The University of Kentucky offers this analysis of the composition of the workforce expanding on the numerical utilization analysis by the thirteen major job groups for women and minorities (student positions are not included in these analysis). Details in areas of numerical underutilization are included. As indicated this analysis includes all minority groups as required by Executive Order 11246 and an additional comparison for African-Americans.

Administrators and Employment Services personnel are made aware where there are areas of underutilization. Suggestions are made to both groups for affirmative recruiting in particular job groups. In areas where expected progress toward a goal is not being made and where there are no clear indicators for further affirmative action, closer inspection of the hiring decisions may be undertaken.

Women at the University of Kentucky:

- Currently represent 64.5% of the total workforce.
- Hold 47.4% of the positions in the executive/administrative/managerial (EAM) employment category. As a whole 49.8% of the applicants were women and 71.9% of the appointments. The EAM job groups will be considered separately at the suggestion of the OFCCP.
- Hold 33.9% of executive positions.
- Hold 48.2% of administrative positions.
- Hold 49.8% of managerial positions.
- Hold 40.6% of all faculty positions.
- Hold 65.3% of all professional positions, 85.6% of all office and clerical positions, and 60.1% of all technical/paraprofessional positions.
- Continue to be underutilized in the very small (160 positions) skilled crafts category.
- Hold 55.6% of service and maintenance positions.

Some additional facts of interest:

- 38.0% of all women at the University of Kentucky hold exempt including faculty positions.
- Women at the University of Kentucky hold 62.9% of all exempt and faculty positions.
African-Americans at the University of Kentucky:

- Hold 7.6% of all positions.
- Hold 4.4% of the positions in the executive/administrative/managerial (EAM) employment category as a whole. Significant emphasis has been put on EAM job groups and is monitored to ensure continued good faith efforts toward full utilization.
- Hold 8.5% of executive positions.
- Hold 5.4% of administrative positions.
- Currently there are only 3 African-American in managerial positions.
- Hold 3.3% of faculty positions.
- Hold 4.1% of all professional positions, short of the 5.1% goal. There is underutilization in health support, administrative support, and technical support job groups. Special attention is given to the recruitment of African-Americans to ensure continued good faith efforts in professional employment positions.
- Hold 13.3% of positions in the office and clerical job group, exceeding the estimated availability of 11.6%.

Minorities at the University of Kentucky:

- Hold 13.9% of all positions.
- Hold 6.8% of the positions in the executive/administrative/managerial (EAM) employment category as a whole. The subdivided job groups will be considered separately at the suggestion of the OFCCP.
- Hold 10.2% of executive positions.
- Hold 7.0% of administrative positions.
- Hold 5.7% of managerial positions.
- Hold 18.6% of faculty positions, just under the 18.7% goal.
- Hold 9.2% of professional positions, falling short of the 13.3% goal. Reached 6.8% in health support.
- Hispanics exceeds the goal in Level I Office & Clerical and Technical/Paraprofessional Job Groups
- Asians exceeds the goal in Faculty positions and Technical/Paraprofessional positions