

**DIVERSITY INDEX**  
**EKU Faculty & Staff**  
**2007 - 2011**

Each year the office of Institutional Research conducts an analysis of student, faculty, and staff ethnic composition. As part of this analysis, a diversity index is calculated to provide a standard measure to track changes in diversity. The diversity index is a number that represents the probability that any two people chosen at random will have different racial or ethnic backgrounds. The higher this probability, the more diverse our campus is. The lowest possible value for this diversity index is zero—for a population where everyone has the same background. Theoretically, the highest value is one—for a population where each member is racially or ethnically different from the others. Practically, the most diverse campuses in the U.S. have values of 0.70. The diversity index for the entire population of Kentucky is 0.18.

FULL-TIME	Fall 2007		Fall 2008		Fall 2009		Fall 2010		Fall 2011	
	N	%	N	%	N	%	N	%	N	%
<b>Executive/Administrative/Managerial</b>										
Black, Non Hispanic	11	5%	12	6%	12	6%	11	5%	11	5%
American Indian/Alaskan Native	0	0%	0	0%	0	0%	0	0%	0	0%
Asian, Non-Hispanic*	1	0%	1	0%	1	0%	2	1%	2	1%
Hispanic or Latino (Ethnicity)*	0	0%	1	0%	2	1%	2	1%	2	1%
Native Hawaiian/Pacific Islander*	-	-	-	-	-	-	0	0%	0	0%
Two or More Races*	-	-	-	-	-	-	2	1%	2	1%
White, Non-Hispanic	193	94%	193	93%	194	93%	203	92%	210	93%
TOTAL	205	100%	207	100%	209	100%	220	100%	227	100%
<b>Diversity Index</b>	<b>0.111</b>		<b>0.127</b>		<b>0.135</b>		<b>0.146</b>		<b>0.142</b>	
<b>Professional Non-Faculty</b>										
Black, Non Hispanic	22	5%	17	4%	22	5%	22	5%	23	5%
American Indian/Alaskan Native	1	0%	1	0%	1	0%	1	0%	1	0%
Asian, Non-Hispanic*	7	2%	5	1%	3	1%	0	0%	0	0%
Hispanic or Latino (Ethnicity)*	5	1%	5	1%	4	1%	2	0%	3	1%
Native Hawaiian/Pacific Islander*	-	-	-	-	-	-	0	0%	0	0%
Two or More Races*	-	-	-	-	-	-	2	0%	4	1%
White, Non-Hispanic	393	92%	420	94%	422	93%	413	94%	405	93%
TOTAL	428	100%	448	100%	452	100%	440	100%	436	100%
<b>Diversity Index</b>	<b>0.154</b>		<b>0.119</b>		<b>0.126</b>		<b>0.116</b>		<b>0.134</b>	
<b>Secretarial/Clerical</b>										
Black, Non Hispanic	22	6%	18	5%	21	5%	21	5%	19	5%
American Indian/Alaskan Native	0	0%	0	0%	0	0%	1	0%	1	0%
Asian, Non-Hispanic*	0	0%	0	0%	0	0%	1	0%	1	0%
Hispanic or Latino (Ethnicity)*	8	2%	6	2%	5	1%	5	1%	3	1%
Native Hawaiian/Pacific Islander*	-	-	-	-	-	-	0	0%	0	0%
Two or More Races*	-	-	-	-	-	-	7	2%	6	2%
White, Non-Hispanic	355	92%	346	94%	374	94%	358	91%	361	92%
TOTAL	385	100%	370	100%	400	100%	393	100%	391	100%
<b>Diversity Index</b>	<b>0.146</b>		<b>0.123</b>		<b>0.123</b>		<b>0.167</b>		<b>0.145</b>	
<b>Technical/Paraprofessional</b>										
Black, Non Hispanic	14	6%	13	6%	10	5%	12	6%	17	9%
American Indian/Alaskan Native	1	0%	0	0%	0	0%	0	0%	0	0%
Asian, Non-Hispanic*	1	0%	2	1%	2	1%	0	0%	0	0%
Hispanic or Latino (Ethnicity)*	4	2%	5	2%	5	3%	7	4%	7	4%
Native Hawaiian/Pacific Islander*	-	-	-	-	-	-	0	0%	0	0%
Two or More Races*	-	-	-	-	-	-	1	1%	2	1%
White, Non-Hispanic	211	91%	200	91%	175	91%	168	89%	166	86%
TOTAL	231	100%	220	100%	192	100%	188	100%	192	100%
<b>Diversity Index</b>	<b>0.162</b>		<b>0.169</b>		<b>0.166</b>		<b>0.196</b>		<b>0.243</b>	

