Adverse Impact — 10/1/2018 - 09/30/2019

Applications Received

Totals	Total	Females	%	Males	%	Unknown Gender	%	White	%	African American	%	Hispanic	%	Asian	%	AI/AN	%	PI/HN	%	Multiple	%	Unknown Races	%
Executive	122	37	30.3%	60	49.2%	25	20.5%	70	57.4%	11	9.0%	7	5.7%	10	8.2%	0	0.0%	0	0.0%	3	2.5%	21	17.2%
Administrative	211	59	28.0%	88	41.7%	64	30.3%	124	58.8%	9	4.3%	11	5.2%	4	1.9%	0	0.0%	0	0.0%	5	2.4%	58	27.5%
Managerial	231	82	35.5%	77	33.3%	72	31.2%	126	54.5%	19	8.2%	6	2.6%	6	2.6%	0	0.0%	0	0.0%	6	2.6%	68	29.4%
Faculty	6,930	1,575	22.7%	3,479	50.2%	1,876	27.1%	2,646	38.2%	342	4.9%	288	4.2%	1,715	24.7%	7	0.1%	3	0.0%	84	1.2%	1,845	26.6%
Health Professional	10,173	5,343	52.5%	1,174	11.5%	3,656	35.9%	5,830	57.3%	292	2.9%	136	1.3%	208	2.0%	6	0.1%	1	0.0%	127	1.2%	3,573	35.1%
Administrative Support Professional	5,443	2,322	42.7%	1,530	28.1%	1,591	29.2%	3,132	57.5%	300	5.5%	104	1.9%	150	2.8%	4	0.1%	7	0.1%	124	2.3%	1,622	29.8%
Student Support Professional	4,430	1,501	33.9%	1,659	37.4%	1,270	28.7%	2,223	50.2%	566	12.8%	166	3.7%	87	2.0%	5	0.1%	2	0.0%	111	2.5%	1,270	28.7%
Technical Support Professional	1,955	376	19.2%	1,008	51.6%	571	29.2%	942	48.2%	71	3.6%	52	2.7%	271	13.9%	0	0.0%	4	0.2%	46	2.4%	569	29.1%
Level I Office & Clerical	12,299	6,405	52.1%	1,611	13.1%	4,283	34.8%	5,781	47.0%	1,244	10.1%	351	2.9%	217	1.8%	26	0.2%	3	0.0%	328	2.7%	4,349	35.4%
Level II Office & Clerical	8,280	4,091	49.4%	1,477	17.8%	2,712	32.8%	4,211	50.9%	745	9.0%	191	2.3%	153	1.8%	19	0.2%	2	0.0%	224	2.7%	2,735	33.0%
Technical	6,157	2,513	40.8%	1,543	25.1%	2,101	34.1%	3,123	50.7%	402	6.5%	214	3.5%	182	3.0%	11	0.2%	2	0.0%	133	2.2%	2,090	33.9%
Skilled Craft	132	3	2.3%	83	62.9%	46	34.8%	60	45.5%	5	3.8%	9	6.8%	2	1.5%	3	2.3%	0	0.0%	6	4.5%	47	35.6%
Service & Maintenance	6,009	2,171	36.1%	1,350	22.5%	2,488	41.4%	2,535	42.2%	581	9.7%	176	2.9%	101	1.7%	5	0.1%	6	0.1%	150	2.5%	2,455	40.9%
Totals	62,372	26,478	42.5%	15,139	24.3%	20,755	33.3%	30,803	49.4%	4,587	7.4%	1,711	2.7%	3,106	5.0%	86	0.1%	30	0.0%	1,347	2.2%	20,702	33.2%

Applicants Appointed

Totals	Total	Females	Males	Unknown Gender	White	African American	Hispanic	Asian	AI/AN	PI/HN	Multiple	Unknown Races
Executive	6	3	3	0	4	0	1	1	0	0	0	0
Administrative	11	5	6	0	8	0	2	0	0	0	1	0
Managerial	12	7	5	0	12	0	0	0	0	0	0	0
Faculty	286	145	141	0	193	22	11	48	0	0	3	9
Health Professional	1,306	1,115	191	0	1,140	50	35	40	1	1	31	8
Administrative Support Professional	240	159	81	0	204	17	0	11	1	2	5	0
Student Support Professional	107	59	48	0	84	11	1	9	0	0	2	0
Technical Support Professional	138	50	88	0	97	3	3	31	0	0	4	0
Level I Office & Clerical	401	327	74	0	292	67	21	8	3	0	9	1
Level II Office & Clerical	246	207	39	0	202	25	5	3	1	0	10	0
Technical	582	389	193	0	448	64	30	25	2	0	13	0
Skilled Craft	15	2	13	0	14	0	1	0	0	0	0	0
Service & Maintenance	525	347	178	0	390	86	26	9	1	1	12	0
Totals	3,875	2,815	1,060	0	3,088	345	136	185	9	4	90	18

Selection Rate and Impact Ratio

Totals	Female Applicants	F Appoints	%	IR Female	Male Applicants	M Appoints	%	IR Male	Unknown Applicants	Unknown Appoints	%	White Applicants	White Appoints	%	IR White	AA Applicants	AA Appoints	%	IR AA
Executive	37	3	8.1%		60	3	5.0%	61.7%	25	0	0.0%	70	4	5.7%	40.0%	11	0	0.0%	0.0%
Administrative	59	5	8.5%		88	6	6.8%	80.5%	64	0	0.0%	124	8	6.5%	32.3%	9	0	0.0%	0.0%
Managerial	82	7	8.5%		77	5	6.5%	76.1%	72	0	0.0%	126	12	9.5%		19	0	0.0%	0.0%
Faculty	1,575	145	9.2%		3,479	141	4.1%	44.0%	1,876	0	0.0%	2,646	193	7.3%		342	22	6.4%	88.2%
Health Professional	5,343	1,115	20.9%		1,174	191	16.3%	78.0%	3,656	0	0.0%	5,830	1,140	19.6%		292	50	17.1%	87.6%
Administrative Support Professional	2,322	159	6.8%		1,530	81	5.3%	77.3%	1,591	0	0.0%	3,132	204	6.5%	88.8%	300	17	5.7%	77.3%
Student Support Professional	1,501	59	3.9%		1,659	48	2.9%	73.6%	1,270	0	0.0%	2,223	84	3.8%	36.5%	566	11	1.9%	18.8%
Technical Support Professional	376	50	13.3%		1,008	88	8.7%	65.7%	571	0	0.0%	942	97	10.3%	90.0%	71	3	4.2%	36.9%
Level I Office & Clerical	6,405	327	5.1%		1,611	74	4.6%	90.0%	4,283	0	0.0%	5,781	292	5.1%	84.4%	1,244	67	5.4%	90.0%
Level II Office & Clerical	4,091	207	5.1%		1,477	39	2.6%	52.2%	2,712	0	0.0%	4,211	202	4.8%		745	25	3.4%	70.0%
Technical	2,513	389	15.5%		1,543	193	12.5%	80.8%	2,101	0	0.0%	3,123	448	14.3%	90.1%	402	64	15.9%	
Skilled Craft	3	2	66.7%		83	13	15.7%	23.5%	46	0	0.0%	60	14	23.3%		5	0	0.0%	0.0%
Service & Maintenance	2,171	347	16.0%		1,350	178	13.2%	82.5%	2,488	0	0.0%	2,535	390	15.4%		581	86	14.8%	96.2%
Totals	26,478	2,815	10.6%		15,139	1,060	7.0%	65.9%	20,755	0	0.0%	30,803	3,088	10.0%		4,587	345	7.5%	75.0%

