

**PLACEMENT GOALS**  
**In accordance with 41 C.F.R. 60-2.16**

As required by applicable regulations, Kansas State University has established placement goals where the actual representation of women or minorities in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, we applied the following principles:

1. When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the University established a percentage annual placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
2. Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
3. In all employment decisions, the University makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's race, color, religion, sex, age, disability, veteran status, or national origin.
4. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
5. Placement goals are not used to supersede merit selection principles, nor do these placement goals require the University to hire a person who lacks qualifications to perform the job successfully or hire a less-qualified person in preference to a more-qualified one.
6. The placement goals established in this AAP may reflect the University's publicly announced permissible preference for American Indians living on or near an Indian reservation.

As is described in more detail in the Action Oriented Program section of this AAP, where a placement goal is set, the University will develop action oriented steps to increase the recruitment and training of minorities or women, or both.

# Placement Goals Report

Job Group & Name	GOAL %	
	Min	Fem
1A Provost Executive, Administrative, & Managerial	17.50	45.93
1C President, Executive, Administrative, & Managerial	18.96	58.75
2A Faculty		
2B Faculty		
2C Faculty		
2E Agriculture Faculty	18.77	24.42
2F Architecture Faculty	15.78	
2G Arts & Humanities Faculty		
2H Natural & Computational Sciences Faculty		
2I Social Sciences Faculty	22.54	
2J Library Faculty	15.20	
2K Human Ecology Faculty	37.80	73.65
2L Veterinary Faculty		38.79
2M Salina Faculty	28.28	
2N Education Faculty		
2O Engineering Faculty	36.73	
2P Business Faculty	27.93	34.45
3B Education Professional Non-Faculty	10.85	
3C General Professional Non-Faculty	18.90	
3D Athletics Professional Non-Faculty	18.57	37.42
3H Student Mental Hlth Professional Non-Faculty	25.81	65.68
3I Ag & Extension Professional Non-Faculty	6.65	
3K Administrative Professional Non-Faculty	7.07	
3L Financial Professional Non-Faculty		
3M Research Professional Non-Faculty		
3N Health Professional Non-faculty	24.06	
3O Engineers, Architects, and Aviation Professional N	19.53	
3P Document and Design Professional Non-Faculty	7.50	
3Q Computer/Communications Professional Non-Faculty		42.59
4A Secretaries	10.10	
4C Clerical		42.39
4D Library Assistants Clerical and Secretarial		
5A Computer Technical and Paraprofessionals		
5B Electric/Engineering Technical and Paraprofessiona	5.00	20.00
5C Research/Teaching Technical and Paraprofessionals	13.28	
5D Ag/Vet Technical and Paraprofessionals	6.57	44.17
5E Health Technical and Paraprofessionals		
6A Printing Trades Skilled Crafts		
6B Building Trades Skilled Crafts	11.85	
6C Building Mech Trades Skilled Crafts	11.85	

6D Mechanical Skills Skilled Crafts		
7A Protective Services Service-Maintenance	9.81	16.23
7B Custodial Service-Maintenance		
7C Laborers Service-Maintenance		
7D Food Service-Maintenance		