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 22,771 or 46.0% of the Total applications considered for appointment.
- Received 3,460 or 75.4% of the Total appointments.
- Were selected for appointment in Total at a higher rate than males in 12 of 13 job groups.
- Of applicants that completed demographic data, Women were 6,286 or 43.2% of the Promotions applicants considered for appointment.
- Were 778 or 67.4% of all Promotions selected.
- Were selected for Promotions at a higher rate than males in 10 of 13 job groups.

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

- Of applicants that completed demographic data, Women were 8,791 or 38.4% of the Total applications considered for appointment.
- Received 905 or 63.7% of the Total appointments.
- Were selected for appointment in Total at a higher rate than males in 11 of 13 job groups.
- Of applicants that completed demographic data, Women were 2,783 or 37.2% of the Promotions applicants considered for appointment.
- Were 320 or 59.8% of all Promotions selected.
- Were selected for Promotions at a higher rate than males in 11 of 13 job groups.
Overall Women in University of Kentucky HealthCare:

- Of applicants that completed demographic data, Women were 13,980 or 52.5% of the Total applications considered for appointment.
- Received 2,555 or 80.6% of the Total appointments.
- Were selected for appointment in Total at a higher rate than males in 7 job groups.
- Of applicants that completed demographic data, Women were 3,503 or 49.6% of the Promotions applicants considered for appointment.
- Were 458 or 74.0% of all promotions selected.
- Were selected for Promotions at a higher rate than males in 8 job groups.

Overall Minorities at the University of Kentucky:

- Of applicants that completed demographic data, Minorities were 7,912 or 16.0% of the Total applications considered for appointment with African Americans being 3,980 or 8.0% of those.
- Received 906 or 19.7% of the Total appointments, with African Americans being 455 or 9.9%, Asians being 200 or 4.4%, and Hispanics being 192 or 4.2%.
- Were selected for appointment in Total in 9 job groups.
- Were 1,856 or 12.8% of the Promotions applicants considered for appointment with African Americans being 1,186 or 8.2%.
- Were 185 or 16.0% of all Promotions selected, with African Americans being 98 or 8.5% and Asians being 42 or 3.6% 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 4,011 or 17.5% of the Total applications considered for appointment with African Americans being 1,701 or 7.4% and Asians being 1,429 or 6.2% of those.
- Received 317 or 22.3% of Total appointments with African Americans being 129 or 9.1% and Asians being 104 or 7.3%.
- Were selected for appointment in Total in 7 job groups.
- Of the applicants that completed demographic data, Minorities were 992 or 13.2% of the Promotions applicants considered for appointment, with African Americans being 564 or 7.5% and Asians being 303 or 4.0%.
- Were 95 or 17.8% of all Promotions selected, with African Americans being 45 or 8.4% and Asians being 32 or 6.0% of all Promotions.
• Were selected for appointment in Promotions in 7 job groups.

Overall Minorities in University of Kentucky HealthCare:

• Of applicants that completed demographic data, Minorities were 3,901 or 14.6% of the Total applications considered for appointment, with African Americans being 2,279 or 8.6% of those.
• Received 589 or 18.6% of Total appointments, with African Americans being 326 or 10.3%, Hispanics being 125 or 3.9%, and Asians being 96 or 3.0%.
• Were selected for appointment in Totals in 6 job groups.
• Of the applicants that completed demographic data, Minorities were 864 or 12.2% of the Promotions applicants considered for appointment with African Americans being 622 or 8.8% of those.
• Were 90 or 14.5% of all Promotions selected with African Americans being 53 or 8.6% of all promotions.
• Were only selected for appointment in Promotions in 3 job groups.

Data for the major administrative units and each college may be found in AAP Appendix E.