2018

AFFIRMATIVE ACTION EXECUTIVE SUMMARY

UNIVERSITY OF CONNECTICUT

OFFICE OF INSTITUTIONAL EQUITY

University of Connecticut

2018 AFFIRMATIVE ACTION PLAN
Overview and Highlights

The Office of Institutional Equity (OIE) has completed the University's annual Affirmative Action Plan for Employment (*Plan*) per Connecticut General Statute (CGS) §46a-68 and sections 46a-68-75 to 46a-68-114, inclusive.

The *Plan* is a comprehensive, results oriented set of procedures and programs that articulate the University's strategy to combat discrimination, put forth a good faith effort to attain hiring goals, and to achieve equal employment opportunity.

The *Plan's* objectives are to:

- Establish hiring, promotional, and program goals that promote affirmative action;

- Illustrate the University's efforts to achieve a

- workforce that is properly balanced and fully representational of the relevant labor market areas;

- Quantitatively and qualitatively measure the University's degree of success in accomplishing hiring, promotion, and program goals; and

- Examine and eliminate any policy or employment practice that adversely affects members of protected classes.

Plan Approval

The University's history of approvals has been based on CHRO's acceptance that the University demonstrated every *good faith effort* to meet goals, rather than goal achievement.

Connecticut General Statutes Section 46a-68-75 (v) defines good faith effort as:

… that degree of care and diligence which a reasonable person would exercise in the performance of legal duties and obligations. At a minimum, it includes all those efforts reasonably necessary to achieve full compliance with the law. Further, it includes additional or substituted efforts when initial endeavors will not meet statutory or regulatory requirements. Finally, it includes documentary evidence of all action undertaken to achieve compliance, especially where requirements have not or will not be achieved within the reporting period established pursuant to section 46a-68-92 of the Regulations of Connecticut State Agencies.

Report Highlights

HIRING AND PROMOTIONAL GOALS

A hiring or promotional goal is set when underutilization has been identified for a race/gender group in a job category/title. For each job category/title, a Utilization Analysis is conducted to compare the University's workforce to the availability in the relevant labor market.   Availability is determined through an analysis of statistical data from sources such as the US Census, IPEDS, NCAA, and the Department of Labor. Availability is determined for each job group by weighting the sources in accordance with its significance to that job category/title. When the percentage of a race/gender group in the University workforce is less than the availability in the labor market, hiring goals are set.

Promotional goals are set in lieu of or in addition to hiring goals, based on the historical pattern of filling specific positions.

Because of the constantly changing labor market and University workforce, goals are updated annually.

Goal Achievement

Category	Hires	Goals Met	2018 %	2017 %
Executive Managerial	6	2	33.3	0.0
Faculty	63	29	46.0	59.7
Professional	236	60	25.4	15.3
Secretarial/Clerical	4	0	0.0	0.0
Tech/Paraprofessional	0	0	0.0	0.0
Qualified Craft	5	0	0.0	0.0
Protective Services	17	0	0	10.0
Service/Maintenance	20	4	20.0	33.3
Total	351	95	27.0	24.2

Total Goal Achievement: 27.0%

♦ 95 of the 351 hires met hiring goals

♦ The Faculty category had the highest goal achievement of 59.7%

♦ 38.9% of all goals were met with white female hires

♦ Females comprised 52.6% of goal hires

♦ 24.2% of goals were met by minority* hires

*includes Black, Hispanic, Asian and Native American

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Accomplished

✔ The University convened a working group including all Diversity and Sexual Harassment Prevention trainers to review and edit content and training logistics. This group developed additional training content on implicit bias, intersectionality, and micro aggressions. Additionally, content on policies, reporting, risks, and remedies, was updated to mirror training best practices around content delivery.

✔ In partnership with the Center for Students with Disabilities, OIE developed and published the UConn Guidelines for Accessible Events to serve as a resource for University event organizers to create and manage a program or event accessible to people with disabilities. OIE provides accessibility-related in-person training across the University.

✔ The Office of Institutional Research and Effectiveness completed the design of a data portal, accessible by senior administrators in each school and college. The data portal enables administrators to query multiple variables of workforce demographic data, including new hires and view the data in graphical form, allowing for the development of strategic recruitment plans and a greater awareness of the evolution of their workforce.

✔ The Graduate School sponsored 12 doctoral students to attend the Compact for Faculty Diversity's Institute on Teaching and Mentoring. The Institute aims to provide professional development and career building tools, but also to create safe spaces and a community of inspirational role models and partners who push each other to complete the doctorate and in many cases achieve a faculty position.

Planning for the Future

→ The Department of Human Resources will implement PageUp People, an applicant and talent management system integrating recruitment, applicant management and onboarding into a streamlined cloud-based platform. OIE will collaborate on the design and implementation, review and improve existing processes to 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.

→ OIE will ensure that all disposition reasons provided for candidates are clear, objective, and qualification-based. This will involve more comprehensive training of search committees with enhanced content focusing on providing examples of correct disposition language and a more detailed review of language at search approval..

→ 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.

→ 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 and well understood by participants and that content required by the regulations is clearly presented.

