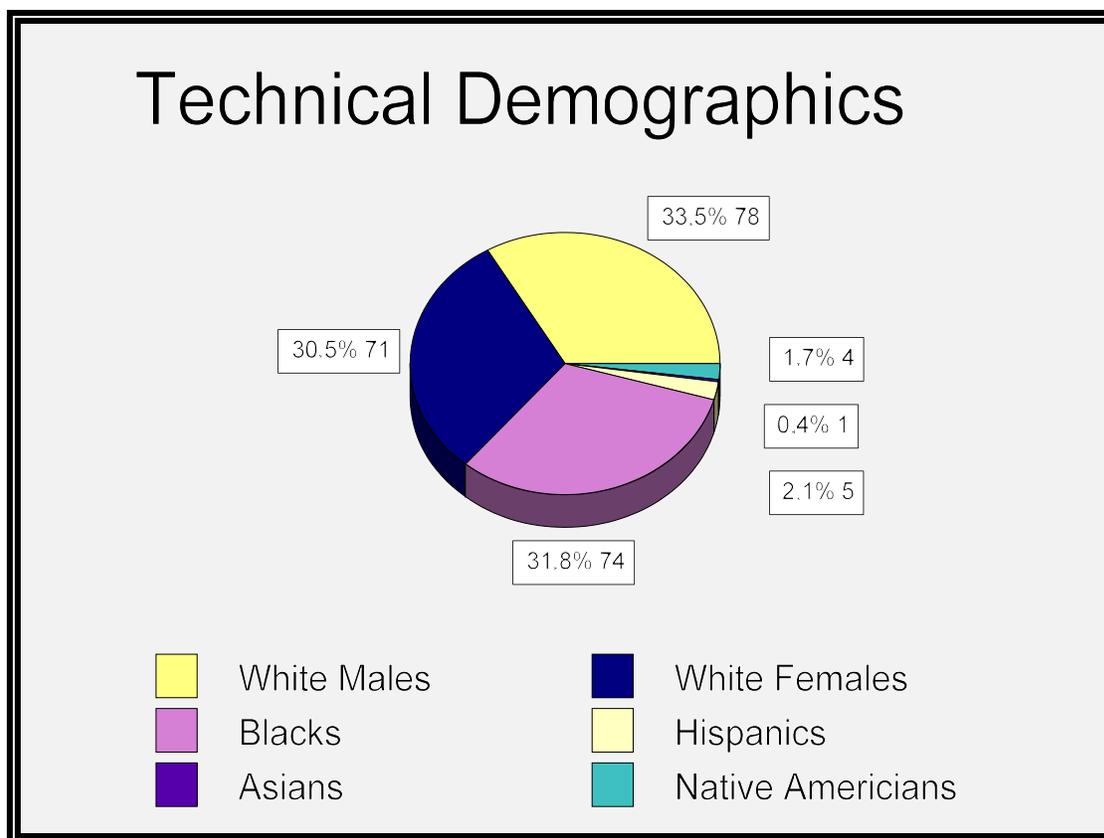


Figure 14. MSA Technical Demographics

CLERICAL

There are 30 employees in this category; representing 4.6% of the total MSA workforce. Of the 30 employees, 22 or 73.3% are white females; 1 or 3.3% is a white male; 6 or 20% are black females; and 1 or 3.3% is a Hispanic female. There are no black males, Hispanic males, Asians or Native-Americans of either gender in this category. See Illustration 15.

