

# Faculty Appointments & Demographic Data 2023-2024

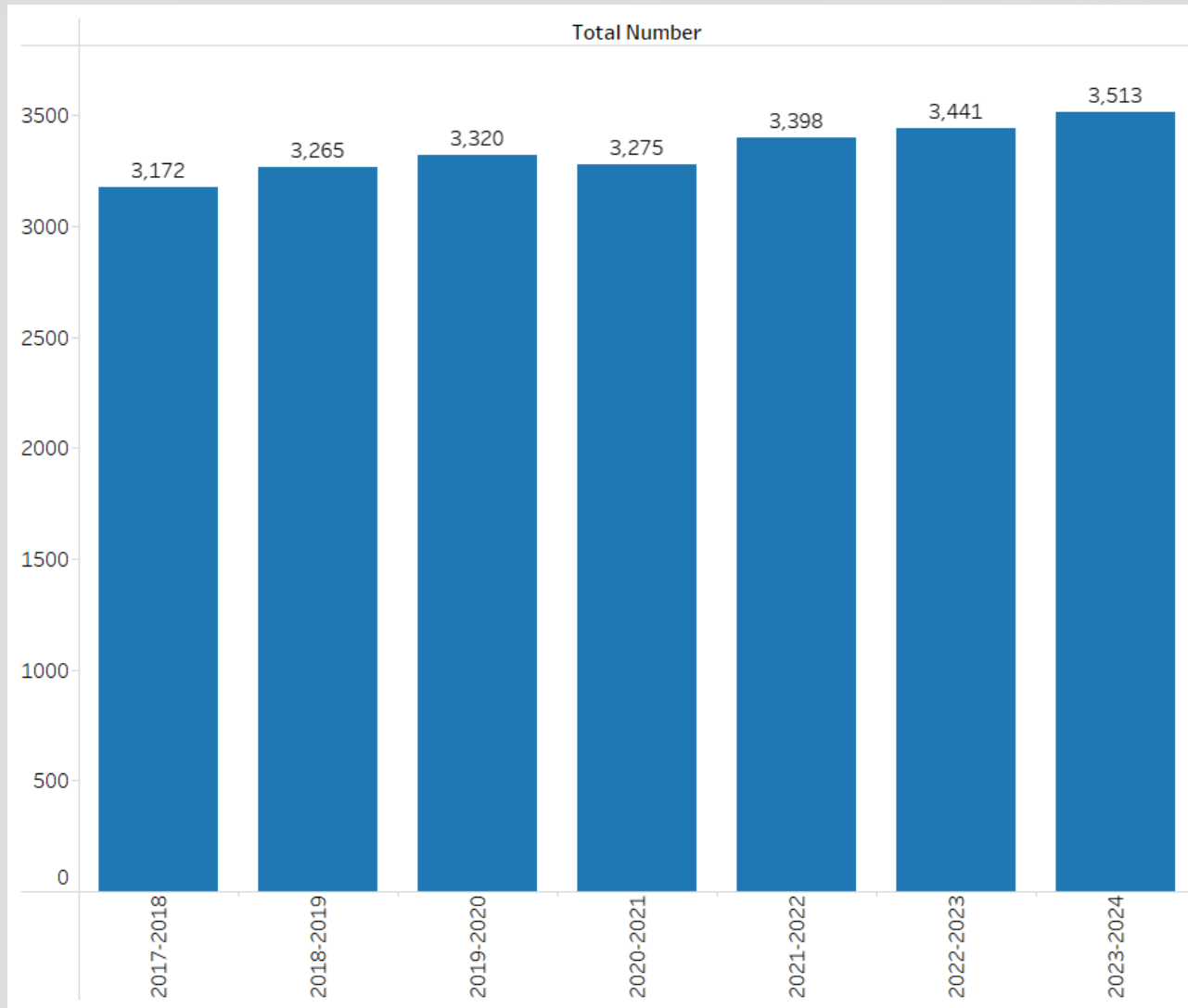


# Annual Employee Data Snapshot

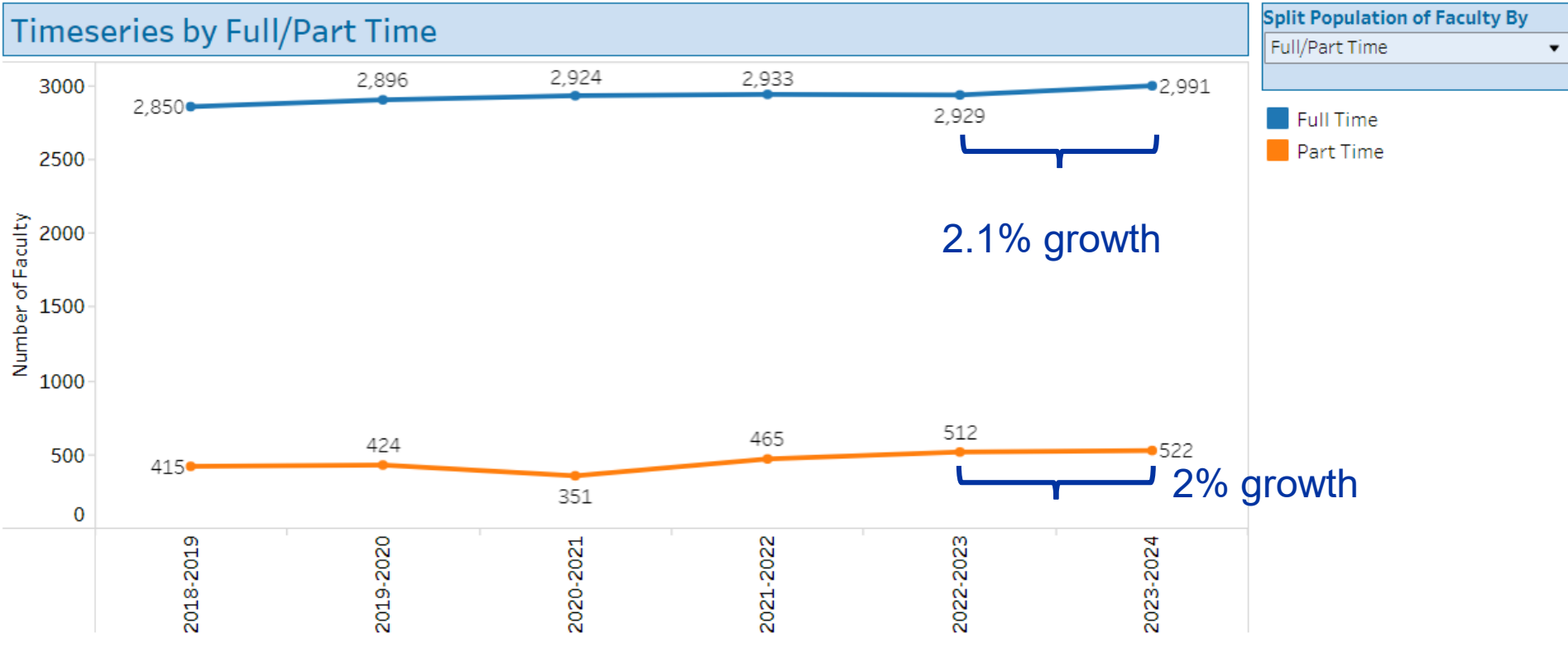
- Each year, a snapshot of all employee data is taken with an October 31 validity date.
- Between October and December, IRADS works in cooperation with HR, OFA, and college partners to ensure the accuracy and completeness of the snapshot data.
- These data become the official record of the employee/faculty counts, forming the basis for all reporting of those counts.
- In December, the snapshot data become available to UK Tableau users who have been approved for HR data access (This is what you will see in the following slides).
- In April, the data are submitted to the US Department of Education's Integrated Postsecondary Education Data System (IPEDS).
- Following the IPEDS submission, the data are made publicly available on the IRADS website at: <https://www.uky.edu/irads/faculty-appointments-demographics>



