OFFICE OF INSTITUTIONAL EQUITY

Affirmative Action Executive Summary

2022

University of Connecticut

2021 AFFIRMATIVE ACTION PLAN

The University's Affirmative Action Plan for Employment (*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 achieve equal employment opportunity.

The Office of Institutional Equity completes the annual *Plan* as required by Connecticut General Statute (CGS) §46a-68 and sections 46a-68-75 to 46a-68-114, inclusive, for submission to the Commission on Human Rights and Opportunities (CHRO) by March 30.

The *Plan:*

Establishes hiring, promotional, and program goals that promote affirmative action;

Illustrates the University's efforts to achieve a workforce that is balanced and fully representational of the relevant labor market areas;

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

Examines and eliminates policies and employment practices that adversely affects members of protected classes.

Review and Approval

Within ninety days of submission, the Commission is mandated to review, evaluate and formally vote for approval or disapproval of the *Plan.*

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.

Good Faith Effort

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.

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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.

Total Goal Achievement: 35.1%

- Goal achievement increased from 30.3% in 2020 to 35.1% in 2021
- The Faculty category had the highest goal achievement of 51.3%
- The Qualified Craft category had the lowest goal achievement of 7.1%

Job Category	Hires	Goals Met	2021 Percentage	2020 Percentage
Executive Managerial	6	2	33.3	22.2
Faculty	78	40	51.3	51.1
Professional	264	80	30.0	23.4
Secretarial/Clerical	0	0	0.0	0.0
Tech/Paraprofessional	1	0	0.0	0.0
Qualified Craft	14	1	7.1	8.3
Protective Services	15	4	26.7	17.6
Service/Maintenance	32	17	53.1	28.1
Total	**410**	**144**	**35.1**	**30.3**

THE DATA

The data in the following sections of this report includes demographic information organized by race and gender. The demographic profiles are obtained through voluntary self-identification by employees and applicants. The race/ethnicity categories (defined below) utilized, follow federal and state guidelines. The information in this report is compiled by OIE utilizing data obtained from the CORE-CT and PageUp systems.

Workforce

The workforce data includes full-time employees (as defined below) in the CORE-CT system as of November 30, 2021.

Executive: University Director and above.

Faculty: Instructors and Assistant, Associate and Full Professors. Non tenure positions are not included: Clinical, In-residence, Visiting, Research, Extension and Adjunct.

Staff: UCPEA, University Educational Assistant (UEA), University Staff Professionals (USP), Academic Assistants, Extension Educators, Athletic Specialists and Classified staff including Secretarial/ Clerical, Service/ Maintenance, Paraprofessional, Qualified Craft worker and Protective Service employees.

Research assistant and associates, postdoctoral fellows, special payroll employees and graduate assistants are not included.

New Hires

Employees hired Executive, Faculty and Staff categories defined above between December 1, 2020 - November 30, 2021.

Applicants

The data includes applicant information for searches resulting in a hire into the employee categories defined above, between December 1, 2020 - November 30, 2021.

Race and Ethnicity Definitions

White (Not of Hispanic Origin): All people having origins in any of the original peoples of Europe, North Africa, or the Middle East.

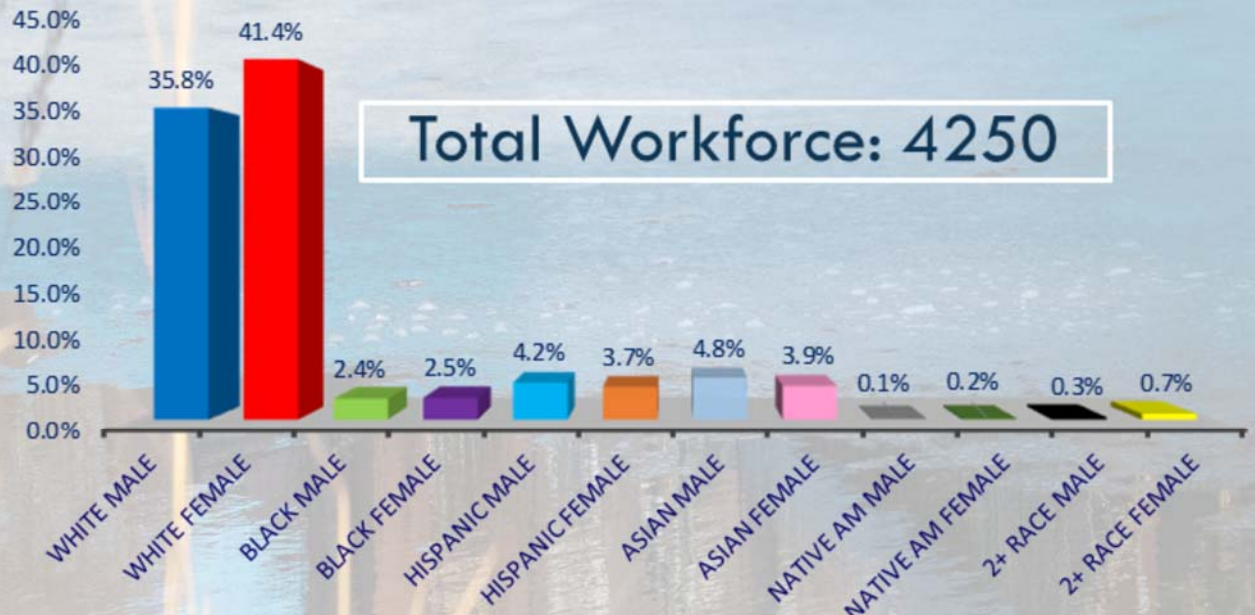
Black (Not of Hispanic Origin): All people having origins in any of the Black racial groups of Africa.

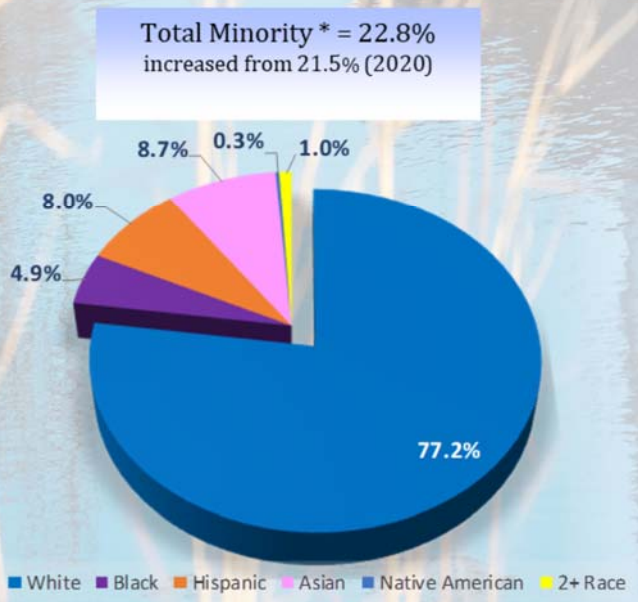
Hispanic or Latino: All people having Puerto Rican or Mexican origins, or all people of Cuban, Central, or South American, or other Spanish culture or origin, regardless of race.

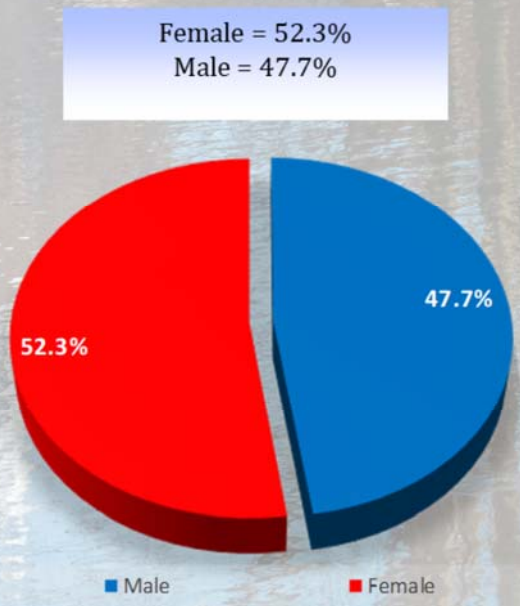
Asian: All people in the groups of Asian/Pacific Islander; Asian (all people having origins in any of the original peoples of China, Japan, Korea, Eastern Asia, Southeast Asia, the Indian subcontinent (including Pakistan) or the Pacific Islands including the Philippines and Samoa.)

Native American: Native American Indian or Alaskan Native (all people having origins in any of the original peoples of North America and who maintain cultural identification through tribal affiliation or community attachment.)

Two or More Races: All persons identifying with 2 or more of the following races: White, Black, Asian, Native American.







