

graduate degrees awarded to African Americans have increased. There is progress on both of those measures for the Strategic Plan.

Significant investments will be needed to increase the number of graduate students. Graduate fellowships and assistantships are essential to recruit good students. The university has not made significant investments in that area yet, especially in the current fiscal environment.

There is a lot of national exposure for UK graduate students. Over 560 students were funded to present research findings at national conferences. A tremendous number of UK's students have gone to national meetings this way. UK hosted a national conference on graduate student leadership. International applications have increased by 9 percent.

Faculty Development

The number of faculty has increased. A lot of the increase comes from the growth in the College of Medicine but also because of the 74 new faculty lines added. Obviously, the current reduction has not shown up in the numbers, but it will show up in the next couple of years. That increase has led to the university actually having reached the milestone. The milestone was 2,023 faculty, and the last measure, which was the November census, was 2,057. Since that census, the number might have gone down.

Diversity of full-time faculty in terms of gender and ethnicity diversity has increased. For the first time ever, UK has exceeded the EEOC target. The EEOC goal was 34 percent, and it is currently at 34.6 percent.

The university is separately tracking African Americans and all minorities. In terms of all minorities, the university has made progress from a baseline of 14.7 percent up to 16.1 percent. For African American faculty, these are small numbers. The 2009 target is 4 percent, and the administration is working very hard, even through hard times, to try to meet that target by recruiting the best possible faculty of color.

Research Productivity

In terms of research productivity there are several measures, including the number of programs in the top quartile. These measures and where you find these rankings are fairly controversial, but none the less, the baseline was 17. For this year, there is an increase by one in the number of programs. The 2009 milestone is 20. This achievement will depend on the investments the university is able to make. It will be dicey to get further improvement without further investments.

The milestone goal for total research expenditures is \$350 million. The baseline was \$307 million, and that has now increased to \$332 million. That is based on 2006 data from the National Science Foundation.

There is nice progress in the number of citations of publications. That number has increased from 44,000 to 48,000 and is headed towards the milestone of 49,000.