Totals	Hispanic Applicants	Hispanic Appoints	%	IR Hispanic	Asian Applicants	Asian Appoints	%	IR Asian	AI/AN Applicatns	AI/AN Appoints	%	IR AI/AN	PI/HN Applicants	PI/HN Appoints	%	IR PI/HN	Multiple Applicatns	Multiple Appoints	%	IR Multiple	Unknown Applicants	Unknown Appoints	%
Executive	7	1	14.3%		10	1	10.0%	70.0%	0	0	#DIV/0!		0	0	#DIV/0!		3	0	0.0%	0.0%	21	0	0.0%
Administrative	11	2	18.2%	90.9%	4	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		5	1	20.0%		58	0	0.0%
Managerial	6	0	0.0%	0.0%	6	0	0.0%	0.0%	0	0	#DIV/0!		0	0	#DIV/0!		6	0	0.0%	0.0%	68	0	0.0%
Faculty	288	11	3.8%	52.4%	1,715	48	2.8%	38.4%	7	0	0.0%		3	0	0.0%		84	3	3.6%		1,845	9	0.5%
Health Professional	136	35	25.7%		208	40	19.2%	98.3%	6	1	16.7%		1	1	100.0%		127	31	24.4%		3,573	8	0.2%
Administrative Support Professional	104	0	0.0%		150	11	7.3%		4	1	25.0%		7	2	28.6%		124	5	4.0%	55.0%	1,622	0	0.0%
Student Support Professional	166	1	0.6%	5.8%	87	9	10.3%		5	0	0.0%		2	0	0.0%		111	2	1.8%	17.4%	1,270	0	0.0%
Technical Support Professional	52	3	5.8%	50.4%	271	31	11.4%		0	0	#DIV/0!		4	0	0.0%		46	4	8.7%	76.0%	569	0	0.0%
Level I Office & Clerical	351	21	6.0%		217	8	3.7%		26	3	11.5%		3	0	0.0%		328	9	2.7%	45.9%	4,349	1	0.0%
Level II Office & Clerical	191	5	2.6%	54.6%	153	3	2.0%		19	1	5.3%		2	0	0.0%		224	10	4.5%	93.1%	2,735	0	0.0%
Technical	214	30	14.0%	88.1%	182	25	13.7%	86.3%	11	2	18.2%		2	0	0.0%		133	13	9.8%	61.4%	2,090	0	0.0%
Skilled Craft	9	1	11.1%	47.6%	2	0	0.0%		3	0	0.0%		0	0	#DIV/0!		6	0	0.0%	0.0%	47	0	0.0%
Service & Maintenance	176	26	14.8%	96.0%	101	9	8.9%		5	1	20.0%		6	1	16.7%		150	12	8.0%	52.0%	2,455	0	0.0%
Totals	1,711	136	7.9%	79.3%	3,106	185	6.0%	59.4%	86	9	10.5%		30	4	13.3%		1,347	90	6.7%	66.6%	20,702	18	0.1%

Adverse Impact — 10/1/2018 - 09/30/2019

Applications Received

Promotions	Total	Females	%	Males	%	Unknown Gender	%	White	%	African American	%	Hispanic	%	Asian	%	AI/AN	%	PI/HN	%	Multiple	%	Unknown Races	%
Executive	96	19	19.8%	47	49.0%	30	31.3%	57	59.4%	2	2.1%	3	3.1%	2	2.1%	0	0.0%	0	0.0%	1	1.0%	31	32.3%
Administrative	528	183	34.7%	204	38.6%	141	26.7%	337	63.8%	26	4.9%	14	2.7%	6	1.1%	2	0.4%	1	0.2%	8	1.5%	134	25.4%
Managerial	402	170	42.3%	119	29.6%	113	28.1%	230	57.2%	32	8.0%	7	1.7%	6	1.5%	1	0.2%	1	0.2%	13	3.2%	112	27.9%
Faculty	491	137	27.9%	202	41.1%	152	31.0%	212	43.2%	19	3.9%	18	3.7%	83	16.9%	1	0.2%	0	0.0%	6	1.2%	152	31.0%
Health Professional	1,371	687	50.1%	235	17.1%	449	32.7%	795	58.0%	53	3.9%	29	2.1%	35	2.6%	3	0.2%	1	0.1%	13	0.9%	442	32.2%
Administrative Support Professional	3,888	1,739	44.7%	1050	27.0%	1099	28.3%	2281	58.7%	210	5.4%	89	2.3%	93	2.4%	4	0.1%	3	0.1%	98	2.5%	1110	28.5%
Student Support Professional	1,038	470	45.3%	289	27.8%	279	26.9%	540	52.0%	135	13.0%	23	2.2%	25	2.4%	3	0.3%	1	0.1%	34	3.3%	277	26.7%
Technical Support Professional	846	185	21.9%	390	46.1%	271	32.0%	450	53.2%	19	2.2%	21	2.5%	63	7.4%	0	0.0%	1	0.1%	9	1.1%	283	33.5%
Level I Office & Clerical	786	401	51.0%	109	13.9%	276	35.1%	370	47.1%	69	8.8%	31	3.9%	16	2.0%	2	0.3%	0	0.0%	22	2.8%	276	35.1%
Level II Office & Clerical	4,239	2,263	53.4%	657	15.5%	1319	31.1%	2264	53.4%	346	8.2%	112	2.6%	85	2.0%	8	0.2%	0	0.0%	113	2.7%	1311	30.9%
Technical	1,436	492	34.3%	464	32.3%	480	33.4%	744	51.8%	85	5.9%	47	3.3%	32	2.2%	13	0.9%	1	0.1%	41	2.9%	473	32.9%
Skilled Crafts	38	1	2.6%	13	34.2%	24	63.2%	13	34.2%	1	2.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	7.9%	21	55.3%
Service & Maintenance	405	63	15.6%	188	46.4%	154	38.0%	205	50.6%	29	7.2%	6	1.5%	4	1.0%	0	0.0%	0	0.0%	8	2.0%	153	37.8%
Totals	15,564	6,810	43.8%	3,967	25.5%	4,787	30.8%	8,498	54.6%	1,026	6.6%	400	2.6%	450	2.9%	37	0.2%	9	0.1%	369	2.4%	4,775	30.7%

Applicants Appointed

Promotions	Total	Females	Males	Unknown Gender	White	African American	Hispanic	Asian	AI/AN	PI/HN	Multiple	Unknown Races
Executive	5	2	3	0	4	0	0	0	0	0	1	0
Administrative	26	20	6	0	24	2	0	0	0	0	0	0
Managerial	22	13	9	0	19	0	0	2	0	0	1	0
Faculty	77	46	31	0	62	0	3	9	1	0	2	0
Health Professional	180	140	40	0	168	5	2	2	0	0	3	0
Administrative Support Professional	203	145	58	0	178	8	3	7	0	0	7	0
Student Support Professional	36	29	7	0	29	4	1	0	0	0	2	0
Technical Support Professional	78	37	41	0	68	2	1	7	0	0	0	0
Level I Office & Clerical	33	26	7	0	25	4	1	0	1	0	2	0
Level II Office & Clerical	132	106	26	0	107	11	3	2	2	0	7	0
Technical	145	96	49	0	116	12	7	4	1	0	5	0
Skilled Crafts	5	0	5	0	4	1	0	0	0	0	0	0
Service & Maintenance	46	7	39	0	37	6	1	1	0	0	1	0
Totals	988	667	321	0	841	55	22	34	5	0	31	0

