UNIVERSITY OF KENTUCKY
TERMINATION ANALYSIS BY SEX AND MINORITY STATUS

An analysis of staff terminations at the University of Kentucky was also completed as part of the employment decision analysis. Incidences of both voluntary and involuntary terminations were evaluated for termination ratios adversely impacting women and minorities. See the chart below for figures regarding terminations.

Women at the University of Kentucky:
- Of the 2,711 total terminations, women were 1,774 or 65.4% if those selected.
- Women were selected at a higher rate for termination at 12.2% than males, 8.7%.
- Men were selected at a higher rate for terminations in seven job categories compared to only 6 job categories for women.

Minorities at the University of Kentucky:
- Of the 2,711 total terminations, minorities were 497 or 18.3% of those selected.
- African Americans were selected at a lower rate than other race/ethnicities in 5 job categories.
- Asians were selected at a lower rate than other race/ethnicities in Managerial positions.

HR Employee Relations and/or the Office of Institutional Equity and Equal Opportunity review all terminations for adherence to University of Kentucky policy.

The staff termination process at the University of Kentucky is guided by the Separation from Employment policy without regard to protected group status and reviewed by Human Resource Services Division Employee Relations Specialist. An appeal process as outlined in the Grievance policy is available for employees who feel employment actions, including terminations, are unjustified. Employees may also seek an internal review of the employment decision, by the Office of Institutional Equity and Equal Opportunity, if they allege that discrimination is the cause of the disputed decision.