

UCONN HEALTH
OFFICE OF INSTITUTIONAL EQUITY

UConn Health



2020 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

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Hiring and Promotional Goals

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

*includes	Black,	Hispanic,	Asian a	and	Native /	America	n

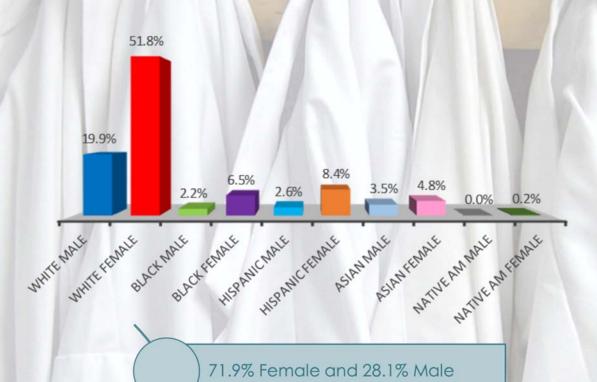
Category	Hires	Goals Met	2020 %	2019 %
Executive Managerial	20	3	15.0	22.2
Faculty	49	23	46.9	36.1
Professional	165	32	19.4	31.2
Secretarial/Clerical	111	21	18.9	11.9
Tech/Paraprofessional	82	34	41.5	47.5
Qualified Craft Worker	0	0	0.0	0.0
Service/Maintenance	15	3	20.0	25.0
Total	418	116	27.8	30.6

Accomplished



or guests.

Total Workforce: 3343





White females are 51.8%, the largest group

The composition of the workforce has not changed significantly from the previous reporting period.

Compared to 2019:

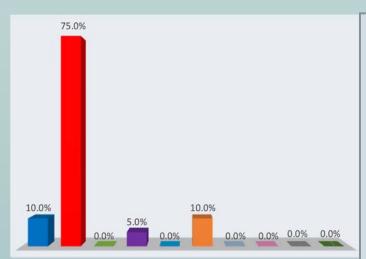
- The 2020 workforce increased from 3270 to 3343.
- Hispanic increased from 10.3% to 11.1 and Black increased from 8.2% to 8.7%.
- Asian remained the same at 8.3%.
- White decreased from 72.8% to 71.7%.
- Female increased from 71.3% to 71.9%.
- Total minority* workforce increased from 27.2% to 28.3%.

includes Black, Hispanic, Asian and Native American

WORKFORCE ANALYSIS MAY 31, 2020 **Total: 178** 63.5% White Male: 47 Executive White Female: 113 Black Male: 2 Black Female: 11 Hispanic Male: 0 26.4% Hispanic Female: 4 71.9% Female (128) Asian Male: 1 28.1% Male (50) Asian Female: 0 6.2% Native Am Male: 0 0.6% 0.0% 0.0% 0.0% Native Am Female: 0 Total: 534 37.8% Faculty White Male: 202 White Female: 129 Black Male: 12 24.2% Black Female: 9 Hispanic Male: 20 15.4% Hispanic Female: 16 11.6% Asian Male: 82 Asian Female: 62 59.2% Male (316) 3.7% 3.0% 0.4% 0.0% Native Am Male: 0 38.0% minority (203) Native Am Female: 2 56.6% Total: 2631 Staff White Male: 415 White Female: 1490 Black Male: 59 Black Female: 198 Hispanic Male: 68 15.8% Hispanic Female: 262 10.0% 78.0% Female (2053) Asian Male: 35 7.5% 2.2% 2.6% Asian Female: 97 0.2% 0.0% 26.4% minority (726) Native Am Male: 1 Native Am Female: 6 ■ White Male ■ White Female Black Male Black Female Hispanic Male Hispanic Female Data as of May 31, 2020 Asian Male Asian Female III Native American Male

■ Native American Female

Executive



White Male: 10.0% (2)

White Female: 75.0% (15)

Black Male: 0.0% (0)

Black Female: 5.0% (1)

Hispanic Male: 0.0% (0)

Hispanic Female: 10.0% (2)

Asian Male: 0.0% (0)

Asian Female: 0.0% (0)

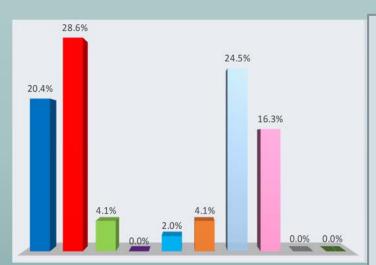
Native Am Male: 0.0% (0)