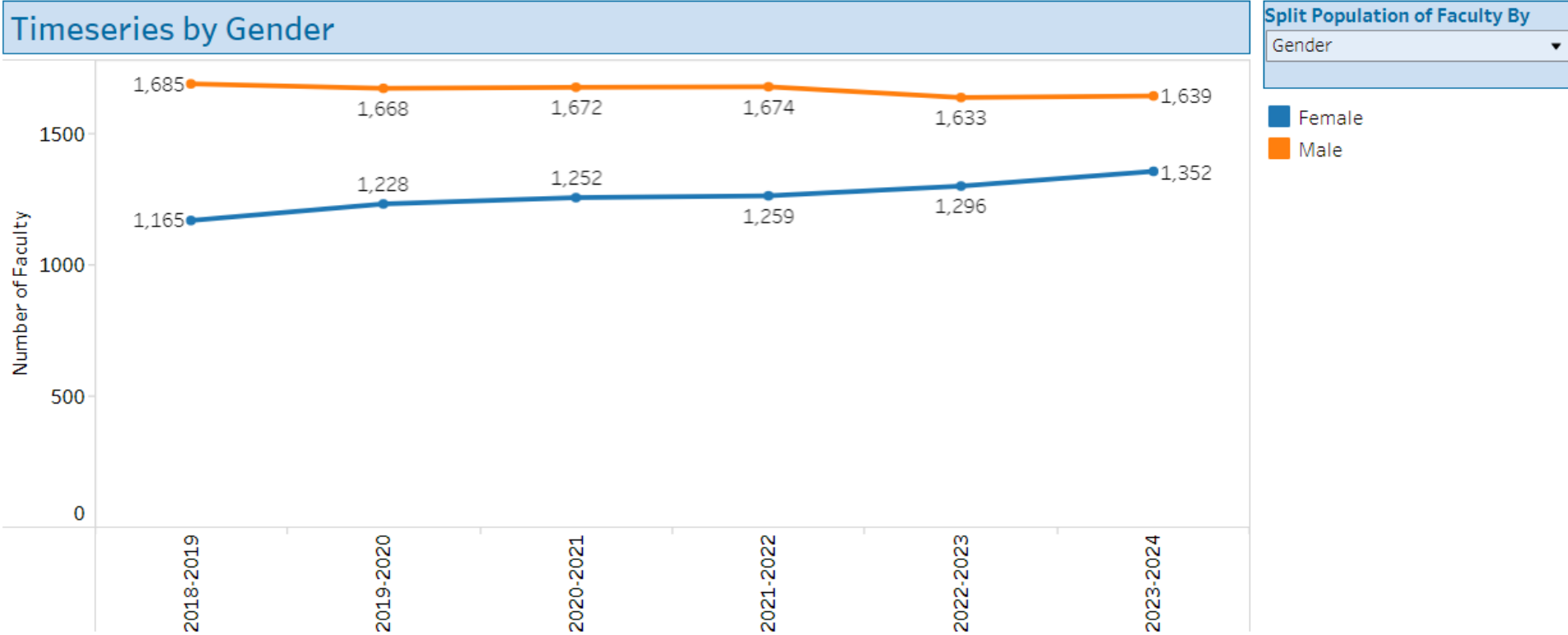
# Total Faculty Headcount (Full- and Part-Time)



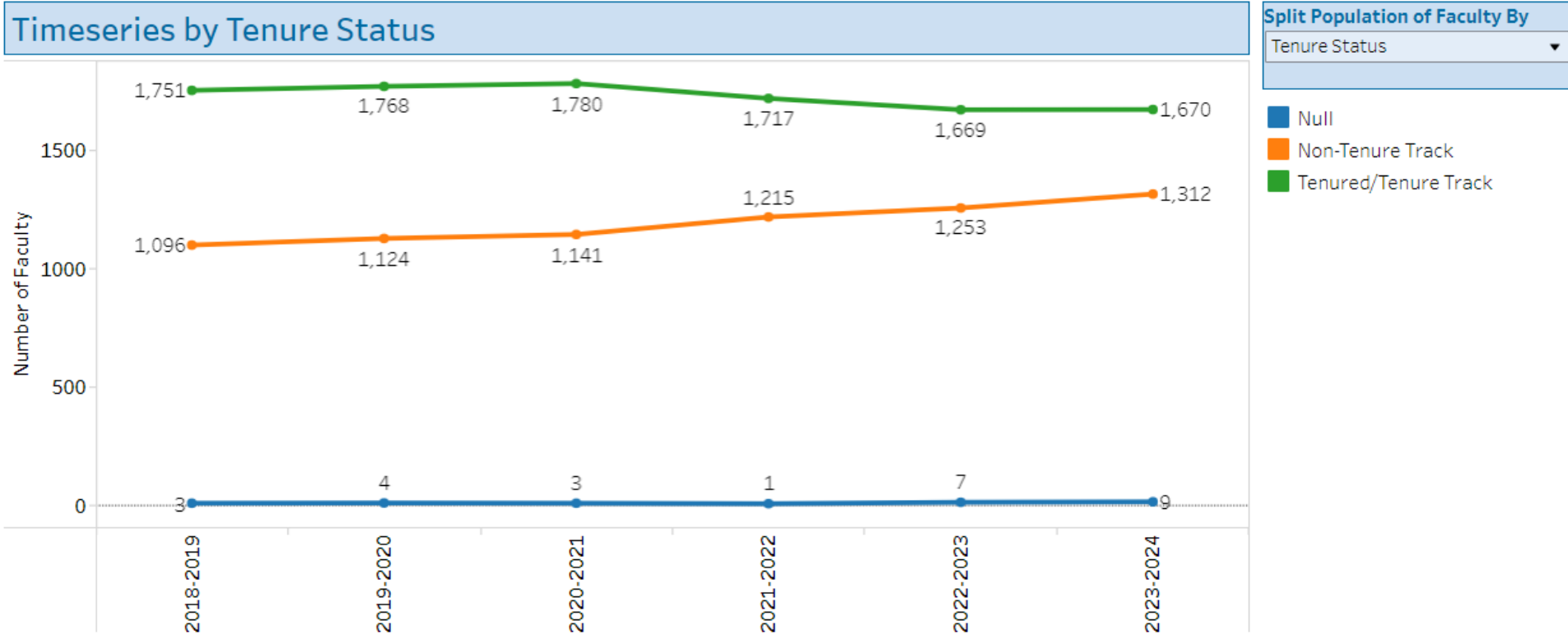
# Faculty Timeseries by Full-Time/Part-Time Status



