



2019

AFFIRMATIVE ACTION EXECUTIVE SUMMARY

UNIVERSITY OF CONNECTICUT

OFFICE OF INSTITUTIONAL EQUITY

University of Connecticut

2019 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

| | |
|---------------------|---|
| GOAL ACHIEVEMENT | 2 |
| PROGRAM GOALS | 3 |
| 2019 WORKFORCE | 4 |
| WORKFORCE - 10 YEAR | 5 |
| 2019 NEW HIRES | 8 |
| APPLICANTS | 9 |

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 | 2019 % | 2018 % |
|-----------------------|------------|------------|-------------|-------------|
| Executive Managerial | 7 | 2 | 28.6 | 33.3 |
| Faculty | 56 | 27 | 48.2 | 46.0 |
| Professional | 257 | 54 | 21.0 | 25.4 |
| Secretarial/Clerical | 2 | 0 | 0.0 | 0.0 |
| Tech/Paraprofessional | 2 | 0 | 0.0 | 0.0 |
| Qualified Craft | 16 | 2 | 12.5 | 0.0 |
| Protective Services | 28 | 8 | 28.6 | 0 |
| Service/Maintenance | 32 | 8 | 25.0 | 20.0 |
| Total | 400 | 101 | 25.3 | 27.0 |

Total Goal Achievement: 25.3%

- ◆ 101 of the 400 hires met hiring goals
- ◆ The Faculty category had the highest goal achievement of 48.2%
- ◆ 41.6% of the goals met were by White males hires - 42 hires.
- ◆ Females comprised 43.6% of goal hires
- ◆ 32.7% of goals were met by minority* hires

*includes Black, Hispanic, Asian and Native American

Accomplished

✓ The Office of Institutional Equity (OIE) worked with the Department of Human Resources throughout the Plan year to implement PageUp People. OIE participated in several meetings and all testing sessions to ensure AA/EEO compliance with the new software and procedures. Additionally, OIE ensured that search committees would be able to document recruitment efforts and applicant dispositions clearly in the new system.

✓ The Office of Institutional Equity added language to all search committee training materials emphasizing that disposition reasons must be clear, objective, and qualification-based. This also included adding concrete examples of correct disposition language for search committees to use as a reference when evaluating candidates. OIE staff worked with search administrators to improve dispositions and ensure the reasons were detailed, clear, objective and qualification based.

✓ The Office of Institutional Equity partnered with UPDC and ITS to develop and launch an [interactive campus accessibility map](http://accessibility.uconn.edu). This map is now available at accessibility.uconn.edu and provides comprehensive information for physical access throughout the University locations. Additionally, this map includes information regarding accessible transportation and parking for faculty, staff, students, and visitors.

✓ The Office of Institutional Equity began distributing a survey after all Diversity Awareness and Sexual Harassment Prevention training sessions to gauge participants' experience. OIE, in consultation with facilitation partners in the Office for Diversity and Inclusion was able to make changes to content periodically to reflect participants' concerns and critiques and ensure the concepts around policies, reporting, and consequences and risks were clearly communicated and understood.

Planning for the Future

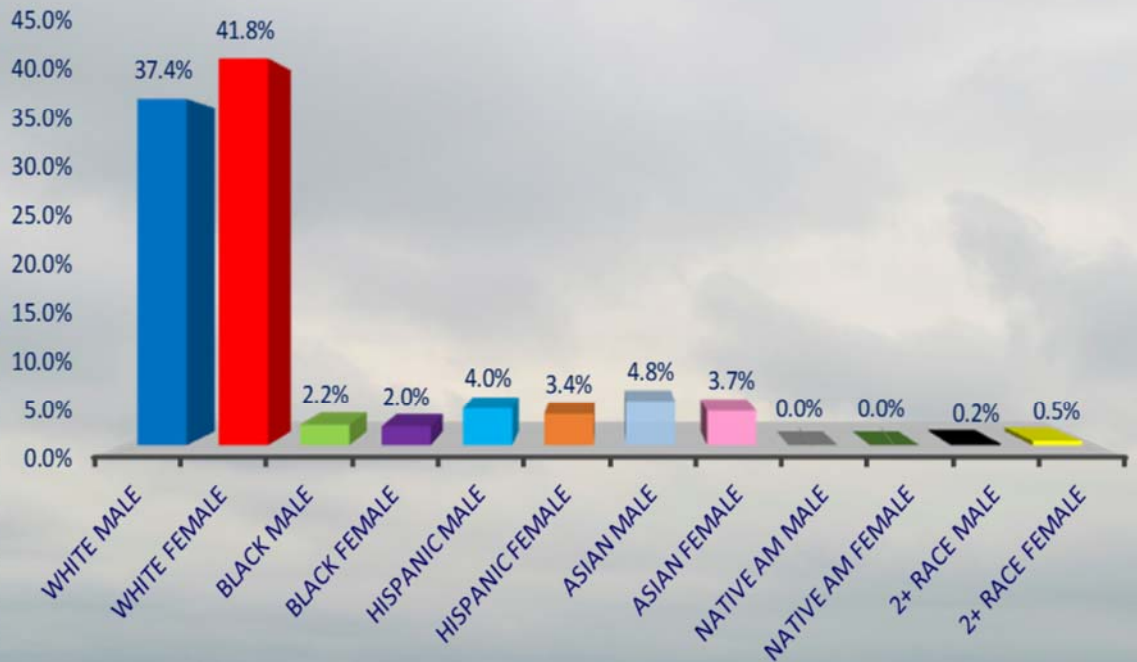
→ The Office of Institutional Equity (OIE) and the Department of Human Resources (DHR) will review and analyze reassignments of employees to position such as "temporary service in a higher class" "working out of class" and durational appointments to ensure that these potential opportunities for advancement are made on an equitable basis. OIE and DHR will continue to review reclassifications throughout the Plan year.