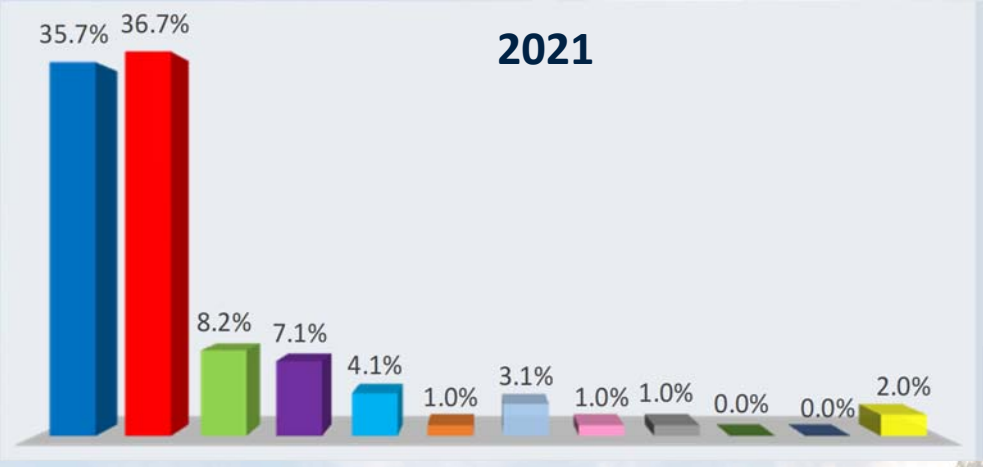
Current vs Previous Year Workforce

The total workforce increased from 4218 to 4250, an increase of 0.8%.

- Hispanic increased from 7.6% to 8.0%
- Black increased from 4.2% to 4.9%
- Asian increased from 8.4% to 8.7%
- 2+ Races stayed the same at 1.0%
- Native American stayed the same at 0.3%
- White decreased from 78.5 to 77.2%
- Female increased from 51.9% to 52.3%
- Total minority* workforce increased from 21.5% to 22.8%

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

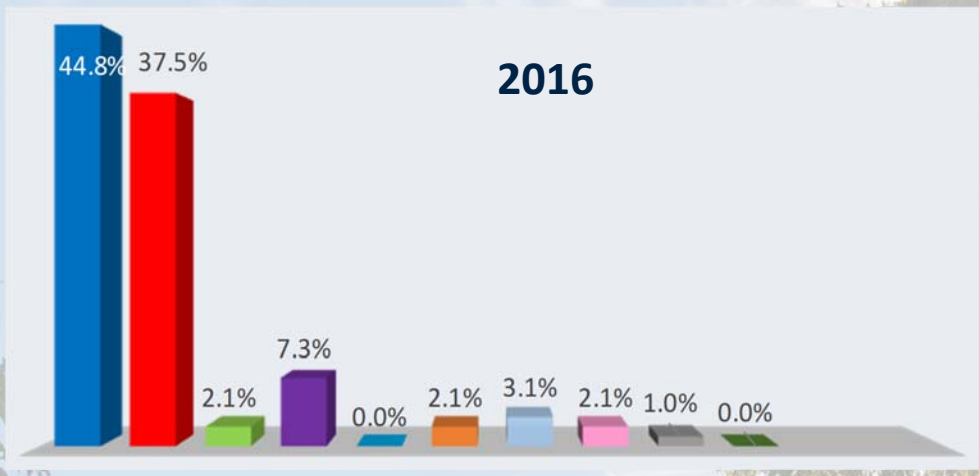
WORKFORCE ANALYSIS EXECUTIVE PAST AND PRESENT



	Male	Female	Total
White	35	36	71
Black	8	7	15
Hispanic	4	1	5
Asian	3	1	4
Native Amer	1	0	1
2+ Race	0	2	2
Total	51	47	98

52.0% male 48.0% female

27.6 % minority



	Male	Female	Total
White	43	36	79
Black	2	7	9
Hispanic	0	2	2
Asian	3	2	5
Native Amer	1	0	1
2+ Race*	0	0	0
Total	49	47	96

51.0% male 49.0% female

17.7% minority

	Male	Female	Total
White	51	18	69
Black	5	8	13
Hispanic	0	1	1
Asian	2	1	3
Native Amer	0	0	0
2+ Race*	0	0	0
Total	60	26	86

69.8% male 30.2% female

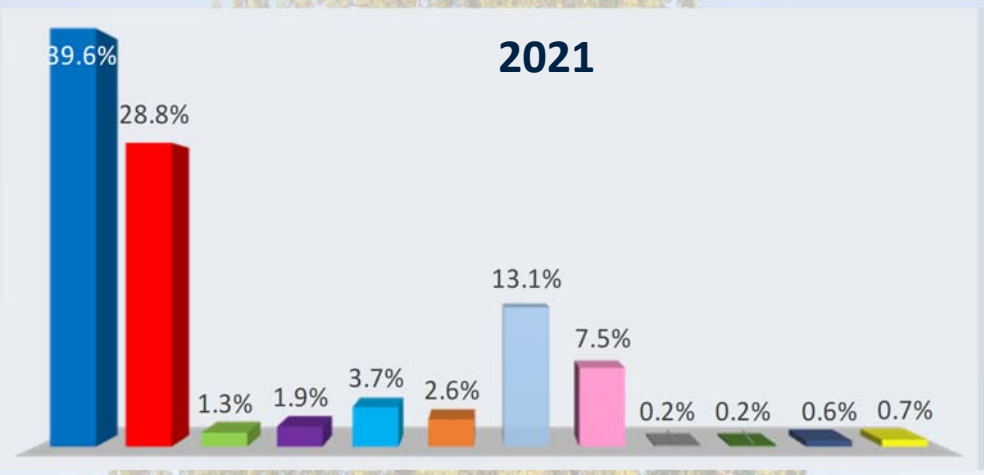
19.8 % minority

White Male | White Female | Black Male | Black Female
Hispanic Male | Hispanic Female | Asian Male | Asian Female
Native Am Male | Native Am Female | 2+ Race Male | 2+ Race Female

*2+ race data not collected at this time

Data as of November 30, 2021

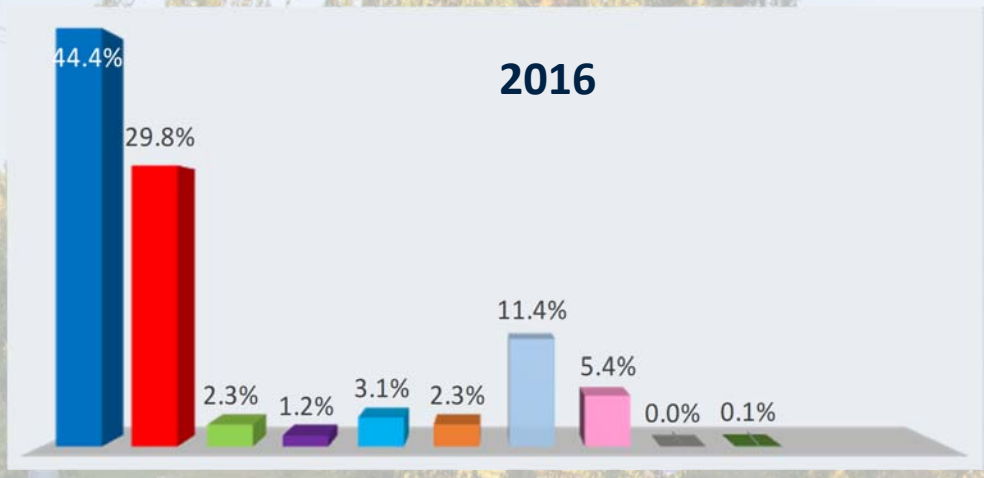
WORKFORCE ANALYSIS FACULTY PAST AND PRESENT



	Male	Female	Total
White	477	347	824
Black	16	23	39
Hispanic	45	31	76
Asian	158	90	248
Native Amer	2	2	4
2+ Race	7	8	15
Total	705	501	1206

