

Kansas State University

Manhattan, Kansas

October 1, 2007 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	94	10.64	39.36	10.37	55.76	NO	YES
1C President, Executive, Administrative, & Managerial	266	10.53	46.24	19.89	63.60	YES	YES
2A Faculty	15	13.33	66.67	8.69	66.51	NO	NO
2B Faculty	59	10.17	71.19	18.21	54.84	YES	NO
2C Faculty	45	46.67	33.33	35.82	37.99	NO	YES
2E Ag Faculty	253	11.07	17.00	18.39	22.86	YES	YES
2F Architecture Faculty	61	6.56	21.31	15.76	19.75	YES	NO
2G Arts & Humanities Faculty	195	12.31	50.26	15.73	37.00	YES	NO
2H Natural & Computational Sciences Faculty	192	22.40	20.31	22.85	25.43	NO	YES
2I Social Sciences Faculty	89	17.98	35.96	21.89	34.94	YES	NO
2J Library Faculty	46	8.70	69.57	17.09	48.84	YES	NO
2K Human Ecology Faculty	74	10.81	71.62	31.60	75.24	YES	YES
2L Vet Faculty	100	13.00	32.00	10.53	38.34	NO	YES
2M Salina Faculty	49	14.29	22.45	28.86	17.32	YES	NO
2N Education Faculty	68	14.71	58.82	16.13	70.27	NO	YES
2O Engg Faculty	133	25.56	15.04	30.80	25.10	YES	YES
2P Business Faculty	57	26.32	26.32	27.90	34.46	NO	YES
3B Education Professional Non-Faculty	42	7.14	88.10	12.06	64.82	YES	NO
3C General Professional Non-Faculty	361	11.08	65.37	18.95	58.78	YES	NO
3D Athletics Professional Non-Faculty	55	14.55	25.45	17.27	38.34	YES	YES
3H Student Mental Hlth Professional Non-Faculty	20	10.00	75.00	26.82	66.61	YES	NO
3I Ag & Extension Professional Non-Faculty	53	0.00	56.60	6.32	16.48	YES	NO

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		Min	Fem	Min	Fem	Min	Fem
3K Administrative Professional Non-Faculty	148	4.73	90.54	7.73	80.03	YES	NO
3L Financial Professional Non-Faculty	190	4.21	87.89	6.38	66.27	YES	NO
3M Research Professional Non-Faculty	335	31.94	49.85	15.58	15.35	NO	NO
3N Health Professional Non-faculty	34	0.00	64.71	24.23	62.74	YES	NO
3O Engineers, Architects, and Aviation Professional N	23	4.35	8.70	15.84	8.72	YES	NO
3P Document and Design Professional Non-Faculty	29	6.90	68.97	8.31	63.30	NO	NO
3Q Computer/Communications Professional Non-Faculty	177	16.95	35.03	9.66	45.89	NO	YES
4A Secretaries	433	7.85	96.07	10.07	72.66	YES	NO
4C Clerical	18	22.22	33.33	7.34	70.62	NO	YES
4D Library Assistants Clerical and Secretarial	43	9.30	86.05	10.91	81.95	NO	NO
5A Computer Technical and Paraprofessionals	39	20.51	35.90	6.61	34.22	NO	NO
5B Elect/Engg Technical and Paraprofessionals	43	4.65	6.98	4.97	6.67	NO	NO
5C Res/Teaching Technical and Paraprofessionals	40	5.00	32.50	13.60	38.72	YES	YES
5D Ag/Vet Technical and Paraprofessionals	118	1.69	30.51	5.91	44.93	YES	YES
5E Health Technical and Paraprofessionals	26	30.77	100.00	12.76	80.89	NO	NO
6A Printing Trades Skilled Crafts	3	33.33	33.33	7.50	27.02	NO	NO
6B Bldg Trades Skilled Crafts	135	10.37	9.63	11.52	10.81	YES	YES
6C Bldg Mech Trades Skilled Crafts	53	7.55	13.21	14.63	12.20	YES	NO
6D Mechanical Skills Skilled Crafts	46	13.04	6.52	10.24	12.77	NO	YES
7A Protective Services Service-Maintenance	67	4.48	16.42	7.95	16.00	YES	NO
7B Custodial Service-Maintenance	205	29.76	50.73	17.48	29.50	NO	NO
7C Laborers Service-Maintenance	21	14.29	28.57	16.82	28.33	NO	NO
7D Food Service-Maintenance	95	21.05	87.37	22.00	51.13	NO	NO

Incumbency vs. Estimated Availability

Job Group & Name	Total Emp	EMPLOYMENT %		AVAILABILITY %		PLACEMENT GOAL?	
		Min	Fem	Min	Fem	Min	Fem
Total Employees:	4,648						

W - Whole Person Rule

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