→ The Office of Institutional Equity will establish a working group to review and update materials and resources around sexual harassment prevention and response. This working group will identify current materials, and determine how to clarify and disseminate information about the definition of sexual harassment, where and how to report incidents of sexual harassment, and reiterate the University's commitment to a working environment free from all forms of discrimination and harassment including sexual harassment.

→ The Office of Institutional Equity will develop an online version of the mandatory search committee training workshop to allow users more flexibility in the completion of the module. Due to limited schedule availability and higher demand for training, the in-person sessions are at capacity. In response to increased demand for alternative completion options, OIE will begin offering the on-line module as an alternative to the in-person sessions.

→ The Office of Institutional Equity (OIE) will work with the Department of Human Resources to develop and implement an enhanced New Employee Orientation module.. Specific OIE information will include Affirmative Action and Equal Employment Opportunity compliance, training obligations including Sexual Harassment Prevention and Diversity Awareness Training, and information about the University's Policy Against Discrimination, Harassment, and Related Interpersonal Violence.

Total Workforce: 4179



- 51.4% female and 48.6% male
- 868 minority* employees = 20.8 %

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

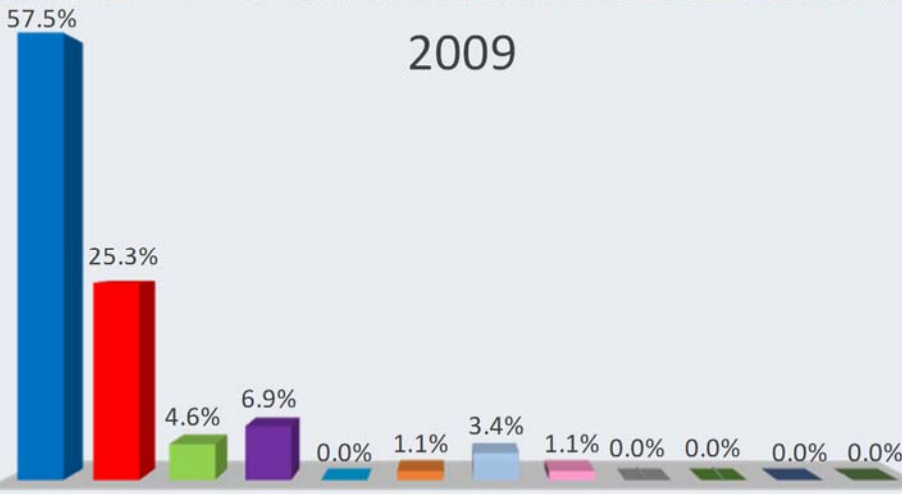
Compared to 2017:

- ◆ The total workforce increased from 4159 to 4179
- ◆ Hispanic increased from 7.0% to 7.4%.
- ◆ Asian increased from 8.0% to 8.5%.
- ◆ Black remained the same at 4.2%.
- ◆ White decreased from 79.7 to 79.4%.
- ◆ Female increased from 50.7% to 51.4%.
- ◆ Total minority* workforce increased from 20.3% to 20.8%.

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

WORKFORCE ANALYSIS—EXECUTIVE—PAST AND PRESENT

2009



Total: 87

White Male: 50
 White Female: 22
 Black Male: 4
 Black Female: 6
 Hispanic Male: 0
 Hispanic Female: 1
 Asian Male: 3
 Asian Female: 1

34.5% Female (30)
 65.5% Male (57)
 17.2% minority (15)

2014

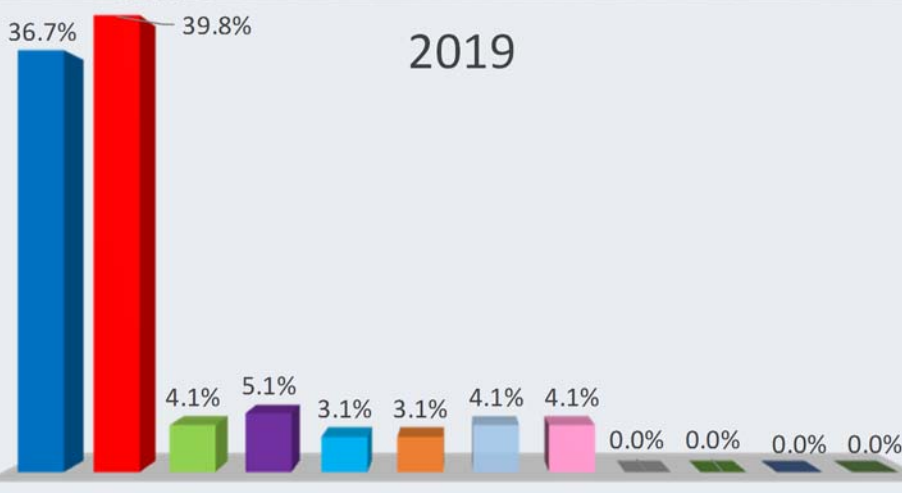


Total: 90

White Male: 43
 White Female: 32
 Black Male: 3
 Black Female: 6
 Hispanic Male: 0
 Hispanic Female: 1
 Asian Male: 4
 Asian Female: 1

