

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 77,936 applications for 4,863 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 6.2% 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 26,478 or 42.5% of the Totals applications considered for appointment.
- Received 2,815 or 72.6% of the Totals appointments.
- Were selected for appointment in Totals at a higher rate than males in all 13 job group categories.
- Of applicants that completed demographic data, Women were 6,810 or 43.8% of the Promotions applicants considered for appointment.
- Were 667 or 67.5% of all Promotions selected.
- Were selected for Promotions at a higher rate than males in 11 job groups.

Overall Women on Campus at the University of Kentucky:

- Of applicants that completed demographic data, Women were 11,065 or 35.0% of the Totals applications considered for appointment.
- Received 787 or 57.5% of the Totals appointments.
- Were selected for appointment in Totals at a higher rate than males in all 13 job groups.
- Of applicants that completed demographic data, Women were 3,601 or 40.9% of the Promotions applicants considered for appointment.
- Were 307 or 59.6% of all Promotions selected.
- Were selected for Promotions at a higher rate than males in 9 job groups.

Overall Women in University of Kentucky HealthCare:

- Of applicants that completed demographic data, Women were 15,413 or 50.1% of the Totals applications considered for appointment.
- Received 2,018 or 81.1% 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 3,209 or 47.5% of the Promotions applicants considered for appointment.
- Were 360 or 76.1% of all promotions selected.
- Were selected for Promotions at a higher rate than males in 8 job groups.

Overall Minorities at the University of Kentucky:

- Of applicants that completed demographic data, Minorities were 10,867 or 17.4% of the Total applications considered for appointment with African Americans being 4,587 or 7.4% of those.
- Received 769 or 19.8% of Total appointment with African Americans being 345 or 8.9%, Asians being 185 or 4.8%, and Hispanics being 136 or 3.5%.
- Were selected for appointment in Totals in 7 job groups.
- Were 2,291 or 14.7% of the Promotions applicants considered for appointment with African Americans being 1,026 or 6.6%.
- Were 147 or 14.9% of all Promotions selected with African Americans being 55 or 5.6% and Asians being 34 or 3.4% of all Promotions.
- Were selected for appointment in Promotions in 6 job groups.

Overall Minorities on Campus at the University of Kentucky:

- Of applicants that completed demographic data, Minorities were 6,507 or 20.6% of the Totals applications considered for appointment with African Americans being 2,384 or 7.5% and Asians being 2,423 or 7.7% of those.
- Received 322 or 23.2% of Total appointment with African Americans being 139 or 10.0% and Asians being 105 or 7.6%.
- Were selected for appointment in Totals in 7 job groups.
- Of the applicants that completed demographic data, Minorities were 1,337 or 15.1% of the Promotions applicants considered for appointment with African Americans being 596 or 6.8% and Asians being 288 or 3.3%.
- Were 77 or 15.0% of all Promotions selected with African Americans being 25 or 4.9% and Asians being 21 or 4.1% of all Promotions.
- Were selected for appointment in Promotions in 8 job groups.

Overall Minorities in University of Kentucky HealthCare:

- Of applicants that completed demographic data, Minorities were 4,360 or 14.1% of the Totals applications considered for appointment with African Americans being 2,203 or 71.6% of those.
- Received 447 or 18.0% of Total appointment with African Americans being 206 or 8.3%, Hispanics being 91 or 3.7% and Asians being 80 or 3.2%.
- Were selected for appointment in Totals in 6 job groups.
- Of the applicants that completed demographic data, Minorities were 954 or 14.1% of the Promotions applicants considered for appointment with African Americans being 430 or 6.4% of those.

- Were 70 or 14.8% of all Promotions selected with African Americans being 30 or 6.3% of all Promotions.
- Were selected for appointment in Promotions in 7 job groups.

Data for the major administrative units and each college may be found in AAP Appendix E Adverse Impact Applicants 10_2020_D2019.pdf.