

Research Challenge Trust Fund (RCTF)  
2003-2008 ENDOWMENT MATCH PROGRAM  
DIVERSITY PLAN  
University of Kentucky

In accordance with the Research Challenge Trust Fund (RCTF) Endowment Match Program Diversity Plan Guidelines and the Commonwealth of Kentucky's 2003 Budget Bill (HB 269), the University of Kentucky proposes the development and implementation of this plan to achieve reasonable diversity in the recruitment and retention of women, African Americans, and other minorities for positions funded by the Endowment Match Program, including fellowships.

**I. ASSESSMENT**

As of June 30, 2003 the baseline level of program diversity comparing gender and race of Endowment Match Program faculty, staff, and fellowship recipients with those occupying similar positions or receiving awards in the University of Kentucky population is shown in the following tables. Annual numerical updates are included.

**2002-2003  
Gender of Endowment Match Program Faculty**

	Total	MALE		FEMALE	
		NUMBER	PERCENT	NUMBER	PERCENT
RCTF FACULTY (03)	126	103	81.7%	23	18.3%
RCTF FACULTY (04)	138	113	81.9%	25	18.1%
RCTF FACULTY (05)	152	123	80.9%	29	19.1%
RCTF FACULTY (06)	161	131	81.4%	30	18.6%
RCTF FACULTY (07)	147	116	78.9%	31	21.1%
RCTF FACULTY (08)	166	134	80.7%	32	19.3%
UNIVERSITY TENURED FACULTY	1,222	924	75.6%	298	24.4%

Endowment Match Program faculty are 80.7 percent male, compared to 75.6 percent for the University of Kentucky tenured faculty as a whole. Endowment Match Program faculty are 19.3 percent female, compared to 24.4 percent for the University of Kentucky tenured faculty as a whole. Women faculty appointments in the Endowment Match Program are 5.1 percent below all University tenured female faculty.

**2002-2003**  
**Gender of Endowment Match Program Staff**

	Total	MALE		FEMALE	
		NUMBER	PERCENT	NUMBER	PERCENT
RCTF STAFF (03)	249	132	53.0%	117	47.0%
RCTF STAFF (04)	59	27	45.8%	32	54.2%
RCTF STAFF (05)	226	115	50.9%	111	49.1%
RCTF STAFF (06)	487	246	50.5%	241	49.5%
RCTF STAFF (07)	623	309	49.6%	314	50.4%
RCTF STAFF (08)	801	385	48.1%	416	51.9%
UNIVERSITY STAFF	9,092	3,169	34.9%	5,923	65.1%

The data indicate Endowment Match Program staff are 48.1 percent male, 51.9 percent female. Overall University of Kentucky staff are 34.9 percent male, 65.1 percent female.

**2002-2003**  
**Race of Endowment Match Program Faculty**

	TOTAL	WHITE		ALL MINORITIES		BLACK	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
RCTF FACULTY (03)	126	109	86.5%	17	13.5%	3	2.4%
RCTF FACULTY (04)	138	122	88.4%	16	11.6%	1	0.7%
RCTF FACULTY (05)	152	136	89.5%	16	10.5%	1	0.6%
RCTF FACULTY (06)	161	143	88.8%	18	11.2%	1	0.6%
RCTF FACULTY (07)	147	127	86.4%	20	13.6%	0	0%
RCTF FACULTY (08)	166	138	83.1%	28	16.9%	1	0.6%
UNIVERSITY TENURED FACULTY	1,222	1,086	88.9%	136	11.1%	44	3.6%

Endowment Match Program faculty by race comparison data are listed as white, all minorities, and black. Black faculty are also included in the all minorities data. The data

indicate that the 166 Endowment Match Program Faculty are 83.1 percent white, 16.9 percent minority, and 0.6 percent black. This compares to 1,222 University tenured faculty that are 88.9 percent white, 11.1 percent minority, and 3.6 percent black.

**2002-2003  
Race of Endowment Match Program Staff**

	TOTAL	WHITE		ALL MINORITIES		BLACK	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
RCTF STAFF (03)	249	187	75.1%	62	24.9%	15	6.0%
RCTF STAFF (04)	59	31	52.5%	28	47.5%	2	3.4%
RCTF STAFF (05)	226	137	60.6%	89	39.4%	2	0.9%
RCTF STAFF (06)	487	301	61.8%	186	38.2%	12	2.5%
RCTF STAFF (07)	623	375	60.2%	248	39.8%	46	7.4%
RCTF STAFF (08)	801	501	62.5%	300	37.5%	50	6.2%
UNIVERSITY STAFF	9,092	7,758	85.3%	1,334	14.7%	1,053	11.6%

An assessment of Endowment Match Program staff by race compares RCTF staff with overall University of Kentucky staff. The data indicate RCTF staff are 62.5 percent white, 37.5 percent minority, and 6.2 percent black. This compares to overall University staff of 85.3 percent white, 14.7 percent minority, and 11.6 percent black.

