An analysis of staff terminations at the University of Kentucky was also completed as part of the employment decision analysis.

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

- Overall, of all females employed at the University, 13.9% separated in comparison to 11.3% of all employed males from October 2020 thru November 2021.
- Women were separated at a lower rate than men in 4 of the 13 job groups, including the Executive and Administrative job groups.

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

- Of the 3,192 total terminations, minorities were 653 or 20.6% of those.
- Minorities were the favored group and separated at a lower rate in 7 of the 13 job groups.
- Asians were the favored group and separated at a lower rate than other races/ethnicities in the Administrative, Managerial, and Faculty job groups.

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

- Overall, of all females employed on the University Campus, 11.7% separated in comparison to 9.9% of all employed males on Campus from October 2020 through November 2021.
- Of the 1,416 total terminations, women were 839, or 59.3% of those.
- Women were the favored group in 4 job groups and separated at a lower rate, including the Executive and Administrative job groups.
- Men were the favored group in 8 job groups and separated at a lower rate.

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

- Of the 1,416 total terminations, minorities were 321 or 22.7% of those.
- Minorities were the favored group and separated at a lower rate in 7 of the 13 job groups.
- African Americans were the favored group and separated at a lower rate than other races/ethnicities in 4 job groups, including Managerial job groups.
- Asians were the favored group and separated at a lower rate than other races/ethnicities in Administrative, Managerial, and Faculty job groups.
Women in University of Kentucky HealthCare (UKHC):

- Of the 1,776 total terminations, women were 1,410 or 79.4% of those. Women make up 79.3% of the workforce in UKHC. Health Professionals are the largest job group in UKHC with 6,174 employees. Of those, 5,152 or 83.4% of employees are women. Of the total terminations in UKHC, Health Professions make up 700 or 39.4% of those.

Minorities in University of Kentucky HealthCare (UKHC):

- Of the 1,776 total terminations, minorities were 332 or 18.7% of those.
- Minorities were the favored group and separated at a lower rate in 6 of the 13 job groups.
- African Americans were the favored group and separated at a lower rate than other races/ethnicities in the 2 job groups.
- Hispanics and Asians were the favored group and separated at a lower rate than other races/ethnicities in 4 job groups. Asians were the favored group and separated at a lower rate in the Health Professional job group.

HR Employee Relations and/or the Office of Institutional Equity and Equal Opportunity review all terminations for adherence to University policy.

The staff termination process at the University is guided by the Separation from Employment policy without regard to protected group status and reviewed by a Human Resource Services Division Employee Relations Specialist. An appeal process as outlined in the Grievance policy is available for employees who feel employment actions, including terminations, are unjustified. Employees may also seek an internal review of the employment decision, by the Office of Institutional Equity and Equal Opportunity, if they allege that discrimination is the cause of the disputed decision.

Data for terminations may be found in AAP Appendix G.