Total Workforce: 4159
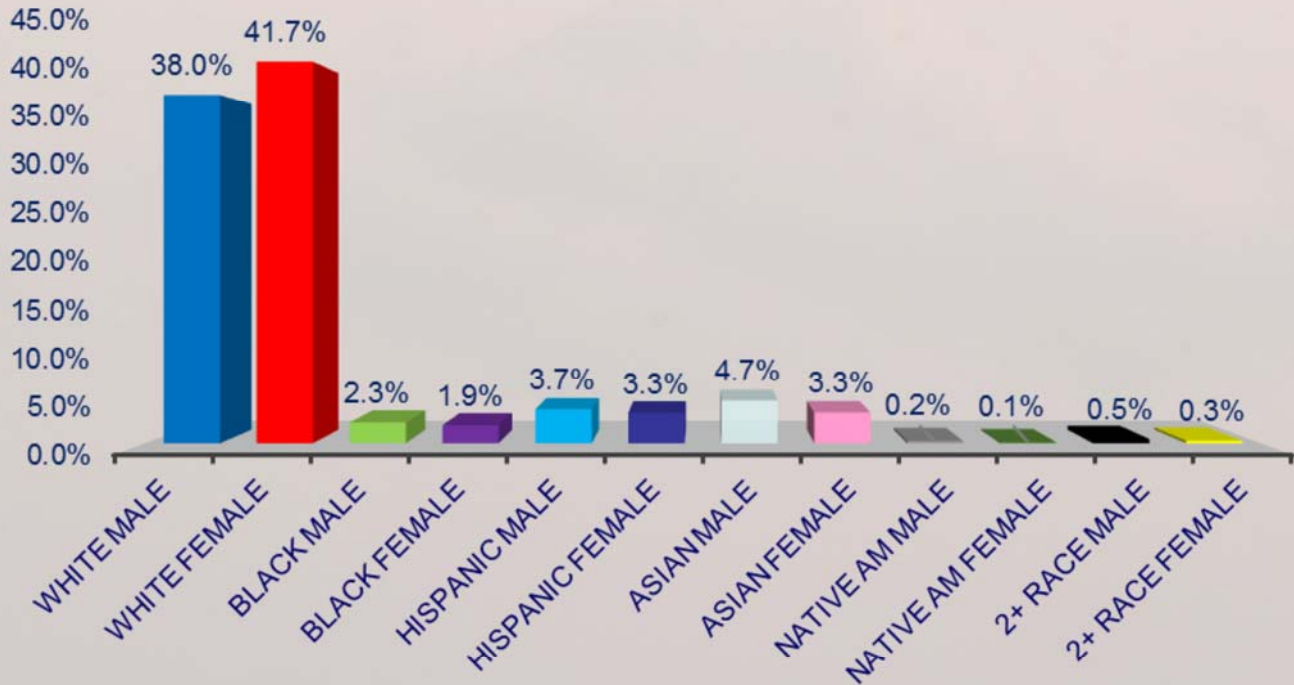
- 50.7% female and 49.3% male

- 843 minority* employees = 20.3 %

The composition of the workforce did not change significantly from the previous reporting period.

Compared to 2017:

♦ The total workforce increased from 4143 to 4159

♦ Hispanic remained the same at 7.0%

♦ Asian increased from 7.4 to 8.0%.

♦ Black increased from 4.0 to 4.2%.

♦ White decreased from 80.6% to 79.7%.

♦ Female decreased 51.3% to 50.7%

♦ Total minority* workforce increased from 19.3% to 20.3%.

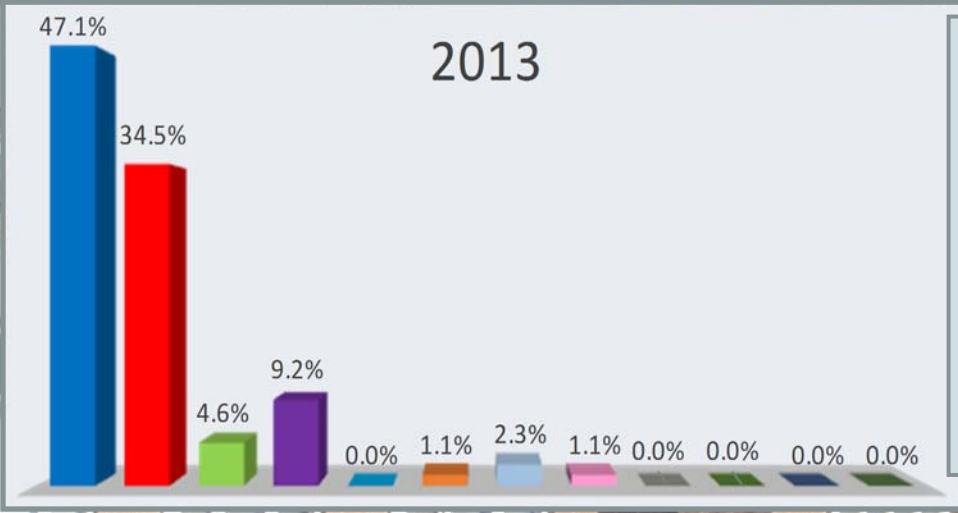*includes Black, Hispanic, Asian, Native American and Two or more Races