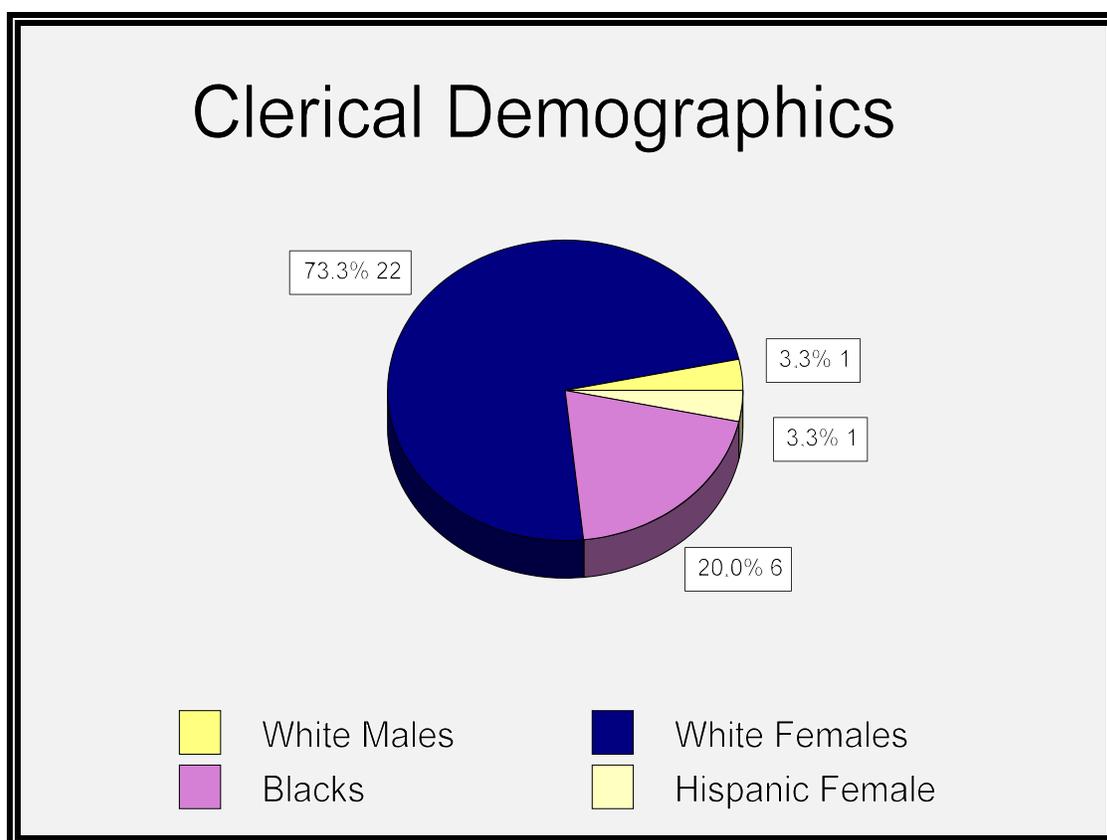


Figure 15. MSA Clerical Demographics

OTHER

There are 16 employees in this category; representing 2.4% of the total MSA workforce. Of the 16, 5 or 31.2% are white females; 3 or 18.7% are white males; 3 or 18.7% are black males; 3 or 18.7% are black females; 1 or 6.2% is a Hispanic male and 1 or 6.2% is an Asian female. See Illustration 16.

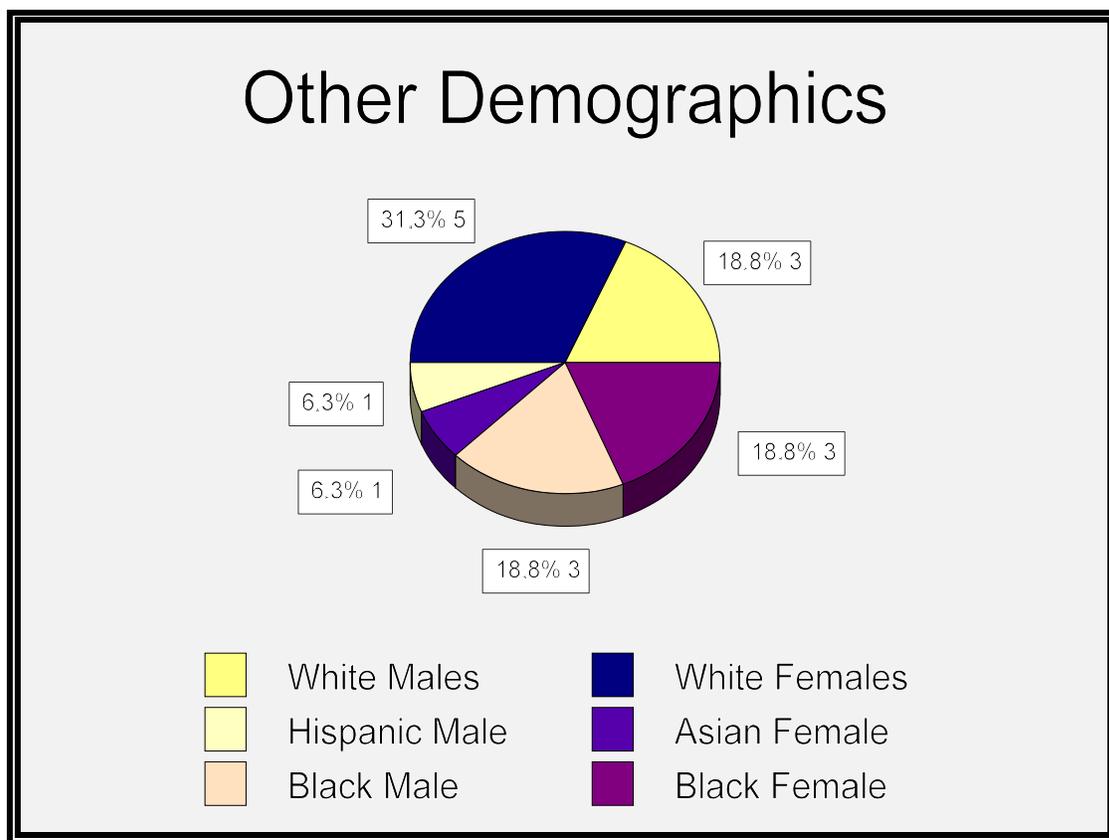


Figure 16. MSA Other Demographics

WAGE GRADE

There are 56 employees in this category; representing 8.7% of the total MSA workforce. Of the 56, 27 or 48.2% are white males; 24 or 42.8% are black males; 4 or 7.1% are black females. There are no Hispanic, Asian or Native-Americans in this category. See Illustration 17.

