

Kansas State University

Manhattan, Kansas

October 1, 2008 Annual Affirmative Action Plan

Incumbency vs. Estimated Availability

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Job Group & Name	Total Emp	EMPLOYMENT %		AVAILABILITY %		PLACEMENT GOAL?	
		Min	Fem	Min	Fem	Min	Fem
1A Provost Executive, Administrative, & Managerial	155	9.03	34.19	17.26	47.76	YES	YES
1C President, Executive, Administrative, & Managerial	276	13.04	46.74	19.93	62.30	YES	YES
2A Faculty	34	11.76	58.82	16.05	43.35	YES	NO
2B Faculty	74	13.51	72.97	18.32	55.22	YES	NO
2C Faculty	42	40.48	38.10	37.45	36.57	NO	NO
2E Ag Faculty	247	12.15	17.81	22.70	18.30	YES	YES
2F Architecture Faculty	60	10.00	21.67	15.80	19.77	YES	NO
2G Arts & Humanities Faculty	192	11.98	51.04	15.43	36.65	YES	NO
2H Natural & Computational Sciences Faculty	186	23.12	20.97	19.58	21.99	NO	YES
2I Social Sciences Faculty	92	19.57	40.22	22.60	37.00	YES	NO
2J Library Faculty	35	8.57	71.43	17.09	48.84	YES	NO
2K Human Ecology Faculty	73	12.33	69.86	39.42	70.82	YES	NO
2L Vet Faculty	92	13.04	32.61	7.52	38.75	NO	YES
2M Salina Faculty	50	8.00	30.00	28.95	17.49	YES	NO
2N Education Faculty	60	13.33	63.33	19.80	50.33	YES	NO
2O Engg Faculty	120	27.50	15.00	32.30	19.82	YES	YES
2P Business Faculty	54	25.93	29.63	27.97	34.54	YES	YES
3B Education Professional Non-Faculty	56	10.71	87.50	9.41	87.38	NO	NO
3C General Professional Non-Faculty	343	11.66	65.89	18.99	56.83	YES	NO
3D Athletics Professional Non-Faculty	56	12.50	25.00	17.90	37.85	YES	YES
3H Student Mental Hlth Professional Non-Faculty	20	15.00	70.00	27.22	68.11	YES	NO
3I Ag & Extension Professional Non-Faculty	49	0.00	55.10	5.95	15.78	YES	NO

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		Min	Fem	Min	Fem	Min	Fem
3K Administrative Professional Non-Faculty	147	4.76	92.52	7.55	83.55	YES	NO
3L Financial Professional Non-Faculty	204	4.41	85.78	6.70	66.32	YES	NO
3M Research Professional Non-Faculty	341	36.07	44.57	15.88	15.33	NO	NO
3N Health Professional Non-faculty	35	0.00	65.71	19.57	74.15	YES	YES
3O Engineers, Architects, and Aviation Professional N	22	4.55	9.09	19.87	10.49	YES	NO
3P Document and Design Professional Non-Faculty	33	3.03	60.61	8.12	63.62	YES	NO
3Q Computer/Communications Professional Non-Faculty	179	15.08	32.40	10.20	44.77	NO	YES
4A Secretaries	407	7.86	95.58	9.93	72.21	YES	NO
4C Clerical	19	21.05	36.84	10.74	67.30	NO	YES
4D Library Assistants Clerical and Secretarial	43	9.30	88.37	10.90	81.95	NO	NO
5A Computer Technical and Paraprofessionals	42	26.19	35.71	7.00	34.76	NO	NO
5B Elect/Engg Technical and Paraprofessionals	45	2.22	11.11	12.81	20.59	YES	YES
5C Res/Teaching Technical and Paraprofessionals	59	6.78	54.24	13.78	56.53	YES	YES
5D Ag/Vet Technical and Paraprofessionals	125	4.00	35.20	5.79	43.47	YES	YES
5E Health Technical and Paraprofessionals	29	24.14	100.00	12.77	81.33	NO	NO
6A Printing Trades Skilled Crafts	19	15.79	21.05	7.47	27.35	NO	YES
6B Bldg Trades Skilled Crafts	139	10.07	7.91	11.02	5.84	YES	NO
6C Bldg Mech Trades Skilled Crafts	51	7.84	13.73	8.11	12.65	NO	NO
6D Mechanical Skills Skilled Crafts	47	14.89	6.38	10.22	2.66	NO	NO
7A Protective Services Service-Maintenance	66	3.03	15.15	9.33	17.60	YES	YES
7B Custodial Service-Maintenance	208	28.85	51.44	18.45	29.60	NO	NO
7C Laborers Service-Maintenance	24	12.50	29.17	11.78	20.66	NO	NO
7D Food Service-Maintenance	71	23.94	84.51	20.97	51.85	NO	NO

Incumbency vs. Estimated Availability

Job Group & Name	Total Emp	EMPLOYMENT %		AVAILABILITY %		PLACEMENT GOAL?	
		Min	Fem	Min	Fem	Min	Fem
Total Employees:	4,721						

W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.