2008

55.6% 27.3% 5.1% 6.1% 0.0% 1.0% 3.0% 2.0% 0.0% 0.0% 0.0% 0.0%
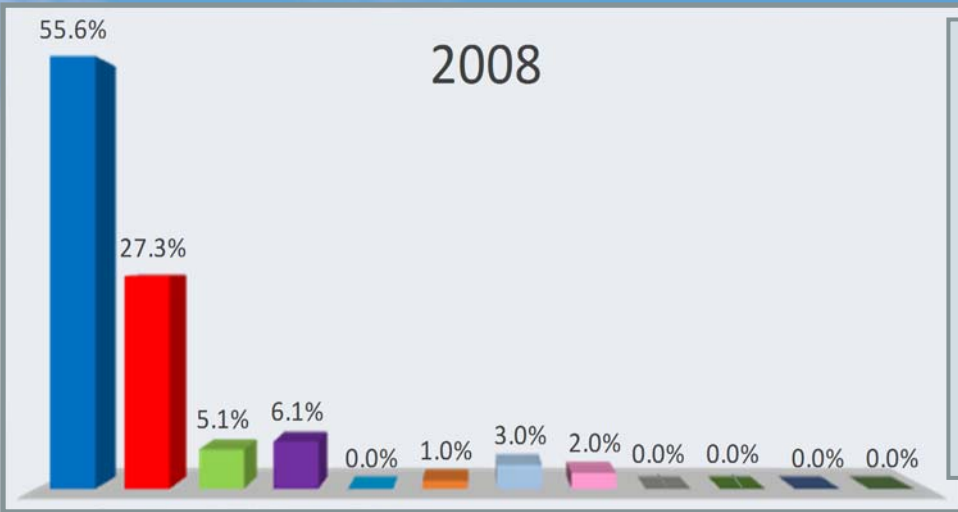
Total: 99

White Male: 55

White Female: 27

Black Male: 5

Black Female: 6

Hispanic Male: 0

Hispanic Female: 1

Asian Male: 3

Asian Female: 2
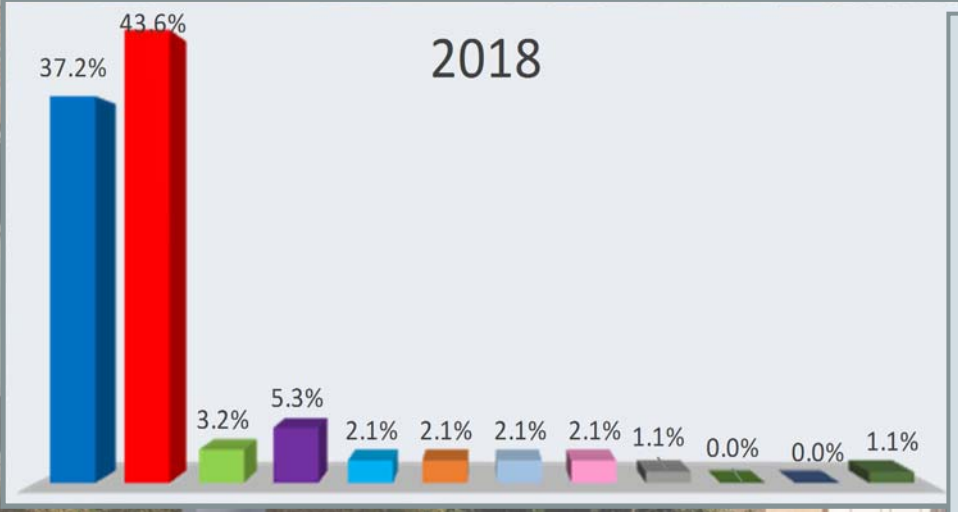
36.4% Female (36)

63.6% Male (63)

17.2% minority (17)

2013

47.1% 34.5% 4.6% 9.2% 0.0% 1.1% 2.3% 1.1% 0.0% 0.0% 0.0% 0.0%

Total: 87

White Male: 41

White Female: 30

Black Male: 4

Black Female: 8

Hispanic Male: 0

Hispanic Female: 1

Asian Male: 2

Asian Female: 1

46.0% Female (40)

54.0% Male (47)

18.4% minority (16)

2018

37.2% 43.6% 3.2% 5.3% 2.1% 2.1% 2.1% 2.1% 1.1% 0.0% 0.0% 1.1%

Total: 94

White Male: 35

White Female: 41

Black Male: 3

Black Female: 5

Hispanic Male: 2

Hispanic Female: 2

Asian Male: 2

Asian Female: 2

Native Am Male: 1

2+ Race Female: 1

54.3% Female (51)

45.7% Male (43)

19.1% minority (18)

Legend:
- White Male
- White Female
- Black Male
- Black Female
- Hispanic Male
- Hispanic Female
- Asian Male
- Asian Female
- Native American Male
- Native American Female
- 2+ Race Male
- 2+ Race Female