Selection Rate and Impact Ratio

Promotions	Female Applicants	F Appoints	%	IR Female	Male Applicants	M Appoints	%	IR Male	Unknown Applicants	Unknown Appoints	%	White Applicants	White Appoints	%	IR White	AA Applicants	AA Appoints	%	IR AA
Executive	19	2	10.5%		47	3	6.4%	60.6%	30	0	0.0%	57	4	7.0%		2	0	0.0%	0.0%
Administrative	183	20	10.9%		204	6	2.9%	26.9%	141	0	0.0%	337	24	7.1%	92.6%	26	2	7.7%	
Managerial	170	13	7.6%		119	9	7.6%	98.9%	113	0	0.0%	230	19	8.3%		32	0	0.0%	0.0%
Faculty	137	46	33.6%		202	31	15.3%	45.7%	152	0	0.0%	212	62	29.2%		19	0	0.0%	0.0%
Health Professional	687	140	20.4%		235	40	17.0%	83.5%	449	0	0.0%	795	168	21.1%		53	5	9.4%	40.9%
Administrative Support Professional	1739	145	8.3%		1050	58	5.5%	66.2%	1,099	0	0.0%	2,281	178	7.8%		210	8	3.8%	53.3%
Student Support Professional	470	29	6.2%		289	7	2.4%	39.3%	279	0	0.0%	540	29	5.4%	91.3%	135	4	3.0%	50.4%
Technical Support Professional	185	37	20.0%		390	41	10.5%	52.6%	271	0	0.0%	450	68	15.1%		19	2	10.5%	69.7%
Level I Office & Clerical	401	26	6.5%		109	7	6.4%	99.0%	276	0	0.0%	370	25	6.8%	74.3%	69	4	5.8%	63.8%
Level II Office & Clerical	2263	106	4.7%		657	26	4.0%	84.5%	1,319	0	0.0%	2,264	107	4.7%	76.3%	346	11	3.2%	51.3%
Technical	492	96	19.5%		464	49	10.6%	54.1%	480	0	0.0%	744	116	15.6%		85	12	14.1%	90.5%
Skilled Crafts	1	0	0.0%	0.0%	13	5	38.5%		24	0	0.0%	13	4	30.8%	30.8%	1	1	100.0%	
Service & Maintenance	63	7	11.1%	53.6%	188	39	20.7%		154	0	0.0%	205	37	18.0%	87.2%	29	6	20.7%	
Totals	6,810	667	9.8%		3967	321	8.1%	82.6%	4,787	0	0.0%	8,498	841	9.9%		1,026	55	5.4%	54.2%

Promotions	Hispanic Applicants	Hispanic Appoints	%	IR Hispanic	Asian Applicants	Asian Appoints	%	IR Asian	AI/AN Applicatns	AI/AN Appoints	%	IR AI/AN	PI/HN Applicants	PI/HN Appoints	%	IR PI/HN	Multiple Applicatns	Multiple Appoints	%	IR Multiple	Unknown Applicants	Unknown Appoints	%
Executive	3	0	0.0%	0.0%	2	0	0.0%	0.0%	0	0	#DIV/0!		0	0	#DIV/0!		1	1	100.0%		31	0	0.0%
Administrative	14	0	0.0%	0.0%	6	0	0.0%		2	0	0.0%		1	0	0.0%		8	0	0.0%		134	0	0.0%
Managerial	7	0	0.0%		6	2	33.3%		1	0	0.0%		1	0	0.0%		13	1	7.7%	93.1%	112	0	0.0%
Faculty	18	3	16.7%	57.0%	83	9	10.8%	37.1%	1	1	100.0%		0	0	#DIV/0!		6	2	33.3%		152	0	0.0%
Health Professional	29	2	6.9%	32.6%	35	2	5.7%	27.0%	3	0	0.0%		1	0	0.0%		13	3	23.1%		442	0	0.0%
Administrative Support Professional	89	3	3.4%	43.2%	93	7	7.5%	96.5%	4	0	0.0%		3	0	0.0%		98	7	7.1%	91.5%	1,110	0	0.0%
Student Support Professional	23	1	4.3%	73.9%	25	0	0.0%		3	0	0.0%		1	0	0.0%		34	2	5.9%		277	0	0.0%
Technical Support Professional	21	1	4.8%	31.5%	63	7	11.1%	73.5%	0	0	#DIV/0!		1	0	0.0%		9	0	0.0%		283	0	0.0%
Level I Office & Clerical	31	1	3.2%	35.5%	16	0	0.0%	0.0%	2	1	50.0%		0	0	#DIV/0!		22	2	9.1%		276	0	0.0%
Level II Office & Clerical	112	3	2.7%	43.2%	85	2	2.4%	38.0%	8	2	25.0%		0	0	#DIV/0!		113	7	6.2%		1,311	0	0.0%
Technical	47	7	14.9%	95.5%	32	4	12.5%		13	1	7.7%		1	0	0.0%		41	5	12.2%	78.2%	473	0	0.0%
Skilled Crafts	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		3	0	0.0%	0.0%	21	0	0.0%
Service & Maintenance	6	1	16.7%		4	1	25.0%		0	0	#DIV/0!		0	0	#DIV/0!		8	1	12.5%	69.3%	153	0	0.0%
Totals	400	22	5.5%	55.6%	450	34	7.6%	76.3%	37	5	13.5%	136.5%	9	0	0.0%	0.0%	369	31	8.4%	84.9%	4,775	0	0.0%

Highest rate of selection, highlighted, with an applicant pool greater than 2% chosen for Impact Ratio. Under 80% there is adverse impact. Goals have been set.

*Faculty data as reported through the University of Kentucky Integrated Employment System.

