



# UK Institutional Research Brief:

## *The Employment of Full-time African American Faculty during the Past 20 Years*

The number of full-time EEO faculty<sup>1</sup> employed at the University of Kentucky has increased from 1,566 in 1989-90 to 2,096 in 2008-09, a gain of 33.8 percent. During the past twenty years, the number of full-time African American faculty members has grown 366.7 percent, from 18 in 1989-90 to 84 in 2008-09. Blacks accounted for only 1.1 percent of all full-time faculty members in 1989-90, but now comprise 4.0 percent. Table 1 presents the number and percent of full-time faculty by race/ethnicity over the last two decades.

Table 1: EEO Full-Time Faculty by Race/Ethnicity: 1989-90 to 2008-09

Year	White		Black		Hispanic		Asian/Pacific Islander		American Indian		Total
	N	%	N	%	N	%	N	%	N	%	
2008-09	1741	83.1%	84	4.0%	32	1.5%	238	11.4%	1	0.0%	2096
2007-08	1726	83.9%	73	3.5%	29	1.4%	228	11.1%	1	0.0%	2057
2006-07	1707	84.2%	68	3.4%	26	1.3%	226	11.1%	1	0.0%	2028
2005-06	1657	85.3%	66	3.4%	22	1.1%	194	10.0%	3	0.2%	1942
2004-05	1654	86.1%	65	3.4%	21	1.1%	179	9.3%	1	0.1%	1920
2003-04	1633	86.4%	62	3.3%	22	1.2%	172	9.1%	1	0.1%	1890
2002-03	1653	87.0%	66	3.5%	24	1.3%	156	8.2%	2	0.1%	1901
2001-02	1644	87.7%	57	3.0%	20	1.1%	151	8.1%	3	0.2%	1875
2000-01	1668	88.3%	60	3.2%	14	0.7%	144	7.6%	3	0.2%	1889
1999-00	1678	88.7%	62	3.3%	17	0.9%	132	7.0%	3	0.2%	1892
1998-99	1611	88.9%	58	3.2%	15	0.8%	125	6.9%	4	0.2%	1813
1997-98	1603	89.0%	68	3.8%	9	0.5%	117	6.5%	5	0.3%	1802
1996-97	1633	89.1%	66	3.6%	10	0.5%	119	6.5%	4	0.2%	1832
1995-96	1603	89.3%	65	3.6%	8	0.4%	116	6.5%	4	0.2%	1796
1994-95	1589	89.6%	61	3.4%	9	0.5%	112	6.3%	3	0.2%	1774
1993-94	1515	89.9%	54	3.2%	6	0.4%	107	6.4%	3	0.2%	1685
1992-93	1497	91.1%	40	2.4%	6	0.4%	97	5.9%	3	0.2%	1643
1991-92	1515	91.4%	35	2.1%	7	0.4%	98	5.9%	3	0.2%	1658
1990-91	1482	92.3%	28	1.7%	5	0.3%	88	5.5%	3	0.2%	1606
1989-90	1461	93.3%	18	1.1%	5	0.3%	79	5.0%	3	0.2%	1566

Source: UK Office of Institutional Research

<sup>1</sup> Who is included in EEO faculty statistics?

- Only full-time faculty members are counted; individuals who teach on a part-time basis are excluded.
- EEO faculty includes those engaged primarily in one of the following activities: instruction, research, clinical activities, extension, and library service. Beginning in 2006, library faculty are reported to IPEDS as 'other professionals', but they are included here to ensure consistent comparisons over time and because they are considered faculty at UK.
- Graduate, instruction and research assistants are excluded.
- Administrators are excluded; however, some individuals who perform administrative duties, such as department chairs, are counted as faculty if they devote at least half of their time to instructional activities.

- After a period of significant growth during much of the 1990's, efforts to build the number of Blacks in faculty ranks lost ground until recently. Substantial progress has been made during the past few years, as evidenced by the 27.3 percent increase in the number of African American faculty members employed at UK since 2005-06.
- In 2008-09, the UK faculty achieved its greatest level of diversity on record with 16.9 percent of faculty members coming from under-represented groups. The shifting demographic make-up of UK's faculty was attributable to steady growth in the number of faculty members who are Asian/Pacific Islanders, as well as increases among African American and Hispanic faculty.