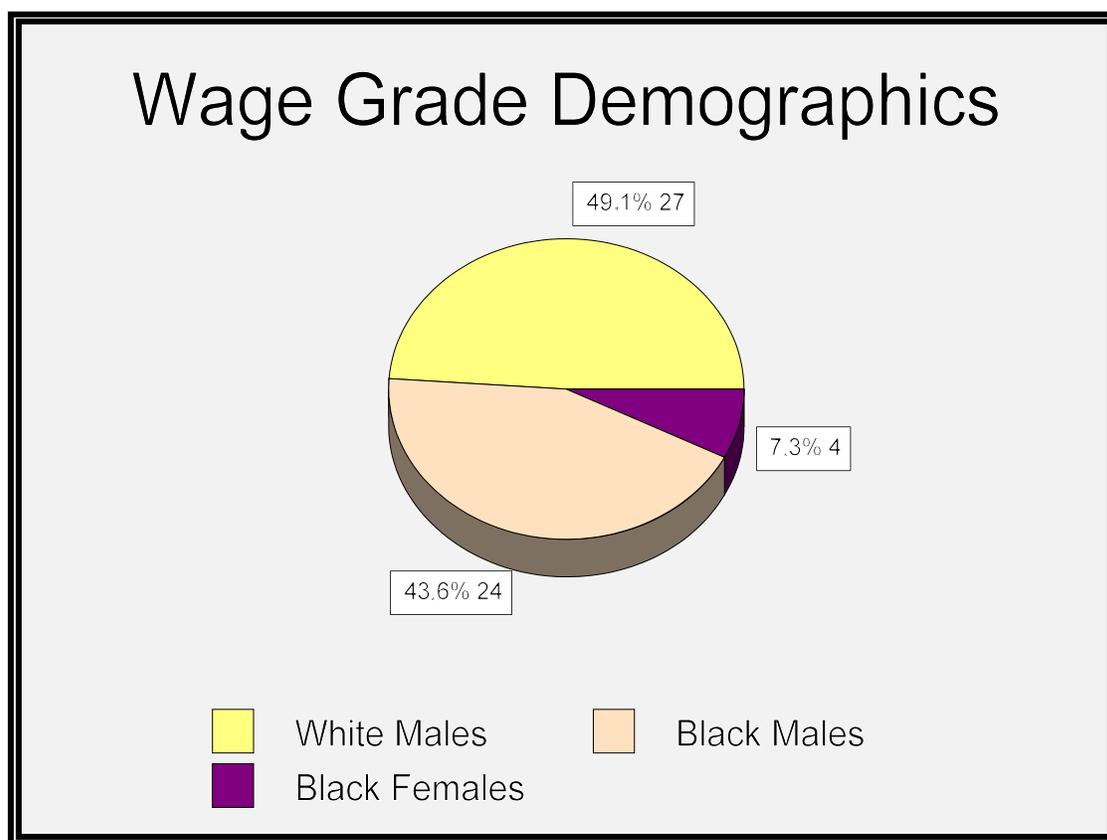


Figure 17. MSA Wage Grade Demographics

COMPARISON OF FY 2000 PATCOB ANALYSIS TO FY 1999 DATA
MID-SOUTH AREA

1999
(As of 09/30/1999)

2000
(As of 09/30/2000)

Total Employees	606	641
Professional	262	277
Administrative	30	29
Technical	187	233
Clerical	60	30
Other	10	16
Wage Grade	57	56

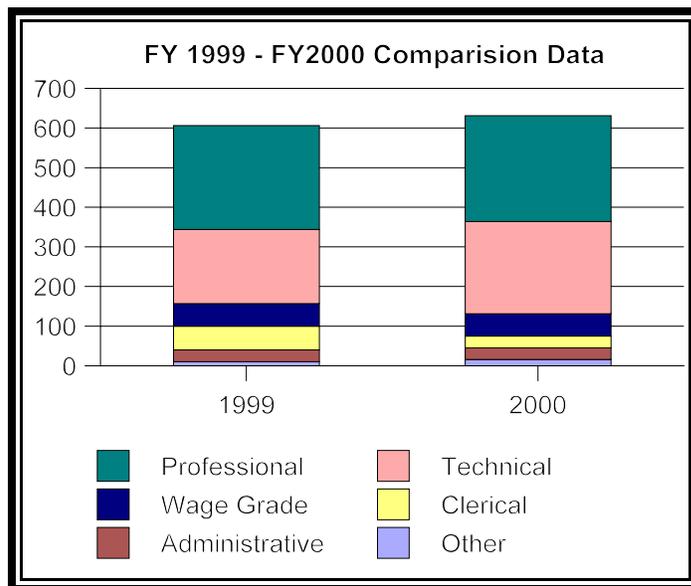


Figure 18. Total number of employees in the MSA for the years 1999 and 2000

data from FY 1999 and FY 2000 indicates the following increases

Examination of the

and/or decreases in the MSA workforce:

Total Employees	+ and/or - 35 +
Professional	15 +
Administrative	1 -
Technical	46 +
Clerical	30 -
Other	6 +
Wage Grade	1 -

**COMPARISON OF FY 1999 TO FY 2000 EMPLOYMENT IN MSA
BASED ON GENDER**

Total MSA 606 (1999) 641 (2000)	Males (1999)	Females (1999)	Males (2000)	Females (2000)
Professional	262	43	228	49
Technical	104	83	107	126
Administrative	15	15	12	17
Clerical	5	55	1	29
Other	5	5	7	9
Wage Grade	53	4	52	4

