

## **PROGRAM GOALS**

(Section 46a-68-88)

January 2017

### **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**

Search Committee Training for all search committee members became mandatory in the previous *Plan* year. As a continuation of this initiative, steps will be taken to offer streaming and online options to the University community. Numerous inquiries were received regarding the feasibility of an online module and streaming the training session to regional campus and non-Storrs locations. While training participation numbers were consistently high, this additional option will allow for near universal search committee training participation. Online and streaming search committee training sessions will also allow those departments engaged in non-traditional academic hiring to become more aware of standard search process and

procedures and the University's stated interest in achieving affirmative action goals and diversifying the workforce.

**Responsible Units: Office of Institutional Equity, Office for Diversity and Inclusion**

**Target Date: September 30, 2017**

### **Goal #2**

The University will explore options for a Diversity Training supplement to reinforce concepts discussed at state-mandated Diversity Awareness Training for new employees. Ongoing concerns highlighted in various campus groups have indicated the need for a Diversity Training supplement focused more specifically on the unique issues present in a University environment related to student, faculty, and staff community and interaction. While all new employees are required to complete state-mandated Diversity Awareness Training within 6 months of hire, a future initiative of the University will be to implement a supplemental training session for individuals past 6 months of employment. This *Plan* year, the Diversity Education and Training subcommittee of the Diversity Council will convene to discuss the feasibility and logistics of this additional training, as well as key stakeholders to brainstorm content.

**Responsible Units: Office of Institutional Equity, Office for Diversity and Inclusion**

**Target Date: September 2017**

### **Goal #3**

The Office of Institutional Equity will work the Department of Human Resources to identify the new functionality of workforce reporting after the migration of University data to CORE-CT. With the data migration, PeopleSoft designed a DataMart and reporting tool specific to the information needs of the University. The Office of Institutional Equity will work with the Department of Human Resources Information Technology Unit to design enhanced workforce reports. This will allow OIE to provide departments with more detailed and flexible historical, trend, and current workforce reports. These reports will assist various University departments in their recruiting and hiring efforts. The Office of Institutional Equity will collaborate with the Department of Human Resources to incorporate the new capabilities of the PeopleSoft DataMart reporting and will adjust workforce reports accordingly.

**Responsible Units: Office of Institutional Equity, Department of Human Resources,**

**Target Date: September 2017**

### **Goal #4**

The University will form a Diversity Council with a stated charge of developing various diversity initiatives. Specifically, the Diversity Council Subcommittee will emphasize faculty and staff recruitment and retention. This subcommittee will focus on initiatives to recruit and retain faculty and staff from underrepresented backgrounds. The committee's

work will concentrate on developing new recruitment initiatives at both the faculty and staff level as well as identify any issues related to retention and climate of existing employees.

**Responsible Units: Office for Institutional Equity, Office for Diversity and Inclusion**

**Target Date: September 2017**

### **Goal #5**

The Office of Institutional Equity will expand the Access and Accommodations Committee (established in 2013) to include additional University members to broaden compliance efforts in regards to disability access for both employee and student populations. Additionally, the Office of Institutional Equity will develop a website to serve as a centralized resource related to disability access for employees, students, and visitors.

**Responsible Units: Office of Institutional Equity**

**Target Date: September 2017**