2023

UCONN HEALTH

AFFIRMATIVE ACTION EXECUTIVE SUMMARY

OFFICE OF INSTITUTIONAL EQUITY

UCONN HEALTH
2023 AFFIRMATIVE ACTION PLAN

UConn Health'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 September 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.*

UConn Health'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.

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, consisting of similar job titles. For each job category, a Utilization Analysis is conducted to compare UConn Health's workforce to the availability in the relevant labor market. Labor market availability is determined through an analysis of statistical data from sources such as the US Census, IPEDS (Integrated Post-Secondary Education Data System), and the Department of Labor. The sources are weighted in accordance with their significance to the titles within job categories. When the percentage of a race/gender group in UConn Health's 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 data and the UConn Health workforce, goals are updated annually in each Affirmative Action Plan.

Total Hiring Goal Achievement: 19.0%

Total Promotional Goal Achievement: 18.0%

- Hiring goal achievement decreased from 28.6% in 2022 to 19.0%*
- Promotional goal achievement decreased from 25.4% in 2022 to 18.0%
- The Service/Maintenance category had the highest combined goal achievement of 44.8%
- The Secretarial/Clerical category had the lowest combined goal achievement of 7.1%

The latest (new) census data was available to calculate underrepresentation for hiring and promotional goals in the Availability Analysis in the 2022 Plan.

Job Category	Hires	Goals Met	Percentage	Promotions	Goals Met	Percentage
Executive Managerial	20	6	30.0	28	5	17.9
Faculty	60	18	30.0	28	8	28.6
Professional	224	41	18.3	61	12	19.7
Secretarial/Clerical	120	6	5.0	50	6	12.0
Tech/Paraprofessional	127	26	20.5	21	4	19.0
Qualified Craft Worker	9	2	22.2	3	0	0.0
Service/Maintenance	29	13	44.8	3	0	0.0
Total	**589**	**112**	**19.0**	**194**	**38**	**18.0**

PROGRAM GOALS

Accomplished

♦ The Office of Institutional Equity (OIE) updated presentation slides and informational handouts used during presentations and programs to provide easier access to online materials through links and QR codes. OIE reviewed the Accessibility website and implemented improved navigation and updated informational materials (for example, guidance documents on planning accessible events). OIE also reviewed and updated information on the Title IX website regarding support services and processes.

♦ Due to the unforeseen medical leave of the primary staff member responsible for the training development, the goal was modified. The training was redesigned in a web-based format for all new employees. Video recordings of instructor led training provide effective self-paced modules included in the New Employee Orientation training series offered by the Department of Human Resources. All new employees are required to attend the New Employee Orientation on their first two days of employment. While all pedagogical, cognitive, affective and behavioral learning objectives were not able to be accomplished, new employees receive valuable training on their rights and of rights and responsibilities under the University's non-discrimination policies, internal and external reporting channels, remedies available to victims and concepts around addressing and preventing discrimination and harassment in their work environments.

♦ The Office of Diversity and Inclusion completed the collection of race/gender demographic data for the entire UConn Health workforce. The collected data has been distilled to the unit and department level in a dashboard available for academic administration and management. As the dashboard is being utilized more widely, progress toward strategic goals can be readily tracked.

Future Goals

♦ The Office of Institutional Equity (OIE) will provide enhanced informational materials for managers and supervisors, focused on responding to employee concerns relating to University and UConn Health non-discrimination policies and related processes. This comprehensive approach will allow channels of communication to be open and strengthen relationships within the University. To make this approach as accessible as possible, OIE will redesign the current web-based contact form used by the University community to report concerns relating to University and UConn Health non-discrimination policies and related processes, request informational materials and programs, or submit accessibility-related inquiries.

♦ To better serve the UConn Health community, the Office of Diversity and Inclusion will utilize ChimeData to improve internal data analysis. ChimeData offers data collection and reporting services to acute care hospital members. The provided data will help UConn Health analyze how its inpatient and outpatient services compare against other hospitals. Demographic data from local and national hospitals will be compared to the entire workforce by unit level and will include all the departments. The data will also assist UConn Health in tracking how its workforce demographics mirror patients. The dashboard will provide administration and management with the ability to evaluate data down to unit levels within UConn Health, allowing for tracking progress on strategic goals. Regularly updated data will allow UConn Health to develop, implement and deploy interventions earlier.

