

Appendix E
Comparison Incumbency to Availability

Group Title	Females				Minorities				Black			
	Percent Available	Percent EKU Incumbents	Difference	Underutilized?	Percent Available	Percent EKU Incumbents	Difference	Underutilized?	Percent Available	Percent EKU Incumbents	Difference	Underutilized?
Executives, Administrators, and Managers	46.84%	49.61%	2.77%	No	16.06%	4.72%	-11.34%	Yes	5.91%	3.94%	-1.97%	Yes
Executives, Administrators and Managers - Assistants and Associates	48.75%	49.40%	0.65%	No	9.56%	7.23%	-2.33%	Yes	7.06%	7.23%	0.17%	No
Faculty - Chairs	41.66%	32.43%	-9.23%	Yes	16.76%	8.11%	-8.65%	Yes	5.16%	2.70%	-2.46%	Yes
Faculty - Instructional	43.99%	50.08%	6.09%	No	18.92%	8.97%	-9.95%	Yes	5.77%	4.57%	-1.20%	Yes
Faculty - Other	43.99%	81.25%	37.26%	No	18.92%	9.38%	-9.55%	Yes	5.77%	9.38%	3.61%	No
Other Professionals	47.63%	60.93%	13.30%	No	17.85%	8.35%	-9.50%	Yes	6.30%	5.41%	-0.89%	Yes
Technical/ Paraprofessional	48.55%	65.24%	16.69%	No	21.56%	9.44%	-12.12%	Yes	8.69%	6.87%	-1.82%	Yes
Office and Clerical	48.50%	90.36%	41.86%	No	11.65%	7.03%	-4.62%	Yes	7.35%	5.21%	-2.14%	Yes
Skilled Crafts	14.31%	6.10%	-8.21%	Yes	6.48%	4.88%	-1.60%	Yes	5.46%	4.88%	-0.58%	Yes
Service/Maintenance - Facilities Services, Non-Custodial	47.14%	3.03%	-44.11%	Yes	12.89%	4.55%	-8.34%	Yes	7.77%	4.55%	-3.22%	Yes
Service/Maintenance - Other	47.14%	50.99%	3.85%	No	12.89%	14.62%	1.73%	No	7.77%	13.83%	6.06%	No