**2002-2003  
Gender of Endowment Match Program Fellowship Recipients**

	Total	MALE		FEMALE	
		NUMBER	PERCENT	NUMBER	PERCENT
RCTF FELLOWSHIP RECIPIENTS (03)	155	91	58.7%	64	41.3%
RCTF FELLOWSHIP RECIPIENTS (04)	162	93	57.4%	69	42.6%
RCTF FELLOWSHIP RECIPIENTS (05)	420	286	68.1%	134	31.9%
RCTF FELLOWSHIP RECIPIENTS (06)	318	151	47.5%	167	52.5%
RCTF FELLOWSHIP RECIPIENTS (07)	366	198	54.1%	168	45.9%
RCTF FELLOWSHIP RECIPIENTS (08)	409	207	50.6%	202	49.4%
UNIVERSITY FELLOWSHIP RECIPIENTS	529	263	49.7%	266	50.3%

RCTF Endowment Match Program fellowship recipients by gender are 50.6 percent male and 49.4 percent female. This compares to all University of Kentucky fellowship recipients in RCTF academic disciplines that are 49.7 percent male and 50.3 percent female.

**2002-2003**  
**Race of the Endowment Match Program Fellowship Recipients**

	TOTAL	WHITE		ALL MINORITIES		BLACK		NOT SPECIFIED	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
RCTF FELLOWSHIP RECIPIENTS (03)	155	114	73.5%	41	26.5%	5	3.2%		
RCTF FELLOWSHIP RECIPIENTS (04)	162	118	72.8%	44	27.2%	9	5.6%		
RCTF FELLOWSHIP RECIPIENTS (05)	420	344	81.9%	76	18.1%	30	7.1%		
RCTF FELLOWSHIP RECIPIENTS (06)	318	246	77.4%	72	22.6%	28	8.8%		
RCTF FELLOWSHIP RECIPIENTS (07)	366	199	54.4%	101	27.6%	19	5.2%	66	18.0%
RCTF FELLOWSHIP RECIPIENTS (08)	409	213	52.1%	130	31.8%	20	4.9%	66	16.1%
UNIVERSITY FELLOWSHIP RECIPIENTS	529	283	53.5%	136	25.7%	86	16.3%	110	20.8%

An assessment of Endowment Match Program fellowship recipients by race indicates 52.1 percent white, 31.8 percent minority, and 4.9 percent black. University of Kentucky fellowship recipients in RCTF academic disciplines are 53.5 percent white, 25.7 percent minority, and 16.3 percent black. The numbers indicate a disparity of 11.4 percent fewer RCTF black fellowship recipients than University black fellowship recipients.

The disparity may be partially explained by the structure of the fellowships given by the Graduate School. The Office of Recruitment provides aid to graduate students who contribute to institutional diversity. It is also important to note that enrollment figures for resident African American students show the University has surpassed its enrollment goal for graduate students. As of 2007-2008, graduate enrollment of African American Kentucky residents was at 134 percent of the University's goal in the 1997-present Kentucky Plan for Equal Opportunities in Postsecondary Education. Note: Race of 16.1 percent fellowship recipients is not specified in this 2008 data analysis.

**II. DEFINITION**

**Reasonable Level of Gender Diversity among Endowment Match Program Faculty**

As of June 30, 2003, 24.4 percent of all tenured faculty employed by the University of Kentucky were women. The proportion of women occupying endowed chairs and professorships funded through the Endowment Match Program is 19.3 percent. Based on these figures, the University of Kentucky considers a target of 24.4 percent female RCTF faculty to be a reasonable level of gender diversity among its Endowment Match Program faculty.

#### **Reasonable level of Racial Diversity among Endowment Match Program Faculty**

As of June 30, 2003, 11.1 percent of all tenured faculty employed by the University of Kentucky were minority, including 3.6 percent black. The proportion of minorities occupying endowed chairs and professorships funded through the Endowment Match Program is 16.9 percent minority. The University of Kentucky considers a target of 11.1 percent all minorities and 3.6 percent African American to be reasonable levels of racial diversity among Endowment Match Program faculty. The University must focus on the underutilization of RCTF African American faculty. In 2008 there is one African American RCTF faculty.