58.5% male 41.5% female

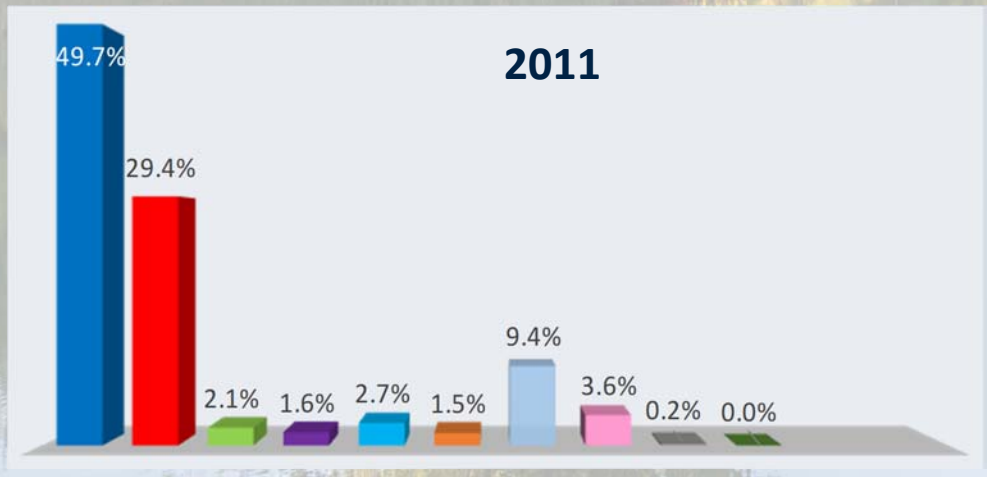
31.7% minority



	Male	Female	Total
White	534	359	893
Black	28	14	42
Hispanic	37	28	65
Asian	137	65	202
Native Amer	0	1	1
2+ Race*	0	0	0
Total	49	47	1203

61.3% male 38.7% female

25.8% minority



	Male	Female	Total
White	541	320	861
Black	23	17	40
Hispanic	29	16	45
Asian	102	39	141
Native Amer	2	0	2
2+ Race*	0	0	0
Total	697	392	1089

64.0% male 36.0% female

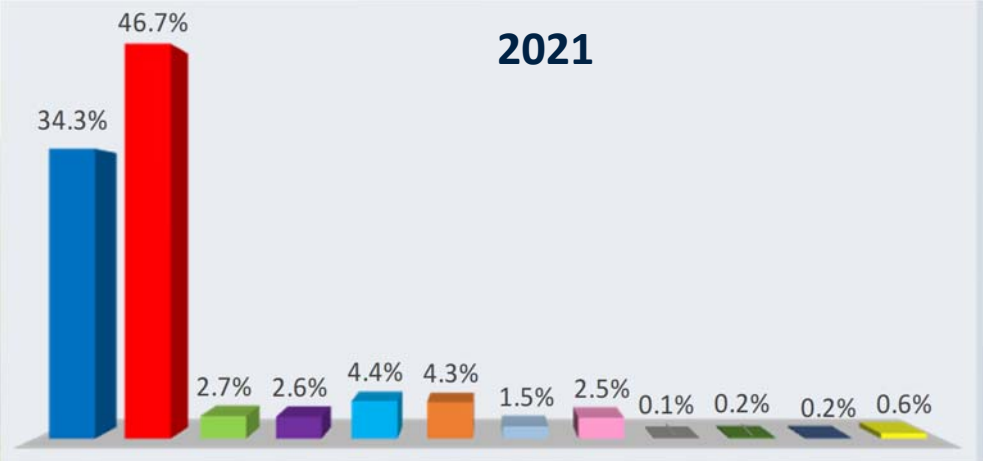
20.9% minority

White Male | White Female | Black Male | Black Female
Hispanic Male | Hispanic Female | Asian Male | Asian Female
Native Am Male | Native Am Female | 2+ Race Male | 2+ Race Female

*2+ race data not collected at this time

Data as of November 30, 2021

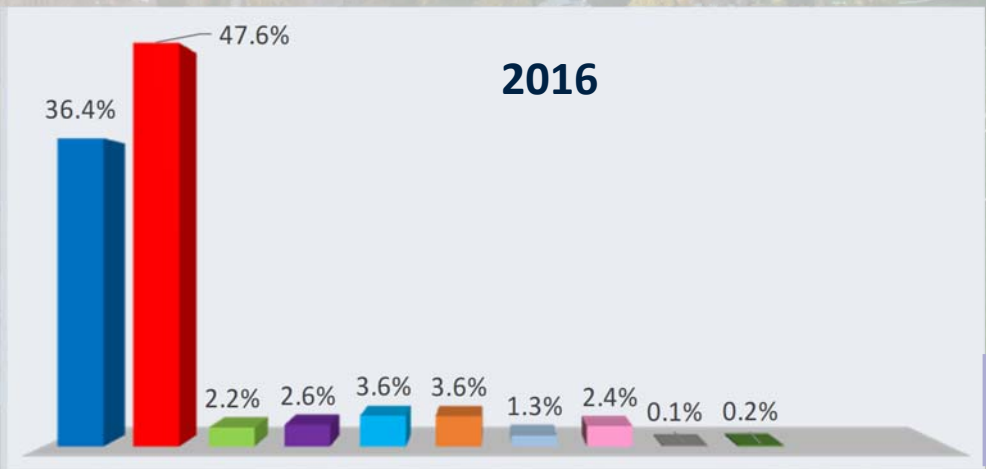
WORKFORCE ANALYSIS STAFF PAST AND PRESENT



	Male	Female	Total
White	1011	1375	2386
Black	79	76	155
Hispanic	131	127	258
Asian	43	73	368
Native Amer	2	5	12
2+ Race	5	19	41
Total	1271	1675	2946

43.1% male 56.9% female

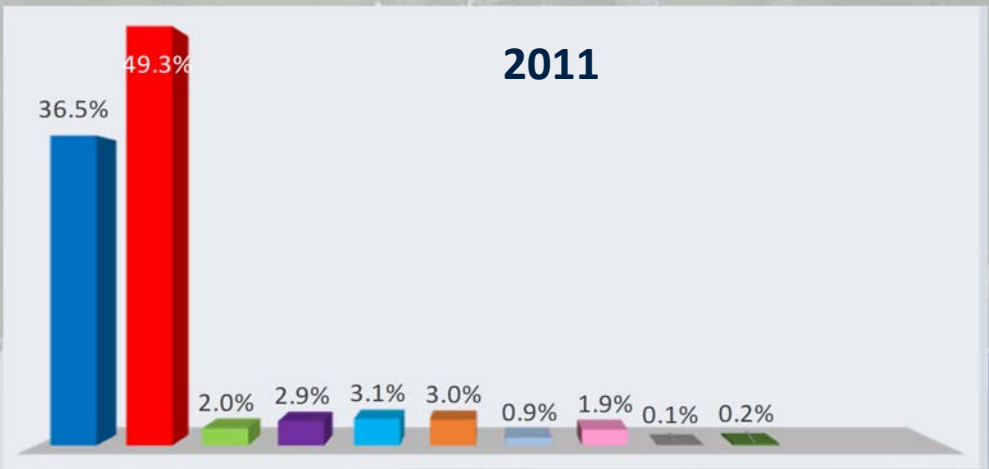
19.0% minority



	Male	Female	Total
White	1009	1320	2329
Black	62	71	133
Hispanic	101	100	201
Asian	36	67	103
Native Amer	3	5	8
2+ Race*	0	0	0
Total	1211	1563	2774

43.7% male 56.3% female

16.0% minority



	Male	Female	Total
White	990	1338	2328
Black	55	78	133
Hispanic	85	82	167
Asian	25	51	76
Native Amer	2	6	8
2+ Race*	0	0	0
Total	1157	1555	2712

42.7% male 57.3% female

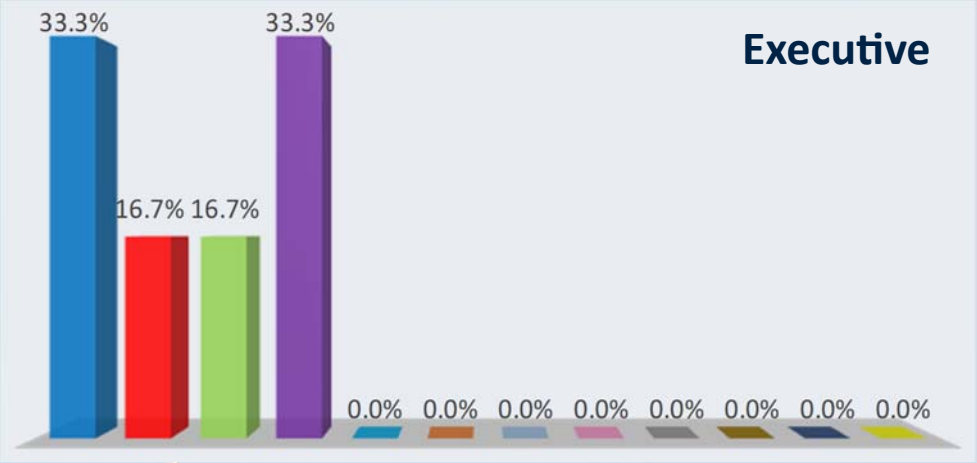
14.2% minority

White Male | White Female | Black Male | Black Female
Hispanic Male | Hispanic Female | Asian Male | Asian Female
Native Am Male | Native Am Female | 2+ Race Male | 2+ Race Female