44.4% Female (40)
 55.6% Male (50)
 16.7% minority (15)

2019



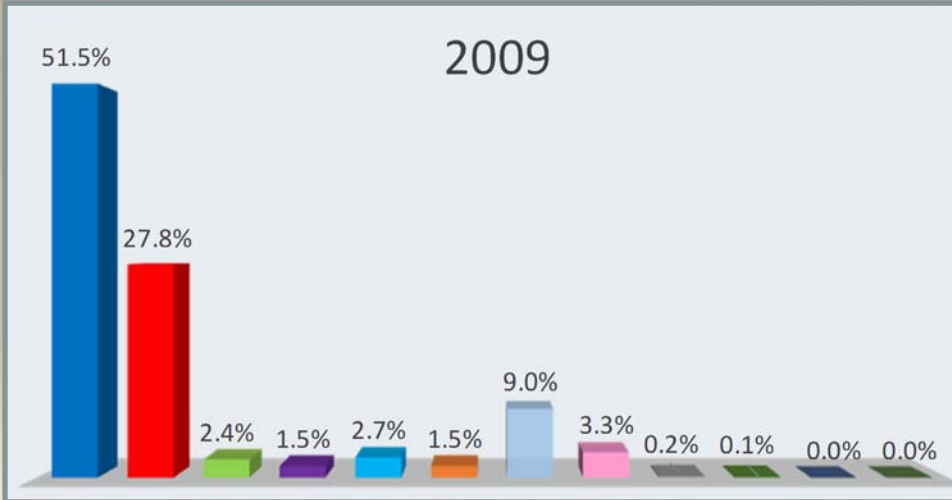
Total: 98

White Male: 36
 White Female: 39
 Black Male: 4
 Black Female: 5
 Hispanic Male: 3
 Hispanic Female: 3
 Asian Male: 4
 Asian Female: 4

52.0% Female (51)
 48.0% Male (47)
 23.5% minority (23)

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

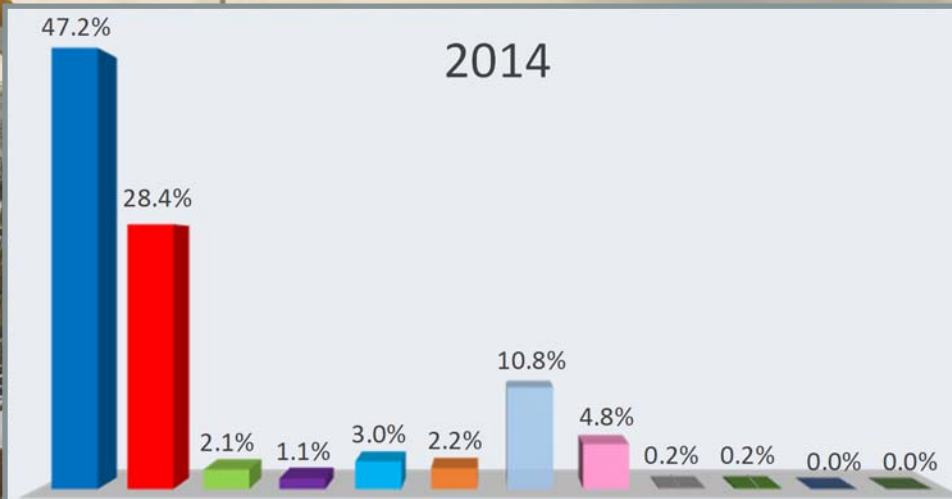
WORKFORCE ANALYSIS—FACULTY—PAST AND PRESENT



Total: 1056

White Male: 544
 White Female: 294
 Black Male: 25
 Black Female: 16
 Hispanic Male: 28
 Hispanic Female: 16
 Asian Male: 95
 Asian Female: 35
 Native Am Male: 2
 Native Am Female: 1