Native Am Female: 0.0% (0)

20 new hires

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

Faculty



White Male: 20.4% (10)

White Female: 28.6% (14)

Black Male: 4.1% (2)

Black Female: 0.0% (0)

Hispanic Male: 2.0% (1)

Hispanic Female: 4.1% 2)

Asian Male: 24.5% (12)

Asian Female: 16.3% (8)

Native Am Male: 0.0% (0)

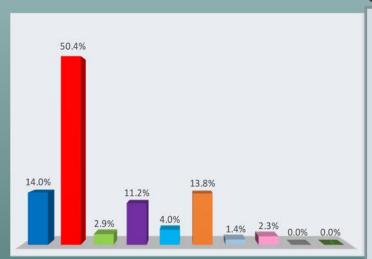
Native Am Female: 0.0% (0)

49 new hires

- 49.0% female (24)
- 51.0% male (25)

51.0% minority (25)

Staff



White Male: 14.0% (49)

White Female: 50.4% (176)

Black Male: 2.9% (10)

Black Female: 11.2% (39)

Hispanic Male: 4.0% (14)

Hispanic Female: 13.8% (48)

Asian Male: 1.4% (5)

Asian Female: 2.3% (8)

Native Am Male: 0.0% (0)

Native Am Female: 0.0% (0)

349 new hires

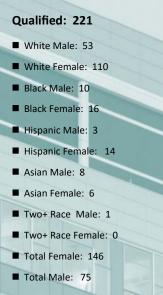
- 77.7% female (271)
- 22.3% male (78)
- 35.5% minority (124)

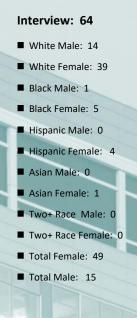
■ White Male ■ White Female ■ Black Male
■ Black Female ■ Hispanic Male ■ Hispanic Female
■ Asian Male ■ Asian Female ■ Native American Male
■ Native American Female

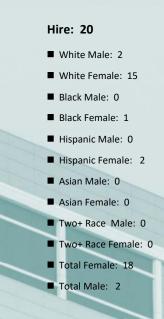
Data as of May 31, 2020

Executive

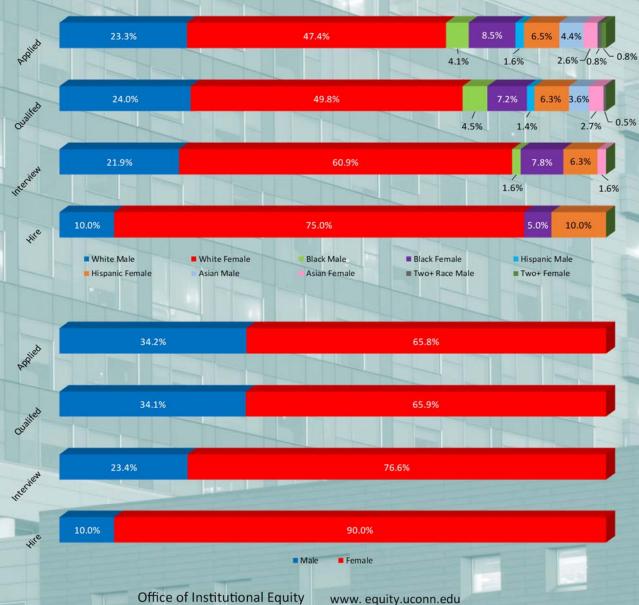
Applied: 386 White Male: 90 White Female: 183 Black Male: 16 Black Female: 33 Hispanic Male: 6 Hispanic Female: 25 Asian Male: 17 Asian Female: 10 Two+ Race Male: 3 Two+ Race Female: 3 Total Female: 254 Total Male: 132







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Faculty

Applied: 577

■ White Male: 122

■ White Female: 144

■ Black Male: 7

■ Black Female: 13

■ Hispanic Male: 13

■ Hispanic Female: 27

■ Asian Male: 193

■ Asian Female: 55

■ Two+ Male: 0

■ Two+ Female: 3

■ Total Female: 242

■ Total Male: 335

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

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■ Total Male: 39



Staff

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

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■ 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

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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

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