

PROGRAM GOALS

Section 46a-68-88

This section was found to be in compliance in the previous filing and the proposals/recommendations were the following:

The responsibility for the program goals should be an individual, not a unit or office.

As of July 1, 2016, UConn Health Office of Diversity and Equity merged with the Office of Institutional Equity (OIE) in Storrs and the regional campuses to create one office to serve the entire University community. Although operating as one office, OIE maintain separate office locations at UConn Health and Storrs. Since most OIE staff have responsibilities across both locations and assignments are changed based upon competing priorities, assigning a specific individual a program goal is not realistic at this time. It was discussed in technical assistance on April 24, 2017 with the resolution of continuing units or office maintaining responsibility for program goals.

UConn Health established program goals that are meaningful, measurable and reasonably attainable and 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.

UConn Health did not identify any employment policy or practice that adversely affects any protected candidates including individuals with disabilities or older persons.

UConn Health 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 Office of Institutional Equity (OIE) will design and launch a new, streamlined website highlighting OIE's areas of focus: accessibility; AA/EEO compliance; discrimination and harassment investigations; Title IX compliance; and education and training. The design of the website will allow users to more easily navigate to information, resources and policies. The website will include links to comprehensive materials related to OIE's areas of focus.

Responsible Unit: Office of Institutional Equity
Target Date: June 30, 2018

Goal #2 The Office of Institutional Equity (OIE) will collaborate with the Department of Human Resources and the Office for Diversity and Inclusion to develop a training focused on faculty recruitment and hiring for the Schools of Medicine and Dental Medicine. The training will include strategies and best practices for recruiting diverse applicants, building networks and pipelines with other medical schools, developing applicable qualifications for the evaluation of faculty candidates, and navigating the search process. Additionally, the three offices will assess existing practices to determine the areas needing additional focus.

**Responsible Units: Office of Institutional Equity,
Human Resources, and
Office of Diversity and Inclusion
Target Date: June 30, 2018**

Goal #3 The Office of Institutional Equity (OIE) will initiate a review of the existing Americans with Disabilities Act (ADA) program. The goal of the review will be to determine how best to ensure access at UConn Health, with a focus on enhancing employee training and education on issues related to accessibility. OIE will develop both a new accessibility website to provide information and resources for employees, students and visitors, as well as an ADA-related brochure to be used in employee education and training programs.

**Responsible Unit: Office of Institutional Equity
Target Date: June 30, 2018**

Goal #4 The Office of Institutional Equity (OIE) will form a working group to assess current UConn Health practice as well as nationally-identified best practices for preventing and responding to discriminatory harassment in the clinical setting.

**Responsible Unit: Office of Institutional Equity
Target Date: June 30, 2018**

All reductions in each occupational category are detailed in the **Employment Process Analysis Section 46a-68-86**.

All non-voluntary terminations are reviewed by the Employee and Labor Relations Unit prior to implementation to ensure discrimination or contract violations did not occur. All employees voluntarily separating from UConn Health are offered the opportunity to participate in an exit interview. Exit interviews are available on-line with the option of anonymity. All exit interviews are reviewed by Human Resource Officers to identify any employment concerns. The Office of Institutional Equity reviews the exit interview for signs of discrimination or harassment issues and to analyze potential concerns that can be remedied by training or programming.