♦ The Office of Diversity and Inclusion will deliver implicit bias and microaggression training to all academic and non-academic units. This training will provide more in-depth content to supplement the current OIE anti-discrimination training offered. The focus of this training will be continuously evolving to address the changing landscape relative to anti-harassment and anti-discrimination related issues.

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 Banner and iGreentree systems.

Workforce

The workforce data includes full-time employees (as defined below) in the UConn Health Banner system as of May 31, 2023.

Executive: Executives, Directors and Managers.

Faculty: Professor, Associate Professor and Assistant Professor (Clinical, Basic Science, Visiting) and Instructors.

Staff: Professional, confidential and Classified staff including Secretarial/Clerical, Service/ Mainte-nance, Paraprofessional, Qualified Craft worker and Protective Service employees.

Not included: *Durational, special payroll, part-time and per diem employees; medical and dental residents; and postdoctoral fellows.*

New Hires

Employees hired into the Executive, Faculty and Staff categories defined above between June 1, 2022 - May 31, 2023.

Applicants

Applicant in searches resulting in a hire into the employee categories defined above, between June 1, 2022 - May 31, 2023.

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.)

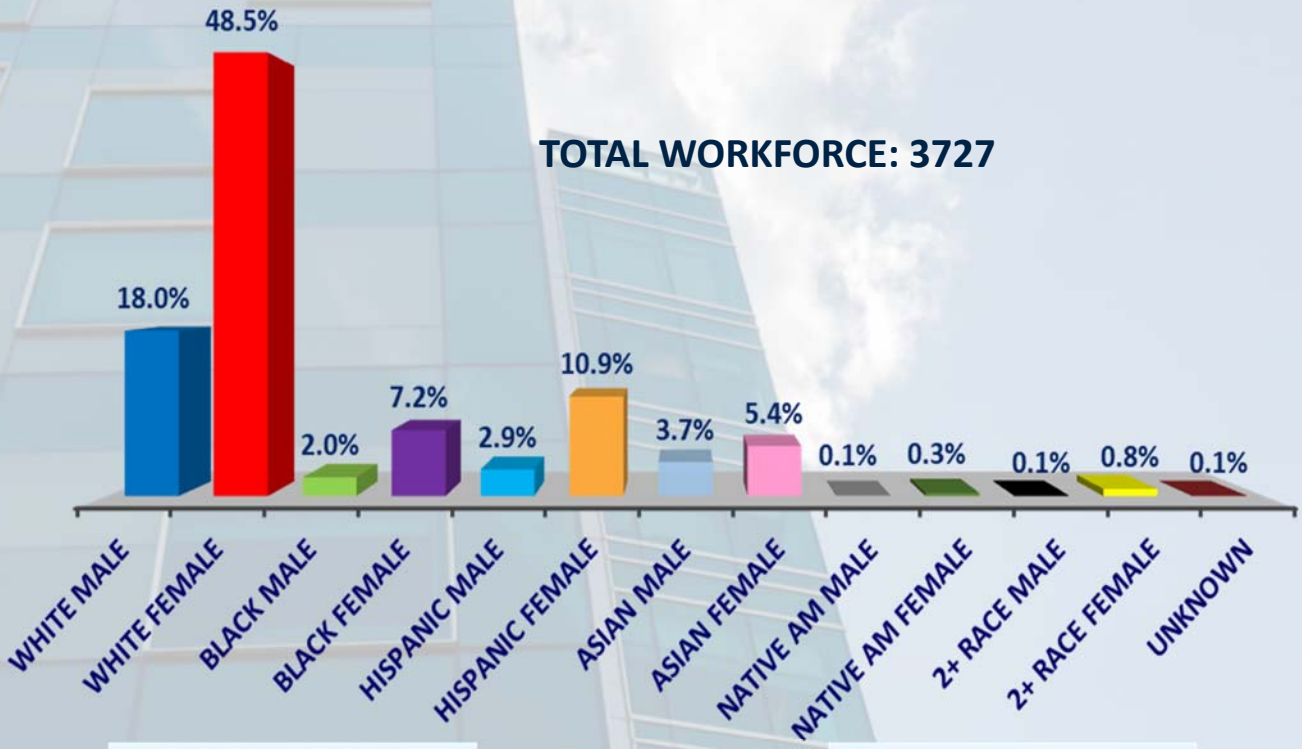**Native American:** Native American Indian or Alaskan Native (all people having origins in any of the original peoples of North America and who maintain cultural identification through tribal affiliation or community attachment.)