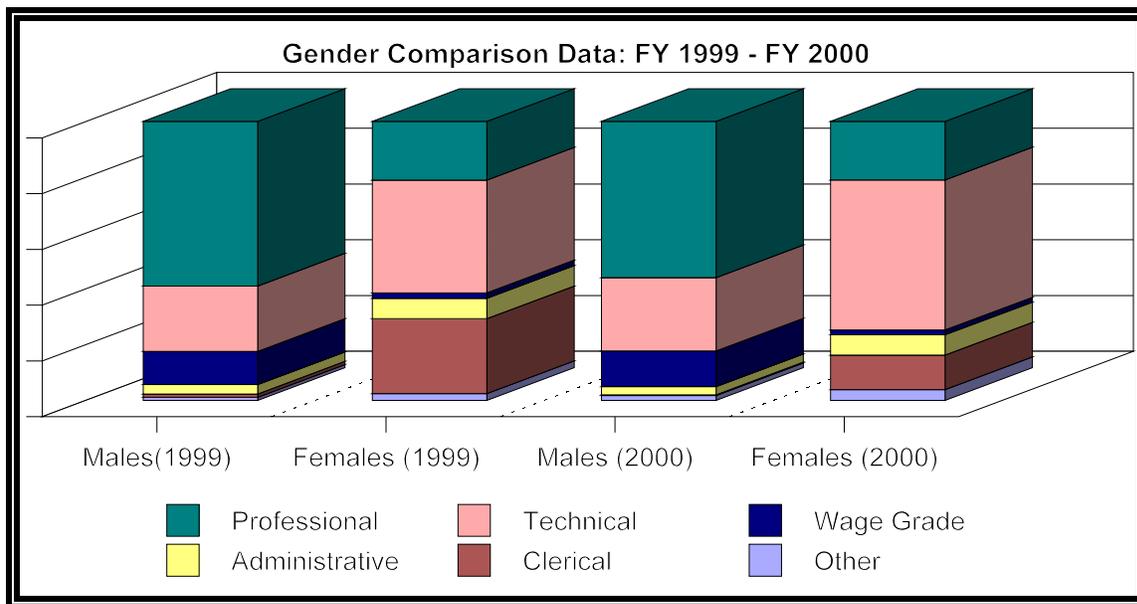


Figure 19. MSA employment for FY 1999 and FY 2000 based on gender

E

Examination of the data in the table and chart above reveals that females increased by 29 employees during the period from the end of fiscal year 1999 to the end of fiscal year 2000. The Technician category had the largest increase in females during the period. The technician category increased from 83 female technicians at the end of FY 1998-1999 to 126 female technicians at the end of FY 1999-2000. The period also saw a decrease in the number of female clerical employees in FY 1999-2000 from 55 to 29 employees.

COMPARISON OF FY 1999 EMPLOYMENT TO FY 2000 BASED ON RACE

Total MSA 606 (1999) 641 (2000)	Whites - 442 1999	Whites - 460 2000	Minorities - 164 1999	Minorities - 181 2000
Professional	226	282	36	44
Technical	129	149	58	84
Administrative	24	29	6	9
Clerical	40	23	20	7
Other	2	8	8	8
Wage Grade	25	27	36	29

The data presented above indicates that the number of white and minority employees increased in FY 1999-2000. White employees increased from 442 to 460 employees or 4.07%. Minority employees increased from 164 in FY 1998-1999 to 181 employees in FY 1999-2000; reflecting a 10.4 % increase.

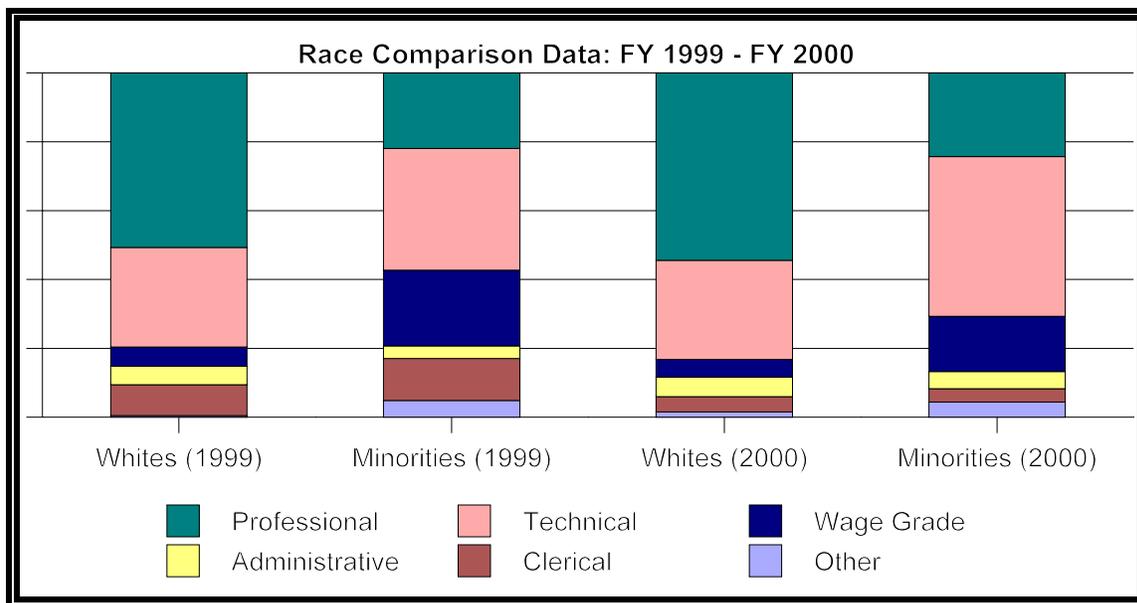


Figure 19. MSA employment for FY 1999 and FY 2000 based on race

**COMPARISONS OF RACIAL MINORITY EMPLOYMENT IN THE MSA
FROM FY 1998-1999 TO FY 1999-2000**

1998-1999

Category	Black	Hispanic	Asian	Native-American	White
Professional	9	5	22	0	226
Administrative	6	0	0	0	24
Technical	53	2	0	3	129
Clerical	16	4	0	0	40
Other	8	0	0	0	2
Wage Grade	31	1	0	0	25

1999-2000

Category	Black	Hispanic	Asian	Native-American	White
Professional	11	5	28	1	232
Administrative	8	0	0	0	21
Technical	63	3	1	3	132
Clerical	17	3	0	1	42
Other	8	1	1	0	3
Wage Grade	27	1	0	0	27

Examination of the comparison data presented in the above chart and illustration, reveals that overall, black employees increased in the professional, administrative, technical, and clerical job categories in the MSA. The technician job classification showed the largest increase in black employees. By the 9/30/2000, the number of black technicians had increased from 53 in FY 1998-1999, to 63 in FY 1999-2000. The number of Asian employees

also increased from 22 to 28 in the professional job category.