*2+ race data not collected at this time

Data as of November 30, 2021

Executive

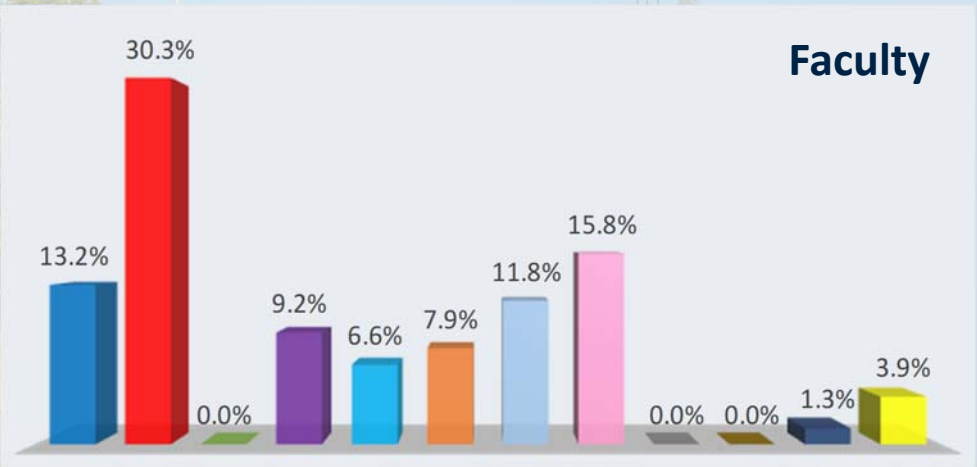


	Male	Female	Total
White	2	1	3
Black	1	2	3
Hispanic	0	0	0
Asian	0	0	0
Native Amer	0	0	0
2+ Race	0	0	0
Total	3	3	6

50.0% male 50.0% female

50.0% minority

Faculty

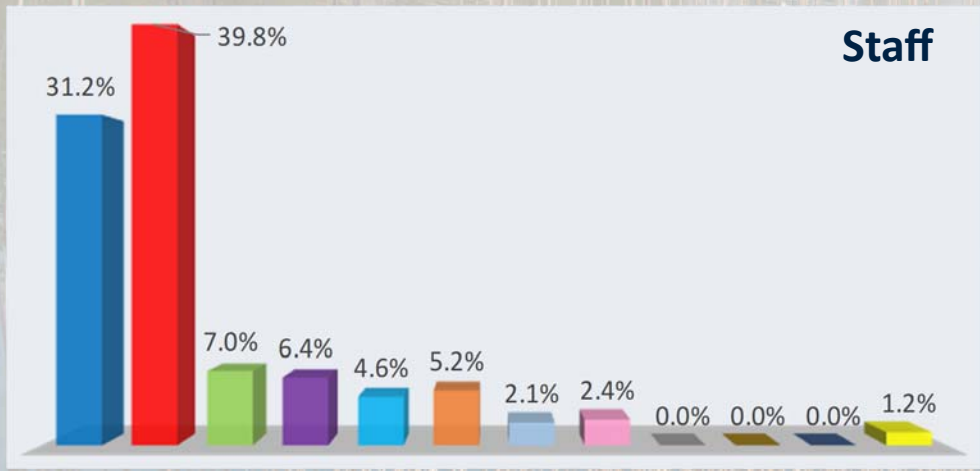


	Male	Female	Total
White	10	23	33
Black	0	7	7
Hispanic	5	6	11
Asian	9	12	21
Native Amer	0	0	0
2+ Race	1	3	4
Total	25	51	76

32.9% male 67.1% female

56.6% minority

Staff



	Male	Female	Total
White	102	130	232
Black	23	21	44
Hispanic	15	17	32
Asian	7	8	15
Native Amer	0	0	0
2+ Race	0	4	4
Total	147	180	327

45.0% male 55.0% female

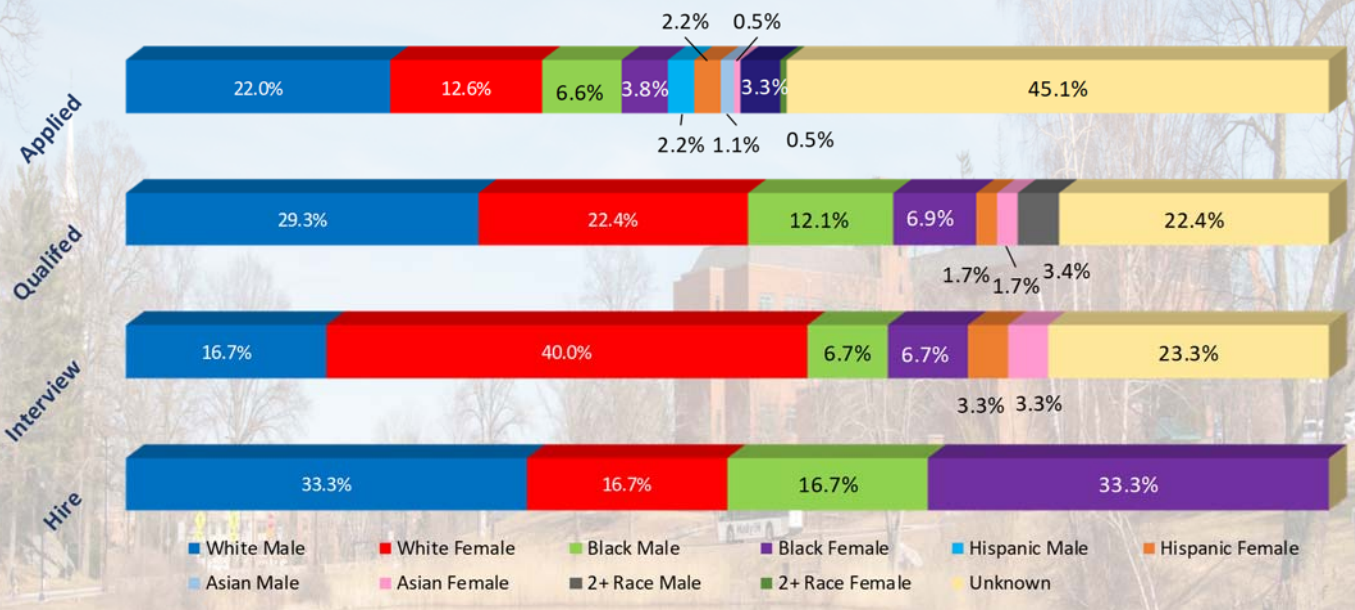
29.1% minority

White Male | White Female | Black Male | Black Female
Hispanic Male | Hispanic Female | Asian Male | Asian Female
Native Am Male | Native Am Female | 2+ Race Male | 2+ Race Female

Data as of November 30, 2021

Executive

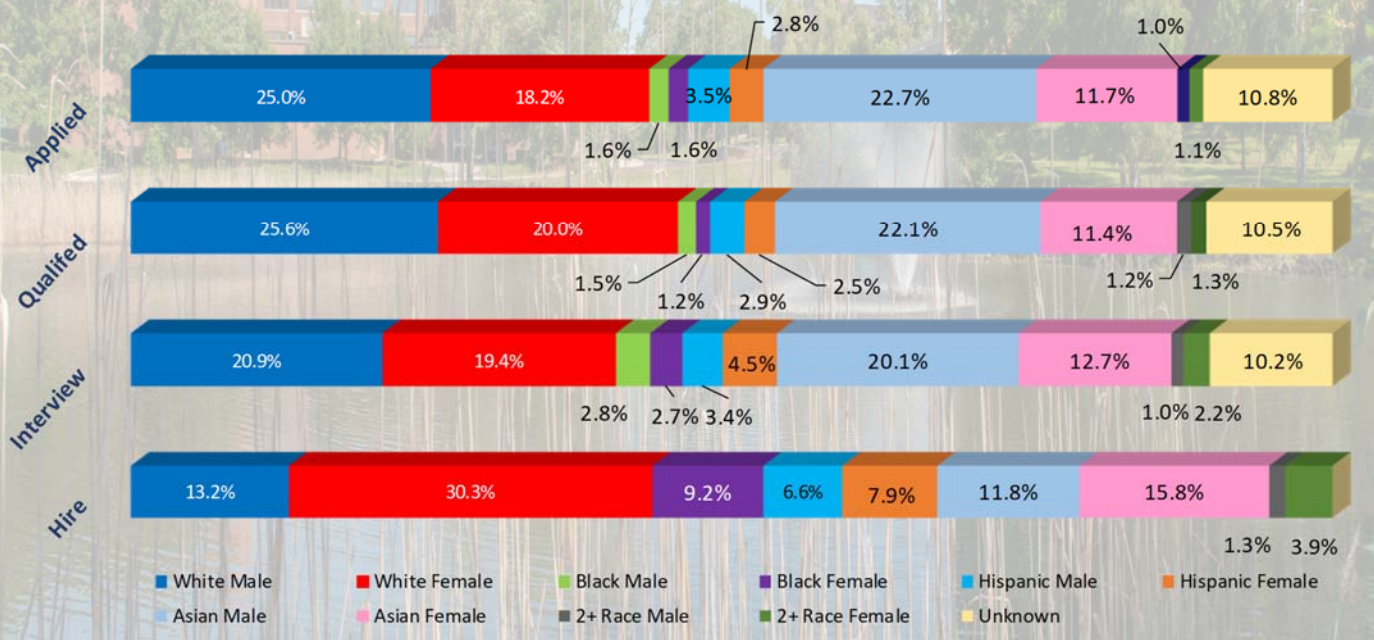
	Applied	Qualified	Interview	Hire
Total	**182**	**58**	**30**	**6**
White Male	**40**	**17**	**5**	**2**
White Female	**23**	**13**	**12**	**1**
Black Male	**12**	**7**	**2**	**1**
Black Female	**7**	**4**	**2**	**2**
Hispanic Male	**4**	**0**	**0**	**0**
Hispanic Female	**4**	**1**	**1**	**0**
Asian Male	**2**	**0**	**0**	**0**
Asian Female	**1**	**1**	**1**	**0**
2+ Race Male	**6**	**2**	**0**	**0**
2+ Race Female	**1**	**0**	**0**	**0**
Unknown	**82**	**13**	**7**	**0**
Male	**64**	**26**	**7**	**3**
Female	**118**	**32**	**23**	**3**