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

Unknown: Persons who have chose not to provide their demographic profile.

THE WORKFORCE

TOTAL WORKFORCE: 3727

Bar chart values: WHITE MALE 18.0%, WHITE FEMALE 48.5%, BLACK MALE 2.0%, BLACK FEMALE 7.2%, HISPANIC MALE 2.9%, HISPANIC FEMALE 10.9%, ASIAN MALE 3.7%, ASIAN FEMALE 5.4%, NATIVE AM MALE 0.1%, NATIVE AM FEMALE 0.3%, 2+ RACE MALE 0.1%, 2+ RACE FEMALE 0.8%, UNKNOWN 0.1%

Total Minority* = 33.5%

Female = 73.1%
Male = 26.8%

Minority pie chart: White 66.5%, Black 9.2%, Hispanic 13.8%, Asian 8.9%, Native Am 0.4%, 2+ Race 0.9%, Unknown 0.1%
■ White ■ Black ■ Hispanic ■ Asian ■ Native Am ■ 2+ Race ■ Unknown

Gender pie chart: Male 26.8%, Female 73.1%
■ Male ■ Female
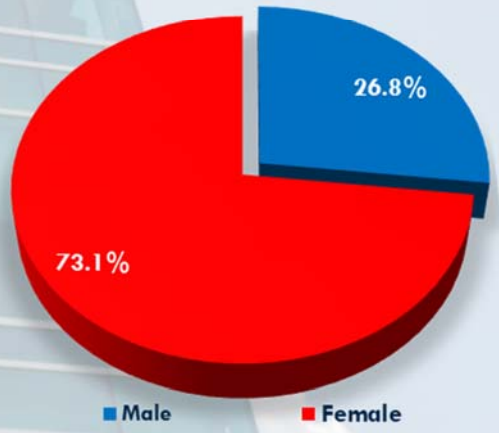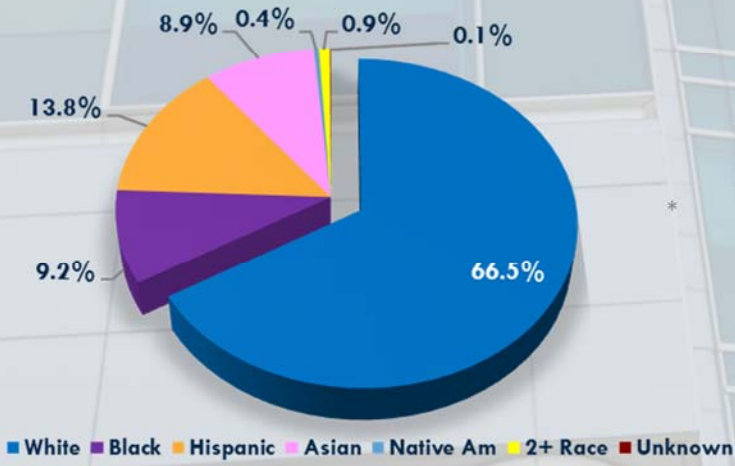
- The combined workforce** totals 3727 employees.
  - 78.6% are Staff
    15.8% are Faculty
    5.7% are Executive/Managerial
- 66.5% of the workforce is white, which is the largest group.
- Females are 73.1% of the workforce, with white females as the largest group at 48.5%.
- Native Americans, Two or more races, Asian and black employees are the smallest groups.
- Total minority* workforce is 33.5%, increasing from 31.1 in 2022 and 28.3 in 2021.

