

Kansas State University

Manhattan, Kansas

October 1, 2009 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	9.68	34.19	18.40	49.48	YES	YES
1C President, Executive, Administrative, & Managerial	265	12.83	48.30	18.22	65.25	YES	YES
2A Faculty	22	27.27	45.45	16.59	44.42	NO	NO
2B Faculty	82	15.85	74.39	19.77	47.80	YES	NO
2C Faculty	41	36.59	43.90	51.13	39.52	YES	NO
2E Agriculture Faculty	252	12.70	19.05	25.06	22.82	YES	YES
2F Architecture Faculty	55	9.09	18.18	15.44	19.35	YES	NO
2G Arts & Humanities Faculty	188	14.36	51.06	15.53	36.04	YES	NO
2H Natural & Computational Sciences Faculty	189	22.75	22.75	22.00	24.92	NO	YES
2I Social Sciences Faculty	89	17.98	38.20	22.35	35.73	YES	NO
2J Library Faculty	33	9.09	72.73	16.76	47.91	YES	NO
2K Human Ecology Faculty	75	12.00	72.00	43.22	64.93	YES	NO
2L Veterinary Faculty	93	12.90	32.26	8.21	38.95	NO	YES
2M Salina Faculty	46	6.52	32.61	27.51	18.21	YES	NO
2N Education Faculty	57	14.04	64.91	19.76	51.02	YES	NO
2O Engineering Faculty	122	27.87	15.57	35.99	10.85	YES	NO
2P Business Faculty	53	28.30	32.08	27.38	33.80	NO	NO
3B Education Professional Non-Faculty	55	9.09	89.09	11.19	77.18	YES	NO
3C General Professional Non-Faculty	332	12.05	67.17	20.29	53.57	YES	NO
3D Athletics Professional Non-Faculty	55	10.91	25.45	17.86	40.00	YES	YES
3H Student Mental Hlth Professional Non-Faculty	21	23.81	57.14	27.64	66.44	NO	YES
3I Ag & Extension Professional Non-Faculty	51	1.96	58.82	6.07	19.67	YES	NO

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		Min	Fem	Min	Fem	Min	Fem
3K Administrative Professional Non-Faculty	146	4.79	93.84	7.58	67.35	YES	NO
3L Financial Professional Non-Faculty	197	5.08	85.79	6.32	58.36	YES	NO
3M Research Professional Non-Faculty	318	36.79	48.11	15.63	15.27	NO	NO
3N Health Professional Non-faculty	38	0.00	68.42	23.76	67.49	YES	NO
3O Engineers, Architects, and Aviation Professional N	21	4.76	9.52	0.39	0.22	NO	NO
3P Document and Design Professional Non-Faculty	33	3.03	57.58	8.37	61.51	YES	YES
3Q Computer/Communications Professional Non-Faculty	184	15.76	32.07	10.02	41.92	NO	YES
4A Secretaries	389	7.97	95.89	9.55	69.30	YES	NO
4C Clerical	17	23.53	29.41	15.06	39.68	NO	YES
4D Library Assistants Clerical and Secretarial	39	12.82	87.18	10.69	80.31	NO	NO
5A Computer Technical and Paraprofessionals	40	25.00	40.00	6.88	33.16	NO	NO
5B Electric/Engineering Technical and Paraprofessionals	47	4.26	8.51	11.39	16.69	YES	YES
5C Research/Teaching Technical and Paraprofessionals	58	8.62	55.17	13.92	56.02	YES	NO
5D Ag/Vet Technical and Paraprofessionals	122	4.92	36.89	5.31	40.32	NO	YES
5E Health Technical and Paraprofessionals	27	29.63	96.30	12.43	79.50	NO	NO
6A Printing Trades Skilled Crafts	17	17.65	23.53	7.31	26.79	NO	NO
6B Building Trades Skilled Crafts	140	9.29	7.14	9.66	12.94	NO	YES
6C Building Mech Trades Skilled Crafts	51	5.88	15.69	7.73	11.31	NO	NO
6D Mechanical Skills Skilled Crafts	39	17.95	5.13	10.02	2.93	NO	NO
7A Protective Services Service-Maintenance	67	2.99	14.93	9.60	17.15	YES	YES
7B Custodial Service-Maintenance	191	30.89	50.79	18.87	29.67	NO	NO
7C Laborers Service-Maintenance	25	16.00	20.00	12.60	16.48	NO	NO
7D Food Service-Maintenance	73	24.66	76.71	21.00	52.27	NO	NO

Incumbency vs. Estimated Availability

Job Group & Name	Total Emp	EMPLOYMENT %		AVAILABILITY %		PLACEMENT GOAL?	
		Min	Fem	Min	Fem	Min	Fem
Total Employees:	4,610						

W - Whole Person Rule

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