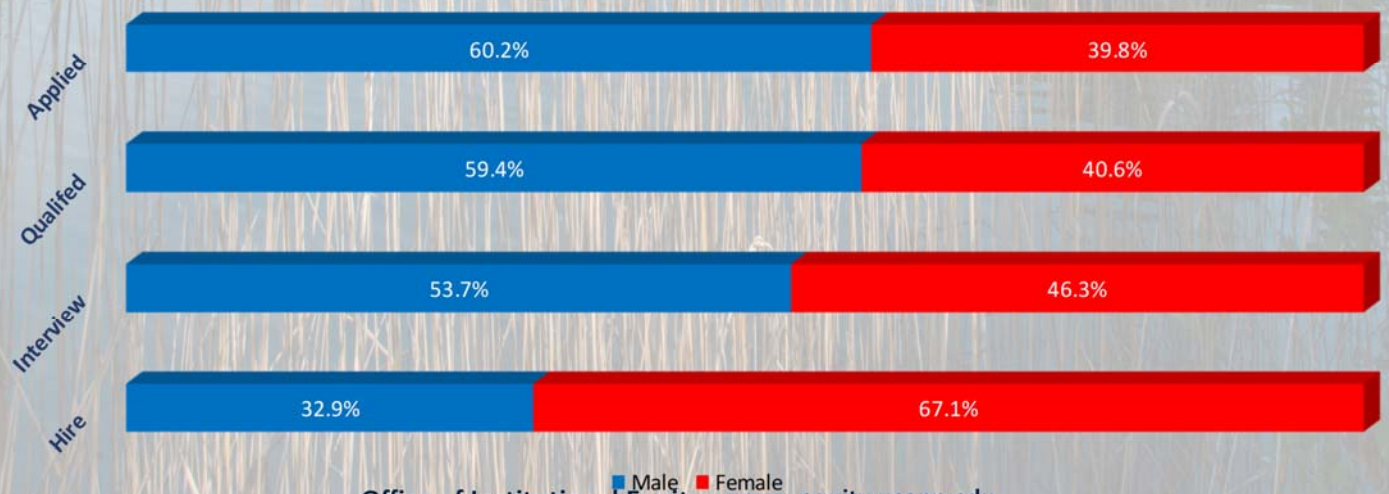


December 1, 2020 - November 30, 2021

Faculty

	Applied	Qualified	Interview	Hire
Total	**4981**	**3153**	**597**	**76**
White Male	**1243**	**806**	**125**	**10**
White Female	**906**	**630**	**116**	**23**
Black Male	**80**	**47**	**17**	**0**
Black Female	**81**	**37**	**16**	**7**
Hispanic Male	**172**	**90**	**20**	**5**
Hispanic Female	**140**	**80**	**27**	**6**
Asian Male	**1131**	**697**	**120**	**9**
Asian Female	**585**	**358**	**76**	**12**
2+ Race Male	**50**	**37**	**6**	**1**
2+ Race Female	**57**	**40**	**13**	**3**
Unknown	**536**	**331**	**61**	**0**
Male	**2676**	**1677**	**288**	**25**
Female	**1769**	**1145**	**248**	**51**

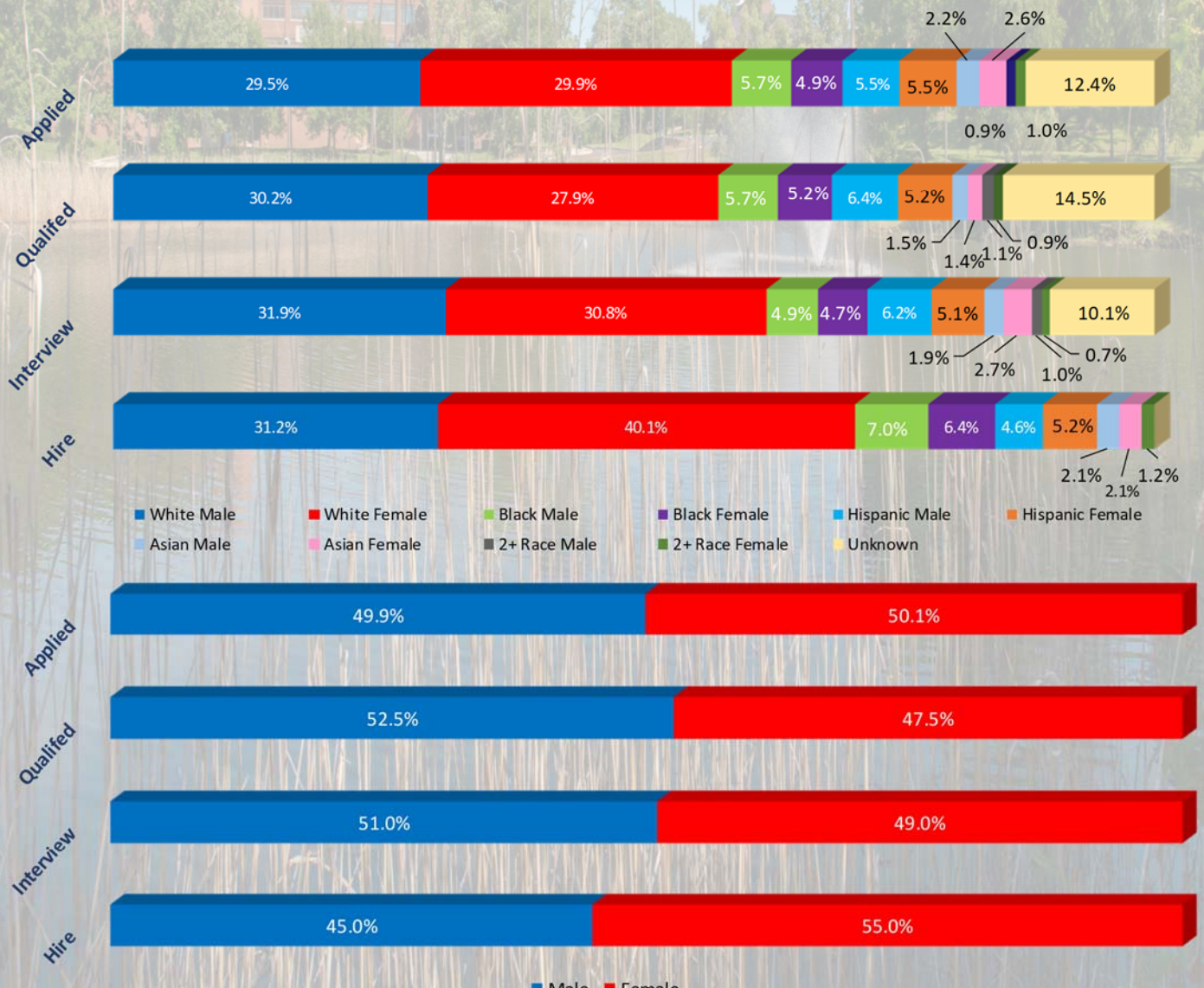




December 1, 2020 - November 30, 2021

Staff

	Applied	Qualified	Interview	Hire
Total	**10707**	**3863**	**1879**	**327**
White Male	**3157**	**1166**	**600**	**102**
White Female	**3204**	**1079**	**579**	**131**
Black Male	**610**	**221**	**93**	**23**
Black Female	**528**	**200**	**89**	**21**
Hispanic Male	**586**	**246**	**116**	**15**
Hispanic Female	**587**	**201**	**95**	**17**
Asian Male	**235**	**58**	**35**	**7**
Asian Female	**278**	**53**	**51**	**7**
2+ Race Male	**94**	**43**	**18**	**0**
2+ Race Female	**103**	**34**	**14**	**4**
Unknown	**1325**	**562**	**189**	**0**
Male	**4682**	**1734**	**862**	**147**
Female	**4700**	**1567**	**828**	**180**