Adverse Impact 10/1/2018 - 09/30/2019

Applications Received

Totals	Total	Females	%	Males	%	Unknown Gender	%	White	%	African American	%	Hispanic	%	Asian	%	AI/AN	%	PI/HN	%	Multiple	%	Unknown Races	%
Executive	104	26	25.0%	56	53.8%	22	21.2%	59	56.7%	10	9.6%	5	4.8%	9	8.7%	0	0.0%	0	0.0%	3	2.9%	18	17.3%
Administrative	154	36	23.4%	71	46.1%	47	30.5%	88	57.1%	9	5.8%	7	4.5%	2	1.3%	0	0.0%	0	0.0%	5	3.2%	43	27.9%
Managerial	170	57	33.5%	54	31.8%	59	34.7%	86	50.6%	16	9.4%	4	2.4%	4	2.4%	0	0.0%	0	0.0%	5	2.9%	55	32.4%
Faculty	6,930	1,575	22.7%	3,479	50.2%	1,876	27.1%	2,646	38.2%	342	4.9%	288	4.2%	1,715	24.7%	7	0.1%	3	0.0%	84	1.2%	1,845	26.6%
Health Professional	455	265	58.2%	49	10.8%	141	31.0%	263	57.8%	29	6.4%	10	2.2%	8	1.8%	0	0.0%	0	0.0%	6	1.3%	139	30.5%
Administrative Support Professional	4,088	1,752	42.9%	1,118	27.3%	1,218	29.8%	2,361	57.8%	223	5.5%	77	1.9%	103	2.5%	4	0.1%	7	0.2%	83	2.0%	1,230	30.1%
Student Support Professional	4,356	1,467	33.7%	1,642	37.7%	1,247	28.6%	2,185	50.2%	559	12.8%	164	3.8%	85	2.0%	5	0.1%	2	0.0%	111	2.5%	1,245	28.6%
Technical Support Professional	1,383	294	21.3%	689	49.8%	400	28.9%	639	46.2%	45	3.3%	37	2.7%	236	17.1%	0	0.0%	2	0.1%	31	2.2%	393	28.4%
Level I Office & Clerical	3,864	1,952	50.5%	598	15.5%	1,314	34.0%	1,977	51.2%	313	8.1%	95	2.5%	65	1.7%	8	0.2%	2	0.1%	86	2.2%	1,318	34.1%
Level II Office & Clerical	4,682	2,130	45.5%	1,026	21.9%	1,526	32.6%	2,433	52.0%	377	8.1%	106	2.3%	80	1.7%	11	0.2%	1	0.0%	133	2.8%	1,541	32.9%
Technical	3,147	1,118	35.5%	970	30.8%	1,059	33.7%	1,661	52.8%	173	5.5%	87	2.8%	99	3.1%	5	0.2%	1	0.0%	58	1.8%	1,063	33.8%
Skilled Craft	132	3	2.3%	83	62.9%	46	34.8%	60	45.5%	5	3.8%	9	6.8%	2	1.5%	3	2.3%	0	0.0%	6	4.5%	47	35.6%
Service & Maintenance	2,154	390	18.1%	908	42.2%	856	39.7%	873	40.5%	283	13.1%	78	3.6%	15	0.7%	1	0.0%	0	0.0%	60	2.8%	844	39.2%
Totals	31,619	11,065	35.0%	10,743	34.0%	9,811	31.0%	15,331	48.5%	2,384	7.5%	967	3.1%	2,423	7.7%	44	0.1%	18	0.1%	671	2.1%	9,781	30.9%

Applicants Appointed

Totals	Total	Females	Males	Unknown Gender	White	African American	Hispanic	Asian	AI/AN	PI/HN	Multiple	Unknown Races
Executive	5	2	3	0	3	0	1	1	0	0	0	0
Administrative	7	3	4	0	5	0	1	0	0	0	1	0
Managerial	7	4	3	0	7	0	0	0	0	0	0	0
Faculty	286	145	141	0	193	22	11	48	0	0	3	9
Health Professional	40	34	6	0	37	1	2	0	0	0	0	0
Administrative Support Professional	174	114	60	0	153	12	0	4	1	2	2	0
Student Support Professional	102	56	46	0	79	11	1	9	0	0	2	0
Technical Support Professional	106	38	68	0	70	3	1	28	0	0	4	0
Level I Office & Clerical	107	93	14	0	90	9	4	1	1	0	2	0
Level II Office & Clerical	140	114	26	0	117	15	1	1	1	0	5	0
Technical	225	136	89	0	173	26	10	12	0	0	4	0
Skilled Craft	15	2	13	0	14	0	1	0	0	0	0	0
Service & Maintenance	172	56	116	0	114	40	12	1	0	0	5	0
Totals	1,386	797	589	0	1,055	139	45	105	3	2	28	9

Selection Rate and Impact Ratio

Totals	Female Applicants	F Appoints	%	IR Female	Male Applicants	M Appoints	%	IR Male	Unknown Applicants	Unknown Appoints	%	White Applicants	White Appoints	%	IR White	AA Applicants	AA Appoints	%	IR AA
Executive	26	2	7.7%		56	3	5.4%	69.6%	22	0	0.0%	59	3	5.1%	25.4%	10	0	0.0%	0.0%
Administrative	36	3	8.3%		71	4	5.6%	67.6%	47	0	0.0%	88	5	5.7%	28.4%	9	0	0.0%	0.0%
Managerial	57	4	7.0%		54	3	5.6%	79.2%	59	0	0.0%	86	7	8.1%		16	0	0.0%	0.0%
Faculty	1,575	145	9.2%		3,479	141	4.1%	44.0%	1,876	0	0.0%	2,646	193	7.3%		342	22	6.4%	88.2%
Health Professional	265	34	12.8%		49	6	12.2%	95.4%	141	0	0.0%	263	37	14.1%	70.3%	29	1	3.4%	17.2%
Administrative Support Professional	1,752	114	6.5%		1,118	60	5.4%	82.5%	1,218	0	0.0%	2,361	153	6.5%		223	12	5.4%	83.0%
Student Support Professional	1,467	56	3.8%		1,642	46	2.8%	73.4%	1,247	0	0.0%	2,185	79	3.6%	34.1%	559	11	2.0%	18.6%
Technical Support Professional	294	38	12.9%		689	68	9.9%	76.4%	400	0	0.0%	639	70	11.0%	84.9%	45	3	6.7%	51.7%
Level I Office & Clerical	1,952	93	4.8%		598	14	2.3%	49.1%	1,314	0	0.0%	1,977	90	4.6%		313	9	2.9%	63.2%
Level II Office & Clerical	2,130	114	5.4%		1,026	26	2.5%	47.3%	1,526	0	0.0%	2,433	117	4.8%		377	15	4.0%	82.7%
Technical	1,118	136	12.2%		970	89	9.2%	75.4%	1,059	0	0.0%	1,661	173	10.4%	69.3%	173	26	15.0%	
Skilled Craft	3	2	66.7%		83	13	15.7%	23.5%	46	0	0.0%	60	14	23.3%		5	0	0.0%	0.0%
Service & Maintenance	390	56	14.4%		908	116	12.8%	89.0%	856	0	0.0%	873	114	13.1%	84.9%	283	40	14.1%	91.9%
Totals	11,065	797	7.2%		10,743	589	5.5%	76.1%	9,811	0	0.0%	15,331	1,055	6.9%		2,384	139	5.8%	84.7%

