

UNIVERSITY OF KENTUCKY TERMINATION ANALYSIS BY SEX AND MINORITY STATUS

An analysis of staff terminations at the University of Kentucky was also completed as part of the employment decision analysis. Incidences of both voluntary and involuntary terminations were evaluated for termination ratios adversely impacting women and minorities. See the chart below for figures regarding terminations.

Overall Women at the University of Kentucky:

- Of the 3,199 total terminations, women were 2,110 or 66.0% of those.
- Women were the favored group in seven job groups and separated at a lower rate.
- Men were the favored group in 4 job groups and separated at a lower rate.

Overall Minorities at the University of Kentucky:

- Of the 2,708 total terminations, minorities were 717 or 22.4% of those.
- African Americans were the favored group and separated at a lower rate than other race/ethnicities in 3 job groups.
- Asians were the favored group and separated at a lower rate than other race/ethnicities in the Administrative and Managerial positions.

Women on Campus at the University of Kentucky:

- Of the 2,058 total terminations, women were 1,225 or 59.5% of those.
- Women were the favored group in 5 job groups and separated at a lower rate, including Administrative positions.
- Men were the favored group in 7 job groups and separated at a lower rate.

Minorities on Campus at the University of Kentucky:

- Of the 2,058 total terminations, minorities were 429 or 20.8% of those.
- African Americans were the favored group and separated at a lower rate than other race/ethnicities in 3 job groups, including Executive and Faculty positions.
- Asians were the favored group and separated at a lower rate than other race/ethnicities in Administrative and Managerial positions.

Women in University of Kentucky HealthCare (UKHC):

- Of the 1,141 total terminations, women were 885 or 77.6% of those. Health Professionals is the largest job group in UKHC with 4,311 employees. Of those 4,311 employees 84.6% are women. Of the total terminations in UKHC, Health Professions make up 459 or 40.2% of those.
- Women were the favored group in 5 job groups and separated at a lower rate, including, Administrative positions.
- Men were the favored group in 3 job groups and separated at a lower rate.

Minorities in University of Kentucky HealthCare (UKHC):

- Of the 1,141 total terminations, minorities were 194 or 17.0% of those.
- African Americans were the favored group and separated at a lower rate than other race/ethnicities in 2 job groups, including Administrative and Health Professional positions.
- Hispanics were the favored group and separated at a lower rate than other race/ethnicities in the Technical/Paraprofessional area.
- Asians were the favored groups and separated at a lower rate than other race/ethnicities in 4 job groups.

HR Employee Relations and/or the Office of Institutional Equity and Equal Opportunity review all terminations for adherence to University of Kentucky policy.

The staff termination process at the University of Kentucky is guided by the Separation from Employment policy without regard to protected group status and reviewed by Human Resource Services Division Employee Relations Specialist. An appeal process as outlined in the Grievance policy is available for employees who feel employment actions, including terminations, are unjustified. Employees may also seek an internal review of the employment decision, by the Office of Institutional Equity and Equal Opportunity, if they allege that discrimination is the cause of the disputed decision.

Data for terminations may be found in AAP Appendix G Terminations 10_2018_D2017.pdf