#### **Reasonable level of Gender and Racial Diversity among Endowment Match Program Staff**

Gender and race of Endowment Match Program staff should be the same as the University of Kentucky goals established per job category. An analysis of overall staff does not provide detailed information related to the duties and level of responsibility employees perform.

#### **Reasonable Level of Gender Diversity among Endowment Match Program Fellowship Recipients**

As of June 30, 2003, 50.3 percent of all University fellowship recipients in RCTF academic disciplines were female. The proportion of female Endowment Match Program fellowship recipients is 49.4 percent in 2008.

#### **Reasonable Level of Racial Diversity among Endowment Match Program Fellowship Recipients**

As of June 30, 2003, 16.3 percent of all University fellowship recipients in RCTF academic disciplines were black. The proportion of black Endowment Match Program Fellowship Recipients for 2008 is 4.9 percent. Based on the significant variance, the University must conduct further analysis of the RCTF-funded positions to determine a reasonable level of racial diversity among the Endowment Match Program fellowship recipients.

### **III. OBJECTIVE**

#### **Objective for Gender Diversity among Endowment Match Program Faculty**

The University of Kentucky actively seeks to make continuous progress toward increasing the proportion of women occupying endowed chair and endowed professorship positions funded through the Endowment Match Program from 19.3 to 24.4 percent. This objective is consistent with the proportion of University of Kentucky tenured women faculty.

#### **Objective for Racial Diversity among Endowment Match Program Faculty**

The University of Kentucky actively seeks to make continuous progress toward increasing the proportion of African Americans occupying endowed chair and endowed professorship positions funded through the Endowment Match Program from 0.6 percent in 2007-2008 to 3.6 percent. This objective for African American faculty is consistent with the proportion of University of Kentucky tenured African American faculty.

#### **Objective for Gender and Racial Diversity among Endowment Match Program Staff**

As previously stated, gender and race of Endowment Match Program staff should be consistent with the University's actual diversity ratios for each job category. It appears the number of staff per job category are too few for meaningful comparison.

#### **Objective for Gender and Racial Diversity among Endowment Match Program Fellowship Recipients**

The gender and race of Endowment Match Program fellowship recipients should reflect the overall gender and race of Fellowship Recipients in RCTF specific academic disciplines. The goal is to make continuous progress in the proportion of women and African Americans receiving RCTF matching funds equivalent to the total University Fellowship Recipients in RCTF academic disciplines.

### **IV. STRATEGY**

The following Endowment Match Program Diversity Plan strategies will allow the University to attain its objectives:

**Strategy I:** Establish a Research Challenge Trust Fund Diversity Committee charged with implementing and monitoring the RCTF Diversity Plan. This committee shall provide annual updates of plan implementation to University officials, including an assessment of progress and initiatives for each goal.

**Strategy II:** In accordance with the UK Strategic Plan Goal V: *Nurture Diversity of Thought, Culture, Gender and Ethnicity*, the University will create a diverse, multicultural community of scholars and learners by ensuring adequate representation of women and minorities on faculty and student selection committees.

**Strategy III:** In accordance with the UK Strategic Plan Goal III: *Attract, Develop and Retain a Distinguished Faculty*, the University will increase the diversity of the applicant pool for faculty positions by publishing job announcements in media which target women and minorities.

**Strategy IV:** In accordance with the UK Strategic Plan Goal III: *Attract, Develop and Retain a Distinguished Faculty*, the University will develop and implement programs to recruit and retain women and minorities for endowed chair and professorship positions.

**Strategy V:** The University will conduct further analysis of RCTF staff positions for establishment of employment goals consistent with the University's overall diversity ratios per job category.

**Strategy VI:** Review the establishment of Endowment Match Program Fellowship goals based on gender and race in RCTF academic discipline areas.

**Strategy VII:** The University will work to identify the estimated annual cost of implementation of the 2003-2008 Endowment Match Program Diversity Plan.

## V. CONCLUSION

The University of Kentucky 2006-2009 Strategic Plan identifies goals, objectives and measures of progress to provide a blueprint for faculty, staff and administrators to follow as we strive to build one of the nation's 20 best public research universities. The integration of these goals and objectives are designed to form a complete picture of the University's plan for the future. As reflected in its mission and values statements, the University embraces diversity. The University proposes the implementation of this 2003-2008 Endowment Match Program Diversity Plan to achieve reasonable diversity in recruitment and retention of women, African Americans and other minorities.