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.
A hiring or promotional goal is set for each instance of underutilization of a race and/or gender group in any given job category. The utilization of race and/or gender groups is determined by comparing the representation of these groups in our workforce with the availability in the labor market. Underrepresentation in a specific race and/or gender group is based on the difference in percentages between the current workforce and the availability in the labor market. Hiring goals are then set based on the number of positions needed in order for the workforce to reach parity with the available population in the labor market. A promotional goal is set for each instance of underutilization of a race and/or gender group in any given job category.

Promotional goals are set in lieu of or in addition to hiring goals, based on the historical pattern of fulfilling positions. This historical pattern is utilized when calculating the availability base for job categories. Because of the constantly changing labor market and University workforce, goals are updated annually.

### Goal Achievement

**Total** Goal Achievement: **27.8**

- 116 of the 418 hires met hiring goals
- The Faculty category had the highest goal achievement of 46.9%
- 44.8% of all goals were met with white female hires
- Females comprised 71.6% of goal hires
- 35.3% of goals were met by minority* hires compared to 36.1% in 2019

<table>
<thead>
<tr>
<th>Category</th>
<th>Hires</th>
<th>Goals Met</th>
<th>2020 %</th>
<th>2019 %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Managerial</td>
<td>20</td>
<td>3</td>
<td>15.0</td>
<td>22.2</td>
</tr>
<tr>
<td>Faculty</td>
<td>49</td>
<td>23</td>
<td>46.9</td>
<td>36.1</td>
</tr>
<tr>
<td>Professional</td>
<td>165</td>
<td>32</td>
<td>19.4</td>
<td>31.2</td>
</tr>
<tr>
<td>Secretarial/Clerical</td>
<td>111</td>
<td>21</td>
<td>18.9</td>
<td>11.9</td>
</tr>
<tr>
<td>Tech/Paraprofessional</td>
<td>82</td>
<td>34</td>
<td>41.5</td>
<td>47.5</td>
</tr>
<tr>
<td>Qualified Craft Worker</td>
<td>0</td>
<td>0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Service/Maintenance</td>
<td>15</td>
<td>3</td>
<td>20.0</td>
<td>25.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>418</td>
<td>116</td>
<td>27.8</td>
<td>30.6</td>
</tr>
</tbody>
</table>

*Includes Black, Hispanic, Asian and Native American
Accomplished

The Office of Institutional Equity convened a working group to examine existing materials around sexual harassment. OIE published updated materials including website content, brochures, and updated information and best practices within trainings, including definitions of sexual harassment, brief case studies to illustrate examples of sexual harassment, accessibility of information, where and how to report incidents of sexual harassment, and extensive discussion of the University’s commitment to a working environment free from all forms of discrimination and harassment including sexual harassment. All materials were developed to be clear, easy to understand, and easily accessible.

The Office of Institutional Equity, in collaboration with the Audit and Management Advisory Services completed a final UConn Health Americans with Disabilities Compliance Review. The audit objectives were to evaluate the existence and adequacy of UConn Health policies, procedures, and communications for compliance with ADA regulations and guidance in building and program accessibility, clinical operations, effective communication, emergency preparedness, employment, parking and transportation, and website accessibility. The report concluded that UConn Health had well-established ADA compliance structure for job seekers and employees.

The Office of Institutional Equity and the Department of Human Resources planned a meeting to identify standard processes and best practices in recruitment and hiring for the 2019-2020 academic year. OIE reviewed all searches from the Plan for recruitment efforts, applicant evaluation outcomes and compiled a comprehensive spreadsheet, identifying resolutions search process issues and potential process modifications. OIE and Human Resources will schedule a meeting to discuss implementation of the identified opportunities for collaboration and standardization once it is feasible during the pandemic.

Future

The Office of Institutional Equity will collaborate with the Department of Human Resources to review and revise the current online Search Committee Training for employees. The update will include information about AA/EO compliance in the search process and strategies to reduce implicit bias in the evaluation process and updates to the search and hire process. UConn Health’s proactive approach in reviewing the training will address potential discriminatory issues by enhancing the training content with current best practices and standardizing the online training format across all UConn campuses.

The Office of Institutional Equity, Patient Experience Department, and Human Resources created a committee to develop a training for UConn Health employees regarding managing discrimination from patients, families and guests. This new training will describe procedures when a patient or guest is acting in a discriminatory or harassing manner towards an employee. The plan for the training includes testimonial videos from UConn Health employees sharing their experiences with discriminatory or harassing conduct from patients or guests, an overview of procedures, and hypothetical questions and situations. The goal of the training is for employees to learn tools and strategies to enable them to perform their job free from discrimination or harassment by patients or guests.
The composition of the workforce has not changed significantly from the previous reporting period.

Compared to 2019:
- The 2020 workforce increased from 3270 to 3343.
- Hispanic increased from 10.3% to 11.1 and Black increased from 8.2% to 8.7%.
- Asian remained the same at 8.3%.
- White decreased from 72.8% to 71.7%.
- Female increased from 71.3% to 71.9%.
- Total minority* workforce increased from 27.2% to 28.3%.

