

## **PROGRAM GOALS**

(Section 46a-68-88)

January 2016

### **Subsection (a)**

When an employment policy or practice having an adverse impact upon protected race and sex group members, individuals with disabilities or older persons has been identified, program goals will be developed and implemented.

### **Subsection (b)**

Program goals are meaningful, measurable and reasonably attainable and shall be consistent with section 46a-68-92 of the Regulations of Connecticut State Agencies to ensure:

1. the promotion of equal opportunity and to achieve a workplace free of discrimination;
2. opportunities for all qualified applicants including underutilized groups;
3. the utilization of a fair and nondiscriminatory recruitment and selection process; and
4. that career development opportunities are available to all interested and qualified employees, including minorities and women.

### **Subsection (c)**

Where the cooperation of another agency is essential to the implementation of a program goal, the University keeps a record of each instance of contact with the agency whose cooperation is requested and the outcome of the request.

### **Subsection (d)**

The University of Connecticut has elected to set program goals for employment practices that were not identified as having an adverse impact pursuant to section 46a-68-87 of the Regulations of Connecticut State Agencies. Goals for the *Plan* year are designed to encourage creativity, and the use of best practices in recruitment and retention activities.

### **Goal #1**

The enhanced Search Committee Training developed during the previous *Plan* year will become mandatory for all search committee chairs, members and administrators. Prior to gaining approval to continue with a search, training attendance will be verified for all committee members. The Office of Diversity and Equity (ODE) will collaborate with the Department of Human Resources (DHR) to modify the search system, Recruiting Solutions, to track training and build in an additional approval in the workflow. Additionally, Recruiting Solutions will allow for training registration and reporting of attendance. Numerous sessions offering the collaborative training will be scheduled to allow search committee members to

fulfill the requirement and individual committee trainings will be accommodated. This ODE initiative will ensure search committees are appraised of all aspects of the search process.

**Responsible Units: Office of Diversity & Equity, Department of Human Resources**

**Target Date: September 30, 2016**

## **Goal #2**

The University will hire a Chief Diversity Officer (CDO) to fulfill the need for another senior leadership position focused on diversity, inclusion and campus climate as recommended by the Diversity Task Force. The CDO will report to the President as recommended by the guidelines developed by the National Association of Diversity Officers in Higher Education (NADOHE). The CDO will provide leadership, in collaboration with the Associate Vice President of ODE, with respect to the development and implementation of innovative programming, and will be responsible for evaluation of diversity efforts and their efficacy. The CDO will work closely and collaboratively with the Office of Diversity and Equity (ODE) and in coordination with ongoing compliance-related efforts.

**Responsible Units: Office of the President**

**Target Date: September 2016**

## **Goal #3**

The Office of Diversity and Equity (ODE), the Department of Human Resources (DHR) and the newly created Chief Diversity Officer (CDO) position will collaborate on an initiative focusing on the retention of faculty and staff. With the leadership of the CDO, strategies will be explored relative to mentoring programs to support underrepresented faculty and staff, inclusion efforts by schools, departments and units and development of school and department diversity and retention plans. This collaborative effort will be the first step in implanting University-wide initiatives in the future.

**Responsible Units: Office of Diversity & Equity, Department of Human Resources, Office of the Chief Diversity Officer**

**Target Date: September 2016**

## **Goal #4**

The Office of Diversity & Equity (ODE) in partnership with the Department of Human Resources (DHR) will build on the efforts in the previous *Plan* year to recruit individuals with disabilities and veterans. In addition to the postings of positions with veteran and disability sources, ODE and DHR will focus efforts on direct recruitment at career fairs and recruiting events targeted toward these populations. Additionally, ODE and DHR will explore the potential to develop initiatives enabling individuals with disabilities the opportunity to gain work experience at the University.

**Responsible Units: Office of Diversity & Equity, Department of Human Resources**

**Target Date: September 2016**

### **Goal #5**

The Office of Diversity and Equity (ODE) will transition the Americans with Disabilities Act (ADA) accommodation process to the Department of Human Resources (DHR). This relocation will allow ODE to focus its efforts on its investigatory role in complaints alleging violations of the ADA. The relocation of the process to DHR entails the hire of an ADA Accommodations Case Manager in DHR with the responsibility to review and process accommodations. An additional position, the Deputy ADA Coordinator, will be hired in ODE to provide leadership in ADA policy review and implementation. The ADA [website](http://ode.uconn.edu/ada-compliance/) (<http://ode.uconn.edu/ada-compliance/>) will be updated to provide the University community with improved resources regarding the ADA.

**Responsible Units: Office of Diversity & Equity**

**Target Date: September 2016**

### **Goal #6**

The Office of Diversity and Equity (ODE) and the Department of Human Resources (DHR) will form a working group to explore the establishment of an entry level training program of persons with disabilities. The working group will identify the essential stakeholders, review existing programs and recommend next steps in the process.

**Responsible Units: Office of Diversity & Equity, Department of Human Resources**

**Target Date: September 2016**