2008

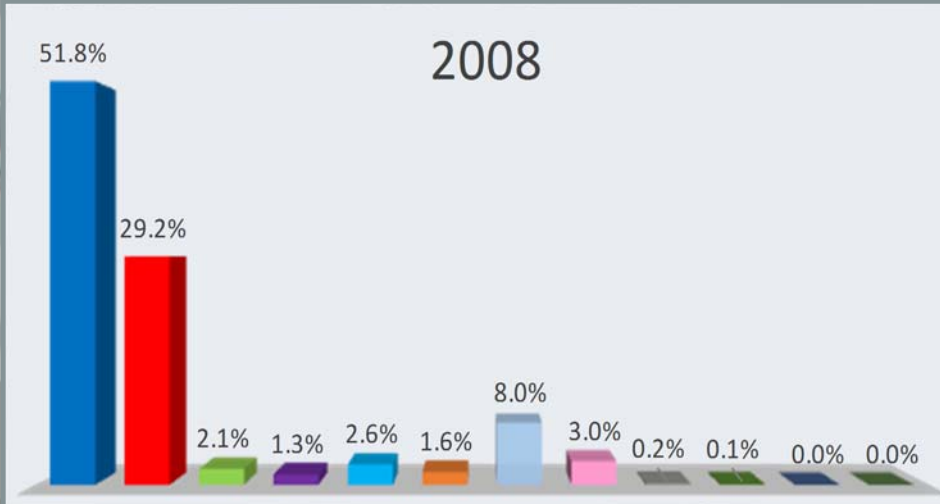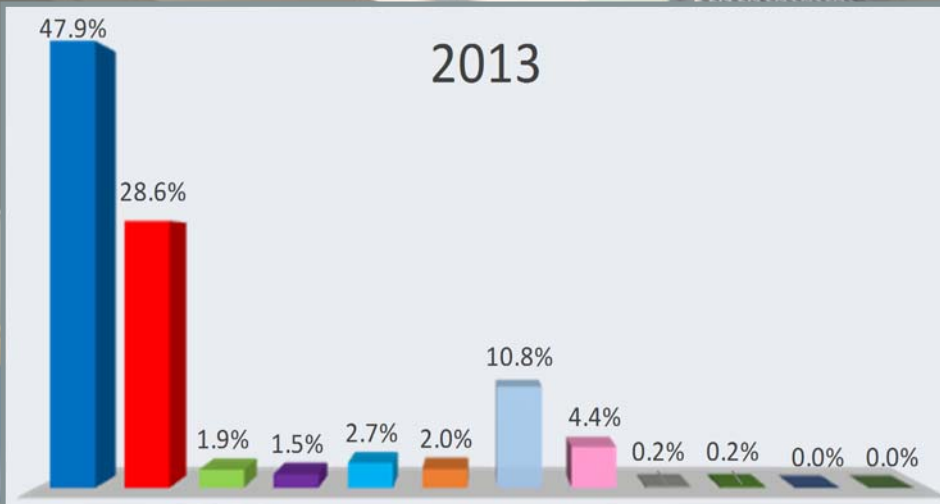51.8% 29.2% 2.1% 1.3% 2.6% 1.6% 8.0% 3.0% 0.2% 0.1% 0.0% 0.0%
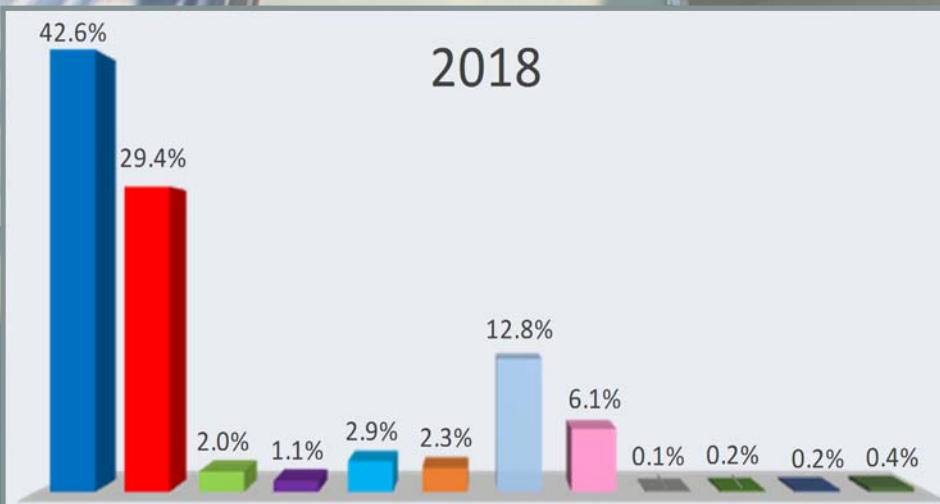
Total: 1214

White Male: 629

White Female: 355

Black Male: 25

Black Female: 16

Hispanic Male: 32

Hispanic Female: 20

Asian Male: 97

Asian Female: 37

Native Am Male: 2

Native Am Female: 1

35.3% Female (429)

64.7% Male (785)

18.9% minority (230)

2013

47.9% 28.6% 1.9% 1.5% 2.7% 2.0% 10.8% 4.4% 0.2% 0.2% 0.0% 0.0%

Total: 1237

White Male: 592

White Female: 354

Black Male: 24

Black Female: 18

Hispanic Male: 33

Hispanic Female: 25

Asian Male: 133

Asian Female: 54

Native Am Male: 2

Native Am Female: 2

37.2% Female (460)

62.8% Male (777)

23.5% minority (291)

2018

42.6% 29.4% 2.0% 1.1% 2.9% 2.3% 12.8% 6.1% 0.1% 0.2% 0.2% 0.4%

Total: 1223

White Male: 521

White Female: 360

Black Male: 24

Black Female: 13

Hispanic Male: 36

Hispanic Female: 28

Asian Male: 156

Asian Female: 74

Native Am Male: 1

Native Am Female: 2

2+ Race Male: 3

2+ Race Female: 5

39.2% Female (482)

60.8% Male (741)

28.0% minority (342)

Legend:
- White Male
- White Female
- Black Male
- Black Female
- Hispanic Male
- Hispanic Female
- Asian Male
- Asian Female
- Native American Male
- Native American Female
- 2+ Race Male
- 2+ Race Female

2008

- 36.4%
- 49.8%
- 2.3%
- 3.0%
- 2.9%
- 2.7%
- 0.9%
- 1.8%
- 0.1%
- 0.2%
- 0.0%
- 0.0%

Total: 2816

White Male: 1024

White Female: 1401

Black Male: 64

Black Female: 84

Hispanic Male: 81

Hispanic Female: 76

Asian Male: 24

Asian Female: 52

Native Am Male: 3

Native Am Female: 7

57.5% Female (1620)

42.5% Male (1196)

13.9% minority (391)