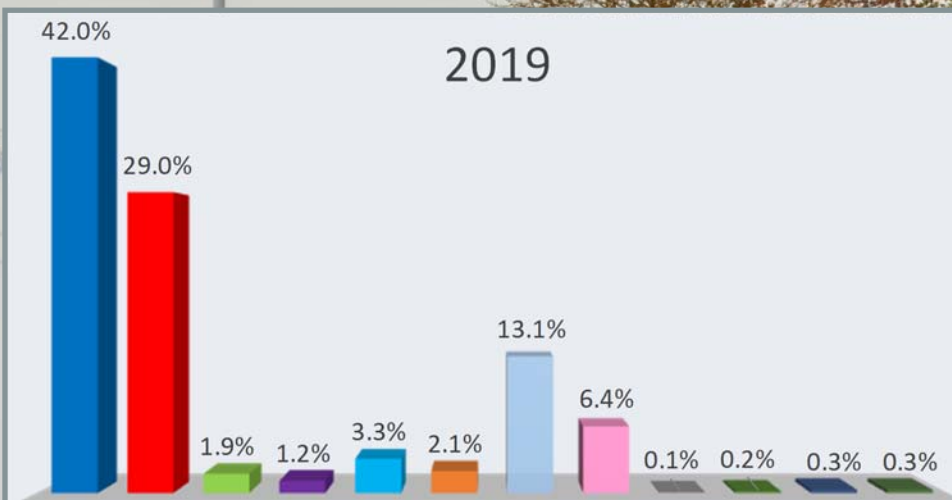
34.3% Female (362)
 65.7% Male (694)
 20.6% minority (218)



Total: 1247

White Male: 589
 White Female: 354
 Black Male: 26
 Black Female: 14
 Hispanic Male: 37
 Hispanic Female: 28
 Asian Male: 135
 Asian Female: 60
 Native Am Male: 2
 Native Am Female: 2

36.7% Female (458)
 63.3% Male (789)
 24.4% minority (304)



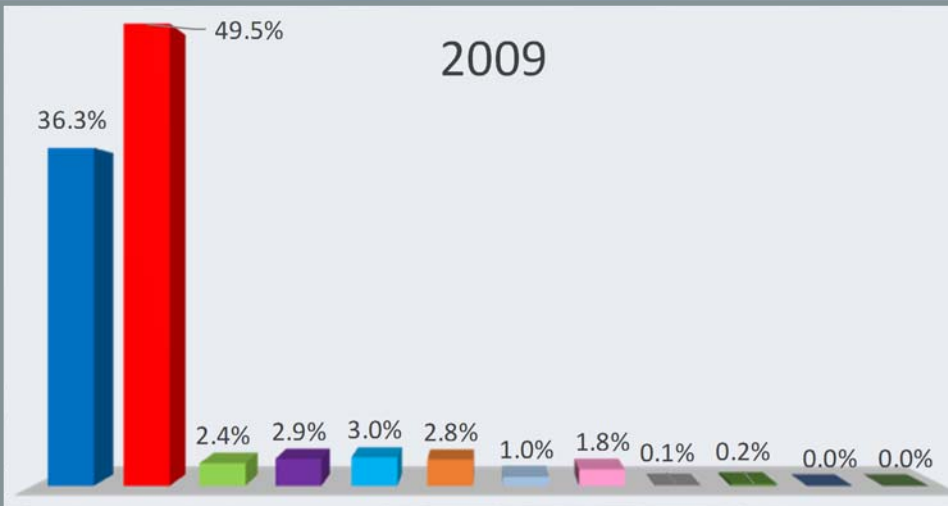
Total: 1181

White Male: 496
 White Female: 343
 Black Male: 22
 Black Female: 14
 Hispanic Male: 39
 Hispanic Female: 25
 Asian Male: 155
 Asian Female: 76
 Native Am Male: 1
 Native Am Female: 2
 2+ Race Male: 4
 2+ Race Female: 4

39.3% Female (464)
 60.7% Male (717)
 29.0% minority (342)

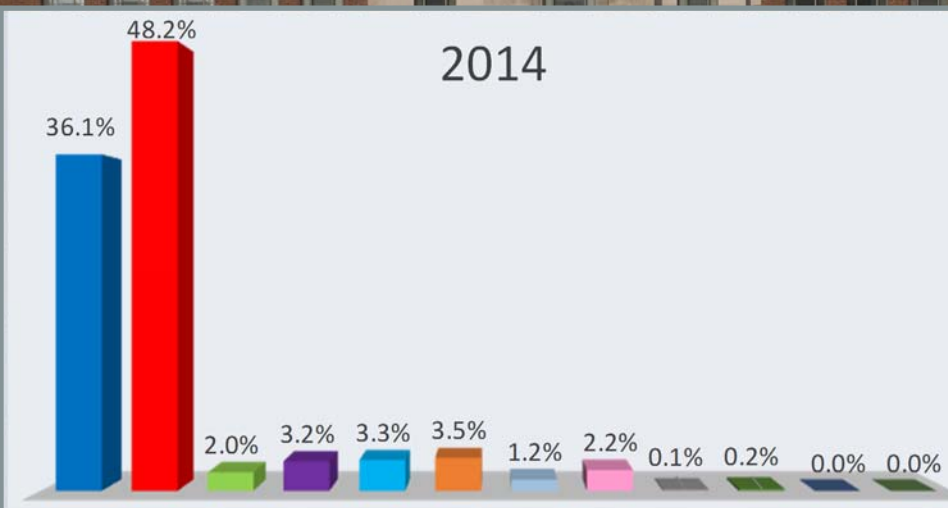
■ White Male ■ White Female ■ Black Male
■ Black Female ■ Hispanic Male ■ Hispanic Female
■ Asian Male ■ Asian Female ■ Native American Male
■ Native American Female ■ 2+ Race Male ■ 2+ Race Female