**ANALYSIS BY GRADE GROUPINGS
10/01/1999 - 09/30/2000**

GS 1-4: There are 23 employees in this grade grouping, a decrease by one (1) employee from FY 98-99. In this grouping, there are 18 females, 5 males, eleven (11) white employees, nine (9) black employees, and three (3) Hispanic employees. Further analysis of the grade distribution indicates that four (4) blacks and one (1) are graded GS-1. Ten (10) white, five (5) black and three (3) Hispanic employees are graded GS-4.

GS 5-8: There are 211 employees in this grade grouping, an increase of 29 employees from FY 98-99. In this grouping, there are 139 females, 72 males, 131 white, 73 black, 3 Hispanic, 2 Asian, and 2 Native Americans.

GS 9-12: This grade grouping has 178 employees, including 51 females, 127 males, 140 whites, 19 blacks, 5 Hispanics, 11 Asians, and 3 Native Americans.

GS 13-15: There are 171 employees in this category; an increase of ten (10) employees from last fiscal year; including 24 females and 144 males. Of this number, 149 are white, 4 are black, 1 is Hispanic and 17 are Asian.

Senior Executive Service/Senior Scientist: This category has three (3) white employees.

Wage Grade: There are 55 employees classified as wage grade employees. Of this number, 4 are females and 51 are males. Further analysis indicates that 28 are black and one (1) Hispanic; indicating that this is the only occupational category that is predominately minority (28 blacks, 1 Hispanic, 26 whites)

