University of Kentucky Total WorkforceTerminations																																				
Job Groups	Total Female Employees	Total Male Employees	Total Terminations	Female	%	Impact Ratio	Male	%	Impact Ratio	Total White Employees	White	%	Impact Ratio	Total African American Employees	African American	%	Impact Ratio	Total Hispanic Employees	Hispanic	%	Impact Ratio	Total Asian Employees	Asian	%	Impact Ratio	Total AI/AN Employees	American Indian/Alaskan Native	%	Impact Ratio	Total PI/HN Employees	Pacific Islander/Hawaiian Native	%	Impact Ratio	Total Multiple Employees	Multiple	% Ir
Executive	19	45	2	1	5.3%	42.2%	1	2.2%		60	2	3.3%	0.0%	5	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		2	1	50.0%
Administrative	208	242	7	3	1.4%		4	1.7%	87.3%	420	6	1.4%	0.0%	25	1	4.0%	0.0%	2	0	0.0%		9	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		2	1	50.0%
Mangerial	103	103	4	2	1.9%		2	1.9%		199	4	2.0%	0.0%	3	0	0.0%		2	0	0.0%		5	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		1	0	0.0%
Faculty	1449	1890	280	163	11.2%	55.0%	117	6.2%		2925	219	7.5%	91.3%	117	8	6.8%		112	10	8.9%	76.6%	442	43	9.7%	70.3%	3	0	0.0%		6	0	0.0%		28	14	50.0%
Health Professional	4738	858	521	435	9.2%		86	10.0%	91.6%	5688	479	8.4%		190	17	8.9%	94.1%	65	9	13.8%		132	13	9.8%	85.5%	3	0	0.0%		9	1	11.1%		31	3	9.7%
Administrative Support Professional	1659	877	284	171	10.3%		113	12.9%	80.0%	2592	252	9.7%		119	14	11.8%	82.6%	37	8	21.6%		44	6	13.6%		1	0	0.0%		2	1	50.0%		39	20	51.3%
Student Support Professional	432	259	51	25	5.8%		26	10.0%	57.6%	620	38	6.1%		89	10	11.2%	54.5%	11	0	0.0%		11	0	0.0%		0	0	#DIV/0!		1	0	0.0%		14	10	71.4%
Technical Support Professional	420	784	50	21	5.0%	74.0%	29	3.7%		1031	38	3.7%		35	2	5.7%	64.5%	16	0	0.0%		153	10	6.5%	56.4%	1	0	0.0%		1	0	0.0%		28	11	39.3%
Office and Clerical Level I	1541	294	369	296	19.2%		73	24.8%	77.4%	1788	270	15.1%		310	73	23.5%	64.1%	39	13	33.3%		35	7	20.0%		4	0	0.0%		3	0	0.0%		25	12	48.0%
Office and Clerical Level II	1310	199	90	74	5.6%		16	8.0%	70.3%	1400	77	5.5%		145	8	5.5%	99.7%	25	2	8.0%		14	2	14.3%		2	0	0.0%		1	0	0.0%		15	5	33.3%
Technical /Paraprofessional	2346	1391	879	522	22.3%		357	25.7%	86.7%	3985	702	17.6%		296	72	24.3%	72.4%	108	28	25.9%	67.9%	176	58	33.0%	53.5%	6	1	16.7%		2	0	0.0%		45	33	73.3%
Skilled Crafts	2	148	13	1	50.0%		12	8.1%		144	13	9.0%	0.0%	16	0	0.0%		2	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		2	1	50.0%
Service and Maintenance	1569	1253	649	396	25.2%	80.0%	253	20.2%		2725	476	17.5%		567	131	23.1%	75.6%	62	15	24.2%	72.2%	64	12	18.8%	93.2%	4	1	25.0%		4	2	50.0%		55	28	50.9%
Total	15796	8343	3199	2110	13.4%	97.7%	1089	13.1%		23577	2576	10.9%		1917	336	17.5%	62.3%	481	85	17.7%	61.8%	1085	151	13.9%	78.5%	24	2	8.3%		29	4	13.8%		287	139	48.4%

Labor Pool must represent more than 2% of the workforce.