2013

- 36.7%
- 48.1%
- 1.9%
- 2.8%
- 3.3%
- 3.6%
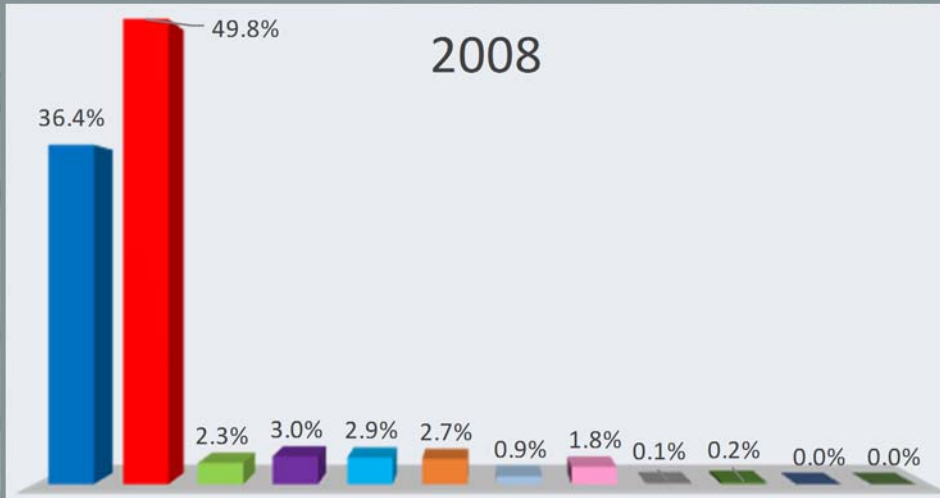- 1.2%
- 2.0%
- 0.2%
- 0.3%
- 0.0%
- 0.0%
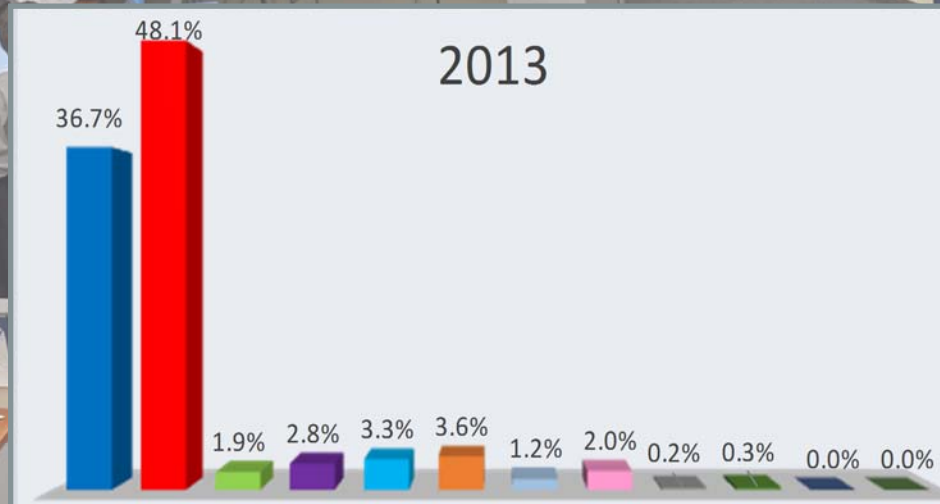
Total: 2745

White Male: 1008

White Female: 1320

Black Male: 52

Black Female: 77

Hispanic Male: 90

Hispanic Female: 98

Asian Male: 32

Asian Female: 55

Native Am Male: 5

Native Am Female: 8

56.8% Female (1558)

43.2% Male (1187)

15.2% minority (417)

2018

- 36.1%
- 46.9%
- 2.4%
- 2.2%
- 4.1%
- 3.8%
- 1.3%
- 2.2%
- 0.2%
- 0.1%
- 0.6%
- 0.2%
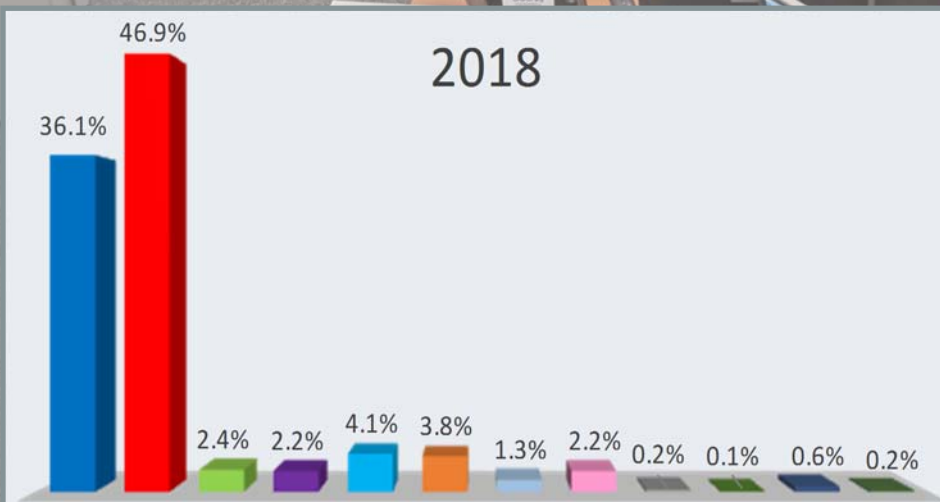
Total: 2842

White Male: 1026

White Female: 1333

Black Male: 67

Black Female: 63

Hispanic Male: 116

Hispanic Female: 108

Asian Male: 36

Asian Female: 63

Native Am Male: 2

Native Am Female: 6

56.0% Female (1574)