# Faculty Timeseries split by Gender (Full-Time Only)

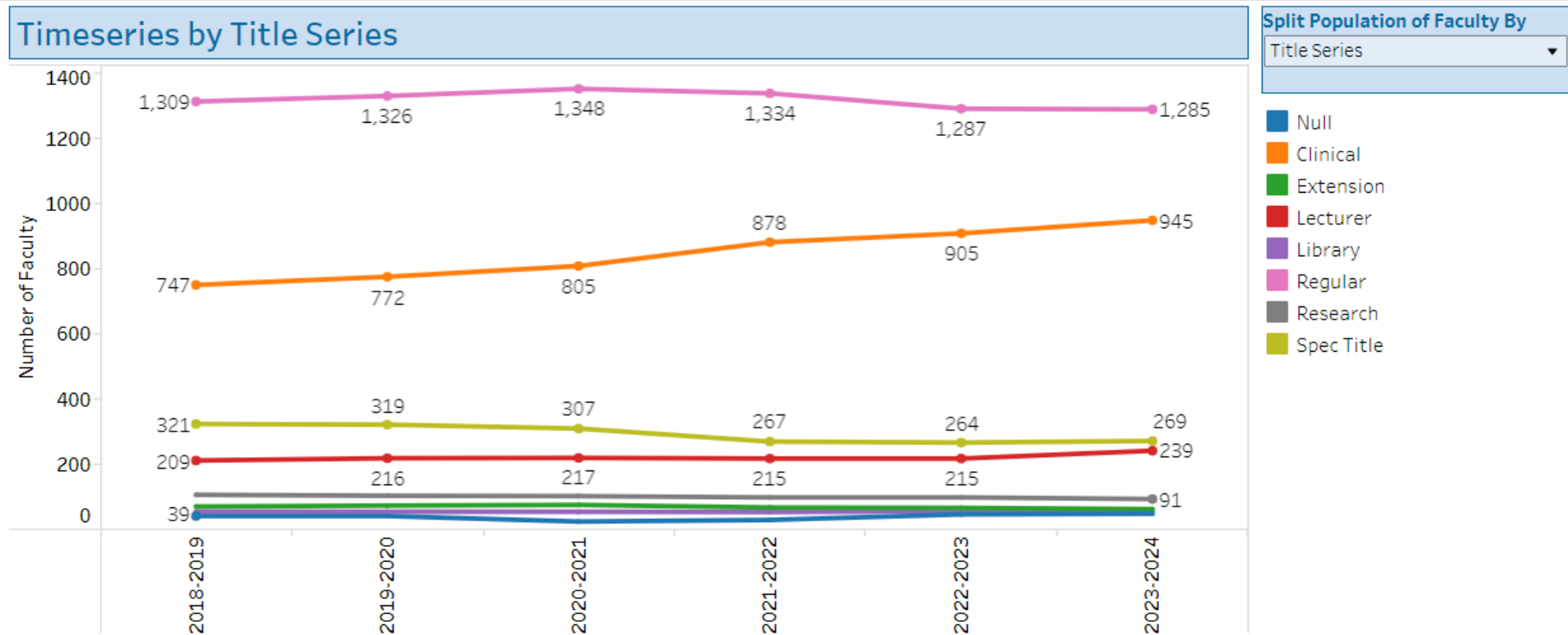


# Faculty Timeseries Split by Tenure Status (Full-Time Only)



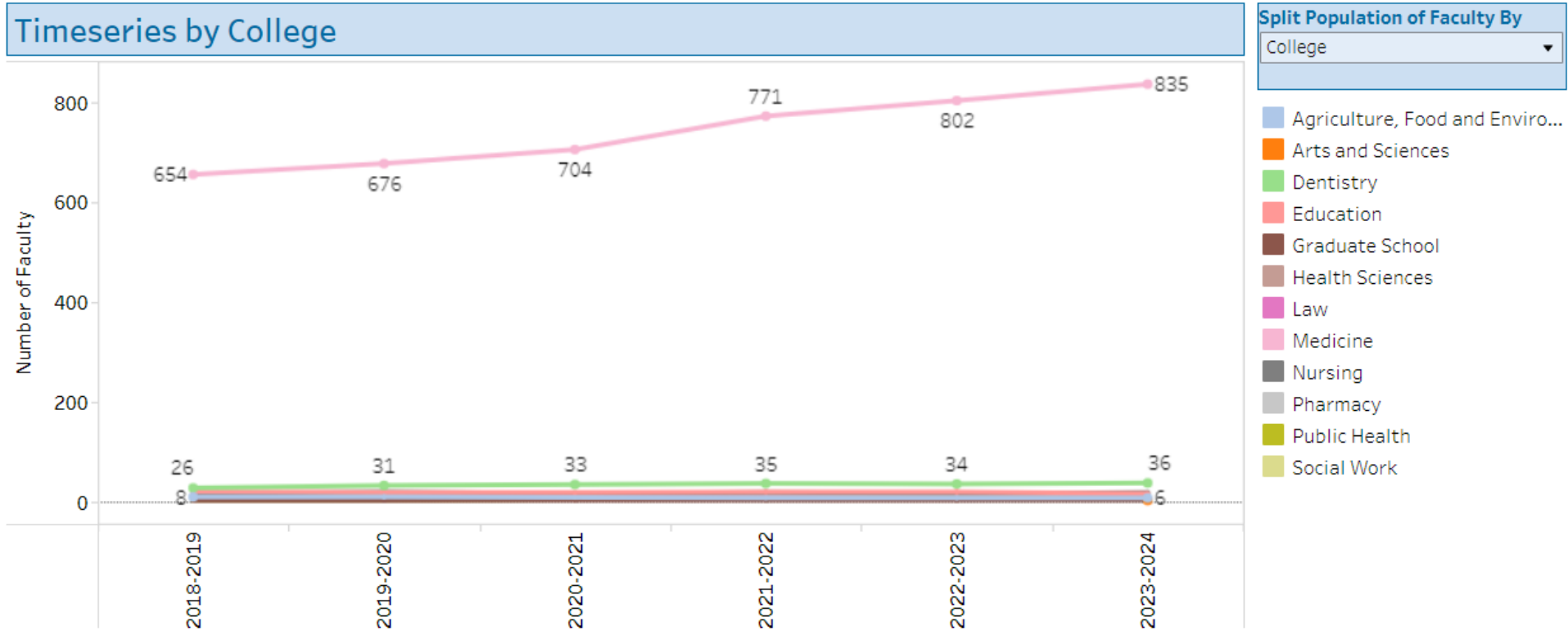
Null values occur when faculty appointment information is not available at the time of the annual snapshot.

# Faculty Timeseries Split by Title Series (Full-Time Only)



Null values occur when faculty appointment information is not available at the time of the annual snapshot.