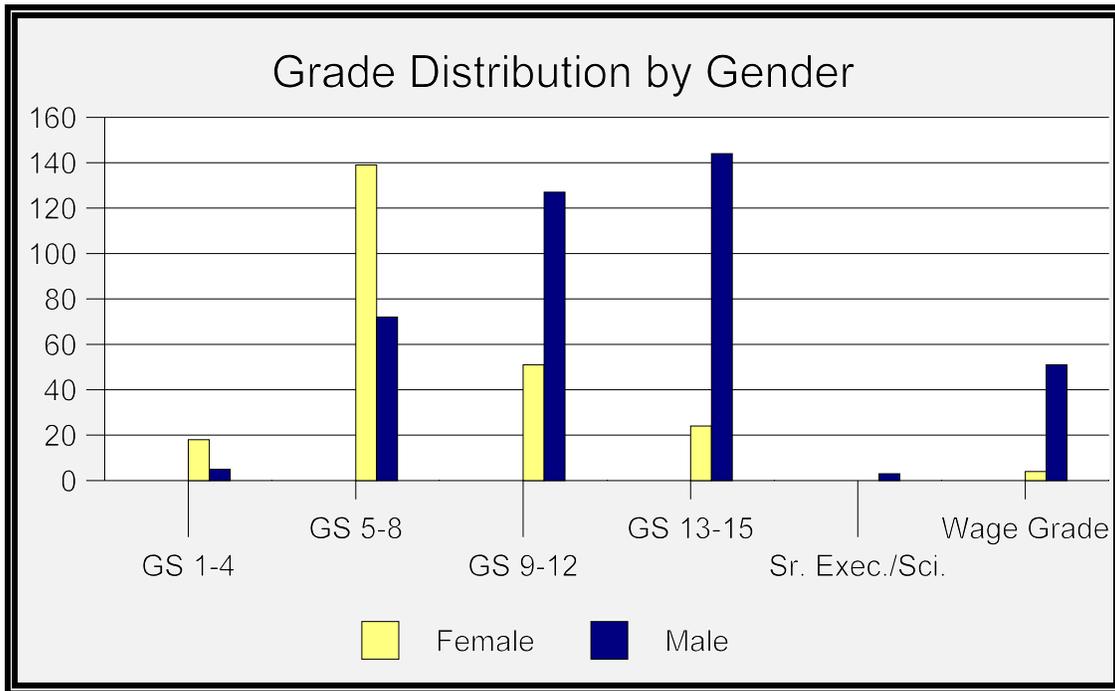


Figure 22. Grade Distribution by gender in the MSA

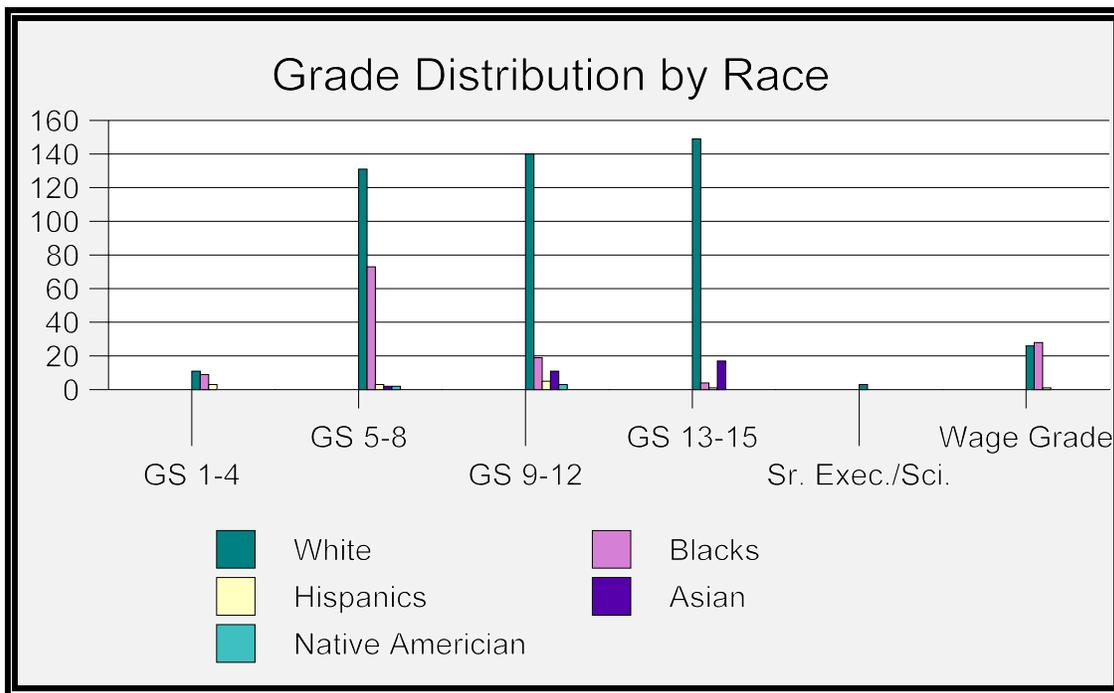


Figure 23. Grade Distribution by race in the MSA

GRADE DISTRIBUTION SUMMARY

Examination of the distribution of grades among all demographic groups reveals that the overall average grade level for professional employees is 12.68. Further examination reveals the following for professional employees in the Mid-South Area:

White Males:	12.75
White Females:	12.33
Blacks:	11.00
Hispanics:	12.00
Asian:	13.00
Native American	12.00

Grade Distribution Summary - Administrative Employees

The average grade for the administrative employee is **GS-10**. The demographic breakdown is stated below:

White Males:	11.00
White Females:	10.00
Blacks:	9.00

Grade Distribution - Technical Employees

The average grade for biological and physical technicians is **GS-6**. The grade distribution for demographic is as follows:

White Males:	8.04
White Females:	6.079
Blacks:	6.09

Grade Distribution Summary - Clerical

The average grade for clerical employees in the MSA is **GS-6**.

White Females: 6.20

Blacks: 6.50

Grade Distribution Summary - Other

The average grade for this occupational category is **GS-4**.

White Male: 4.50

White Female: 3.50

Black Male: 3.67

Black Female: 4.50

Grade Distribution Summary - Wage Grade

The average wage grade employee in the MSA is a **WG-7.95**.

White Male: 9.25

Black Male: 6.17

Black Female: 3.00

GRADE DISTRIBUTION SUMMARY BY RACE AND CATEGORY

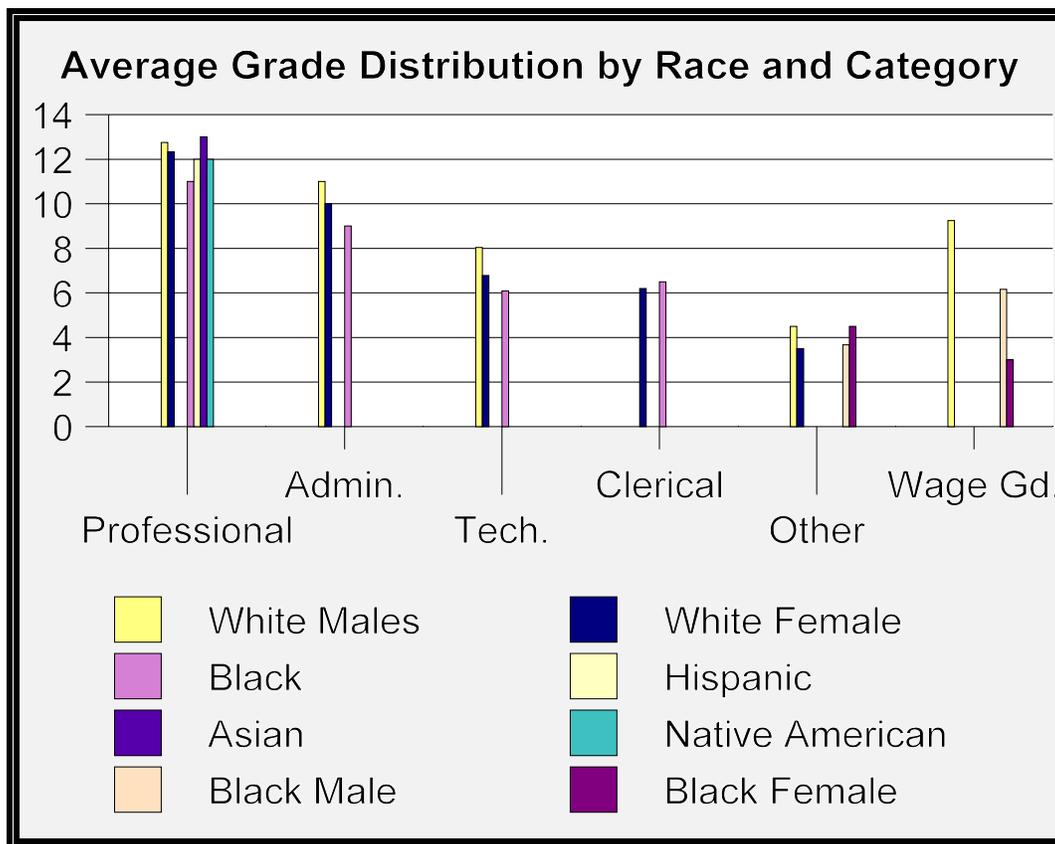


Figure 24. Average grade distribution by race and category in the MSA

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS
MID-SOUTH AREA
FISCAL YEAR 1999-2000**