University of Kentucky Campus Terminations																																				
Job Groups	Total Female Employees		Total Termination	Female	e %	Impact Ratio	Male	%	1	Total White Employees	White	%	Impact Ratio	Total African American Employees	African American	%	Impact Ratio	Total Hispanic Employees	Hispanic	%	Impact Ratio	Total Asian Employees	Asian	%	-	Total AI/AN Employees	American Indian/Alaskan Native	%	limbact Katio i	Total PI/HN Employees	Pacific Islander/Hawaiian Native	%	Impact Ratio	Total Multiple Employees	Viultiple '	% Imp
Executive	18	37	2	1	5.6%	48.6%	1	2.7%		51	2	3.9%	0.0%	5	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		1	0 0	.0%
Administrative	155	209	5	2	1.3%		3	1.4%	89.9%	335	4	1.2%	0.0%	23	1	4.3%	0.0%	2	0	0.0%		8	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		1	0 0	.0%
Mangerial	58	74	4	2	3.4%	78.4%	2	2.7%		130	4	3.1%	0.0%	1	0	0.0%		1	0	0.0%		4	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		0	0 #D/	IV/0!
Faculty	1449	1890	280	163	11.2%	55.0%	117	6.2%		2925	219	7.5%	91.3%	117	8	6.8%		112	10	8.9%	76.6%	442	43	9.7%	70.3%	3	0	0.0%		6	0	0.0%		14	0 0	.0%
Health Professional	264	37	62	55	20.8%	90.8%	7	18.9%		340	56	16.5%		17	3	17.6%	93.3%	1	1	100.0%		4	2	50.0%		0	0	#DIV/0!		0	0	#DIV/0!		1	0 0	.0%
dministrative SupportProfessional	1377	743	270	162	11.8%		108	14.5%	80.9%	2205	240	10.9%		95	12	12.6%	86.2%	36	8	22.2%		32	6	18.8%		1	0	0.0%		1	1	100.0%		20	3 15	5.0%
Student Support Professional	402	247	51	25	6.2%		26	10.5%	59.1%	580	38	6.6%		87	10	11.5%	57.0%	11	0	0.0%		11	0	0.0%		0	0	#DIV/0!		1	0	0.0%		10	3 30	0.0%
Technical Support Professional	279	538	39	17	6.1%		22	4.1%	149.0%	684	29	4.2%		17	1	5.9%	72.1%	11	0	0.0%		132	9	6.8%	62.2%	0	0	#DIV/0!		1	0	0.0%		11	0 0	.0%
Office and Clerical Level I	705	103	236	187	26.5%		49	47.6%	55.8%	921	180	19.5%		89	35	39.3%	49.7%	12	10	83.3%		10	5	50.0%		0	0	#DIV/0!		0	0	#DIV/0!		12	6 50	0.0%
Office and Clerical Level II	605	105	63	54	8.9%	96.0%	9	8.6%		697	54	7.7%		49	4	8.2%	94.9%	14	2	14.3%		8	2	25.0%		0	0	#DIV/0!		0	0	#DIV/0!		5	1 20	0.0%
Technical /Paraprofessional	1340	942	676	415	31.0%	89.5%	261	27.7%		2597	541	20.8%		139	51	36.7%	56.8%	64	24	37.5%	55.6%	127	47	37.0%	56.3%	2	0	0.0%		1	0	0.0%		28	13 46	5.4%
Skilled Crafts	2	148	13	1	50.0%		12	8.1%		144	13	9.0%	0.0%	16	0	0.0%		2	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		1	0 0	.0%
Service and Maintenance	546	1018	357	141	25.8%	82.2%	216	21.2%		1476	249	16.9%		374	88	23.5%	71.7%	27	10	37.0%		20	5	25.0%		2	0	0.0%		1	0	0.0%		21	5 23	3.8%
Total	7200	6091	2058	1225	17.0%	80.4%	833	13.7%		13085	1629	12.4%		1029	213	20.7%	60.1%	293	65	22.2%	56.1%	798	119	14.9%	83.5%	8	0	0.0%		11	1	9.1%		125	31 24	1.8%

Labor Pool must represent more than 2% of workforce.