# Growth in Clinical TS- College of Medicine



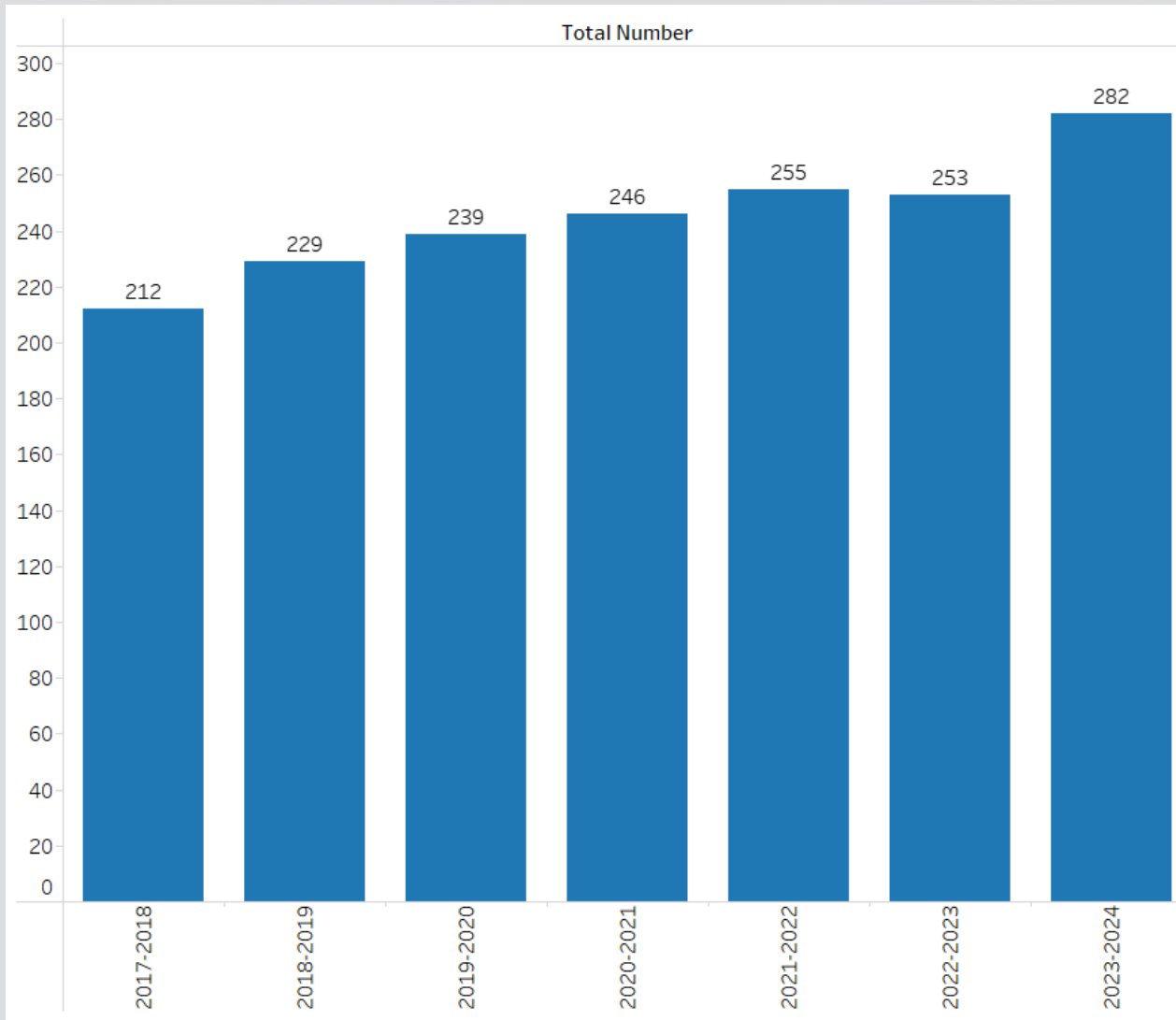


# Faculty Timeseries split by Ethnicity (Full-Time Only)

Timeseries Numbers by Ethnicity						
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
American Indian/Alaskan Na..	2	1	1	3	3	3
Asian, non-Hispanic	326	338	357	360	384	396
Black or African American, n..	104	115	116	123	120	133
Hispanic or Latino, any race ..	81	88	92	95	95	108
Native Hawaiian/Other Paci..	3	4	4	5	5	5
Nonresident Alien, any race ..	123	118	126	136	130	138
Two or More Races, non-His..	15	14	16	14	15	17
White, non-Hispanic	2,196	2,218	2,212	2,197	2,177	2,191
Grand Total	2,850	2,896	2,924	2,933	2,929	2,991



# Faculty Timeseries Underrepresented Minority Faculty Members (Full-Time Only)



# 2023-2024 Clinical Title Series Report as required by AR 2:6

**Note:** Because of the language in AR 2:6 stating that the report should include all “*faculty employees on appointment in the Clinical Title Series for each college*”, in this report we have included the 104 Clinical TS faculty members who because they are UK Healthcare or VA employees are *not* reported to IPEDs. All of these faculty members have academic homes in the College of Medicine.



### Clinical Title Series Report for Academic Year 2023-2024<sup>1</sup>

		Tenure Eligible Title Series	Clinical Title Series	Approved Ratio (where > 25%) <sup>2</sup>	Exemptions Granted by Provost <sup>3</sup>
College of Arts and Sciences	Headcount of Faculty Members	373	1		
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		0.27%		
College of Communication and Information	Headcount of Faculty Members	68			
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series				
College of Dentistry	Headcount of Faculty Members	29	34	100%	4
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		117%		
College of Design	Headcount of Faculty Members	36			
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series				
College of Education	Headcount of Faculty Members	79	14		
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		17.72%		
College of Fine Arts	Headcount of Faculty Members	73			
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series				
College of Health Sciences	Headcount of Faculty Members	52	7		
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		13.46%		
College of Medicine	Headcount of Faculty Members	333	829	300%	
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		248.95%		
College of Nursing	Headcount of Faculty Members	34	17	70%	
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		50%		
College of Pharmacy	Headcount of Faculty Members	35	14	50%	
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		40%		
College of Public Health	Headcount of Faculty Members	40	7		
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		17.5%		
College of Social Work	Headcount of Faculty Members	17	9	150%	
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		52.94%		
Gatton College of Business & Economics	Headcount of Faculty Members	69			
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series				
J. David Rosenberg College of Law	Headcount of Faculty Members	22	5		
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		22.73%		
Martin-Gatton College of Agriculture, Food and Environment	Headcount of Faculty Members	207	6		
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		2.90%		
Stanley and Karen Pigman College of Engineering	Headcount of Faculty Members	135			
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series				
The Graduate School	Headcount of Faculty Members	15	2		
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		13.33%		

<sup>1</sup> Based on annual snapshot data with validity date October 31, 2023.