*Includes Black, Hispanic, Asian and Native American
Workforce Analysis

Office of Institutional Equity

- **Executive**
  - Total: 178
  - White Male: 47
  - White Female: 113
  - Black Male: 2
  - Black Female: 11
  - Hispanic Male: 0
  - Hispanic Female: 4
  - Asian Male: 1
  - Asian Female: 0
  - Native Am Male: 0
  - Native Am Female: 0
  - 71.9% Female (128)
  - 28.1% Male (50)
  - 9.9% minority (18)

- **Faculty**
  - Total: 534
  - White Male: 202
  - White Female: 129
  - Black Male: 12
  - Black Female: 9
  - Hispanic Male: 20
  - Hispanic Female: 16
  - Asian Male: 82
  - Asian Female: 62
  - Native Am Male: 0
  - Native Am Female: 2
  - 40.8% Female (218)
  - 59.2% Male (316)
  - 38.0% minority (203)

- **Staff**
  - Total: 2631
  - White Male: 415
  - White Female: 1490
  - Black Male: 59
  - Black Female: 198
  - Hispanic Male: 68
  - Hispanic Female: 262
  - Asian Male: 35
  - Asian Female: 97
  - Native Am Male: 1
  - Native Am Female: 6
  - 78.0% Female (2053)
  - 22.0% Male (578)
  - 26.4% minority (726)

Data as of May 31, 2020
2020 NEW HIRES

Executive

- 20 new hires
  - 90.0% female (18)
  - 10.0% male (2)
  - 40.0% minority (3)

Faculty

- 49 new hires
  - 49.0% female (24)
  - 51.0% male (25)
  - 51.0% minority (25)

Staff

- 349 new hires
  - 77.7% female (271)
  - 22.3% male (78)
  - 35.5% minority (124)

Data as of May 31, 2020
APPLICANTS

Executive

Applied: 386
- White Male: 90
- White Female: 183
- Black Male: 16
- Black Female: 33
- Hispanic Male: 6
- Hispanic Female: 25
- Asian Male: 17
- Asian Female: 10
- Two+ Race Male: 3
- Two+ Race Female: 3
- Total Female: 254
- Total Male: 132

Qualified: 221
- White Male: 53
- White Female: 110
- Black Male: 10
- Black Female: 16
- Hispanic Male: 3
- Hispanic Female: 14
- Asian Male: 8
- Asian Female: 6
- Two+ Race Male: 1
- Two+ Race Female: 0
- Total Female: 146
- Total Male: 75

Interview: 64
- White Male: 14
- White Female: 39
- Black Male: 1
- Black Female: 5
- Hispanic Male: 0
- Hispanic Female: 4
- Asian Male: 0
- Asian Female: 1
- Two+ Race Male: 0
- Two+ Race Female: 0
- Total Female: 49
- Total Male: 15

Hire: 20
- White Male: 2
- White Female: 15
- Black Male: 0
- Black Female: 1
- Hispanic Male: 0
- Hispanic Female: 2
- Asian Male: 0
- Asian Female: 0
- Two+ Race Male: 0
- Two+ Race Female: 0
- Total Female: 18
- Total Male: 2

June 1, 2019 - May 31, 2020
Faculty

**APPLICANTS**

**Qualified: 480**
- White Male: 108
- White Female: 103
- Black Male: 7
- Black Female: 7
- Hispanic Male: 12
- Hispanic Female: 10
- Asian Male: 180
- Asian Female: 53
- Two+ Male: 0
- Two+ Female: 0
- Total Female: 173
- Total Male: 307

**Interview: 100**
- White Male: 24
- White Female: 31
- Black Male: 3
- Black Female: 0
- Hispanic Male: 4
- Hispanic Female: 3
- Asian Male: 21
- Asian Female: 14
- Two+ Male: 0
- Two+ Female: 0
- Total Female: 48
- Total Male: 52

**Hire: 49**
- White Male: 10
- White Female: 14
- Black Male: 2
- Black Female: 0
- Hispanic Male: 1
- Hispanic Female: 2
- Asian Male: 12
- Asian Female: 5
- Two+ Male: 0
- Two+ Female: 0
- Total Female: 16
- Total Male: 39

**June 1, 2019 - May 31, 2020**
**APPLICANTS**

**Staff**

June 1, 2019 - May 31, 2020

**Applied:** 10181
- White Male: 955
- White Female: 4481
- Black Male: 312
- Black Female: 1584
- Hispanic Male: 245
- Hispanic Female: 1620
- Asian Male: 155
- Asian Female: 435
- Two+ Male: 46
- Two+ Female: 348
- Total Female: 8468
- Total Male: 1713

**Qualified:** 6431
- White Male: 597
- White Female: 2879
- Black Male: 171
- Black Female: 982
- Hispanic Male: 167
- Hispanic Female: 1047
- Asian Male: 86
- Asian Female: 258
- Two+ Male: 21
- Two+ Female: 223
- Total Female: 5389
- Total Male: 1042

**Interview:** 1230
- White Male: 134
- White Female: 600
- Black Male: 26
- Black Female: 151
- Hispanic Male: 35
- Hispanic Female: 184
- Asian Male: 15
- Asian Female: 59
- Two+ Male: 1
- Two+ Female: 25
- Total Female: 1019
- Total Male: 211

**Hire:** 349
- White Male: 29
- White Female: 176
- Black Male: 3
- Black Female: 33
- Hispanic Male: 6
- Hispanic Female: 41
- Asian Male: 9
- Asian Female: 13
- Two+ Male: 0
- Two+ Female: 0
- Total Female: 271
- Total Male: 78

Office of Institutional Equity  [www.equity.uconn.edu](http://www.equity.uconn.edu)