																Un	iversity of	Kentucky He	althCare	Terminat	ions														
Job Groups	Total Female Employees	Total Male Employees	Total Termination	Female	e %	Impact Ratio	Male	%	-	Total White Employees	White	%	Impact Ratio	Total African American Employees	African American	%	Impact Ratio	Total Hispanic Employees	Hispani	с %	Impact Ratio	Total Asia Employee	n S Asian	%	Impact Ratio	Total AI/AN Employees	American Indian/Alaskan Native	%	Impact Ratio Total PI/HN Employees	Pacific Islander/Hawaiian Native	%	Impact Ratio	Total Multiple Employees	Multiple	% Impact Ratio
Executive	1	8	0	0	0.0%		0	0.0%		9	0	0.0%		0	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!	0	0	#DIV/0!		0	0	#DIV/0!
Administrative	53	32	2	1	1.9%		1	3.1%	60.4%	84	2	2.4%	0.0%	2	0	0.0%		0	0	#DIV/0!		1	0	0.0%		0	0	#DIV/0!	0	0	#DIV/0!		0	0	#DIV/0!
Mangerial	40	26	0	0	0.0%		0	0.0%		62	0	0.0%		2	0	0.0%		1	0	0.0%		1	0	0.0%		0	0	#DIV/0!	0	0	#DIV/0!		0	0	#DIV/0!
Faculty	0	0	0	0	#DIV/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!		0	0	#DIV/0!
Health Professional	4027	743	459	380	9.4%		79	10.6%	88.7%	4848	423	8.7%	97.8%	164	14	8.5%		59	8	13.6%		120	11	9.2%	93.1%	3	0	0.0%	8	1	12.5%		25	2	8.0%
Administrative Support Professional	195	107	14	9	4.6%		5	4.7%	98.8%	284	12	4.2%	0.0%	19	2	10.5%	0.0%	1	0	0.0%		7	0	0.0%		0	0	#DIV/0!	1	0	0.0%		4	0	0.0%
Student Support Professional	1	0	0	0	0.0%		0	#DIV/0!		1	0	0.0%		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!		0	0	#DIV/0!	0	0	#DIV/0!		0	0	#DIV/0!
Technical Support Professional	128	237	11	4	3.1%	94.5%	7	3.0%		334	9	2.7%		18	1	5.6%	48.5%	3	0	0.0%		15	1	6.7%	40.4%	1	0	0.0%	0	0	#DIV/0!		5	0	0.0%
Office and Clerical Level I	747	177	133	109	14.6%	92.9%	24	13.6%		786	90	11.5%	72.8%	205	38	18.5%	45.0%	23	3	13.0%	63.9%	24	2	8.3%		4	0	0.0%	3	0	0.0%		12	0	0.0%
Office and Clerical Level II	462	70	27	20	4.3%		7	10.0%	43.3%	476	23	4.8%	0.0%	65	4	6.2%	0.0%	7	0	0.0%		5	0	0.0%		1	0	0.0%	1	0	0.0%		4	0	0.0%
Technical /Paraprofessional	757	410	203	107	14.1%		96	23.4%	60.4%	1164	161	13.8%	80.3%	116	21	18.1%	61.4%	36	4	11.1%		35	11	31.4%	35.4%	4	1	25.0%	1	0	0.0%		14	5	35.7%
Skilled Crafts	0	0	0	0	#DIV/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!		0	0	#DIV/0!
Service and Maintenance	1023	235	292	255	24.9%	63.2%	37	15.7%		1249	227	18.2%	87.5%	193	43	22.3%	71.4%	35	5	14.3%		44	7	15.9%		2	1	50.0%	3	2	66.7%		24	7	29.2%
Total	7434	2045	1141	885	11.9%		256	12.5%	95.1%	9297	947	10.2%		784	123	15.7%	64.9%	165	20	12.1%		252	32	12.7%	80.2%	15	2	13.3%	17	3	17.6%		88	14	15.9%
Highlighted cells represents the most f	favored group. An	ny group with a te	ermination was	included in	the analysis	s.										•			•				•						•	<u> </u>					

Highlighted cells represents the most favored group. Any group with a termination was included in the analysis. Labor Pool must represent more than 2% of workforce.