44.0% Male (1268)

17.0% minority (483)

Legend:
- White Male
- White Female
- Black Male
- Black Female
- Hispanic Male
- Hispanic Female
- Asian Male
- Asian Female
- Native American Male
- Native American Female
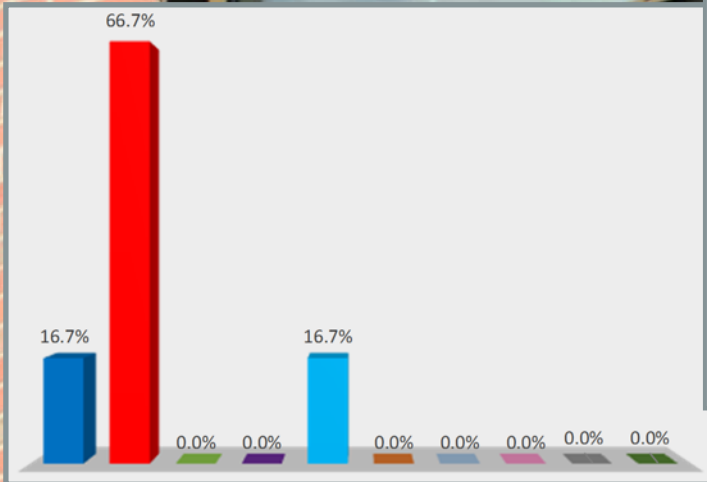- 2+ Race Male
- 2+ Race Female

Executive

White Male: 16.7% (1)

White Female: 66.7% (4)

Black Male: 0.0% (0)

Black Female: 0.0% (0)

Hispanic Male: 16.7% (1)

Hispanic Female: 0.0% (0)

Asian Male: 0.0% (0)

Asian Female: 0.0% (0)

6 new hires

66.7% female and 33.3% male

1 Hispanic male hired as a University Director

2 White females hired as Deans

Increase in female and Hispanic hires from 2017

Faculty
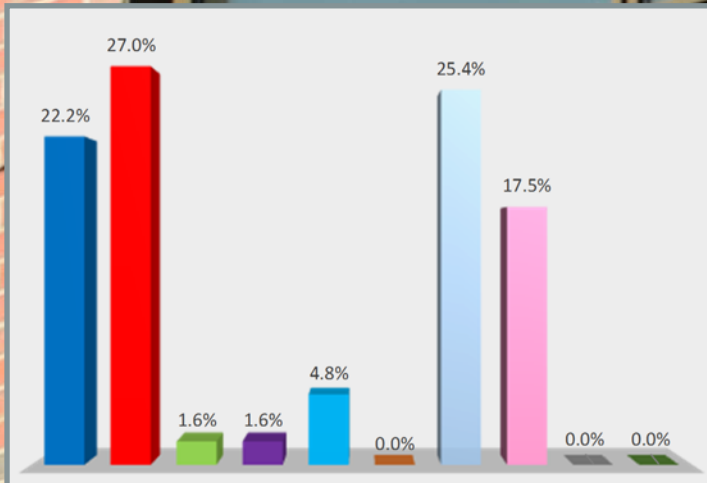
White Male: 22.2% (14)

White Female: 27.0% (17)

Black Male: 1.6% (1)

Black Female: 1.6% (1)

Hispanic Male: 4.8% (3)

Hispanic Female: 0.0% (0)

Asian Male: 25.4% (16)

Asian Female: 17.5% (11)

63 new hires

46.0% female and 54.0% male

1 Black Female hired as an Associate Professor

1 Black male & 3 Hispanic males hired as Assistant Professors

Increase in male, White and Asian hires from 2017

Staff
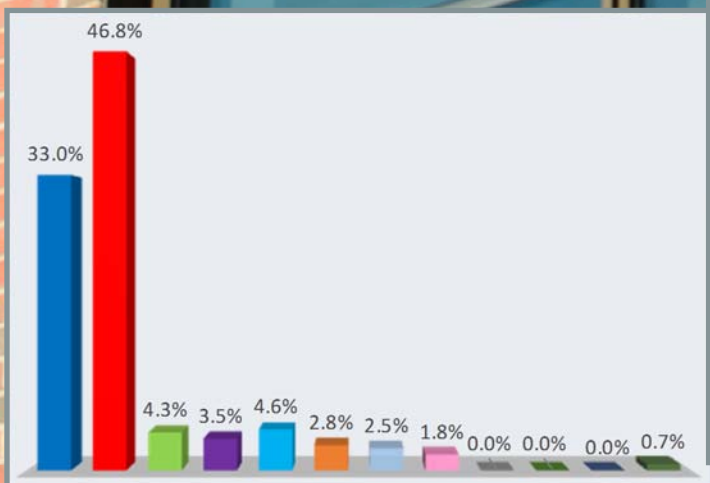
White Male: 33.0% (93)

White Female: 46.8% (132)

Black Male: 4.3% (12)

Black Female: 3.9% (11)

Hispanic Male: 4.6% (13)

Hispanic Female: 2.8% (8)

Asian Male: 2.5% (7)

Asian Female: 2.1% (6)

2+ Race Female: 0.7% (2)

