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:**

- Overall, of all females employed at the University, 12.0% separated in comparison to 11.7% of all employed males from October 2019 thru November 2020.
- Women were separated at a lower rate than men in eight of the thirteen job groups, including the Executive and Administrative positions.

**Overall Minorities at the University of Kentucky:**

- Of the 2,927 total terminations, minorities were 564 or 19.3% of those.
- African Americans were the favored group and separated at a lower rate than other race/ethnicities in 4 job groups, including Executive positions.
- Asians were the favored group and separated at a lower rate than other race/ethnicities in the Managerial and Faculty positions.

**Women on Campus at the University of Kentucky:**

- Of the 1,759 total terminations, women were 1,056 or 60.0% of those.
- Women were the favored group in 6 job groups and separated at a lower rate, including the Executive job group.
- 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 1,759 total terminations, minorities were 414 or 23.5% of those.
- African Americans were the favored group and separated at a lower rate than other race/ethnicities in 7 job groups, including Executive positions.
• Asians were the favored group and separated at a lower rate than other race/ethnicities in Faculty positions.

Women in University of Kentucky HealthCare (UKHC):

• Of the 1,168 total terminations, women were 906 or 77.6% of those. Health Professionals is the largest job group in UKHC with 4,571 employees. Of those 3,835 employees 83.9% are women. Of the total terminations in UKHC, Health Professions make up 426 or 36.5% of those.
• Women were the favored group in 7 job groups and separated at a lower rate, including, Executive and 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 1,168 total terminations, minorities were 195 or 16.7% of those.
• African Americans were the favored group and separated at a lower rate than other race/ethnicities in 3 job groups, including Health Professional position.
• Hispanics and Asians were the favored group and separated at a lower rate than other race/ethnicities in 2 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_2020_D2019.pdf