

## **PROGRAM GOALS**

(Section 46a-68-88)

January 2019

This section was in compliance in the previous filing and there were no proposals/recommendations.

### **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 Department of Human Resources will implement PageUp People; a software solution to replace the University's recruiting software. PageUp is applicant and talent management system that enables the integration of recruitment, applicant management and onboarding into a streamlined cloud-based platform. The Office of Institutional Equity (OIE) will collaborate on the design and implementation, review and improve existing processes, make recommendations,

and ensure EEO/AA compliance throughout the process. PageUp will encompass all recruitment, onboarding, and analytics, enabling OIE to more effectively monitor and continue to improve necessary AA Plan reporting statistics.

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

**Target Date: September 30, 2019**

## **Goal #2**

The Office of Institutional Equity will ensure that all disposition reasons provided for candidates are clear, objective, and qualification-based. This will involve more comprehensive training of search committees and a more detailed review of language at search approval. Enhanced search committee training content will focus on providing examples of correct disposition language, as well as a guide on appropriate and objective language.

**Responsible Units: Office of Institutional Equity**

**Target Date: September 30, 2019**

## **Goal #3**

The Office of Institutional Equity (OIE) will collaborate with University departments on enhancing information and guidance on physical accessibility. In particular, OIE will partner with University Planning, Design and Construction (UPDC) and Information Technology Services (ITS) to launch an interactive campus accessibility map, intended to expand and enhance general information related to building accessibility for the public. OIE will collaborate with UPDC and Facilities Operations and Building Services (FO) to update existing University design guidelines and performance standards related to accessibility.

**Responsible Units: Office of Institutional Equity**

**Target Date: September 30, 2019**

## **Goal #4**

The Office of Institutional Equity (OIE) will develop an assessment program to evaluate the efficacy of both Diversity Awareness and Sexual Harassment Prevention Training. These assessments will help ensure the overall training experience is meaningful to and the topics are well understood by participants. Additionally, these assessments will help ensure that content required by the regulations is clearly presented and will allow OIE to make any changes necessary to ensure the clear communication of concepts around policies, reporting, and consequences and risks.

**Responsible Units: Office for Diversity and Inclusion**

**Target Date: September 30, 2019**