

## **UNIVERSITY OF KENTUCKY EMPLOYMENT DECISION ANALYSIS BY SEX AND MINORITY STATUS**

The University of Kentucky offers this analysis of employment decisions expanding on the numerical applicant flow and ratio analysis by job group for women and minorities. Details in areas of numerical adverse ratio analysis are included. This analysis includes women and all minority groups as required by Executive Order 11246.

The University of Kentucky considered 63,420 applications for 4,412 appointments. The University of Kentucky has a stable workforce with many long-term employees and low attrition rates. Positions at the University of Kentucky are in demand with only 7.0% of the applications considered being appointed.

Details of the analysis by job group and employment actions during this plan year are as follows:

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

- Of applicants that completed demographic data, Women were 23,283 or 46.5% of the Totals applications considered for appointment.
- Received 2,686 or 74.3% of the Totals appointments.
- Were selected for appointment in Totals at a higher rate than males in 10 of 13 job group categories.
- Of applicants that completed demographic data, Women were 5,762 or 43.1% of the Promotions applicants considered for appointment.
- Were 551 or 69.0% of all Promotions selected.
- Were selected for Promotions at a higher rate than males in 11 job groups.

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

- Of applicants that completed demographic data, Women were 10,018 or 40.1% of the Totals applications considered for appointment.
- Received 848 or 64.6% of the Totals appointments.
- Were selected for appointment in Totals at a higher rate than males in 10 of 13 job groups.
- Of applicants that completed demographic data, Women were 2,671 or 41.8% of the Promotions applicants considered for appointment.
- Were 241 or 63.1% of all Promotions selected.
- Were selected for Promotions at a higher rate than males in 12 of 13 job groups.

### **Overall Women in University of Kentucky HealthCare:**

- Of applicants that completed demographic data, Women were 13,265 or 52.9% of the Totals applications considered for appointment.
- Received 1,838 or 79.9% of the Totals appointments.

- Were selected for appointment in Totals at a higher rate than males in 5 job groups.
- Of applicants that completed demographic data, Women were 3,091 or 44.2% of the Promotions applicants considered for appointment.
- Were 310 or 74.5% of all promotions selected.
- Were selected for Promotions at a higher rate than males in 9 job groups.

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

- Of applicants that completed demographic data, Minorities were 8,486 or 17.0% of the Total applications considered for appointment with African Americans being 3,593 or 7.2% of those.
- Received 700 or 19.4% of Total appointment with African Americans being 316 or 8.7%, Asians being 170 or 4.7%, and Hispanics being 135 or 3.7%.
- Were selected for appointment in Totals in 8 job groups.
- Were 1,876 or 14.0% of the Promotions applicants considered for appointment with African Americans being 828 or 6.2%.
- Were 138 or 17.3% of all Promotions selected with African Americans being 66 or 8.3% and Asians being 32 or 4.0% of all Promotions.
- Were selected for appointment in Promotions in 6 job groups.

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

- Of applicants that completed demographic data, Minorities were 4,952 or 19.8% of the Totals applications considered for appointment with African Americans being 1,809 or 7.2% and Asians being 1,839 or 7.4% of those.
- Received 316 or 24.1% of Total appointment with African Americans being 122 or 9.3% and Asians being 94 or 7.2%.
- Were selected for appointment in Totals in 9 job groups.
- Of the applicants that completed demographic data, Minorities were 1,025 or 16.1% of the Promotions applicants considered for appointment with African Americans being 485 or 7.6% and Asians being 252 or 3.9%.
- Were 62 or 16.2% of all Promotions selected with African Americans being 33 or 8.6% and Asians being 17 or 4.5% of all Promotions.
- Were selected for appointment in Promotions in 6 job groups.

#### **Overall Minorities in University of Kentucky HealthCare:**

- Of applicants that completed demographic data, Minorities were 3,534 or 14.1% of the Totals applications considered for appointment with African Americans being 1,784 or 7.1% of those.
- Received 384 or 15.1% of Total appointment with African Americans being 194 or 8.4%, Hispanics being 62 or 2.7% and Asians being 76 or 3.3%.
- Were selected for appointment in Totals in 4 job groups.
- Of the applicants that completed demographic data, Minorities were 851 or 12.2% of the Promotions applicants considered for appointment with African Americans being 343 or 4.9% of those.

- Were 76 or 18.3% of all Promotions selected with African Americans being 33 or 7.9% of all Promotions.
- Were selected for appointment in Promotions in 6 job groups.

Data for the major administrative units and each college may be found in AAP Appendix E Adverse Impact Applicants 10\_2020\_D2019.pdf.