

UNIVERSITY OF KENTUCKY EMPLOYMENT DECISION ANALYSIS BY SEX AND MINORITY STATUS

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 68,449 applications for 3,810 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 5.6% 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:

- Of applicants that completed demographic data, Women were 24,239 or 44.9% of the Totals applications considered for appointment.
- Received 2,203 or 72.1% of the Totals appointments.
- Were selected for appointment in Totals at a higher rate than males in Faculty, Professional, Technical, and Office and Clerical job groups.
- Of applicants that completed demographic data, Women were 6,281 or 43.3% of the Promotions applicants considered for appointment.
- Were 460 or 60.8% of all Promotions selected.
- Were selected for Promotions at a higher rate than males in 9 job groups.

Overall Women on Campus at the University of Kentucky:

- Of applicants that completed demographic data, Women were 9,794 or 36.2% of the Totals applications considered for appointment.
- Received 619 or 55.5% of the Totals appointments.
- Were selected for appointment in Totals at a higher rate than males in 7 job groups.
- Of applicants that completed demographic data, Women were 3,467 or 38.4% of the Promotions applicants considered for appointment.
- Were 244 or 53.5% of all Promotions selected.
- Were selected for Promotions at a higher rate than males in 10 job groups.

Overall Women in University of Kentucky HealthCare:

- Of applicants that completed demographic data, Women were 14,445 or 53.7% of the Totals applications considered for appointment.
- Received 1,584 or 81.7% of the Totals appointments.

- Were selected for appointment in Totals at a higher rate than males in 7 job groups.
- Of applicants that completed demographic data, Women were 2,814 or 51.4% of the Promotions applicants considered for appointment.
- Were 216 or 72.0% of all promotions selected.
- Were selected for Promotions at a higher rate than males in 7 job groups.

Overall Minorities at the University of Kentucky:

- Of applicants that completed demographic data, Minorities were 9,230 or 17.1% of the Total applications considered for appointment with African Americans being 4,056 or 7.5% of those.
- Received 550 or 18.0% of Total appointment with African Americans being 233 or 7.6%, Asians being 129 or 4.2%, and Hispanics being 85 or 2.8%.
- Were 2,108 or 14.5% of the Promotions applicants considered for appointment with African Americans being 1,061 or 13.1%.
- Were 100 or 13.2% of all Promotions selected with African Americans being 46 or 6.1% and Asians being 24 or 3.2% of all Promotions.

Overall Minorities on Campus at the University of Kentucky:

- Of applicants that completed demographic data, Minorities were 5,503 or 20.3% of the Totals applications considered for appointment with African Americans being 2,153 or 8.0% and Asians being 2,018 or 7.5% of those.
- Received 230 or 20.6% of Total appointment with African Americans being 80 or 7.2% and Asians being 75 or 6.7%.
- Of the applicants that completed demographic data, Minorities were 1,281 or 14.2% of the Promotions applicants considered for appointment with African Americans being 591 or 6.5% and Asians being 271 or 3.0%.
- Were 63 or 13.8% of all Promotions selected with African Americans being 24 or 5.3% and Asians being 20 or 4.4% of all Promotions.

Overall Minorities in University of Kentucky HealthCare:

- Of applicants that completed demographic data, Minorities were 3,727 or 16.6% of the Totals applications considered for appointment with African Americans being 1,903 or 13.0% of those.
- Received 320 or 16.5% of Total appointment with African Americans being 153 or 7.9%, Hispanics being 50 or 2.6% and Asians being 54 or 2.8%.
- Of the applicants that completed demographic data, Minorities were 827 or 15.1% of the Promotions applicants considered for appointment with African Americans being 470 or 8.6% of those.
- Were 37 or 12.3% of all Promotions selected with African Americans being 22 or 7.3% of all Promotions.

Data for the major administrative units and each college may be found in AAP Appendix E Adverse Impact Applicants 10_2018_D2017.pdf.