282 new hires

56.4% female and 43.6% male

Increase in female, White and Hispanic hires from 2017

Legend:
- White Male
- White Female
- Black Male
- Black Female
- Hispanic Male
- Hispanic Female
- Asian Male
- Asian Female
- Native American Male
- Native American Female
- 2+ Race Male
- 2+ Race Female
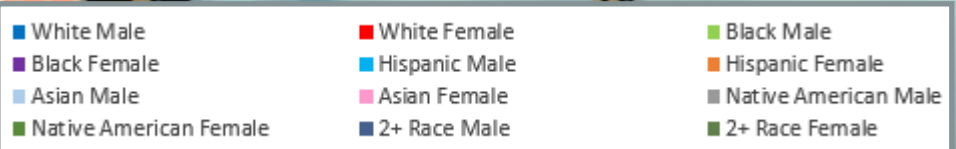
Data as of September 30, 2018

Executive

Applied: 134	Qualified: 60	Interview: 37	Hire: 6
■ White Male: 65	■ White Male: 27	■ White Male: 17	■ White Male: 1
■ White Female: 30	■ White Female: 19	■ White Female: 13	■ White Female: 4
■ Black Male: 9	■ Black Male: 3	■ Black Male: 3	■ Black Male: 0
■ Black Female: 2	■ Black Female: 1	■ Black Female: 1	■ Black Female: 0
■ Hispanic Male: 4	■ Hispanic Male: 2	■ Hispanic Male: 2	■ Hispanic Male: 1
■ Hispanic Female: 1	■ Hispanic Female: 0	■ Hispanic Female: 0	■ Hispanic Female: 0
■ Asian Male: 6	■ Asian Male: 0	■ Asian Male: 0	■ Asian Male: 0
■ Asian Female: 2	■ Asian Female: 1	■ Asian Female: 1	■ Asian Female: 0
■ Unknown Male: 7	■ Unknown Male: 2	■ Unknown Male: 0	■ Native Am Male: 0
■ Unknown Female: 8	■ Unknown Female: 5	■ Unknown Female: 0	■ Native Am Female: 0
■ Total Female: 43	■ Total Female: 26	■ Total Female: 15	■ Total Female: 4
■ Total Male: 91	■ Total Male: 34	■ Total Male: 22	■ Total Male: 2

Applied
48.5% | 22.4% | 6.7% | 3.0% | 4.5% | 0.7% | 1.5% | 1.5% | 5.2% | 6.0%

Qualified
45.0% | 31.7% | 5.0% | 3.3% | 1.7% | 1.7% | 3.3% | 8.3%

Interview
45.9% | 35.1% | 8.1% | 5.4% | 2.7% | 2.7%

Hire
16.7% | 66.7% | 16.7%

■ White Male ■ White Female ■ Black Male ■ Black Female ■ Hispanic Male
■ Hispanic Female ■ Asian Male ■ Asian Female ■ Unknow Male ■ Unknown Female

Faculty

Applied: 1763
- White Male: 525
- White Female: 373
- Black Male: 34
- Black Female: 25
- Hispanic Male: 62
- Hispanic Female: 28
- Asian Male: 437
- Asian Female: 173
- Unknown Male: 66
- Unknown Female: 40
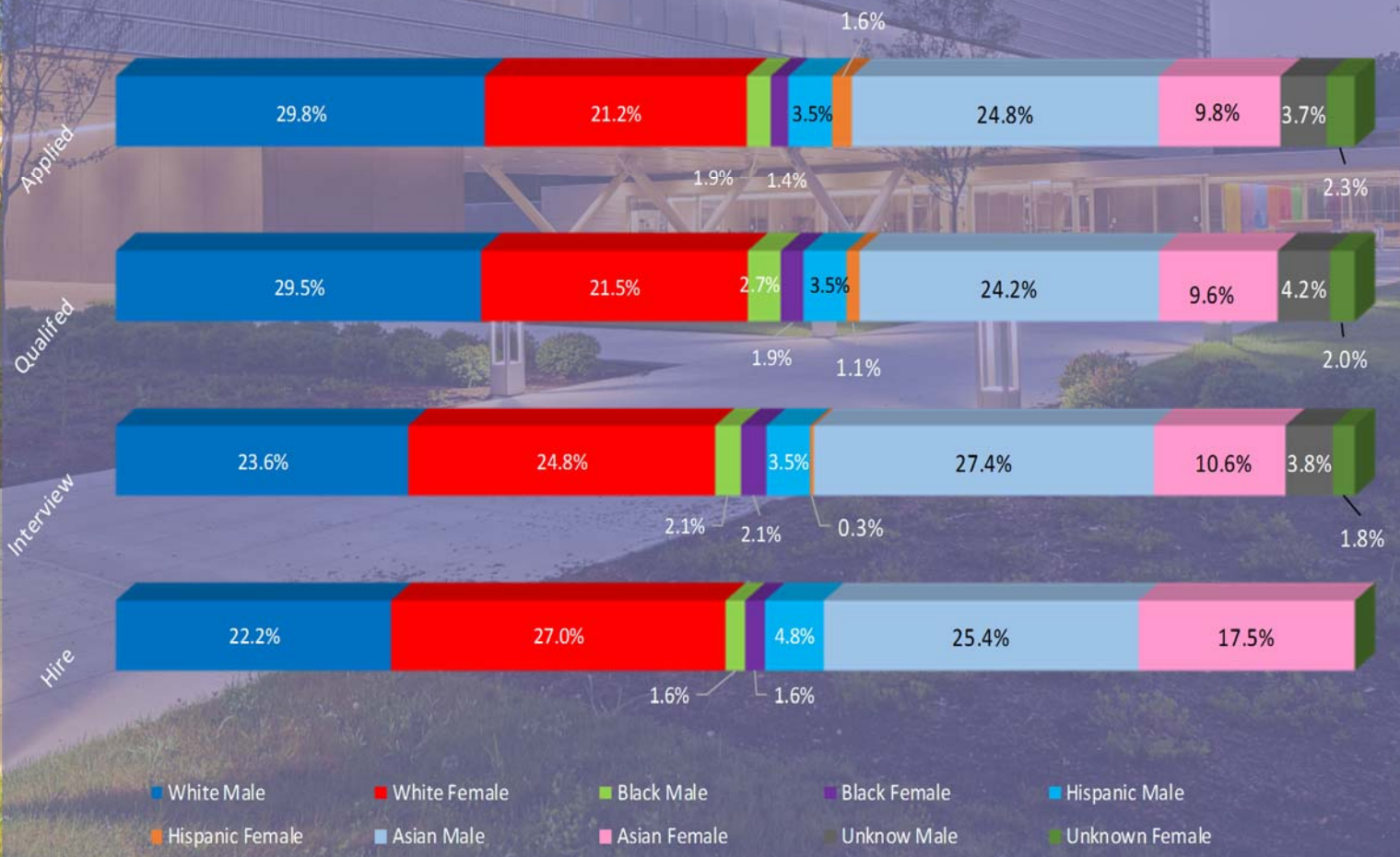- Total Female: 639
- Total Male: 1124