APPLICANTS 2017-2021

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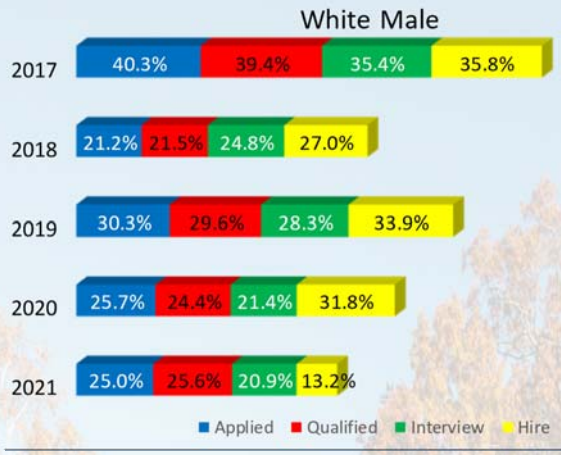
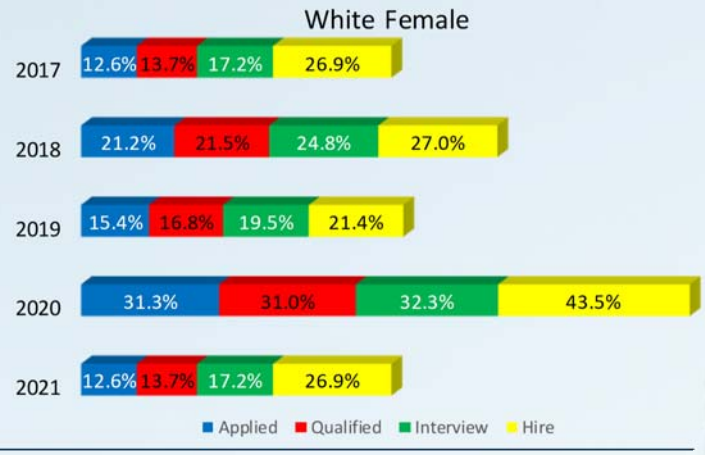
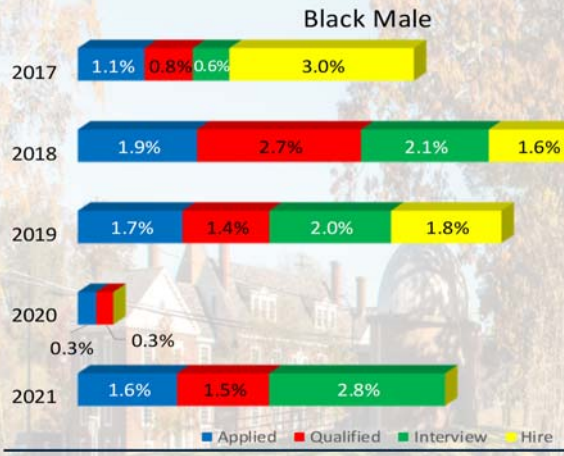
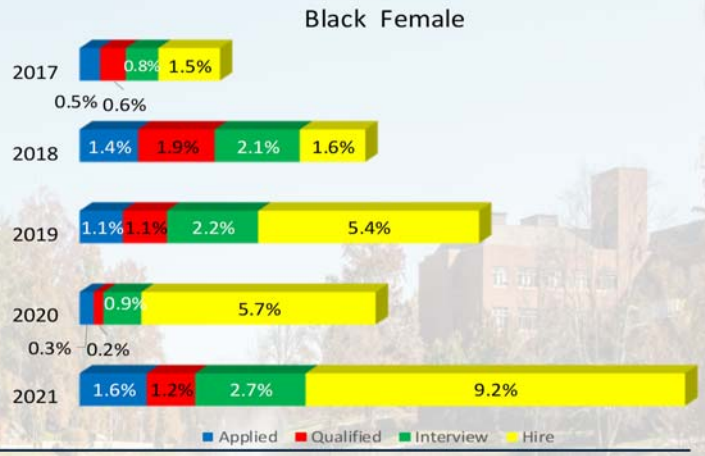
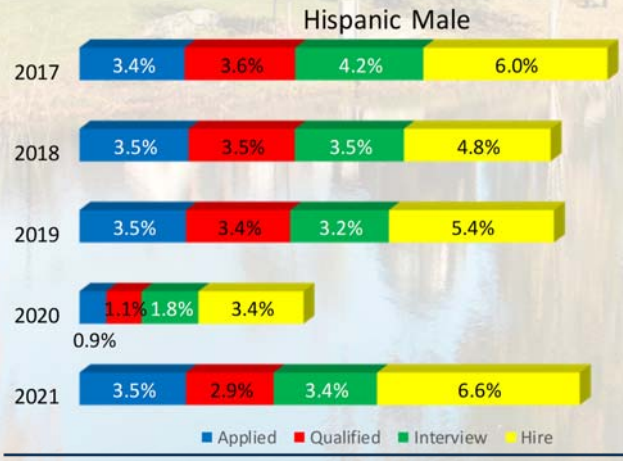
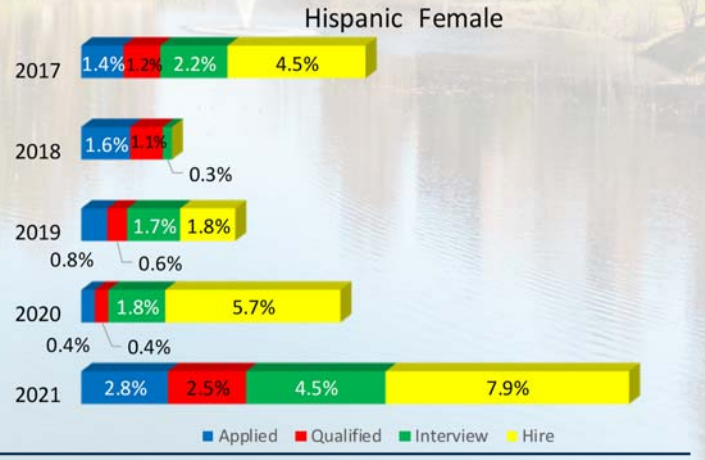


