The University of Kentucky offers this analysis of employment decisions expanding on the numerical applicant flow and ratio analysis by job group for women and minorities. Details in areas of numerical adverse ratio analysis are included. This analysis includes women and all minority groups as required by Executive Order 11246.

The University of Kentucky considered over 90,245 applications for 3,902 appointments. The University of Kentucky has a stable workforce with many long-term employees and low attrition rates. Positions at the University of Kentucky are in demand with only 4.3% of the applications considered being appointed.

Details of the analysis by job group and employment actions during this plan year are as follows:

**Overall Women at the University of Kentucky:**
- Were 44,980 or 49.8% of the Totals applications considered for appointment.
- Received 2,806 or 71.9% of the Totals appointments.
- Were selected for appointment in Totals at a higher rate than males in all but one job category, Skilled Crafts.
- Were 10,217 or 48.6% of the Promotions applicants considered for appointment.
- Were 616 or 66.7% of all Promotions selected.
- Were selected for Promotions at a higher rate than males in 9 job categories.

**Overall Minorities at the University of Kentucky:**
- Were 15,427 or 17.1% of the Total applications considered for appointment.
- Received 685 or 17.6% of Total appointments.
- Were selected for appointment at a higher rate in seven job categories for Totals.
- Were 3,382 or 16.1% of the Promotions applicants considered for appointment.
- Were 145 or 15.4% of all Promotions selected.
- Were selected at a higher rate for Promotions in six job categories.
- African Americans were selected for appointment at a higher rate than all other race/ethnicities in Totals Managerial positions and Promotions Executive positions.
- Hispanics were selected for appointment at a higher rate in the Professional Positions of Health and Administrative Support for Totals and were selected at a higher rate than all other race/ethnicities in Promotions for Faculty positions.
- Applicants that chose more than one race were selected for appointment at a higher rate than other race/ethnicities in the Administrative positions for Totals and in Managerial Promotions.
- Asians were selected for appointment at a higher rate in Administrative Promotions.
Data for the major administrative units and each college can be found in AAP Appendix E Adverse Impact Applicants 10_2017_D2016.xlsx.