Qualified: 753
- White Male: 222
- White Female: 162
- Black Male: 20
- Black Female: 14
- Hispanic Male: 26
- Hispanic Female: 8
- Asian Male: 182
- Asian Female: 72
- Unknown Male: 32
- Unknown Female: 15
- Total Female: 271
- Total Male: 482

Interview: 339
- White Male: 80
- White Female: 84
- Black Male: 7
- Black Female: 7
- Hispanic Male: 12
- Hispanic Female: 1
- Asian Male: 93
- Asian Female: 36
- Native Am Male: 13
- Native Am Female: 6
- Total Female: 134
- Total Male: 205

Hire: 63
- White Male: 14
- White Female: 17
- Black Male: 1
- Black Female: 1
- Hispanic Male: 3
- Hispanic Female: 0
- Asian Male: 16
- Asian Female: 11
- Unknown Male: 0
- Unknown Female: 0
- Total Female: 29
- Total Male: 34

Applied: White Male 29.8% | White Female 21.2% | 1.9% | 1.4% | 3.5% | 1.6% | Asian Male 24.8% | Asian Female 9.8% | Unknown Male 3.7% | Unknown Female 2.3%

Qualified: White Male 29.5% | White Female 21.5% | Black Male 2.7% | 1.9% | Black Female 3.5% | 1.1% | Asian Male 24.2% | Asian Female 9.6% | Unknown Male 4.2% | Unknown Female 2.0%

Interview: White Male 23.6% | White Female 24.8% | 2.1% | 2.1% | 3.5% | 0.3% | Asian Male 27.4% | Asian Female 10.6% | Unknown Male 3.8% | Unknown Female 1.8%

Hire: White Male 22.2% | White Female 27.0% | 1.6% | 1.6% | 4.8% | Asian Male 25.4% | Asian Female 17.5%

Legend: White Male | White Female | Black Male | Black Female | Hispanic Male | Hispanic Female | Asian Male | Asian Female | Unknow Male | Unknown Female

Staff

Applied: 8659
- White Male: 2884
- White Female: 3158
- Black Male: 521
- Black Female: 388
- Hispanic Male: 380
- Hispanic Female: 337
- Asian Male: 218
- Asian Female: 247
- Unknown Male: 251
- Unknown Female: 275
- Total Female: 4405
- Total Male: 4254

Qualified: 3543
- White Male: 1222
- White Female: 1282
- Black Male: 186
- Black Female: 155
- Hispanic Male: 169
- Hispanic Female: 137
- Asian Male: 80
- Asian Female: 93
- Unknown Male: 107
- Unknown Female: 112
- Total Female: 1779
- Total Male: 1764

Interview: 1867
- White Male: 603
- White Female: 724
- Black Male: 81
- Black Female: 70
- Hispanic Male: 95
- Hispanic Female: 70
- Asian Male: 44
- Asian Female: 52
- Unknown Male: 68
- Unknown Female: 60
- Total Female: 976
- Total Male: 891

Hire: 282
- White Male: 93
- White Female: 132
- Black Male: 12
- Black Female: 10
- Hispanic Male: 13
- Hispanic Female: 8
- Asian Male: 7
- Asian Female: 5
- Unknown Male: 0
- Unknown Female: 0
- 2+ Race Female: 2
- Total Female: 157
- Total Male: 125

Applied: White Male 33.3% | White Female 36.5% | Black Male 6.0% | Black Female 4.5% | Hispanic Male 4.4% | Hispanic Female 3.9% | Asian Female 2.9% | Unknown Male 2.5% | Unknown Female 2.9% | 3.2%

Qualified: White Male 34.5% | White Female 36.2% | Black Male 5.2% | Black Female 4.4% | Hispanic Male 4.8% | Hispanic Female 3.9% | Asian Female 3.0% | 2.3% | 2.6% | 3.2%

Interview: White Male 32.3% | White Female 38.8% | Black Male 4.5% | Black Female 3.7% | Hispanic Male 5.1% | Hispanic Female 3.7% | 2.4% | 3.7% | 2.8% | 3.2%

Hire: White Male 33.2% | White Female 46.6% | 4.2% | 3.9% | 4.6% | 2.8% | 2.5% | 2.1%

Legend: White Male, White Female, Black Male, Black Female, Hispanic Male, Hispanic Female, Asian Male, Asian Female, Unknow Male, Unknown Female