

Kansas State University

Manhattan, Kansas

October 1, 2008 Annual Affirmative Action Plan

Goal Attainment

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Job Group	Target Group	Goal %	New Hire		Promotion		Total Opps		Achieved?*
			#	%	#	%	#	%	
1A	Female	55.76	1 of 2	50.00	1 of 7	14.29	2 of 9	22.22	NO
1C	Total Minorities	19.89	5 of 21	23.81	3 of 13	23.08	8 of 34	23.53	YES
1C	Female	63.60	11 of 21	52.38	6 of 13	46.15	17 of 34	50.00	NO
2B	Total Minorities	18.21	2 of 17	11.76	1 of 3	33.33	3 of 20	15.00	YES
2C	Female	37.99	1 of 3	33.33	1 of 1	100.00	2 of 4	50.00	YES
2E	Total Minorities	18.39	4 of 17	23.53	0 of 2	0.00	4 of 19	21.05	YES
2E	Female	22.86	2 of 17	11.76	1 of 2	50.00	3 of 19	15.79	NO
2F	Total Minorities	15.76	1 of 7	14.29	0 of 0	N/A	1 of 7	14.29	YES
2G	Total Minorities	15.73	3 of 26	11.54	0 of 0	N/A	3 of 26	11.54	NO
2H	Female	25.43	3 of 11	27.27	1 of 2	50.00	4 of 13	30.77	YES
2I	Total Minorities	21.89	1 of 17	5.88	1 of 1	100.00	2 of 18	11.11	NO
2J	Total Minorities	17.09	0 of 1	0.00	0 of 0	N/A	0 of 1	0.00	LIMITED
2K	Total Minorities	31.60	2 of 11	18.18	0 of 1	0.00	2 of 12	16.67	NO
2K	Female	75.24	7 of 11	63.64	0 of 1	0.00	7 of 12	58.33	NO
2L	Female	38.34	4 of 8	50.00	0 of 0	N/A	4 of 8	50.00	YES
2M	Total Minorities	28.86	0 of 6	0.00	0 of 0	N/A	0 of 6	0.00	NO
2N	Female	70.27	2 of 3	66.67	0 of 0	N/A	2 of 3	66.67	YES
2O	Total Minorities	30.80	2 of 6	33.33	0 of 1	0.00	2 of 7	28.57	YES
2O	Female	25.10	1 of 6	16.67	0 of 1	0.00	1 of 7	14.29	YES
2P	Female	34.46	1 of 4	25.00	0 of 0	N/A	1 of 4	25.00	YES
3B	Total Minorities	12.06	0 of 6	0.00	4 of 16	25.00	4 of 22	18.18	YES
3C	Total Minorities	18.95	11 of 64	17.19	1 of 12	8.33	12 of 76	15.79	NO
3D	Total Minorities	17.27	1 of 9	11.11	0 of 0	N/A	1 of 9	11.11	YES
3D	Female	38.34	2 of 9	22.22	0 of 0	N/A	2 of 9	22.22	NO
3H	Total Minorities	26.82	3 of 11	27.27	0 of 1	0.00	3 of 12	25.00	YES

Job Group	Target Group	Goal %	New Hire		Promotion		Total Opps		Achieved?*
			#	%	#	%	#	%	
3I	Total Minorities	6.32	0 of 6	0.00	0 of 0	N/A	0 of 6	0.00	LIMITED
3K	Total Minorities	7.73	1 of 6	16.67	1 of 10	10.00	2 of 16	12.50	YES
3L	Total Minorities	6.38	2 of 13	15.38	0 of 6	0.00	2 of 19	10.53	YES
3N	Total Minorities	24.23	0 of 3	0.00	0 of 1	0.00	0 of 4	0.00	LIMITED
3O	Total Minorities	15.84	0 of 1	0.00	0 of 0	N/A	0 of 1	0.00	LIMITED
3Q	Female	45.89	3 of 15	20.00	1 of 4	25.00	4 of 19	21.05	NO
4A	Total Minorities	10.07	9 of 77	11.69	0 of 0	N/A	9 of 77	11.69	YES
4C	Female	70.62	1 of 1	100.00	1 of 1	100.00	2 of 2	100.00	YES
5C	Total Minorities	13.60	1 of 26	3.85	1 of 13	7.69	2 of 39	5.13	NO
5C	Female	38.72	23 of 26	88.46	13 of 13	100.00	36 of 39	92.31	YES
5D	Total Minorities	5.91	3 of 24	12.50	0 of 1	0.00	3 of 25	12.00	YES
5D	Female	44.93	15 of 24	62.50	1 of 1	100.00	16 of 25	64.00	YES
6B	Total Minorities	11.52	0 of 18	0.00	1 of 1	100.00	1 of 19	5.26	NO
6B	Female	10.81	0 of 18	0.00	0 of 1	0.00	0 of 19	0.00	NO
6C	Total Minorities	14.63	0 of 0	N/A	0 of 3	0.00	0 of 3	0.00	LIMITED
6D	Female	12.77	1 of 8	12.50	0 of 0	N/A	1 of 8	12.50	YES
7A	Total Minorities	7.95	0 of 16	0.00	0 of 1	0.00	0 of 17	0.00	NO

Note - no goal was required for categories not listed above.

* YES = within one person of exceeding goal

LIMITED = Limited Opportunities. This indicates the placement goal percent multiplied by total opportunities to the job group was less than one person