

Kansas State University

Manhattan, Kansas

October 1, 2010 Annual Affirmative Action Plan

Incumbency vs. Estimated Availability

Page 1 of 3

Job Group & Name	Total Emp	EMPLOYMENT %		AVAILABILITY %		PLACEMENT GOAL?	
		Min	Fem	Min	Fem	Min	Fem
1A Provost Executive, Administrative, & Managerial	149	10.07	34.90	17.50	45.93	YES	YES
1C President, Executive, Administrative, & Managerial	279	13.26	47.31	18.96	58.75	YES	YES
2A Faculty	33	24.24	45.45	17.37	33.02	NO	NO
2B Faculty	71	19.72	83.10	20.02	46.25	NO	NO
2C Faculty	45	48.89	42.22	31.93	33.64	NO	NO
2E Agriculture Faculty	230	13.91	20.00	18.77	24.42	YES	YES
2F Architecture Faculty	58	8.62	20.69	15.78	19.73	YES	NO
2G Arts & Humanities Faculty	187	15.51	50.80	14.89	34.69	NO	NO
2H Natural & Computational Sciences Faculty	189	22.75	23.81	20.92	23.71	NO	NO
2I Social Sciences Faculty	85	16.47	38.82	22.54	34.71	YES	NO
2J Library Faculty	31	9.68	70.97	15.20	67.76	YES	NO
2K Human Ecology Faculty	73	12.33	71.23	37.80	73.65	YES	YES
2L Veterinary Faculty	91	13.19	35.16	7.56	38.79	NO	YES
2M Salina Faculty	45	11.11	28.89	28.28	17.87	YES	NO
2N Education Faculty	60	13.33	66.67	14.85	57.19	NO	NO
2O Engineering Faculty	115	26.09	15.65	36.73	9.36	YES	NO
2P Business Faculty	50	24.00	32.00	27.93	34.45	YES	YES
3B Education Professional Non-Faculty	69	8.70	84.06	10.85	76.93	YES	NO
3C General Professional Non-Faculty	326	14.11	69.63	18.90	57.83	YES	NO
3D Athletics Professional Non-Faculty	55	12.73	27.27	18.57	37.42	YES	YES
3H Student Mental Hlth Professional Non-Faculty	12	16.67	41.67	25.81	65.68	YES	YES
3I Ag & Extension Professional Non-Faculty	49	0.00	59.18	6.65	18.49	YES	NO

Incumbency vs. Estimated Availability

Job Group & Name	Total Emp	EMPLOYMENT %		AVAILABILITY %		PLACEMENT GOAL?	
		Min	Fem	Min	Fem	Min	Fem
3K Administrative Professional Non-Faculty	142	5.63	93.66	7.07	79.67	YES	NO
3L Financial Professional Non-Faculty	191	6.81	88.48	6.19	69.56	NO	NO
3M Research Professional Non-Faculty	333	36.04	43.84	15.91	16.33	NO	NO
3N Health Professional Non-faculty	41	0.00	68.29	24.06	67.56	YES	NO
3O Engineers, Architects, and Aviation Professional N	21	4.76	19.05	19.53	12.11	YES	NO
3P Document and Design Professional Non-Faculty	32	0.00	59.38	7.50	61.84	YES	NO
3Q Computer/Communications Professional Non-Faculty	182	18.68	32.97	10.03	42.59	NO	YES
4A Secretaries	380	6.84	95.53	10.10	70.83	YES	NO
4C Clerical	15	26.67	33.33	14.48	42.39	NO	YES
4D Library Assistants Clerical and Secretarial	34	8.82	91.18	10.91	81.96	NO	NO
5A Computer Technical and Paraprofessionals	41	24.39	36.59	6.84	33.47	NO	NO
5B Electric/Engineering Technical and Paraprofessiona	40	2.50	7.50	5.00	20.00	YES	YES
5C Research/Teaching Technical and Paraprofessionals	58	8.62	58.62	13.28	59.57	YES	NO
5D Ag/Vet Technical and Paraprofessionals	125	4.80	35.20	6.57	44.17	YES	YES
5E Health Technical and Paraprofessionals	29	31.03	96.55	13.10	81.86	NO	NO
6A Printing Trades Skilled Crafts	18	16.67	22.22	7.47	27.36	NO	NO
6B Building Trades Skilled Crafts	133	9.77	7.52	11.85	4.62	YES	NO
6C Building Mech Trades Skilled Crafts	49	6.12	16.33	11.85	10.89	YES	NO
6D Mechanical Skills Skilled Crafts	39	17.95	5.13	10.02	2.58	NO	NO
7A Protective Services Service-Maintenance	68	5.88	13.24	9.81	16.23	YES	YES
7B Custodial Service-Maintenance	197	28.93	48.73	18.08	28.32	NO	NO
7C Laborers Service-Maintenance	21	14.29	23.81	6.41	12.35	NO	NO
7D Food Service-Maintenance	78	26.92	82.05	21.12	53.21	NO	NO

Incumbency vs. Estimated Availability

Job Group & Name	Total Emp	EMPLOYMENT %		AVAILABILITY %		PLACEMENT GOAL?	
		Min	Fem	Min	Fem	Min	Fem
Total Employees:	4,569						

W - Whole Person Rule

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