Totals	Hispanic Applicants	Hispanic Appoints	%	IR Hispanic	Asian Applicants	Asian Appoints	%	IR Asian	AI/AN Applicatns	AI/AN Appoints	%	IR AI/AN	PI/HN Applicants	PI/HN Appoints	%	IR PI/HN	Multiple Applicatns	Multiple Appoints	%	IR Multiple	Unknown Applicants	Unknown Appoints	%
Executive	5	1	20.0%		9	1	11.1%	55.6%	0	0	#DIV/0!		0	0	#DIV/0!		3	0	0.0%	0.0%	18	0	0.0%
Administrative	7	1	14.3%	71.4%	2	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		5	1	20.0%		43	0	0.0%
Managerial	4	0	0.0%	0.0%	4	0	0.0%	0.0%	0	0	#DIV/0!		0	0	#DIV/0!		5	0	0.0%	0.0%	55	0	0.0%
Faculty	288	11	3.8%	52.4%	1,715	48	2.8%	38.4%	7	0	0.0%		3	0	0.0%		84	3	3.6%		1,845	9	0.5%
Health Professional	10	2	20.0%		8	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		6	0	0.0%		139	0	0.0%
Administrative Support Professional	77	0	0.0%		103	4	3.9%	59.9%	4	1	25.0%		7	2	28.6%		83	2	2.4%	37.2%	1,230	0	0.0%
Student Support Professional	164	1	0.6%	5.8%	85	9	10.6%		5	0	0.0%		2	0	0.0%		111	2	1.8%	17.0%	1,245	0	0.0%
Technical Support Professional	37	1	2.7%	20.9%	236	28	11.9%	91.9%	0	0	#DIV/0!		2	0	0.0%		31	4	12.9%		393	0	0.0%
Level I Office & Clerical	95	4	4.2%	92.5%	65	1	1.5%		8	1	12.5%		2	0	0.0%		86	2	2.3%	51.1%	1,318	0	0.0%
Level II Office & Clerical	106	1	0.9%	19.6%	80	1	1.3%		11	1	9.1%		1	0	0.0%		133	5	3.8%	78.2%	1,541	0	0.0%
Technical	87	10	11.5%	76.5%	99	12	12.1%	80.7%	5	0	0.0%		1	0	0.0%		58	4	6.9%		1,063	0	0.0%
Skilled Craft	9	1	11.1%	47.6%	2	0	0.0%		3	0	0.0%	0.0%	0	0	#DIV/0!		6	0	0.0%	0.0%	47	0	0.0%
Service & Maintenance	78	12	15.4%		15	1	6.7%		1	0	0.0%		0	0	#DIV/0!		60	5	8.3%	54.2%	844	0	0.0%
Totals	967	45	4.7%	67.6%	2,423	105	4.3%	63.0%	44	3	6.8%		18	2	11.1%		671	28	4.2%	60.6%	9,781	9	0.1%

Adverse Impact 10/1/2018 - 09/30/2019

Applications Received

Promotions	Total	Females	%	Males	%	Unknown Gender	%	White	%	African American	%	Hispanic	%	Asian	%	AI/AN	%	PI/HN	%	Multiple	%	Unknown Races	%
Executive	87	16	18.4%	42	48.3%	29	33.3%	49	56.3%	2	2.3%	3	3.4%	2	2.3%	0	0.0%	0	0.0%	1	1.1%	30	34.5%
Administrative	244	96	39.3%	93	38.1%	55	22.5%	149	61.1%	19	7.8%	8	3.3%	4	1.6%	1	0.4%	0	0.0%	6	2.5%	57	23.4%
Managerial	373	159	42.6%	107	28.7%	107	28.7%	211	56.6%	31	8.3%	7	1.9%	4	1.1%	1	0.3%	0	0.0%	13	3.5%	106	28.4%
Faculty	491	137	27.9%	202	41.1%	152	31.0%	212	43.2%	19	3.9%	18	3.7%	83	16.9%	1	0.2%	0	0.0%	6	1.2%	152	31.0%
Health Professional	174	98	56.3%	31	17.8%	45	25.9%	106	60.9%	7	4.0%	8	4.6%	6	3.4%	1	0.6%	0	0.0%	1	0.6%	45	25.9%
Administrative Support Professional	2,457	1,105	45.0%	627	25.5%	725	29.5%	1,421	57.8%	148	6.0%	48	2.0%	56	2.3%	2	0.1%	2	0.1%	54	2.2%	726	29.5%
Student Support Professional	1,013	456	45.0%	284	28.0%	273	26.9%	523	51.6%	134	13.2%	23	2.3%	25	2.5%	3	0.3%	1	0.1%	34	3.4%	270	26.7%
Technical Support Professional	537	140	26.1%	225	41.9%	172	32.0%	282	52.5%	13	2.4%	13	2.4%	46	8.6%	0	0.0%	1	0.2%	5	0.9%	177	33.0%
Level I Office & Clerical	193	94	48.7%	19	9.8%	80	41.5%	81	42.0%	14	7.3%	5	2.6%	4	2.1%	0	0.0%	0	0.0%	7	3.6%	82	42.5%
Level II Office & Clerical	2,051	1,056	51.5%	353	17.2%	642	31.3%	1,128	55.0%	143	7.0%	44	2.1%	35	1.7%	6	0.3%	0	0.0%	56	2.7%	639	31.2%
Technical	825	205	24.8%	353	42.8%	267	32.4%	435	52.7%	46	5.6%	28	3.4%	21	2.5%	12	1.5%	0	0.0%	20	2.4%	263	31.9%
Skilled Crafts	38	1	2.6%	13	34.2%	24	63.2%	13	34.2%	1	2.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	7.9%	21	55.3%
Service & Maintenance	330	38	11.5%	174	52.7%	118	35.8%	182	55.2%	19	5.8%	5	1.5%	2	0.6%	0	0.0%	0	0.0%	6	1.8%	116	35.2%
Totals	8,813	3,601	40.9%	2,523	28.6%	2,689	30.5%	4,792	54.4%	596	6.8%	210	2.4%	288	3.3%	27	0.3%	4	0.0%	212	2.4%	2,684	30.5%

Applicants Appointed

Promotions	Total	Females	Males	Unknown Gender	White	African American	Hispanic	Asian	AI/AN	PI/HN	Multiple	Unknown Races
Executive	3	1	2	0	2	0	0	0	0	0	1	0
Administrative	11	7	4	0	9	2	0	0	0	0	0	0
Managerial	17	10	7	0	15	0	0	1	0	0	1	0
Faculty	77	46	31	0	62	0	3	9	1	0	2	0
Health Professional	18	16	2	0	18	0	0	0	0	0	0	0
Administrative Support Professional	127	86	41	0	110	5	3	4	0	0	5	0
Student Support Professional	33	27	6	0	26	4	1	0	0	0	2	0
Technical Support Professional	56	26	30	0	49	2	1	4	0	0	0	0
Level I Office & Clerical	9	9	0	0	9	0	0	0	0	0	0	0
Level II Office & Clerical	52	37	15	0	43	2	2	0	2	0	3	0
Technical	69	40	29	0	58	5	1	3	0	0	2	0
Skilled Crafts	5	0	5	0	4	1	0	0	0	0	0	0
Service & Maintenance	38	2	36	0	33	4	1	0	0	0	0	0
Totals	515	307	208	0	438	25	12	21	3	0	16	0

