

## **UNIVERSITY OF KENTUCKY WORKFORCE COMPOSITION BY SEX AND MINORITY STATUS**

The University of Kentucky offers this analysis of the composition of the workforce expanding on the numerical utilization analysis by the thirteen major job groups for women and minorities (student positions are not included in these analyses). Details in areas of numerical underutilization are included. As indicated this analysis includes all minority groups as required by Executive Order 11246.

Administrators and Employment Services personnel are made aware where there are areas of underutilization. Suggestions are made to both groups for affirmative recruiting in particular job groups. In areas where expected progress toward a goal is not being made and where there are no clear indicators for further affirmative action, closer inspection of the hiring decisions may be undertaken.

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

- Currently represent 66.5% of the total workforce.
- Hold 51.9% of the positions in the Executive, Administrative, and Managerial (EAM) job groups. The EAM job groups will be considered separately at the suggestion of the OFCCP.
- Hold 43.8% of Executive positions.
- Hold 54.7% of Administrative positions.
- Hold 49.6% of Managerial positions.
- Hold 44.3% of all Faculty positions.
- Hold 72.4% of all Professional positions, 85.6% of all Office and Clerical positions, and 65.8% of all Technical/Paraprofessional positions.
- Continue to be underutilized in the very small (128 positions) Skilled Crafts category.
- Hold 54.0% of Service & Maintenance positions.

### **African Americans at the University of Kentucky:**

- Hold 7.7% of all positions.
- Hold 5.3% of the positions in the Executive, Administrative, and Managerial (EAM) job groups as a whole. Significant emphasis has been put on EAM job groups and is monitored to ensure continued good faith efforts toward full utilization.
- Hold 8.2% of Executive positions.
- Hold 6.3% of Administrative positions.
- Currently there are only 6 African Americans in Managerial positions.
- Hold 4.5% of Faculty positions.

- Hold 4.6% of all Professional positions.
- There is underutilization in Health and Technical Support job groups.
- Hold 13.1% of positions in the Office and Clerical job group.

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

- Hold 16.0% of all positions.
- Hold 9.6% of the positions in the Executive, Administrative, and Managerial (EAM) job groups. The EAM job groups will be considered separately at the suggestion of the OFCCP.
- Hold 11.0% of Executive positions.
- Hold 10.7% of Administrative positions.
- Hold 6.9% of Managerial positions.
- Hold 22.8% of Faculty positions.
- Hold 11.1% of Professional positions, falling short of the 13.3% goal. Reached 8.7% in the professional job group, Health.
- Hispanics exceed or meet the goal in Health, Student and Technical Support Professionals, Level I and Level II Office & Clerical and Technical/Paraprofessional Job Groups.
- Asians exceed the goal in Faculty positions, Technical/Paraprofessional, and Service & Maintenance job categories.

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

- Currently represent 54.9% of the workforce.
- Hold 48.8% of the positions in the Executive, Administrative, and Managerial (EAM) job groups. Significant emphasis has been put on EAM job groups and is monitored to ensure continued good faith efforts toward full utilization.
- Hold 43.6% of Executive positions.
- Hold 50.6% of Administrative positions
- Hold 46.6% of Managerial positions.
- Hold 60.8% of all Professional positions, 87.6% of all Office and Clerical positions, and 59.2% of Technical/Paraprofessional positions.

### **African Americans on Campus at the University of Kentucky:**

- Hold 7.5% of all positions.
- Hold 6.6% of the positions in the Executive, Administrative, and Managerial (EAM) job groups as a whole. Significant emphasis has been put on EAM job groups and is monitored to ensure continued good faith efforts toward full utilization.
- Hold 7.3% of Executive positions.
- Hold 7.9% of Administrative positions. Slightly under the 8.0% goal.
- Currently there are only 5 African Americans in Managerial positions.
- Hold 4.5% of Faculty positions.
- Hold 6.0% of all Professional positions. There is underutilization in Technical Support job groups.
- Holds only 8.2% of all Office and Clerical positions.
- Holds only 5.7% in Technical/Paraprofessional positions.
- Exceeds the goal in Skilled Crafts and Service and Maintenance positions.

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

- Hold 17.6% of all positions.
- Hold 11.5% of the positions in the Executive, Administrative, and Managerial job groups.
- The subdivided job groups will be considered separately at the suggestion of the OFCCP.
- Hold 10.9% of Executive positions.
- Hold 13.1% of Administrative positions.
- Hold 8.2% of Managerial positions.
- Hold 22.8% of Faculty positions.
- Hispanics hold 3.3% of faculty positions, just short of the 4.2% goal. Exceeds the goal in Student Support, Technical Support, and Technical/Paraprofessional Job Groups.
- Asians exceed the goal in Faculty and Technical/Paraprofessional positions.

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

- Currently represent 79.3% of the workforce. The professional job group, Health Support, make-up 49.2% of the total workforce, with females holding 83.7% of those positions.
- Hold 60.5% of the positions in the Executive, Administrative, and Managerial job groups.
- Hold 44.4% of Executive positions. Short of the 48.4% goal.
- Holds 68.4% of Administrative positions
- Holds 54.8% of Managerial positions.

- Holds 79.7% of all Professional positions, 84.4% of all Office and Clerical positions, 74.1% of Technical/Paraprofessional positions, and 78.5% of Service & Maintenance positions.

#### **African Americans in University of Kentucky HealthCare:**

- Hold 8.0% of all positions.
- Currently there are only 4 African Americans in the Executive, Administrative, and Managerial (EAM) job groups. Significant emphasis has been put on EAM job groups and is monitored to ensure continued good faith efforts toward full utilization.
- Hold 11.1% of Executive positions. Exceeding the goal of 10.2%.
- Hold only 1.0% of Administrative positions.
- Hold only 1.2% of Managerial positions.
- Hold 3.8% of all Professional positions. Exceeds the goals in Administrative Support positions, and is underutilized in Health, Student Support, and Technical Support positions.
- Hold 16.1% of all Office and Clerical positions. Exceeding the goals in Level I and Level II Office & Clerical.
- Hold 11.9% in Technical/Paraprofessional positions. Exceeding the 8.3% goal.

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

- Holds 14.4% of all positions.
- Holds only 4.5% of the positions in the Executive, Administrative, and Managerial job groups. The subdivided job groups will be considered separately at the suggestion of the OFCCP.
- Holds 3.1% of Administrative positions.
- Holds 4.8% of Managerial positions.
- Hispanics exceed the goal in Health Support Professionals, Student Support, Level I Office & Clerical, Technical/Paraprofessional Job Groups, and Service and Maintenance job groups.

Data for University of Kentucky Workforce Composition may be found at AAP Appendix C.