



# UK Institutional Research Brief:

## *The Employment of Full-time African American Faculty: 1990-91 to 2009-10*

The number of full-time EEO faculty<sup>1</sup> employed at the University of Kentucky has increased from 1,606 in 1989-90 to 2,165 in 2009-10, a gain of 34.8 percent. During the past twenty years, the number of full-time African American faculty members has grown 217.9 percent, from 28 in 1990-91 to 89 in 2009-10. Blacks accounted for only 1.7 percent of all full-time faculty members in 1990-91, but now comprise 4.1 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: 1990-91 to 2009-10

Year	White		Black		Hispanic		Asian/Pacific Islander		American Indian		Total
	N	%	N	%	N	%	N	%	N	%	
2009-10	1785	82.4%	89	4.1%	33	1.5%	257	11.9%	1	0.0%	2165
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

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.

## **Trends over Time**

- The number of African American faculty members grew significantly during much of the 1990's. However, beginning in 1998-99, UK experienced declines for several years in the number of Blacks in faculty ranks. The University has recently made some dramatic gains in the number of African Americans on the faculty, including a 43.5 percent increase since 2003-04.
- In 2009-10, members from under-represented groups constituted 17.6 percent of the total faculty, a new UK record. The shifting demographic make-up of UK's faculty can be traced to steady growth in the number of faculty members who are Asian/Pacific Islanders, as well as increases among African American and Hispanic faculty.

## **Change from 2008-09 to 2009-10**

- UK experienced a net gain of five full-time African American faculty members from the previous year.
  - Eight African Americans appeared since last year in the ranks of full-time faculty. Of these eight faculty members, five are new hires from outside the University, one is a new hire who had formerly worked as a technical-paraprofessional staff member at UK, one is a former administrator, and one returned from leave without pay.
    - Of the five newly hired African American faculty members from outside the University, four are now Assistant Professors, and one is an Instructor.
    - The former technical-paraprofessional staff member is now an Assistant Professor.
    - The former administrator is currently an Associate Professor.
    - The faculty member returning from leave without pay is a full Professor.
  - Three Black faculty members employed in 2008-09 did not return to UK in 2009-10.