UNIVERSITY OF KENTUCKY
WORKFORCE COMPOSITION BY SEX AND MINORITY STATUS

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.

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 66.5% of the total workforce.
- Hold 50.6% of the positions in the Executive, Administrative, and Managerial (EAM) job groups. As a whole 46.5% of the applicants were women and 74.3% of the appointments. The EAM job groups will be considered separately at the suggestion of the OFCCP.
- Hold 35.3% of Executive positions.
- Hold 53.1% of Administrative positions.
- Hold 51.2% of Managerial positions.
- Hold 43.3% of all Faculty positions.
- Hold 73.0% of all Professional positions, 85.3% of all Office and Clerical positions, and 65.4% of all Technical/Paraprofessional positions.
- Continue to be underutilized in the very small (128 positions) Skilled Crafts category.
- Hold 54.5% of Service & Maintenance positions.

African-Americans at the University of Kentucky:

- Hold 7.8% of all positions.
- Hold 4.7% of the positions in the Executive, Administrative, and Managerial 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 8.8% of Executive positions.
Hold 5.9% of Administrative positions.
Currently there are only 2 African-American in Managerial positions.
Hold 3.8% of Faculty positions.
Hold 4.6% of all Professional positions. There is underutilization in Health and Technical Support job groups.
Hold 13.06% of positions in the Office and Clerical job group, exceeding the estimated availability of 11.6%.

Minorities at the University of Kentucky:

♦ Hold 16.0% of all positions.
♦ Hold 8.7% of the positions in the Executive, Administrative, and Managerial job groups. The subdivided job groups will be considered separately at the suggestion of the OFCCP.
♦ Hold 13.3% of Executive positions.
♦ Hold 9.5% of Administrative positions.
♦ Hold 5.1% of Managerial positions.
♦ Hold 22.5% of Faculty positions.
♦ Hold 10.9% of Professional positions, falling short of the 13.3% goal. Reached 8.6% in the professional job group, Health.
♦ Hispanics exceeds or meets the goal in Student Support Professionals, Level I and Level II Office & Clerical and Technical/Paraprofessional Job Groups.
♦ Asians exceeds the goal in Faculty positions, Technical/Paraprofessional and Service & Maintenance job categories.

Women on Campus at the University of Kentucky:

• Currently represent 57.6% of the workforce.
• Hold 46.3% of the positions in the Executive, Administrative and Managerial job groups.
• Holds 32.7% of Executive positions.
• Holds 48.7% of Administrative positions
• Holds 45.7% Managerial positions.
• Holds 64.9% of all Professional positions, 86.7% of all Office and Clerical positions, and 62.0% of Technical/Paraprofessional positions.
Minorities on Campus at the University of Kentucky:

- Holds 16.9% of all positions.
- Holds 10.3% of the positions in the Executive, Administrative, and Managerial job groups. The subdivided job groups will be considered separately at the suggestion of the OFCCP.
- Holds 14.5% of Executive positions.
- Holds 11.5% of Administrative positions.
- Holds 5.7% of Managerial positions.
- Holds 22.5% of Faculty positions.
- African Americans holds 9.1% of Executive positions, falling short of the 10.2% goal. Exceeds the goal for Administrative Support, Student Support, Skilled Crafts, and Service and Maintenance positions.
- Hispanics holds 3.4% of faculty positions, just short of the 4.2% goal. Exceeds the goal in Student Support, Technical Support, Level I and Level II Office & Clerical, and Technical/Paraprofessional Job Groups.
- Asians exceeds the goal in Faculty and Technical/Paraprofessional positions.

Women in University of Kentucky HealthCare:

- Currently represent 78.8% of the workforce. The professional job group, Health Support, make-up 50.4% of total workforce, with females holding 83.9% of those positions.
- Hold 63.8% of the positions in the Executive, Administrative and Managerial job groups.
- Holds 46.2% of Executive positions. Just short of the 48.4% goal.
- Holds 70.0% of Administrative positions
- Holds 59.2% Managerial positions.
- Holds 79.4% of all Professional positions, 83.9% of all Office and Clerical positions, 71.2% of Technical/Paraprofessional positions and 79.5% of Service & Maintenance positions.

Minorities in University of Kentucky HealthCare:

- Holds 14.7% of all positions.
- Holds only 3.4% of the positions in the Executive, Administrative, and Managerial job groups. The subdivided job groups will be considered separately at the suggestion of the OFCCP.
- Holds 2.2% of Administrative positions.
- Holds 4.2% of Managerial positions.
- African Americans holds 3.9% of the professional job group, Health, falling short of the 4.9% goal. Exceeds the goal for Administrative Support, Level I Office & Clerical and Technical/Paraprofessional positions.
- Hispanics exceeds the goal in Health Support Professionals, Level I Office & Clerical, and Technical/Paraprofessional Job Groups.

Data for University of Kentucky Workforce Composition may be found at AAP Appendix C 10_2020_D2019.pdf