<sup>2</sup> AR 2:6 establishes the allowable ratio at 25%. Colleges may exceed this ration with a vote of their College Faculty Council and approval of the Provost

<sup>3</sup> The Provost may grant exemptions to the approved ratio each fiscal year. In the case of College of Dentistry, they are approved to have four Clinical Title Series faculty members above their ratio in order to support off-campus sites.

Lecturer Title Series Report for Academic Year 2023-2024<sup>1</sup>

		Tenure Eligible Title Series	Lecturer Title Series
College of Arts and Sciences	Headcount of Faculty Members	373	59
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		15.82%
College of Communication and Information	Headcount of Faculty Members	68	28
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		41.18%
College of Dentistry	Headcount of Faculty Members	29	
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		
College of Design	Headcount of Faculty Members	36	5
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		13.89%
College of Education	Headcount of Faculty Members	79	10
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		12.66%
College of Fine Arts	Headcount of Faculty Members	73	26
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		35.62%
College of Health Sciences	Headcount of Faculty Members	52	6
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		11.54%
College of Medicine	Headcount of Faculty Members	333	2
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		0.60%
College of Nursing	Headcount of Faculty Members	34	18
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		52.94%
College of Pharmacy	Headcount of Faculty Members	35	
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		
College of Public Health	Headcount of Faculty Members	40	1
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		2.50%
College of Social Work	Headcount of Faculty Members	17	4
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		23.53%
Gatton College of Business & Economics	Headcount of Faculty Members	69	30
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		43.48%
Honors College	Headcount of Faculty Members		11
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		
J. David Rosenberg College of Law	Headcount of Faculty Members	22	
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		
Martin-Gatton College of Agriculture, Food and Environment	Headcount of Faculty Members	207	16
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		7.73%
Stanley and Karen Pigman College of Engineering	Headcount of Faculty Members	135	20
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		14.81%
The Graduate School	Headcount of Faculty Members	15	3
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		20%
UK Libraries	Headcount of Faculty Members	55	
	Ratio to the Total Number of Faculty in the Tenure Eligible Title Series		

<sup>1</sup> Based on annual snapshot data with validity date October 31, 2023.

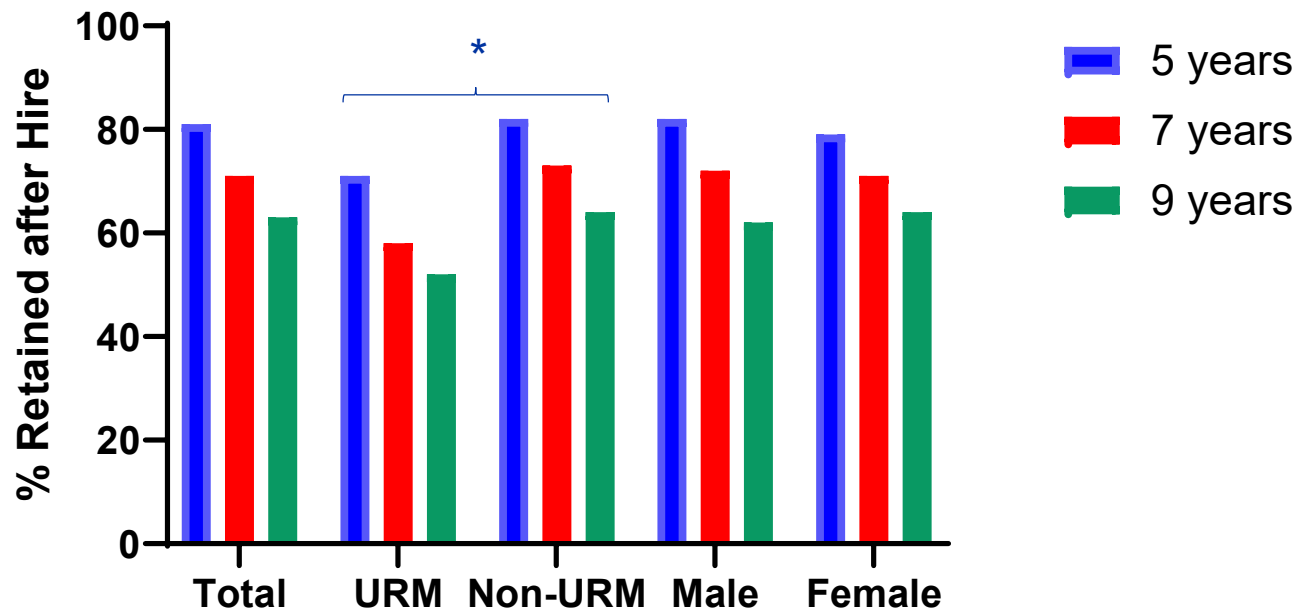
# 2023-2024 Report on Career Progression and Retention of Tenured and Tenure Eligible Faculty