Selection Rate and Impact Ratio

Promotions	Female Applicants	F Appoints	%	IR Female	Male Applicants	M Appoints	%	IR Male	Unknown Applicants	Unknown Appoints	%	White Applicants	White Appoints	%	IR White	AA Applicants	AA Appoints	%	IR AA
Executive	16	1	6.3%		42	2	4.8%	76.2%	29	0	0.0%	49	2	4.1%		2	0	0.0%	0.0%
Administrative	96	7	7.3%		93	4	4.3%	59.0%	55	0	0.0%	149	9	6.0%	57.4%	19	2	10.5%	
Managerial	159	10	6.3%	96.1%	107	7	6.5%		107	0	0.0%	211	15	7.1%	92.4%	31	0	0.0%	0.0%
Faculty	137	46	33.6%		202	31	15.3%	45.7%	152	0	0.0%	212	62	29.2%		19	0	0.0%	0.0%
Health Professional	98	16	16.3%		31	2	6.5%	39.5%	45	0	0.0%	106	18	17.0%		7	0	0.0%	0.0%
Administrative Support Professional	1105	86	7.8%		627	41	6.5%	84.0%	725	0	0.0%	1,421	110	7.7%	83.6%	148	5	3.4%	36.5%
Student Support Professional	456	27	5.9%		284	6	2.1%	35.7%	273	0	0.0%	523	26	5.0%	84.5%	134	4	3.0%	50.7%
Technical Support Professional	140	26	18.6%		225	30	13.3%	71.8%	172	0	0.0%	282	49	17.4%		13	2	15.4%	88.5%
Level I Office & Clerical	94	9	9.6%		19	0	0.0%	0.0%	80	0	0.0%	81	9	11.1%		14	0	0.0%	0.0%
Level II Office & Clerical	1056	37	3.5%	82.5%	353	15	4.2%		642	0	0.0%	1,128	43	3.8%	71.2%	143	2	1.4%	26.1%
Technical	205	40	19.5%		353	29	8.2%	42.1%	267	0	0.0%	435	58	13.3%	93.3%	46	5	10.9%	76.1%
Skilled Crafts	1	0	0.0%	0.0%	13	5	38.5%		24	0	0.0%	13	4	30.8%	30.8%	1	1	100.0%	
Service & Maintenance	38	2	5.3%	25.4%	174	36	20.7%		118	0	0.0%	182	33	18.1%	86.1%	19	4	21.1%	
Totals	3,601	307	8.5%		2523	208	8.2%	96.7%	2,689	0	0.0%	4,792	438	9.1%		596	25	4.2%	45.9%

Promotions	Hispanic Applicants	Hispanic Appoints	%	IR Hispanic	Asian Applicants	Asian Appoints	%	IR Asian	AI/AN Applicatns	AI/AN Appoints	%	IR AI/AN	PI/HN Applicants	PI/HN Appoints	%	IR PI/HN	Multiple Applicatns	Multiple Appoints	%	IR Multiple	Unknown Applicants	Unknown Appoints	%
Executive	3	0	0.0%	0.0%	2	0	0.0%	0.0%	0	0	#DIV/0!		0	0	#DIV/0!		1	1	100.0%		30	0	0.0%
Administrative	8	0	0.0%	0.0%	4	0	0.0%		1	0	0.0%		0	0	#DIV/0!		6	0	0.0%	0.0%	57	0	0.0%
Managerial	7	0	0.0%		4	1	25.0%		1	0	0.0%		0	0	#DIV/0!		13	1	7.7%		106	0	0.0%
Faculty	18	3	16.7%	57.0%	83	9	10.8%	37.1%	1	1	100.0%		0	0	#DIV/0!		6	2	33.3%		152	0	0.0%
Health Professional	8	0	0.0%	0.0%	6	0	0.0%	0.0%	1	0	0.0%		0	0	#DIV/0!		1	0	0.0%		45	0	0.0%
Administrative Support Professional	48	3	6.3%	67.5%	56	4	7.1%	77.1%	2	0	0.0%		2	0	0.0%		54	5	9.3%		726	0	0.0%
Student Support Professional	23	1	4.3%	73.9%	25	0	0.0%		3	0	0.0%		1	0	0.0%		34	2	5.9%		270	0	0.0%
Technical Support Professional	13	1	7.7%	44.3%	46	4	8.7%	50.0%	0	0	#DIV/0!		1	0	0.0%		5	0	0.0%		177	0	0.0%
Level I Office & Clerical	5	0	0.0%	0.0%	4	0	0.0%	0.0%	0	0	#DIV/0!		0	0	#DIV/0!		7	0	0.0%	0.0%	82	0	0.0%
Level II Office & Clerical	44	2	4.5%	84.8%	35	0	0.0%		6	2	33.3%		0	0	#DIV/0!		56	3	5.4%		639	0	0.0%
Technical	28	1	3.6%	25.0%	21	3	14.3%		12	0	0.0%		0	0	#DIV/0!		20	2	10.0%	70.0%	263	0	0.0%
Skilled Crafts	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		3	0	0.0%	0.0%	21	0	0.0%
Service & Maintenance	5	1	20.0%		2	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		6	0	0.0%		116	0	0.0%
Totals	210	12	5.7%	62.5%	288	21	7.3%	79.8%	27	3	11.1%		4	0	0.0%		212	16	7.5%	82.6%	2,684	0	0.0%

Highest rate of selection, highlighted, with an applicant pool greater than 2% chosen for Impact Ratio. Under 80% there is adverse impact. Goals have been set.

*Faculty data as reported through the University of Kentucky Integrated Employment System.

Adverse Impact 10/1/2018 - 09/30/2019

Applications Received

Totals	Total	Females	%	Males	%	Unknown Gender	%	White	%	African American	%	Hispanic	%	Asian	%	AI/AN	%	PI/HN	%	Multiple	%	Unknown Races	%
Executive	18	11	61.1%	4	22.2%	3	16.7%	11	61.1%	1	5.6%	2	11.1%	1	5.6%	0	0.0%	0	0.0%	0	0.0%	3	16.7%
Administrative	57	23	40.4%	17	29.8%	17	29.8%	36	63.2%	0	0.0%	4	7.0%	2	3.5%	0	0.0%	0	0.0%	0	0.0%	15	26.3%
Managerial	61	25	41.0%	23	37.7%	13	21.3%	40	65.6%	3	4.9%	2	3.3%	2	3.3%	0	0.0%	0	0.0%	1	1.6%	13	21.3%
Faculty	0	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Health Professional	9,718	5,078	52.3%	1,125	11.6%	3,515	36.2%	5,567	57.3%	263	2.7%	126	1.3%	200	2.1%	6	0.1%	1	0.0%	121	1.2%	3,434	35.3%
Administrative Support Professional	1,355	570	42.1%	412	30.4%	373	27.5%	771	56.9%	77	5.7%	27	2.0%	47	3.5%	0	0.0%	0	0.0%	41	3.0%	392	28.9%
Student Support Professional	74	34	45.9%	17	23.0%	23	31.1%	38	51.4%	7	9.5%	2	2.7%	2	2.7%	0	0.0%	0	0.0%	0	0.0%	25	33.8%
Technical Support Professional	572	82	14.3%	319	55.8%	171	29.9%	303	53.0%	26	4.5%	15	2.6%	35	6.1%	0	0.0%	2	0.3%	15	2.6%	176	30.8%
Level I Office & Clerical	8,435	4,453	52.8%	1,013	12.0%	2,969	35.2%	3,804	45.1%	931	11.0%	256	3.0%	152	1.8%	18	0.2%	1	0.0%	242	2.9%	3,031	35.9%
Level II Office & Clerical	3,598	1,961	54.5%	451	12.5%	1,186	33.0%	1,778	49.4%	368	10.2%	85	2.4%	73	2.0%	8	0.2%	1	0.0%	91	2.5%	1,194	33.2%
Technical	3,010	1,395	46.3%	573	19.0%	1,042	34.6%	1,462	48.6%	229	7.6%	127	4.2%	83	2.8%	6	0.2%	1	0.0%	75	2.5%	1,027	34.1%
Skilled Craft	0	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Service & Maintenance	3,855	1,781	46.2%	442	11.5%	1,632	42.3%	1,662	43.1%	298	7.7%	98	2.5%	86	2.2%	4	0.1%	6	0.2%	90	2.3%	1,611	41.8%
Totals	30,753	15,413	50.1%	4,396	14.3%	10,944	35.6%	15,472	50.3%	2,203	7.2%	744	2.4%	683	2.2%	42	0.1%	12	0.0%	676	2.2%	10,921	35.5%