WORKFORCE ANALYSIS—STAFF—PAST AND PRESENT



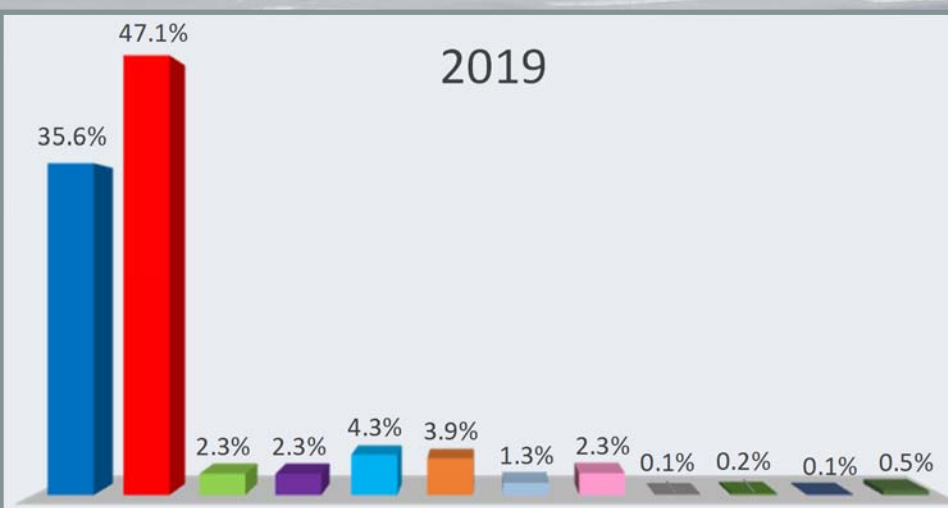
Total: 2595
 White Male: 941
 White Female: 1285
 Black Male: 63
 Black Female: 75
 Hispanic Male: 79
 Hispanic Female: 73
 Asian Male: 25
 Asian Female: 46
 Native Am Male: 2
 Native Am Female: 6

57.2% Female (1485)
42.8% Male (1110)
14.2% minority (369)



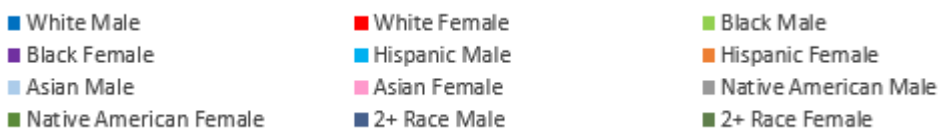
Total: 2781
 White Male: 1004
 White Female: 1340
 Black Male: 55
 Black Female: 88
 Hispanic Male: 92
 Hispanic Female: 98
 Asian Male: 33
 Asian Female: 62
 Native Am Male: 4
 Native Am Female: 6

57.3% Female (1594)
42.7% Male (1187)
15.7% minority (438)

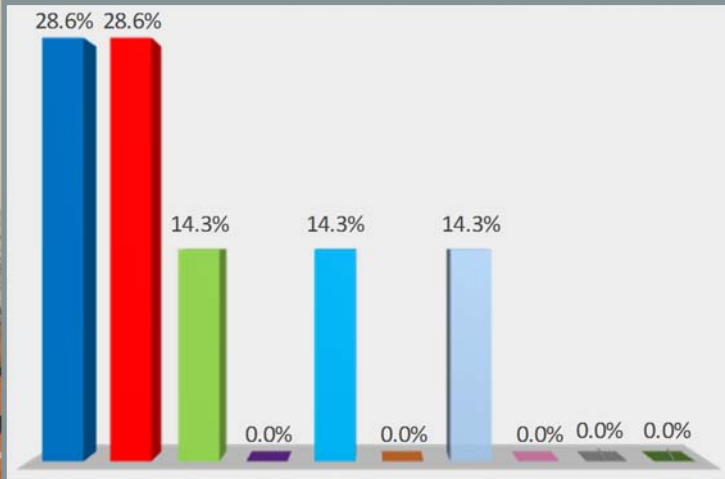


Total: 2900
 White Male: 1032
 White Female: 1365
 Black Male: 66
 Black Female: 66
 Hispanic Male: 125
 Hispanic Female: 114
 Asian Male: 38
 Asian Female: 68
 Native Am Male: 2
 Native Am Female: 6
 2+ Race Male: 3
 2+ Female: 15

56.3% Female (1634)
43.7% Male (1266)
17.3% minority (503)



