

**UTILIZATION ANALYSIS and
HIRING AND PROMOTION GOALS**

(Section 46a-68-85)

September 2020

This section was found to be in compliance in the previous submission and there were no proposals/recommendations.

Subsection (a)

Utilization analyses were performed to determine the full and fair utilization of protected classes. Persons of the protected groups in the workforce were compared to the availability of such persons for employment.

Comparisons of the workforce and the calculated availability base were completed for occupational categories and for job titles for which a separate base was calculated. Analyses for each relevant labor market were completed on forms made available for this purpose by the Commission.

Utilization Analysis was performed for thirty-nine (39) position classifications. The previous utilization, previous hiring/promotional and upward mobility goals, current hires/promotions and upward mobility, and achievement percentage of goals are included on Form #85 A.

Subsection (b)

For each instance of underutilization identified in the Utilization Analysis, employment or promotional goals have been set to increase the representation of protected class members in the workforce. UConn Health has set its goals to be meaningful, measurable, and reasonably attainable. All promotions within the category are reflected on the bottom of Form #86 A.

Subsection (c)

Where the underutilization of race and sex groups, considered individually, did not rise to the level to require a hiring or promotion goal, but where the underutilization of race and sex groups, considered collectively was fifty percent (50%) or greater, a goal was set based on the race and sex group most underutilized or the race and sex group with the highest availability base.

UNIVERSITY OF CONNECTICUT HEALTH
UTILIZATION ANALYSIS

DATE: May 31, 2020

OCCUPATIONAL CATEGORY: **Grand Total**
POSITION CLASSIFICATION: **All**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	28.2	71.8	19.9	51.8	2.2	6.5	2.6	8.4	3.6	5.0	A
WORKFORCE PARITY %	3898.907878	1209.208	2689.7	890.8	1974	112	308	98	274	108	133	B
WORKFORCE NUMBERS	3343	944	2399	664	1732	73	218	88	282	119	167	C
WORKFORCE PARITY #	130340	40424	89917	29779	65994	3758	10310	3286	9153	3601	4460	D
NET UTILIZATION (+)	-126997.5	-39479.8	-87517.7	-29115.4	-64262.2	-3684.5	-10091.8	-3198.2	-8871.1	-3481.7	-4292.6	E
PREVIOUS UTILIZATION	0.0	2.5	-2.5	1.6	-2.5	0.0	0.5	-0.6	0.2	1.4	-0.6	F
HIRING GOALS												
PREVIOUS PLAN GOALS	448	226	222	139	98	37	77	15	28	35	19	G
CURRENT PLAN HIRES	418	105	313	61	205	12	40	15	52	17	16	H
CURRENT PLAN GOALS	468	235	233	149	120	35	63	21	32	30	18	I
PROMOTION GOALS												
PREVIOUS PLAN GOALS	112	44	68	26	30	2	15	8	10	8	13	J
CURRENT PLAN PROM.	137	29	108	18	77	3	8	3	14	5	9	K
CURRENT PLAN GOALS	117	48	69	29	30	6	15	4	15	9	9	L