- **The following report includes information about promotion, tenure achievement, and retention of tenured and tenure-eligible faculty university wide.**



# Retention of Tenure Eligible Faculty hired in FY 2004-2019

## University Totals

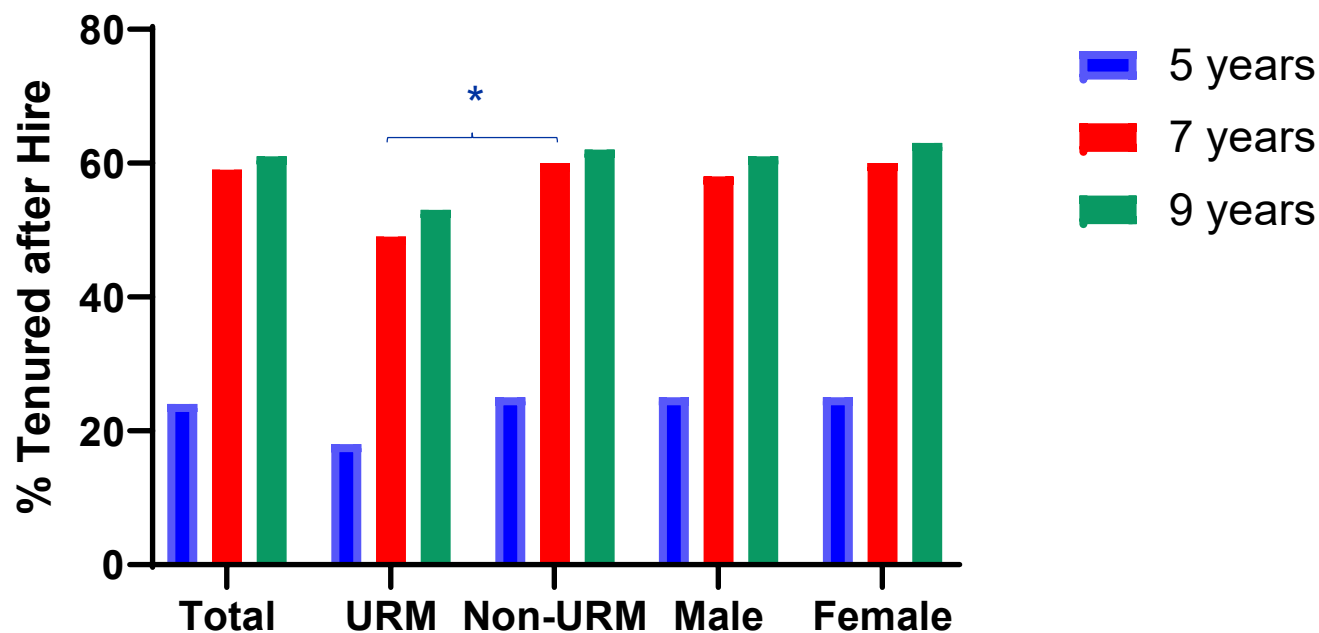


*There are significant differences between URM and non-URM faculty retention at 5, 7 and 9 years*



# Tenure Success of Tenure Eligible Faculty hired in FY 2004-2019

## University Totals



*There is a significant difference between URM and non-URM tenure rate at 7 years*





# FY24 Promotions

TITLE SERIES	PROMOTED TO ASSOCIATE PROFESSOR			PROMOTED TO FULL PROFESSOR		
		Male	Female		Male	Female
REGULAR	41	21	20	37	18	19
SPECIAL	14	4	10	5	4	1
CLINICAL	30	17	13	32	15	17
EXTENSION	2	2		1		1
RESEARCH	6	2	4			
LIBRARIAN	2	0	2			
TENURE (ONLY)	3	1	2			
SR LECTURERS	20	11	9			
<b>TOTAL</b>	<b>118</b>	<b>58</b>	<b>60</b>	<b>75</b>	<b>37</b>	<b>38</b>

Unsuccessful Dossiers: 2

Total Dossiers Reviewed = 195



Questions?

Additional questions may be sent to  
[facultyadv@uky.edu](mailto:facultyadv@uky.edu).

