

## **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 65.9% of the total workforce.
- Hold 49.1% of the positions in the Executive, Administrative, and Managerial (EAM) job groups. As a whole 42.5% of the applicants were women and 72.6% of the appointments. The EAM job groups will be considered separately at the suggestion of the OFCCP.
- Hold 34.8% of Executive positions.
- Hold 50.5% of Administrative positions.
- Hold 51.0% of Managerial positions.
- Hold 43.3% of all Faculty positions.
- Hold 72.5% of all Professional positions, 85.8% of all Office and Clerical positions, and 64.3% of all Technical/Paraprofessional positions.
- Continue to be underutilized in the very small (133 positions) Skilled Crafts category.
- Hold 53.2% of Service & Maintenance positions.

Some additional facts of interest:

- Women at the University of Kentucky hold 64.4% of all exempt and Faculty positions.

### **African-Americans at the University of Kentucky:**

- Hold 7.6% of all positions.
- Hold 5.1% 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 7.2% of Executive positions.
- Hold 6.8% of Administrative positions.
- Currently there are only 2 African-American in Managerial positions.
- Hold 3.7% of Faculty positions.
- Hold 4.3% of all Professional positions. There is underutilization in Health, Administrative Support, and Technical Support job groups.
- Hold 12.9% of positions in the Office and Clerical job group, exceeding the estimated availability of 11.6%.

### **Minorities at the University of Kentucky:**

- ◆ Hold 15.5% of all positions.
- ◆ Hold 8.3% 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.
- ◆ Hold 13.0% of Executive positions.
- ◆ Hold 9.2% of Administrative positions.
- ◆ Hold 4.9% of Managerial positions.
- ◆ Hold 21.0% of Faculty positions.
- ◆ Hold 10.5% of Professional positions, falling short of the 13.3% goal. Reached 8.4% in the professional job group, Health.
- ◆ Hispanics exceeds or meets the goal in 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 54.3% of the workforce.
- Hold 45.0% of the positions in the Executive, Administrative and Managerial job groups.
- Holds 35.6% of Executive positions.

- Holds 46.4% of Administrative positions
- Holds 45.6% Managerial positions.
- Holds 60.0% of all Professional positions, 87.4% of all Office and Clerical positions, and 59.0% of Technical/Paraprofessional positions.

**Minorities on Campus at the University of Kentucky:**

- Holds 16.9% of all positions.
- Holds 9.5% 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 15.3% of Executive positions.
- Holds 10.6% of Administrative positions.
- Holds 4.4% of Managerial positions.
- Holds 21.0% of Faculty positions.
- African Americans holds 8.5% of Executive positions, falling short of the 10.2% goal. Exceeds the goal for Administrative, Health Support, Student Support, Skilled Crafts, and Service and Maintenance positions.
- Hispanics holds 3.3% of faculty positions, just short of the 4.2% goal. Exceeds the goal in Student Support, and Technical/Paraprofessional Job Groups.
- Asians exceeds the goal in Faculty and Technical/Paraprofessional positions.

**Women in University of Kentucky HealthCare:**

- Currently represent 79.2% of the workforce. The professional job group, Health Support, make-up 49.4% of total workforce, with females holding 84.4% of those positions.
- Hold 61.4% of the positions in the Executive, Administrative and Managerial job groups.
- Holds 30.0% of Executive positions. Dramatically short of the 48.4% goal.
- Holds 64.7% of Administrative positions
- Holds 61.8% Managerial positions.
- Holds 80.1% of all Professional positions, 84.6% of all Office and Clerical positions, 71.1% of Technical/Paraprofessional positions and 78.1% of Service & Maintenance positions.

**Minorities in University of Kentucky HealthCare:**

- Holds 14.0% of all positions.

- Holds only 4.7% 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.
- Holds 4.3% of Administrative positions.
- Holds 5.9% of Managerial positions.
- African Americans holds 3.7% of the professional job group, Health, falling short of the 4.9% goal. Exceeds the goal for Administrative Support and technical support positions. Exceeds the goals in the Level I and Level II Office & Clerical and Technical/Paraprofessional positions.
- Hispanics exceeds the goal in Level I Office & Clerical, Technical/Paraprofessional Job Groups, and Service and Maintenance positions.

Data for University of Kentucky Workforce Composition may be found at AAP Appendix C 10\_2020\_D2019.pdf