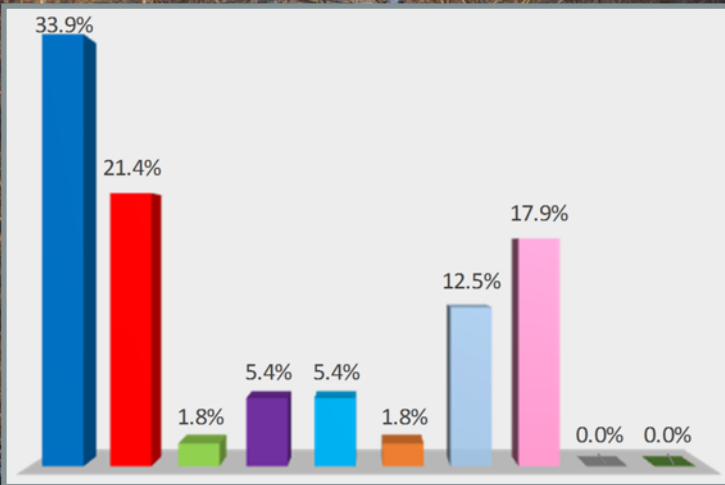
Executive



White Male: 28.6% (2)
 White Female: 28.6% (2)
 Black Male: 14.3% (1)
 Black Female: 0.0% (0)
 Hispanic Male: 14.3% (1)
 Hispanic Female: 0.0% (0)
 Asian Male: 14.3% (1)
 Asian Female: 0.0% (0)

7 new hires
 42.9% female and 57.1% male
 1 Black and 1 Hispanic male hired as University Directors
 1 White female hired as Dean of the College of Liberal Arts

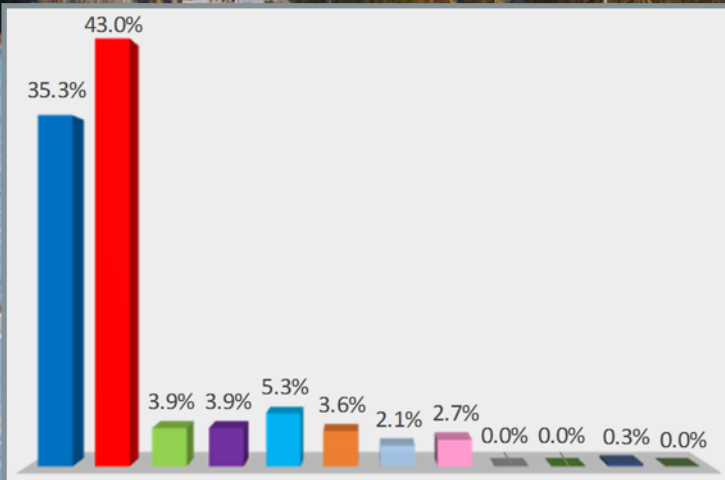
Faculty



White Male: 33.9% (19)
 White Female: 21.4% (12)
 Black Male: 1.8% (1)
 Black Female: 5.4% (3)
 Hispanic Male: 5.4% (3)
 Hispanic Female: 1.8% (1)
 Asian Male: 12.5% (7)
 Asian Female: 17.9% (10)

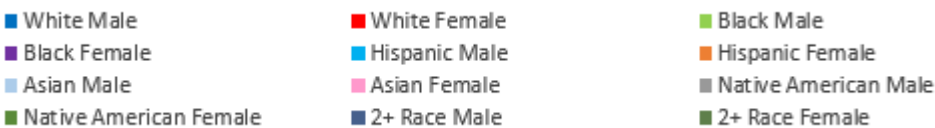
56 new hires
 46.4% female and 53.6% male
 3 Black females hired as Assistant Professors
 1 Black male & 3 Hispanic males hired as Assistant Professors

Staff



White Male: 35.3% (119)
 White Female: 43.0% (145)
 Black Male: 3.9% (13)
 Black Female: 3.9% (13)
 Hispanic Male: 5.3% (18)
 Hispanic Female: 3.6% (12)
 Asian Male: 2.1% (7)
 Asian Female: 2.7% (9)
 2+ Race Male: 0.3% (1)

337 new hires
 53.1% female and 46.9% male
 Increase in White male, Black male and Asian female hires from 2018



Data as of September 30, 2019

Executive

Applied: 251

- White Male: 90
- White Female: 54
- Black Male: 4
- Black Female: 7
- Hispanic Male: 4
- Hispanic Female: 5
- Asian Male: 5
- Asian Female: 4
- Unknown: 78

- Total Female: 70
- Total Male: 103

Qualified: 132

- White Male: 52
- White Female: 25
- Black Male: 3
- Black Female: 3
- Hispanic Male: 3
- Hispanic Female: 3
- Asian Male: 4
- Asian Female: 2
- Unknown: 37

