

COMPARISON OF INCUMBENCY AND AVAILABILITY
In accordance with 41 C.F.R. 60-2.15

Kansas State University has compared the representation of minorities and women in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, the University conducted a statistical test to determine whether the difference was greater than could reasonably be expected. Where the job group was of a sufficient size to analyze using the two standard deviation test, the University applied that methodology. Where the use of the two standard deviation test was not appropriate, the University used the exact binomial methodology. The comparison of availability with actual representation follows:

Incumbency vs. Estimated Availability

Job Group & Name	Total Emp	EMPLOYMENT %		AVAILABILITY %		PLACEMENT GOAL?	
		Min	Fem	Min	Fem	Min	Fem
1A Provost Executive, Administrative, &	149	10.07	34.90	17.50	45.93	YES	YES
1C President, Executive, Administrative,	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	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	12	16.67	41.67	25.81	65.68	YES	YES
3I Ag & Extension Professional Non-	49	0.00	59.18	6.65	18.49	YES	NO
3K Administrative Professional Non-	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	21	4.76	19.05	19.53	12.11	YES	NO
3P Document and Design Professional	32	0.00	59.38	7.50	61.84	YES	NO
3Q Computer/Communications	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	34	8.82	91.18	10.91	81.96	NO	NO
5A Computer Technical and	41	24.39	36.59	6.84	33.47	NO	NO
5B Electric/Engineering Technical and	40	2.50	7.50	5.00	20.00	YES	YES
5C Research/Teaching Technical and	58	8.62	58.62	13.28	59.57	YES	NO
5D Ag/Vet Technical and	125	4.80	35.20	6.57	44.17	YES	YES
5E Health Technical and	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-	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
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.

Significance of Incumbency vs. Estimated Availability

Job Group & Name	PLACEMENT GOAL?		STATISTICAL VALUE		STATISTICALLY SIGNIFICANT?	
	Min	Fem	Min	Fem	Min	Fem
1A Provost Executive, Administrative, &	YES	YES	2.388	2.702	YES	YES
1C President, Executive, Administrative, &	YES	YES	2.428	3.881	YES	YES
2A Faculty	NO	NO			NO	NO
2B Faculty	NO	NO	0.064		NO	NO
2C Faculty	NO	NO			NO	NO
2E Agriculture Faculty	YES	YES	1.886	1.560	NO	NO
2F Architecture Faculty	YES	NO	1.496		NO	NO
2G Arts & Humanities Faculty	NO	NO			NO	NO
2H Natural & Computational Sciences Faculty	NO	NO			NO	NO
2I Social Sciences Faculty	YES	NO	1.339		NO	NO
2J Library Faculty	YES	NO	0.856		NO	NO
2K Human Ecology Faculty	YES	YES	4.488	0.469	YES	NO
2L Veterinary Faculty	NO	YES		0.710	NO	NO
2M Salina Faculty	YES	NO	2.557		YES	NO
2N Education Faculty	NO	NO	0.330		NO	NO
2O Engineering Faculty	YES	NO	2.368		YES	NO
2P Business Faculty	YES	YES	0.619	0.365	NO	NO
3B Education Professional Non-Faculty	YES	NO	0.575		NO	NO
3C General Professional Non-Faculty	YES	NO	2.209		YES	NO
3D Athletics Professional Non-Faculty	YES	YES	1.114	1.555	NO	NO
3H Student Mental Hlth Professional Non-	YES	YES	0.366E	0.077E	NO	NO
3I Ag & Extension Professional Non-Faculty	YES	NO	1.868		NO	NO
3K Administrative Professional Non-Faculty	YES	NO	0.668		NO	NO
3L Financial Professional Non-Faculty	NO	NO			NO	NO
3M Research Professional Non-Faculty	NO	NO			NO	NO
3N Health Professional Non-faculty	YES	NO	3.604		YES	NO
3O Engineers, Architects, and Aviation	YES	NO	0.064E		NO	NO
3P Document and Design Professional Non-	YES	NO	1.611	0.287	NO	NO
3Q Computer/Communications Professional	NO	YES		2.625	NO	YES
4A Secretaries	YES	NO	2.108		YES	NO
4C Clerical	NO	YES		0.332E	NO	NO
4D Library Assistants Clerical and Secretarial	NO	NO	0.390		NO	NO
5A Computer Technical and Paraprofessionals	NO	NO			NO	NO
5B Electric/Engineering Technical and	YES	YES	0.725	1.976	NO	NO
5C Research/Teaching Technical and	YES	NO	1.046	0.147	NO	NO
5D Ag/Vet Technical and Paraprofessionals	YES	YES	0.799	2.020	NO	YES
5E Health Technical and Paraprofessionals	NO	NO			NO	NO
6A Printing Trades Skilled Crafts	NO	NO		0.427E	NO	NO
6B Building Trades Skilled Crafts	YES	NO	0.741		NO	NO
6C Building Mech Trades Skilled Crafts	YES	NO	1.240		NO	NO
6D Mechanical Skills Skilled Crafts	NO	NO			NO	NO

7A Protective Services Service-Maintenance	YES	YES	1.089	0.670	NO	NO
7B Custodial Service-Maintenance	NO	NO			NO	NO
7C Laborers Service-Maintenance	NO	NO			NO	NO
7D Food Service-Maintenance	NO	NO			NO	NO

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Standard Deviations of 2 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of .05 or less are generally regarded as statistically significant.