Applicants Appointed

Totals	Total	Females	Males	Unknown Gender	White	African American	Hispanic	Asian	AI/AN	PI/HN	Multiple	Unknown Races
Executive	1	1	0	0	1	0	0	0	0	0	0	0
Administrative	4	2	2	0	3	0	1	0	0	0	0	0
Managerial	5	3	2	0	5	0	0	0	0	0	0	0
Faculty	0	0	0	0	0	0	0	0	0	0	0	0
Health Professional	1,266	1,081	185	0	1,103	49	33	40	1	1	31	8
Administrative Support Professional	66	45	21	0	51	5	0	7	0	0	3	0
Student Support Professional	5	3	2	0	5	0	0	0	0	0	0	0
Technical Support Professional	32	12	20	0	27	0	2	3	0	0	0	0
Level I Office & Clerical	294	234	60	0	202	58	17	7	2	0	7	1
Level II Office & Clerical	106	93	13	0	85	10	4	2	0	0	5	0
Technical	357	253	104	0	275	38	20	13	2	0	9	0
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0
Service & Maintenance	353	291	62	0	276	46	14	8	1	1	7	0
Totals	2,489	2,018	471	0	2,033	206	91	80	6	2	62	9

Selection Rate and Impact Ratio

Totals	Female Applicants	F Appoints	%	IR Female	Male Applicants	M Appoints	%	IR Male	Unknown Applicants	Unknown Appoints	%	White Applicants	White Appoints	%	IR White
Executive	11	1	9.1%		4	0	0.0%	0.0%	3	0	0.0%	11	1	9.1%	
Administrative	23	2	8.7%	73.9%	17	2	11.8%		17	0	0.0%	36	3	8.3%	33.3%
Managerial	25	3	12.0%		23	2	8.7%	72.5%	13	0	0.0%	40	5	12.5%	
Faculty	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!	0	0	#DIV/0!	
Health Professional	5,078	1,081	21.3%		1,125	185	16.4%	77.2%	3,515	0	0.0%	5,567	1,103	19.8%	99.1%
Administrative Support Professional	570	45	7.9%		412	21	5.1%	64.6%	373	0	0.0%	771	51	6.6%	44.4%
Student Support Professional	34	3	8.8%	75.0%	17	2	11.8%		23	0	0.0%	38	5	13.2%	
Technical Support Professional	82	12	14.6%		319	20	6.3%	42.8%	171	0	0.0%	303	27	8.9%	66.8%
Level I Office & Clerical	4,453	234	5.3%	88.7%	1,013	60	5.9%		2,969	0	0.0%	3,804	202	5.3%	80.0%
Level II Office & Clerical	1,961	93	4.7%		451	13	2.9%	60.8%	1,186	0	0.0%	1,778	85	4.8%	87.0%
Technical	1,395	253	18.1%	99.9%	573	104	18.2%		1,042	0	0.0%	1,462	275	18.8%	
Skilled Craft	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!	0	0	#DIV/0!	
Service & Maintenance	1,781	291	16.3%		442	62	14.0%	85.9%	1,632	0	0.0%	1,662	276	16.6%	
Totals	15,413	2,018	13.1%		4,396	471	10.7%	81.8%	10,944	0	0.0%	15,472	2,033	13.1%	

Totals	AA Applicants	AA Appoints	%	IR AA	Hispanic Applicants	Hispanic Appoints	%	IR Hispanic	Asian Applicants	Asian Appoints	%	IR Asian	AI/AN Applicatns	AI/AN Appoints	%	IR AI/AN	PI/HN Applicants	PI/HN Appoints	%	IR PI/HN	Multiple Applicatns	Multiple Appoints	%	IR Multiple	Unknown Applicants	Unknown Appoints	%
Executive	1	0	0.0%	0.0%	2	0	0.0%	0.0%	1	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		3	0	0.0%
Administrative	0	0	#DIV/0!		4	1	25.0%		2	0	0.0%	0.0%	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		15	0	0.0%
Managerial	3	0	0.0%	0.0%	2	0	0.0%	0.0%	2	0	0.0%	0.0%	0	0	#DIV/0!		0	0	#DIV/0!		1	0	0.0%		13	0	0.0%
Faculty	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!
Health Professional	263	49	18.6%	93.2%	126	33	26.2%		200	40	20.0%		6	1	16.7%		1	1	100.0%		121	31	25.6%		3,434	8	0.2%
Administrative Support Professional	77	5	6.5%	43.6%	27	0	0.0%	0.0%	47	7	14.9%		0	0	#DIV/0!		0	0	#DIV/0!		41	3	7.3%	49.1%	392	0	0.0%
Student Support Professional	7	0	0.0%	0.0%	2	0	0.0%	0.0%	2	0	0.0%	0.0%	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		25	0	0.0%
Technical Support Professional	26	0	0.0%	0.0%	15	2	13.3%		35	3	8.6%	64.3%	0	0	#DIV/0!		2	0	0.0%		15	0	0.0%	0.0%	176	0	0.0%
Level I Office & Clerical	931	58	6.2%	93.8%	256	17	6.6%		152	7	4.6%		18	2	11.1%		1	0	0.0%		242	7	2.9%	43.6%	3,031	1	0.0%
Level II Office & Clerical	368	10	2.7%	49.5%	85	4	4.7%	85.6%	73	2	2.7%	49.9%	8	0	0.0%		1	0	0.0%		91	5	5.5%		1,194	0	0.0%
Technical	229	38	16.6%	88.2%	127	20	15.7%	83.7%	83	13	15.7%	83.3%	6	2	33.3%		1	0	0.0%		75	9	12.0%	63.8%	1,027	0	0.0%
Skilled Craft	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!
Service & Maintenance	298	46	15.4%	93.0%	98	14	14.3%	86.0%	86	8	9.3%	56.0%	4	1	25.0%		6	1	16.7%		90	7	7.8%	46.8%	1,611	0	0.0%
Totals	2,203	206	9.4%	71.2%	744	91	12.2%	93.1%	683	80	11.7%	89.1%	42	6	14.3%		12	2	16.7%		676	62	9.2%	69.8%	10,921	9	0.1%