- Total Female: 33
- Total Male: 62

Interview: 64

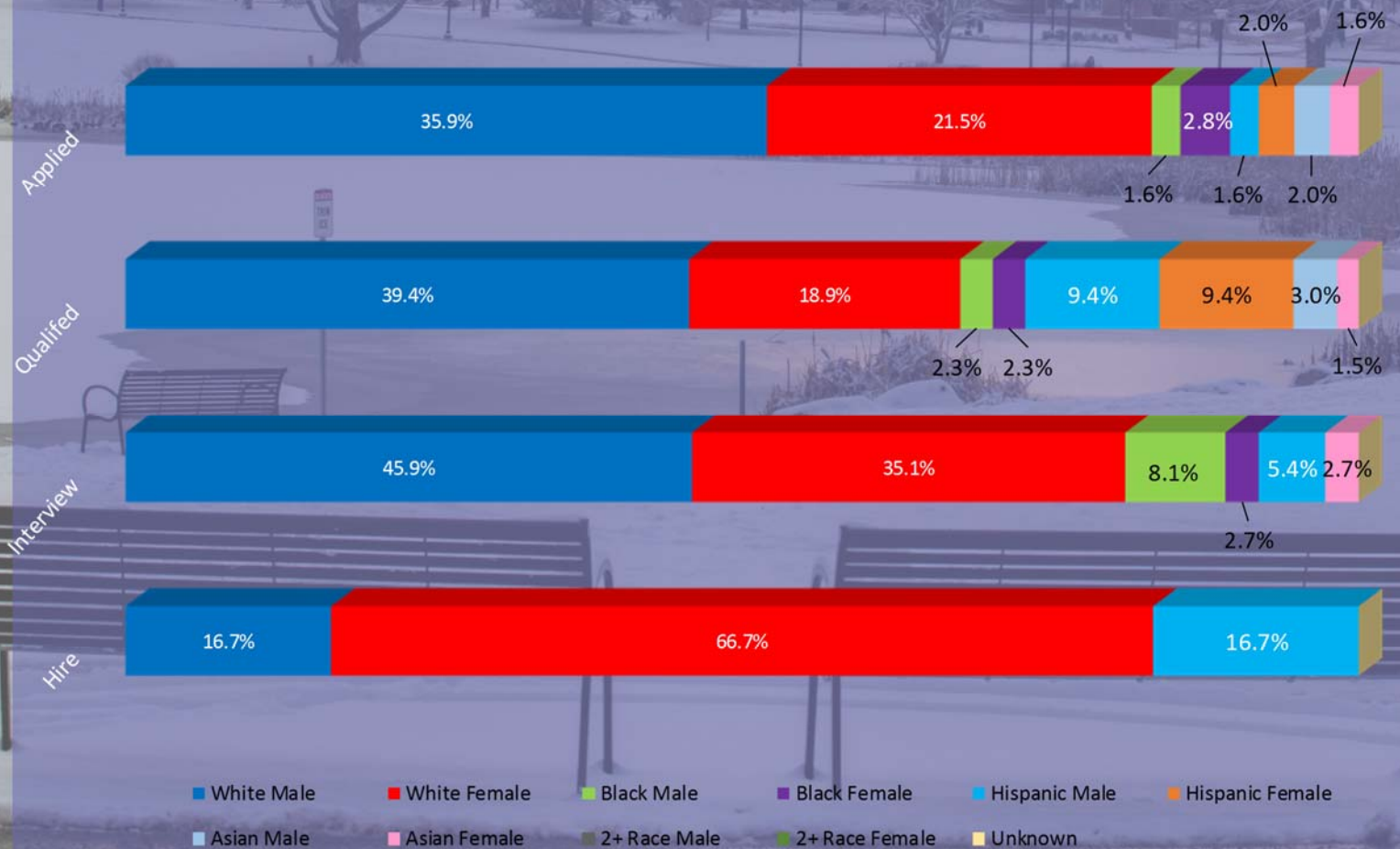
- White Male: 26
- White Female: 13
- Black Male: 3
- Black Female: 2
- Hispanic Male: 1
- Hispanic Female: 0
- Asian Male: 2
- Asian Female: 0
- Unknown: 17

- Total Female: 15
- Total Male: 32

Hire: 7

- White Male: 2
- White Female: 2
- Black Male: 1
- Black Female: 0
- Hispanic Male: 1
- Hispanic Female: 0
- Asian Male: 1
- Asian Female: 0
- Unknown: 0

- Total Female: 2
- Total Male: 5



Faculty

Applied: 2952

- White Male: 895
- White Female: 455
- Black Male: 50
- Black Female: 31
- Hispanic Male: 102
- Hispanic Female: 25
- Asian Male: 796
- Asian Female: 374
- 2+ Race Male: 7
- 2+ Race Female: 8
- Unknown: 209
- Total Female: 893
- Total Male: 1850

