

Kansas State University

Manhattan, Kansas

October 1, 2005 Annual Affirmative Action Plan

Incumbency vs. Estimated Availability

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Job Group & Name	Total Emp	EMPLOYMENT %		AVAILABILITY %		PLACEMENT GOAL?	
		Fem	Min	Fem	Min	Fem	Min
1A Provost Executive, Administrative, & Managerial	94	37.23	10.64	46.00	16.86	YES	YES
1C President, Executive, Administrative, & Managerial	255	47.84	11.76	65.61	15.81	YES	YES
2A Faculty	37	43.24	2.70	28.62	28.36	NO	YES
2B Faculty	67	61.19	13.43	23.12	9.99	NO	NO
2C Faculty	42	28.57	38.10	42.69	30.16	YES	NO
2E Ag Faculty	212	12.26	12.26	27.58	38.64	YES	YES
2F Architecture Faculty	63	25.40	4.76	16.32	13.07	NO	YES
2G Arts & Humanities Faculty	182	50.55	12.09	34.86	14.61	NO	YES
2H Natural & Computational Sciences Faculty	201	21.39	21.89	30.92	35.86	YES	YES
2I Social Sciences Faculty	92	34.78	16.30	34.81	20.91	NO	YES
2J Library Faculty	44	65.91	11.36	34.68	12.13	NO	NO
2K Human Ecology Faculty	89	67.42	11.24	64.09	41.05	NO	YES
2L Vet Faculty	103	30.10	19.42	31.02	35.96	NO	YES
2M Salina Faculty	50	18.00	14.00	13.94	26.14	NO	YES
2N Education Faculty	72	62.50	12.50	35.72	13.99	NO	YES
2O Engg Faculty	126	12.70	26.19	9.30	36.00	NO	YES
2P Business Faculty	56	26.79	23.21	26.78	21.64	NO	NO
3B Education Professional Non-Faculty	33	78.79	9.09	63.59	11.18	NO	NO
3C General Professional Non-Faculty	319	66.14	12.23	59.17	18.04	NO	YES
3D Athletics Professional Non-Faculty	52	26.92	7.69	37.61	16.79	YES	YES
3H Student Mental Hlth Professional Non-Faculty	22	72.73	9.09	51.53	22.55	NO	YES
3I Ag & Extension Professional Non-Faculty	54	50.00	0.00	16.32	6.07	NO	YES

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		Fem	Min	Fem	Min	Fem	Min
3K Administrative Professional Non-Faculty	140	93.57	4.29	69.87	7.46	NO	YES
3L Financial Professional Non-Faculty	179	87.71	4.47	87.60	5.85	NO	YES
3M Research Professional Non-Faculty	298	52.01	29.53	11.78	4.87	NO	NO
3N Health Professional Non-faculty	32	65.63	6.25	63.02	23.78	NO	YES
3O Engineers, Architects, and Aviation Professional N	20	10.00	5.00	13.26	18.05	NO	YES
3P Document and Design Professional Non-Faculty	25	48.00	4.00	56.41	9.04	YES	YES
3Q Computer/Communications Professional Non-Faculty	140	29.29	20.00	46.07	10.50	YES	NO
4A Secretaries	440	96.59	7.05	18.01	2.47	NO	NO
4C Clerical	17	35.29	17.65	21.60	8.52	NO	NO
4D Library Assistants Clerical and Secretarial	46	86.96	6.52	89.05	8.87	NO	YES
5A Computer Technical and Paraprofessionals	44	40.91	22.73	49.32	6.66	YES	NO
5B Elect/Engg Technical and Paraprofessionals	44	6.82	6.82	8.89	4.24	NO	NO
5C Res/Teaching Technical and Paraprofessionals	45	40.00	4.44	51.06	12.04	YES	YES
5D Ag/Vet Technical and Paraprofessionals	119	27.73	1.68	24.70	3.28	NO	YES
5E Health Technical and Paraprofessionals	27	92.59	22.22	80.69	12.24	NO	NO
6A Printing Trades Skilled Crafts	20	15.00	10.00	16.22	4.51	NO	NO
6B Bldg Trades Skilled Crafts	147	6.80	10.88	3.89	11.16	NO	NO
6C Bldg Mech Trades Skilled Crafts	48	12.50	6.25	6.77	29.26	NO	YES
6D Mechanical Skills Skilled Crafts	50	8.00	10.00	3.12	9.19	NO	NO
7A Protective Services Service-Maintenance	55	12.73	3.64	10.36	6.74	NO	YES
7B Custodial Service-Maintenance	203	51.72	29.56	24.65	15.60	NO	NO
7C Laborers Service-Maintenance	18	0.00	16.67	15.28	14.77	YES	NO
7D Food Service-Maintenance	71	85.92	26.76	44.65	17.76	NO	NO

Incumbency vs. Estimated Availability

Job Group & Name	Total Emp	EMPLOYMENT %		AVAILABILITY %		PLACEMENT GOAL?	
		Fem	Min	Fem	Min	Fem	Min
Total Employees:	4,493						

W - Whole Person Rule
 A placement goal is set when employment is less than availability by at least one whole person.