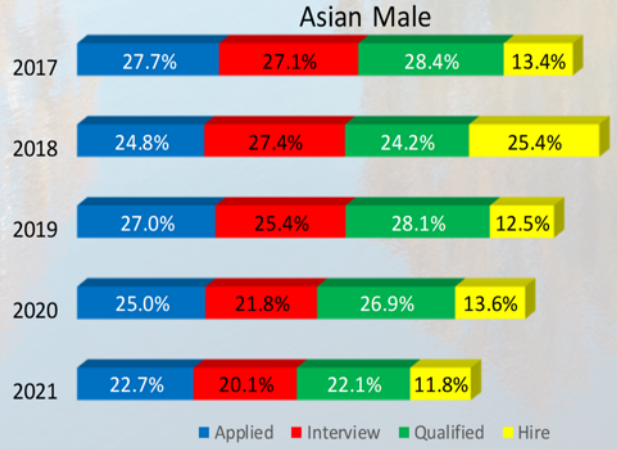


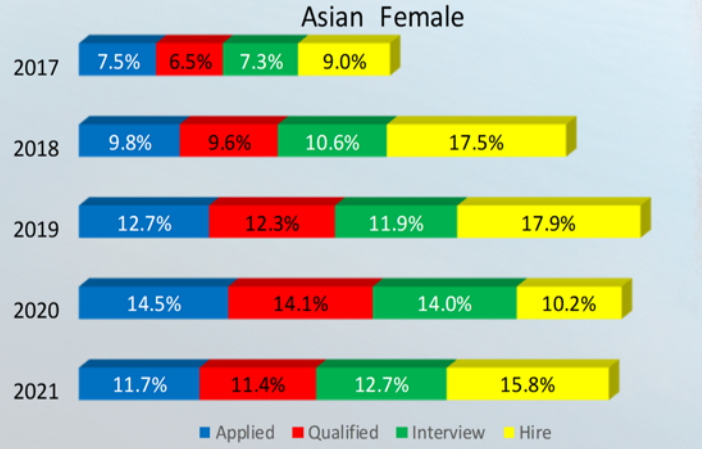




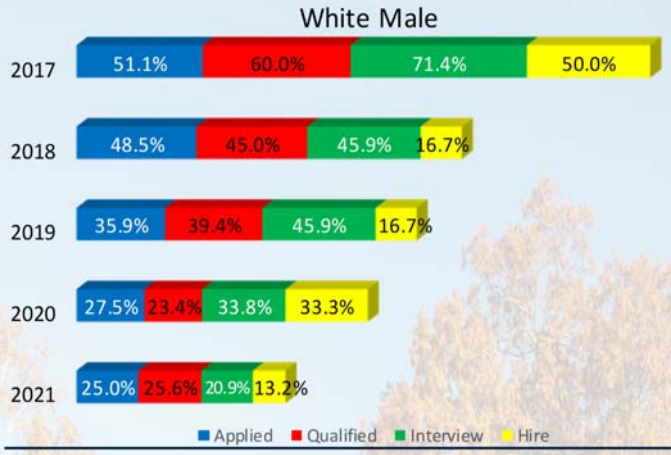


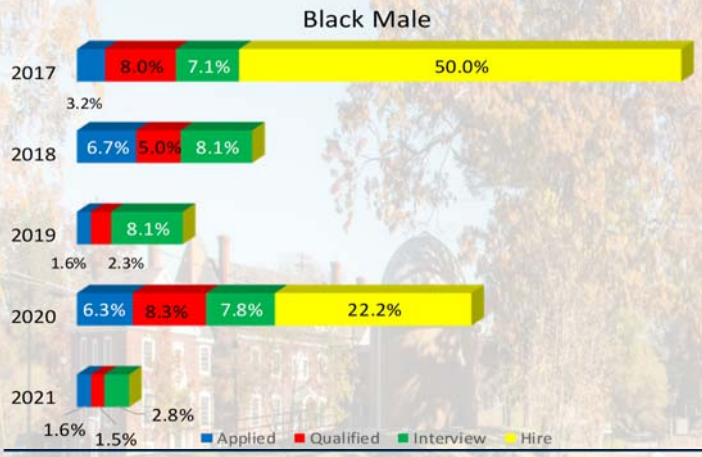


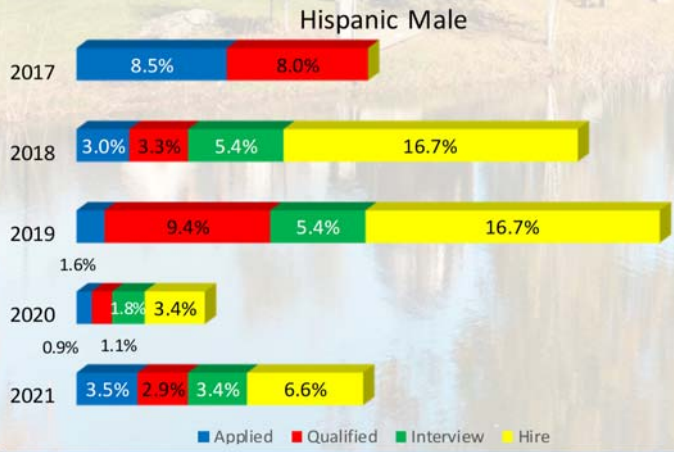


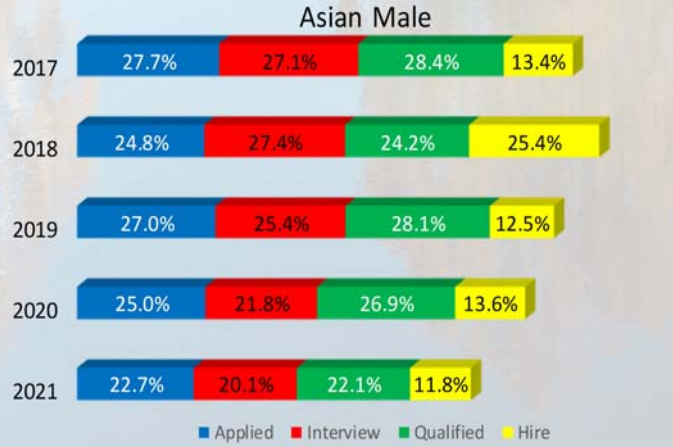


APPLICANTS 2017-2021

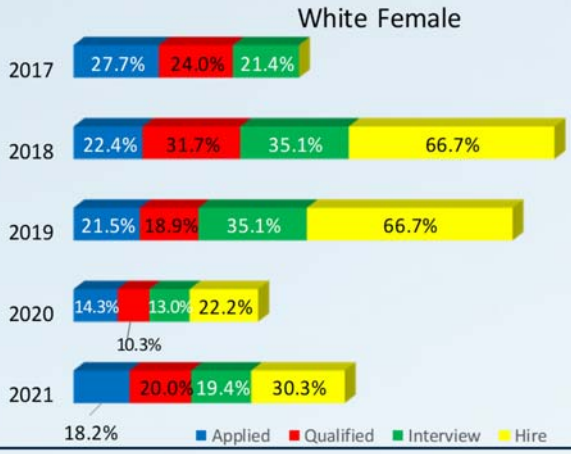


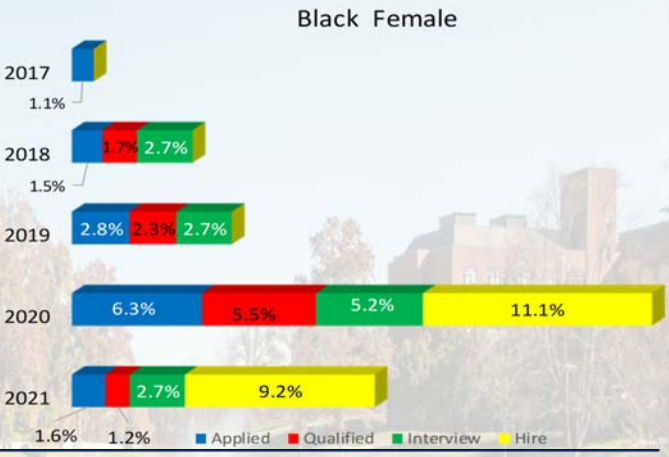


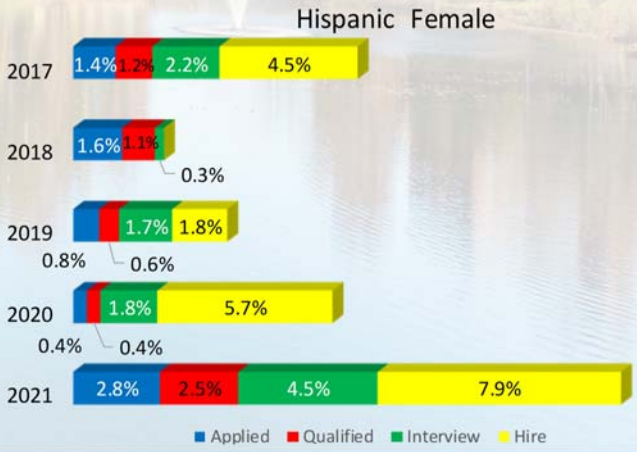


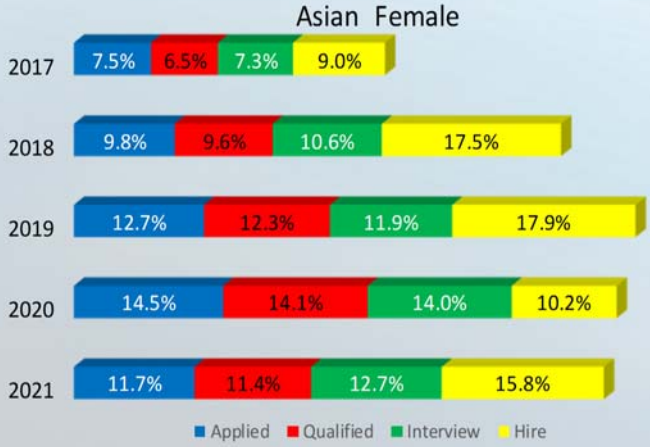


FACULTY



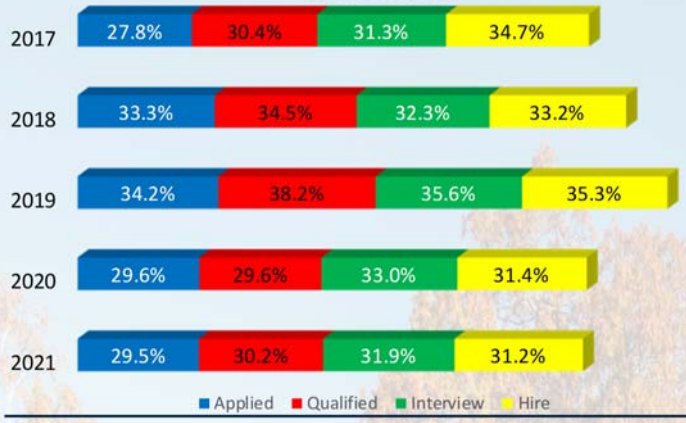




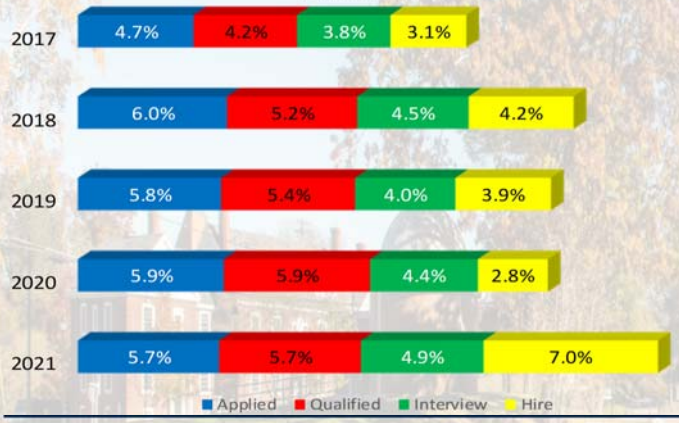


APPLICANTS 2017-2021

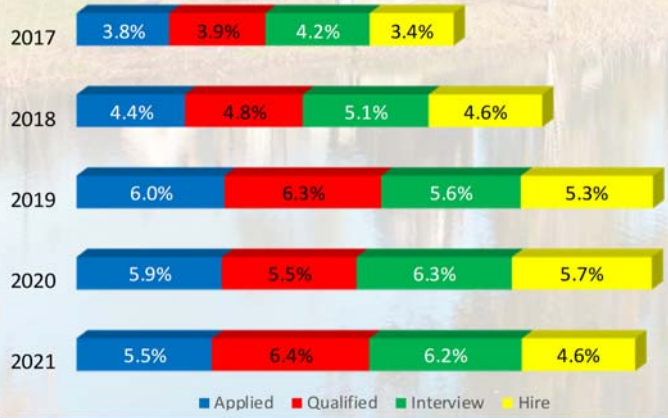
White Male



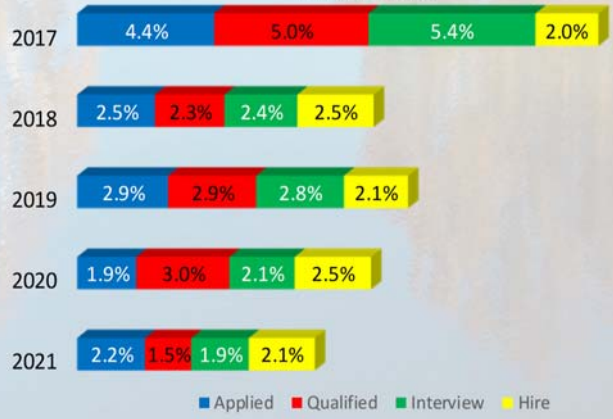
Black Male



Hispanic Male

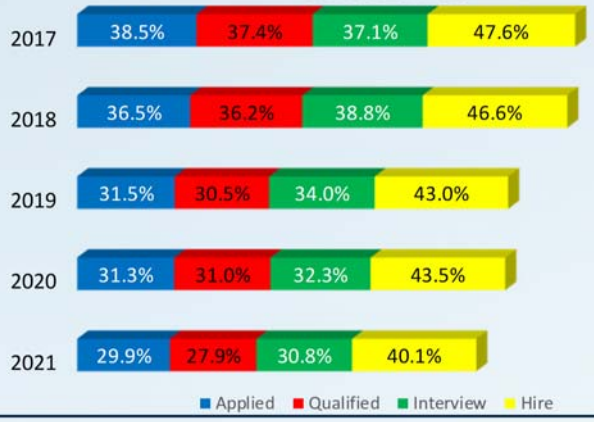


Asian Male

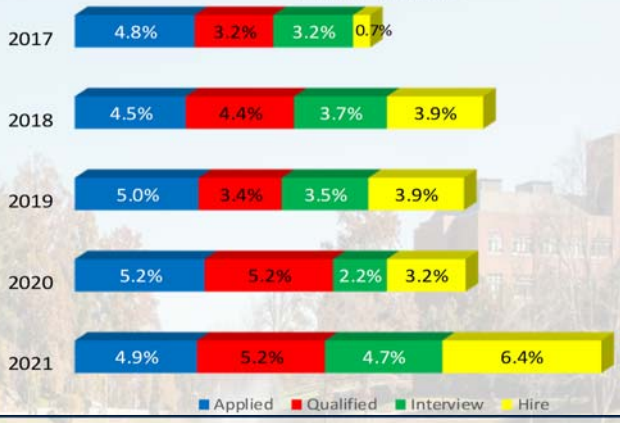


STAFF

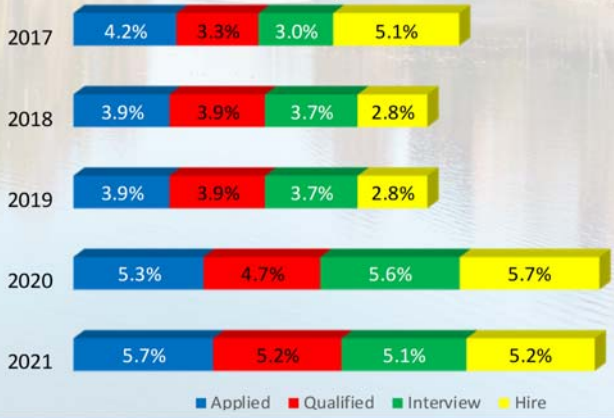
White Female



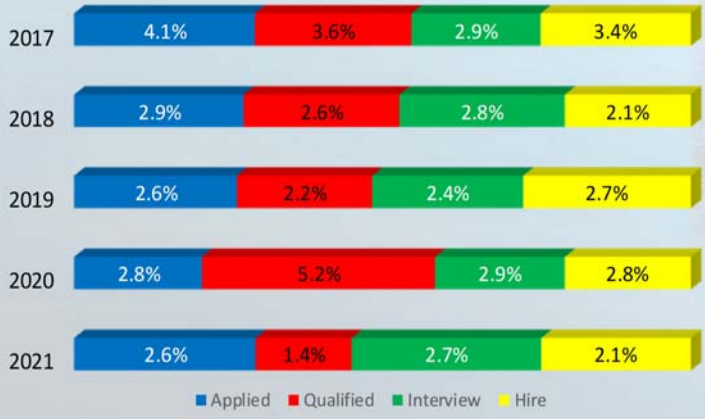
Black Female



Hispanic Female



Asian Female



IN SUMMARY

Workforce

- Total workforce increasing each year: Total increase 107 employees since 2017
- Females are largest group: 52.3%, increasing annually from 51.3 in 2017
- Race: 77.2% White followed by Asian 8.7%, Hispanic 8.0%, Black 4.9%, Native Amer 0.3%, 2+ Races 1.0%
  - All job categories predominately White; Staff largest with 81.0%, Executive 72.4%, Faculty 68.3%
  - White females are the largest group at 41.7%
- Minority workforce slow increase annually: 22.8% (2021) from 19.4% (2017)

New Hires

- 410 new hires: 32 more hires than last year
- Executive: 50% female and 50% Black
  - 2 Black females hires - no Black female hires since 2017
- Faculty: 7 Black females hired in faculty and no Black males
  - Largest percentage of female hires 67.1%
- Staff: White females continue to be largest percentage (39.8%) with significant increases in Black male (7.0%) and Black female (6.4%)
- Largest minority percentage of new hires: 34.4%

Applicants

- Compared to 2020:
  - Black and Hispanic applicants increased for faculty positions
  - No significant changes in percentages for staff
- Comparing Interview to hire rates:
  - Faculty hire rates for minority and females are significantly higher
  - Staff rates are slightly higher for females over males
- 2017-2021:
  - Faculty: Females, Hispanic males and females and white female hire rates are higher than interview
    - Black male pools are inconsistent
  - Staff: Consistent rates throughout the process for most categories
    - Overall females are hired at a higher rate compared to interview