PROGRAM ELEMENT: Organization and Training

A. Organization

The Equal Employment/Civil Rights Manager position servicing the Mid-South Area reports directly to the Director, Associate Director and Deputy Area Administrator, Mid-South Area, Agricultural Research Service. The EEO/Civil Rights Manager is physically located in the South Atlantic Area, while the Human Resources and Outreach Coordinator is located in the Mid-South Area Office, Stoneville, Mississippi, reporting to the Mid-South Area Director and Deputy Area Administrator.

The Civil Rights Office, Washington, D.C. remains the focal point for EEO program functions for the agency. At the Area operational level, the EEO Manager provides implementation leadership, advice, and counsel to Area management and staff, planning and coordinating internship programs, recruiting minority and female scientific personnel, coordinating and implementing agency programs with minority colleges and universities, as well as other duties as assigned. The Human Resources and Outreach Coordinator is primarily responsible for preparing EEO Quarterly Reports for the Mid-South that are provided to Headquarters.

B. Equal Employment Manager/Assistant Training

The EEO/Civil Rights Manager and the Human Resources and Outreach Coordinator from the Mid-South Area, attended a week-long National Civil Rights Leadership Meeting in Stoneville, Mississippi. All ARS EEO/Civil Rights employees from both headquarters and field organizations, attended this meeting. This conference covered such topics as: USDA 1890 Scholars Program, special emphasis programs, EEO complaints, civil rights training, diversity training, agency reporting requirements, etc.

C. Equal Employment Opportunity Training For All Employees

All Mid-South Area employees completed the agency-sponsored "Diversity in the Workplace" Training during the fiscal year. The training was computer-based and was mandatory for all agency employees. Training focused on diversity issues in the workforce.

PROGRAM ELEMENT: Recruitment and Hiring

PROBLEM/BARRIER STATEMENT: The pool of candidates with advanced skills and doctoral degrees in the scientific disciplines, from which the Agricultural Research Service recruits and hires candidates for employment vacancies, lacks diversity.

OBJECTIVE: To develop and implement strategies aimed at diversifying the pool of candidates for future vacancies.

RESPONSIBLE OFFICIALS: Area Director, Deputy Area Administrator, Center Directors, Research Leaders, and the Area EEO/Civil Rights Manager.

TARGET DATE: CONTINUING

ACTION ITEMS	RESPONSIBLE OFFICIALS	TARGET DATE
1. Coordinate efforts to recruit Summer Interns, Research Associates, and Scientists at college and professional conferences and other functions attended by minorities and women	Area EEO/ Civil Rights Manager Research Leaders Research Scientists	Continuing
2. Increase collaborative research activities with minority colleges and universities, and other minority organizations	Area Director Research Leaders Research Scientists	Continuing

NOTEWORTHY ACTIVITIES

- Mid-South Area Staff, Stoneville, Mississippi, were instrumental in assisting **Mississippi Valley State University**, in establishing a masters degree program in Bioinformatics. This is the first program ever created at a Historically Black University in the United States.
- Dr. J. L. Fouss, RL for the Soil and Water Research Unit (SWRU), Baton Rouge, Louisiana, was contacted by Anthony Edmund, Area EEO Manager, for help in placing a minority college student, an Electrical Engineering Major at **Southern University**, Baton Rouge, LA. in a research assistant position on the SWRU staff. The student was employed through a STEP appointment and one-half of the funding for the student's salary was provided from the Area Director's Reserve.
- Anthony Edmund, Area EEO Manager, attended the American Phytopathological Society Conference held in New Orleans in August, 2000, and recruited a female Ph.D. in Plant Pathology who was subsequently hired to a Post-Doctoral position in the Natural Products Laboratory, Oxford, Mississippi in November, 2000. Mr. Edmund previously recruited a black May, 2000 graduate of **Florida A&M University**, Garry Gordon, for a SCEP appointment at the Soil Dynamics Laboratory in Auburn, Alabama. This student is a first year graduate student at Auburn University pursuing a Master of Science degree in Agronomy.
- Mr. Anthony Edmund, Area EEO Manager, recruited a **Hispanic female Ph.D. Candidate** majoring in Population Genetics at Purdue University, and a **black female Mechanical Engineer**, who possessed a Master's degree in Mechanical Engineering from the University of Louisiana at Lafayette. Both candidates were interviewed for Post-Doctoral and Research Engineer positions at Stoneville, Mississippi.
- In FY 2000, Mr. Anthony Edmund, Area EEO Manager, obtained a commitment from **South Carolina State University** to place approximately ten (10) biology majors in summer internships at the Fish Disease Laboratory, Auburn, Alabama and the Catfish Genetics Laboratory, Stoneville, Mississippi. The student's salaries will be paid by South Carolina State University as a result of the University's award of a Sea Grant from the U.S. Department of Commerce to train minority students in the area of aquaculture.

