

## INTRODUCTION

Kansas State University, formerly Kansas State Agricultural College, was founded on February 16, 1863 under the land grant college provision on the Morrill Act. At first, the University was located on the grounds of the old Bluemont Central College, chartered in 1858, but in 1875 most of the University was moved to the present site.

The 664-acre campus is in northern Manhattan, convenient to both business and residential districts. Under an enactment of the 1991 Kansas Legislature, the Salina campus was established through a merger of the former Kansas College of Technology with the university.

Additional university sites include 18,000 acres in the four branch locations of the Agricultural Experiment Station-Hays, Garden City, Colby, and Parsons-and 8.600 acres in the Konza Research Prairie jointly operated by the Agricultural Experiment Station and the Division of Biology.

Kansas State University is one of the six universities governed by the Kansas Board of Regents, and continues to fulfill its historic educational mission in teaching, research, and public service. This Affirmative Action Plan covers classified, unclassified and faculty positions in the Kansas State University system that are 50% or greater or which are for a term longer than 90 days. Student employees are not covered by this plan.

Ever committed to affirmative action, Kansas State University has prepared this Affirmative Action Plan to cover all employees working in Manhattan, Salina, the Northeast Extension area, the Northwest Extension area, the South Central Extension area, the Southeast Extension area, and the Southwest Extension area. Kansas State University has a presence in each county in the state of Kansas through the Cooperative Extension Service (K-State Research and Extension), a partnership of federal, state and county government.

Kansas State University includes in its plan a limited number of extension positions. For those extension positions not included in this AAP An Affirmative Action Plan is on file with the federal partner, the United States Department of Agriculture. It is periodically updated and yearly reports are made as to efforts made to be certain that there is equal access to employment and programming.

In addition to yearly written reports there is also a periodic (about every five years) on-site Civil Rights Compliance Review by a USDA staff member. Kansas Extension Administrators also do periodic Civil Rights reviews of each county office to determine methods and results of affirmative action initiatives.

Kansas State University in Manhattan, Kansas is the headquarters Plan for the University, and to comply with the OFCCP Corporate Initiative directive, all employees who report to headquarters and those positions for which hiring decisions are made from headquarters are included in the utilization analysis that follows.

As detailed in the Job Group Analysis, this AAP covers 4569 employees including 710 (15.54%) minorities and 2315 (50.67%) women. It is expected that these employees will help us to reach mutual goals of profitability and efficiency, resulting in both business and personal growth. As described in detail in the Plan that follows, the management of Kansas State University has a continuing commitment to the practice and implemented action of this AAP.