FULL-TIME	Fall 2007		Fall 2008		Fall 2009		Fall 2010		Fall 2011	
	N	%	N	%	N	%	N	%	N	%
<b>Skilled Craft</b>										
Black, Non Hispanic	4	5%	5	6%	5	6%	2	2%	4	5%
American Indian/Alaskan Native	0	0%	0	0%	0	0%	1	1%	1	1%
Asian, Non-Hispanic*	0	0%	0	0%	0	0%	0	0%	0	0%
Hispanic or Latino (Ethnicity)*	0	0%	0	0%	0	0%	1	1%	1	1%
Native Hawaiian/Pacific Islander*	-	-	-	-	-	-	0	0%	0	0%
Two or More Races*	-	-	-	-	-	-	2	2%	2	2%
White, Non-Hispanic	78	95%	78	94%	82	94%	81	93%	79	91%
TOTAL	82	100%	83	100%	87	100%	87	100%	87	100%
<b>Diversity Index</b>	<b>0.093</b>		<b>0.113</b>		<b>0.108</b>		<b>0.132</b>		<b>0.173</b>	
<b>Service/Maintenance</b>										
Black, Non Hispanic	36	11%	35	11%	34	11%	29	9%	30	10%
American Indian/Alaskan Native	0	0%	0	0%	0	0%	3	1%	3	1%
Asian, Non-Hispanic*	1	0%	1	0%	2	1%	0	0%	1	0%
Hispanic or Latino (Ethnicity)*	1	0%	2	1%	2	1%	5	2%	5	2%
Native Hawaiian/Pacific Islander*	-	-	-	-	-	-	0	0%	0	0%
Two or More Races*	-	-	-	-	-	-	4	1%	3	1%
White, Non-Hispanic	283	88%	282	88%	279	88%	267	87%	266	86%
TOTAL	321	100%	320	100%	317	100%	308	100%	308	100%
<b>Diversity Index</b>	<b>0.210</b>		<b>0.211</b>		<b>0.214</b>		<b>0.239</b>		<b>0.244</b>	
<b>Faculty</b>										
Black, Non Hispanic	31	5%	34	5%	31	5%	26	4%	25	4%
American Indian/Alaskan Native	2	0%	2	0%	2	0%	2	0%	1	0%
Asian, Non-Hispanic*	15	2%	20	3%	20	3%	3	0%	3	0%
Hispanic or Latino (Ethnicity)*	7	1%	6	1%	9	1%	8	1%	5	1%
Native Hawaiian/Pacific Islander*	-	-	-	-	-	-	0	0%	0	0%
Two or More Races*	-	-	-	-	-	-	4	1%	5	1%
White, Non-Hispanic	599	92%	590	90%	598	91%	577	93%	579	94%
TOTAL	654	100%	652	100%	660	100%	620	100%	618	100%
<b>Diversity Index</b>	<b>0.158</b>		<b>0.177</b>		<b>0.176</b>		<b>0.132</b>		<b>0.120</b>	

**Note:** Data does not include the following ethnic classifications: Nonresident Alien; Unknown.

### Diversity Index : Faculty & Staff