- The Area provided financial aid to promote EEO in the Area:
 - An **Outreach Grant** was awarded to **Southern University** in the amount of **\$3,756.00**. The grant was titled: "***Cultural Diversity Committee of the American Phytopathological Society Hosting Small Farm Research Center Tour***". It was initially processed by Anthony Edmund, Area EEO Manager. Mr. Archie Tucker, Deputy Area Director, Mid-South Area responded to request by providing the funds. The grant was awarded September 13, 2000 to Dr. Daniel J. Collins, Plant Pathologist, Southern University Representative.
 - **\$600.00** was presented to the Southern Insect Management Unit, Stoneville, Mississippi for research support to the **Alcorn State University Demonstration Farm**.
 - **\$10,000.00** was given to the Catfish Genetics Research Unit, Stoneville, Mississippi, for employment of **minority students**.
 - **\$5,630.00** was used to cover **EEO travel expenses** for three Mid-South employees, D. Ambrogio and M.Klich, of the Southern Regional Research Center, New Orleans, LA, and J. McAlpine, of the Southern Weed Science Research Unit, Stoneville, Mississippi.
- Dr. D. D. Hardee, Southern Insect Management Research Unit, Stoneville, Mississippi, supplied several pieces of excess equipment to **Alcorn State University's Demonstration Farm** at Mount Bayou, Mississippi, and organized a presentation to small Delta Farmers on insects affecting sweet potatoes.
- A proposal co-prepared by Dr. Bob Brown, Food and Feed Safety Research Unit, SRRC, New Orleans, Louisiana; Dr. Hamad Abbas, Crop Genetics and Production Research Unit, Stoneville, Mississippi, and **Alcorn State University**, will expand the existing partnership with **Alcorn** and reduce the likelihood of aflatoxin buildup in Mississippi corn fields.
- The Southern Regional Research Center, New Orleans, Louisiana, hosted a meeting with the Dean and faculty members from **Alabama A&M University**. Several areas of the SRRC research program were discussed and visitors met with several scientists and Research Leaders to discuss possible collaborative research endeavors.
- The Center Director, SRRC, and staff visited the Dean and faculty of the College of Agriculture, **Southern University**, Baton Rouge, Louisiana to discuss collaborative research endeavors.

- Anthony Edmund, Area EEO Manager, attended the annual **Southern University Career Fair** that resulted in four (4) undergraduate students majoring in physics, chemistry and electrical engineering and one (1) graduating senior majoring in food science, who is now attending the University of Georgia pursuing a Masters degree in food science, being placed in summer internships during the summer of 2000. The salaries of these students were paid with non-ARS funds obtained by Mr. Edmund through the **Southern University EPSCOR Program**.
- Scientists at SRRC, New Orleans, Louisiana, participated in the **34th Annual Fall Powwow** held November 23-26, 2000, in Robert, Louisiana. Staff members handed out recruitment packages to tribes of the **Cherokee, Tunica, Mohawk, Shawnee, Houma, Creek, and Choctaw** nations. The **Houma nation** invited the staff to attend and set up a recruitment booth at their **Powwow** to be held in March, 2001.
- The Catfish Genetics Research Unit, Stoneville, Mississippi, supplied catfish fingerlings to **Alcorn State University's** Aquaculture Program. Fish were used at a field day to demonstrate catfish culture procedures to minority farmers in Mississippi.
- The National Sedimentation Laboratory, Oxford, Mississippi, entered into a Reimbursable Cooperative Agreement with **Virginia State University**, entitled: "**Construction of Rainfall Simulator**".
- Scientists from the Small Fruits Research Unit, Poplarville, Mississippi, attended the **2000 National Black Farmer's Association Conference** in Richmond, Virginia, and presented a talk entitled "**Business Opportunities with Bees**".
- The Catfish Genetics Research Unit, Stoneville, Mississippi, continues ongoing Specific Cooperative Agreements with the **University of Arkansas at Pine Bluff**, a Historically Black University. The agreement is titled: "**Increasing Disease Resistance in Channel Catfish**". Funds from the agreement are used to support a minority graduate student. Dr. W.R. Wolters, Research Leader, Catfish Genetics Research Unit, attended a graduate committee meeting for the student supported under the agreement and discussed continuing research on increasing catfish disease resistance.
- Dr. Les Torrans, Catfish Genetics Research Unit, Stoneville, Mississippi, completed a specific cooperative agreement with **Mississippi Valley State University** entitled: "**Development of Field Collection Data Techniques Using Handheld Computers for Water Quality Research in Catfish Aquaculture**". A final report will be submitted that describes equipment that will assist in catfish farmers in reading nighttime dissolved oxygen level and transferring the information to database programs currently used on

commercial farms.

- Dr. D.A. Street, Southern Insect Management Research Unit, Stoneville, Mississippi, submitted a cooperative grant proposal to the CREES/USDA Capacity Building Grants Program for the 1890's Colleges and Universities with **Alabama A&M University**.
- Scientists at the Natural Products Utilization Research Unit, Oxford, Mississippi, continue to collaborate with **Alabama A&M University** on natural products discovery from mushrooms.
- Scientists at the Natural Products Utilization Research Unit, Oxford, Mississippi, are discussing potential bioinformatics interactions with **Mississippi Valley State University**.
- Dr. P. H. Klesius, Aquatic Animal Health Research Unit, Auburn, Alabama, employed two minority SCEP students from **Tuskegee University** on an on-going specific cooperative agreement conducting research on fish health projects.

