

## **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:**

- Overall, of all females employed at the University, 12.9% separated in comparison to 13.7% of all employed males from October 2018 thru November 2019.
- Women were separated at a lower rate than men in eleven of the thirteen job groups, including the Executive, Administrative and Managerial positions.

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

- Of the 3,258 total terminations, minorities were 724 or 22.2% of those.
- African Americans were the favored group and separated at a lower rate than other race/ethnicities in 4 job groups, including Executive and Administrative positions.
- Asians were the favored group and separated at a lower rate than other race/ethnicities in the Managerial positions.

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

- Of the 1,893 total terminations, women were 1,003 or 53.0% of those.
- Women were the favored group in 9 job groups and separated at a lower rate, including Executive, Administrative and Managerial positions.
- Men were the favored group in 4 job groups and separated at a lower rate.

### **Minorities on Campus at the University of Kentucky:**

- Of the 1,893 total terminations, minorities were 411 or 21.7% of those.
- African Americans were the favored group and separated at a lower rate than other race/ethnicities in 5 job groups, including Executive and Administrative positions.

- Asians were the favored group and separated at a lower rate than other race/ethnicities in Managerial positions.

**Women in University of Kentucky HealthCare (UKHC):**

- Of the 1,365 total terminations, women were 1,092 or 80.0% of those. Health Professionals is the largest job group in UKHC with 4,943 employees. Of those 4,171 employees 84.4% are women. Of the total terminations in UKHC, Health Professions make up 484 or 35.5% of those.
- Women were the favored group in 6 job groups and separated at a lower rate, including, Administrative and Managerial positions.
- Men were the favored group in 4 job groups and separated at a lower rate.

**Minorities in University of Kentucky HealthCare (UKHC):**

- Of the 1,365 total terminations, minorities were 225 or 16.4% of those.
- African Americans were the favored group and separated at a lower rate than other race/ethnicities in 8 job groups, including Administrative and Health Professional positions.
- Asians were the favored groups and separated at a lower rate than other race/ethnicities in 5 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