Qualified: 1565

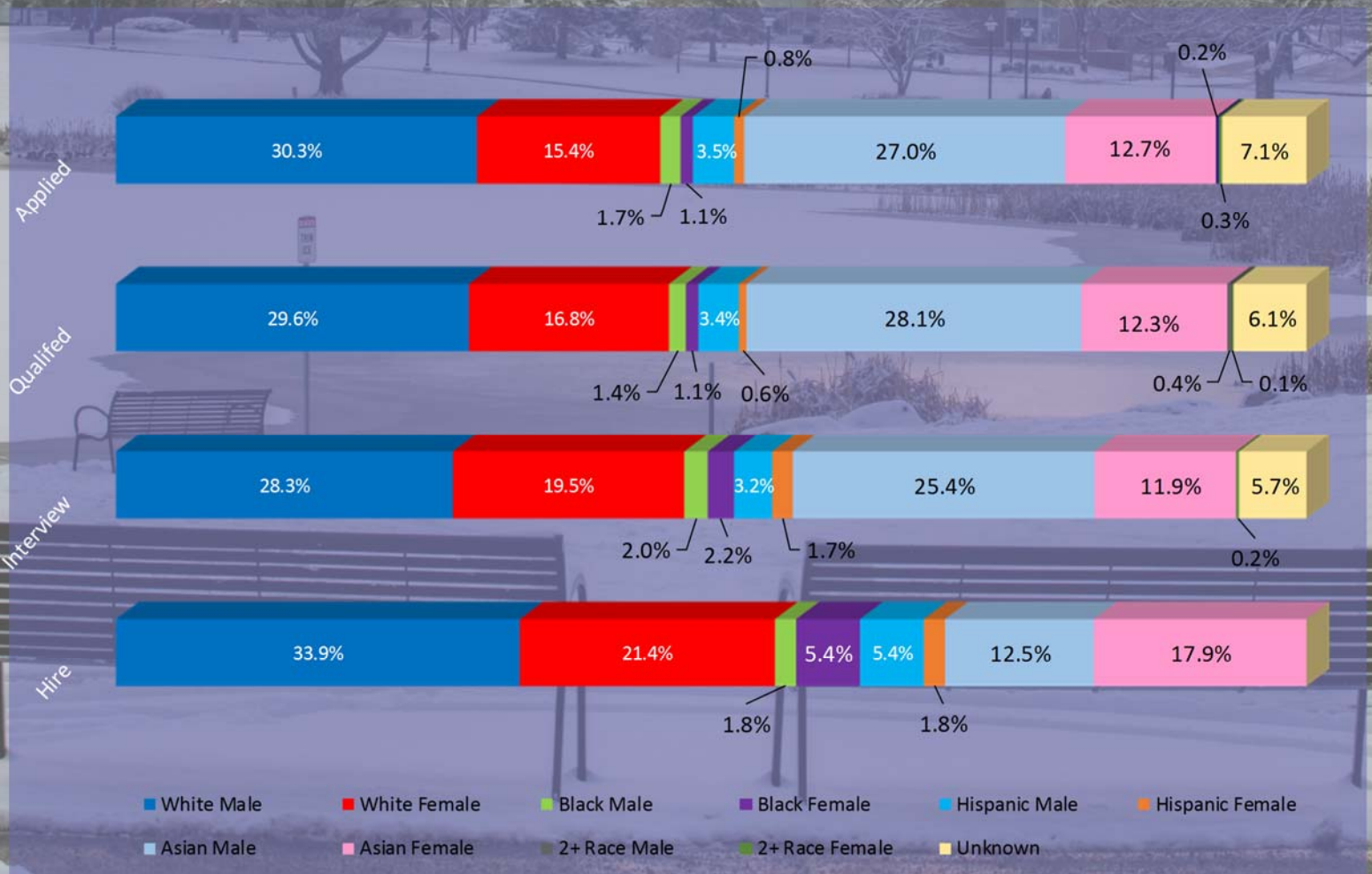
- White Male: 464
- White Female: 263
- Black Male: 22
- Black Female: 17
- Hispanic Male: 53
- Hispanic Female: 10
- Asian Male: 440
- Asian Female: 192
- 2+ Race Male: 6
- 2+ Race Female: 2
- Unknown: 96
- Total Female: 985
- Total Male: 484

Interview: 406

- White Male: 115
- White Female: 79
- Black Male: 8
- Black Female: 9
- Hispanic Male: 13
- Hispanic Female: 7
- Asian Male: 103
- Asian Female: 48
- 2+ Race Male: 0
- 2+ Race Female: 1
- Unknown: 23
- Total Female: 144
- Total Male: 239

Hire: 56

- White Male: 19
- White Female: 12
- Black Male: 1
- Black Female: 3
- Hispanic Male: 3
- Hispanic Female: 1
- Asian Male: 7
- Asian Female: 10
- 2+ Race Male: 0
- 2+ Race Female: 0
- Unknown: 0
- Total Female: 26
- Total Male: 30



Staff

Applied: 11543

- White Male: 3950
- White Female: 3634
- Black Male: 667
- Black Female: 577
- Hispanic Male: 691
- Hispanic Female: 585
- Asian Male: 340
- Asian Female: 299
- 2+ Race Male: 60
- 2+ Race Female: 48
- Unknown: 692
- Total Female: 5143
- Total Male: 5708

Qualified: 4732

- White Male: 1809
- White Female: 1442
- Black Male: 256
- Black Female: 159
- Hispanic Male: 300
- Hispanic Female: 224
- Asian Male: 135
- Asian Female: 102
- 2+ Race Male: 12
- 2+ Race Female: 17
- Unknown: 276
- Total Female: 1944
- Total Male: 2512

Interview: 2744

- White Male: 976
- White Female: 933
- Black Male: 111
- Black Female: 96
- Hispanic Male: 155
- Hispanic Female: 134
- Asian Male: 78
- Asian Female: 66
- U2+ Race Male: 7
- 2+ Race Female: 11
- Unknown: 177
- Total Female: 1240
- Total Male: 1327

Hire: 337

- White Male: 119
- White Female: 145
- Black Male: 13
- Black Female: 13
- Hispanic Male: 18
- Hispanic Female: 12
- Asian Male: 7
- Asian Female: 9
- 2+ Race Male: 1
- 2+ Race Female: 0
- Unknown: 0
- Total Female: 179
- Total Male: 158