Adverse Impact 10/1/2018 - 09/30/2019

Applications Received

Promotions	Total	Females	%	Males	%	Unknown Gender	%	White	%	African American	%	Hispanic	%	Asian	%	AI/AN	%	PI/HN	%	Multiple	%	Unknown Races	%
Executive	9	3	33.3%	5	55.6%	1	11.1%	8	88.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	11.1%
Administrative	284	87	30.6%	111	39.1%	86	30.3%	188	66.2%	7	2.5%	6	2.1%	2	0.7%	1	0.4%	1	0.4%	2	0.7%	77	27.1%
Managerial	29	11	37.9%	12	41.4%	6	20.7%	19	65.5%	1	3.4%	0	0.0%	2	6.9%	0	0.0%	1	3.4%	0	0.0%	6	20.7%
Faculty	0	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Health Professional	1,197	589	49.2%	204	17.0%	404	33.8%	689	57.6%	46	3.8%	21	1.8%	29	2.4%	2	0.2%	1	0.1%	12	1.0%	397	33.2%
Administrative Support Professional	1,431	634	44.3%	423	29.6%	374	26.1%	860	60.1%	62	4.3%	41	2.9%	37	2.6%	2	0.1%	1	0.1%	44	3.1%	384	26.8%
Student Support Professional	25	14	56.0%	5	20.0%	6	24.0%	17	68.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	28.0%
Technical Support Professional	309	45	14.6%	165	53.4%	99	32.0%	168	54.4%	6	1.9%	8	2.6%	17	5.5%	0	0.0%	0	0.0%	4	1.3%	106	34.3%
Level I Office & Clerical	593	307	51.8%	90	15.2%	196	33.1%	289	48.7%	55	9.3%	26	4.4%	12	2.0%	2	0.3%	0	0.0%	15	2.5%	194	32.7%
Level II Office & Clerical	2,188	1,207	55.2%	304	13.9%	677	30.9%	1,136	51.9%	203	9.3%	68	3.1%	50	2.3%	2	0.1%	0	0.0%	57	2.6%	672	30.7%
Technical	611	287	47.0%	111	18.2%	213	34.9%	309	50.6%	39	6.4%	19	3.1%	11	1.8%	1	0.2%	1	0.2%	21	3.4%	210	34.4%
Skilled Crafts	0	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Service & Maintenance	75	25	33.3%	14	18.7%	36	48.0%	23	30.7%	10	13.3%	1	1.3%	2	2.7%	0	0.0%	0	0.0%	2	2.7%	37	49.3%
Totals	6,751	3,209	47.5%	1,444	21.4%	2,098	31.1%	3,706	54.9%	430	6.4%	190	2.8%	162	2.4%	10	0.1%	5	0.1%	157	2.3%	2,091	31.0%

Applicants Appointed

Promotions	Total	Females	Males	Unknown Gender	White	African American	Hispanic	Asian	AI/AN	PI/HN	Multiple	Unknown Races
Executive	2	1	1	0	2	0	0	0	0	0	0	0
Administrative	15	13	2	0	15	0	0	0	0	0	0	0
Managerial	5	3	2	0	4	0	0	1	0	0	0	0
Faculty	0	0	0	0	0	0	0	0	0	0	0	0
Health Professional	162	124	38	0	150	5	2	2	0	0	3	0
Administrative Support Professional	76	59	17	0	68	3	0	3	0	0	2	0
Student Support Professional	3	2	1	0	3	0	0	0	0	0	0	0
Technical Support Professional	22	11	11	0	19	0	0	3	0	0	0	0
Level I Office & Clerical	24	17	7	0	16	4	1	0	1	0	2	0
Level II Office & Clerical	80	69	11	0	64	9	1	2	0	0	4	0
Technical	76	56	20	0	58	7	6	1	1	0	3	0
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0	0
Service & Maintenance	8	5	3	0	4	2	0	1	0	0	1	0
Totals	473	360	113	0	403	30	10	13	2	0	15	0

Selection Rate and Impact Ratio

Promotions	Female Applicants	F Appoints	%		Male Applicants	M Appoints	%		Unknown Applicants	Unknown Appoints	%	White Applicants	White Appoints	%	
Executive	3	1	33.3%		5	1	20.0%	60.0%	1	0	0.0%	8	2	25.0%	
Administrative	87	13	14.9%		111	2	1.8%	12.1%	86	0	0.0%	188	15	8.0%	
Managerial	11	3	27.3%		12	2	16.7%	61.1%	6	0	0.0%	19	4	21.1%	42.1%
Faculty	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!	0	0	#DIV/0!	
Health Professional	589	124	21.1%		204	38	18.6%	88.5%	404	0	0.0%	689	150	21.8%	
Administrative Support Professional	634	59	9.3%		423	17	4.0%	43.2%	374	0	0.0%	860	68	7.9%	97.5%
Student Support Professional	14	2	14.3%	71.4%	5	1	20.0%		6	0	0.0%	17	3	17.6%	
Technical Support Professional	45	11	24.4%		165	11	6.7%	27.3%	99	0	0.0%	168	19	11.3%	
Level I Office & Clerical	307	17	5.5%	71.2%	90	7	7.8%		196	0	0.0%	289	16	5.5%	41.5%
Level II Office & Clerical	1207	69	5.7%		304	11	3.6%	63.3%	677	0	0.0%	1,136	64	5.6%	80.3%
Technical	287	56	19.5%		111	20	18.0%	92.3%	213	0	0.0%	309	58	18.8%	59.4%
Skilled Crafts	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!	0	0	#DIV/0!	
Service & Maintenance	25	5	20.0%	93.3%	14	3	21.4%		36	0	0.0%	23	4	17.4%	34.8%
Totals	3,209	360	11.2%		1444	113	7.8%	69.8%	2,098	0	0.0%	3,706	403	10.9%	

Promotions	AA Applicants	AA Appoints	%		Hispanic Applicants	Hispanic Appoints	%		Asian Applicants	Asian Appoints	%		AI/AN Applicatns	AI/AN Appoints	%		PI/HN Applicants	PI/HN Appoints	%		Multiple Applicatns	Multiple Appoints	%		Unknown Applicants	Unknown Appoints	%
Executive	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		1	0	0.0%
Administrative	7	0	0.0%	0.0%	6	0	0.0%	0.0%	2	0	0.0%		1	0	0.0%		1	0	0.0%		2	0	0.0%		77	0	0.0%
Managerial	1	0	0.0%	0.0%	0	0	#DIV/0!		2	1	50.0%		0	0	#DIV/0!		1	0	0.0%		0	0	#DIV/0!		6	0	0.0%
Faculty	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!
Health Professional	46	5	10.9%	49.9%	21	2	9.5%		29	2	6.9%	31.7%	2	0	0.0%		1	0	0.0%		12	3	25.0%		397	0	0.0%
Administrative Support Professional	62	3	4.8%	59.7%	41	0	0.0%	0.0%	37	3	8.1%		2	0	0.0%		1	0	0.0%		44	2	4.5%		384	0	0.0%
Student Support Professional	1	0	0.0%	0.0%	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		7	0	0.0%
Technical Support Professional	6	0	0.0%	0.0%	8	0	0.0%	0.0%	17	3	17.6%		0	0	#DIV/0!		0	0	#DIV/0!		4	0	0.0%		106	0	0.0%
Level I Office & Clerical	55	4	7.3%	54.5%	26	1	3.8%	28.8%	12	0	0.0%	0.0%	2	1	50.0%		0	0	#DIV/0!		15	2	13.3%		194	0	0.0%
Level II Office & Clerical	203	9	4.4%	63.2%	68	1	1.5%	21.0%	50	2	4.0%	57.0%	2	0	0.0%		0	0	#DIV/0!		57	4	7.0%		672	0	0.0%
Technical	39	7	17.9%	56.8%	19	6	31.6%		11	1	9.1%		1	1	100.0%		1	0	0.0%		21	3	14.3%	45.2%	210	0	0.0%
Skilled Crafts	0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!
Service & Maintenance	10	2	20.0%	40.0%	1	0	0.0%		2	1	50.0%		0	0	#DIV/0!		0	0	#DIV/0!		2	1	50.0%		37	0	0.0%
Totals	430	30	7.0%	64.2%	190	10	5.3%	48.4%	162	13	8.0%	73.8%	10	2	20.0%		5	0	0.0%		157	15	9.6%	87.9%	2,091	0	0.0%

Highest rate of selection, highlighted, with an applicant pool greater than 2% chosen for Impact Ratio. Under 80% there is adverse impact. Goals have been set.

*Faculty data as reported through the University of Kentucky Integrated Employment System.