Current

Bar chart (Current):
- WHITE MALE: 18.0%
- WHITE FEMALE: 48.5%
- BLACK MALE: 2.0%
- BLACK FEMALE: 7.2%
- HISPANIC MALE: 2.9%
- HISPANIC FEMALE: 10.9%
- ASIAN MALE: 3.7%
- ASIAN FEMALE: 5.4%
- NATIVE AM MALE: 0.1%
- NATIVE AM FEMALE: 0.3%
- 2+ RACE MALE: 0.1%
- 2+ RACE FEMALE: 0.8%
- UNKNOWN: 0.1%
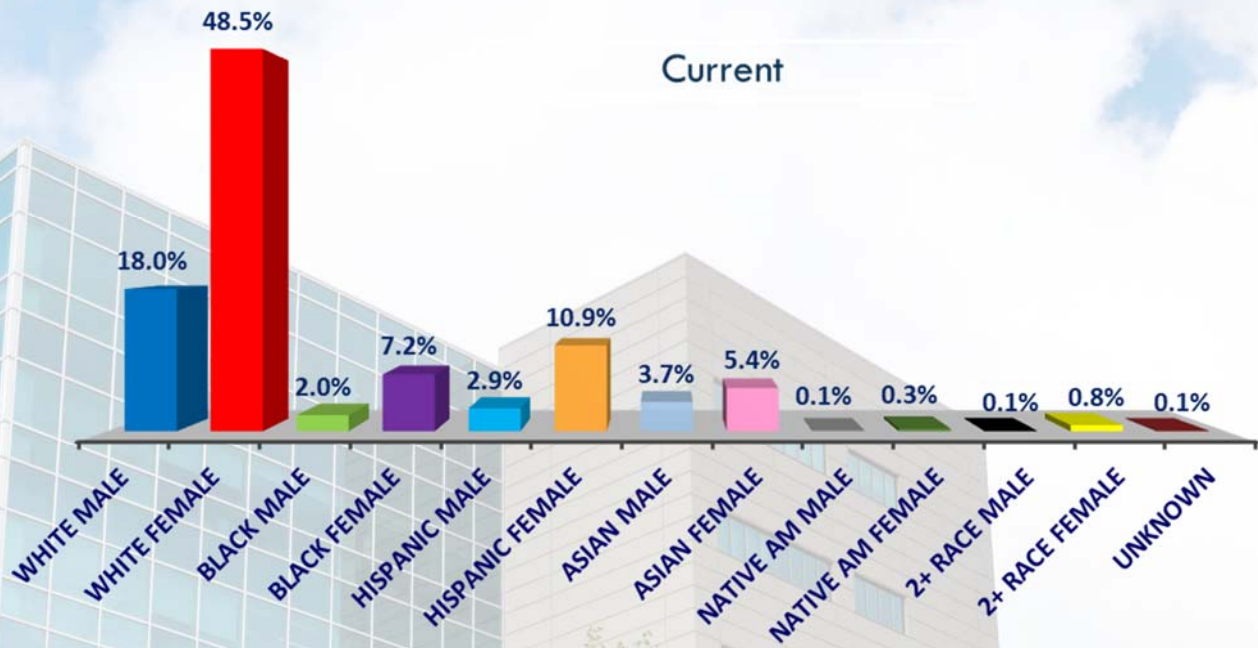
The total workforce* increased from 3517 (2022) to 3727, an increase of 5.8%.

The composition of the workforce has not changed significantly since last year but some race groups saw larger changes than last year.   Increases and decreases to individual race groups ranged from 0.1% to 2.4%:

- Hispanic increased from 12.3% to 13.8%
- 2+ Races increased from 0.7% to 1.8%
- Black increased from 8.9% to 9.2%

- Asian increased from 9.0% to 9.1%
- Native American increased from 0.3% to 0.4%
- White decreased from 68.9% to 66.5%

Previous

Bar chart (Previous):
- WHITE MALE: 18.7%
- WHITE FEMALE: 50.2%
- BLACK MALE: 2.2%
- BLACK FEMALE: 6.7%
- HISPANIC MALE: 2.7%
- HISPANIC FEMALE: 9.6%
- ASIAN MALE: 3.7%
- ASIAN FEMALE: 5.3%
- NATIVE AM MALE: 0.1%
- NATIVE AM FEMALE: 0.2%
- 2+ RACE MALE: 0.1%
- 2+ RACE FEMALE: 0.5%

Total Minority* = 33.5%
Increased from 31.1%

Current

Female = 73.1%
Male = 26.8%

9.2% 0.4%   0.9%   0.1%

13.8%

9.2%   66.5%

26.8%

73.1%

■ White ■ Black ■ Hispanic ■ Asian ■ Native Am ■ 2+ Race ■ Unknown

■ Male   ■ Female
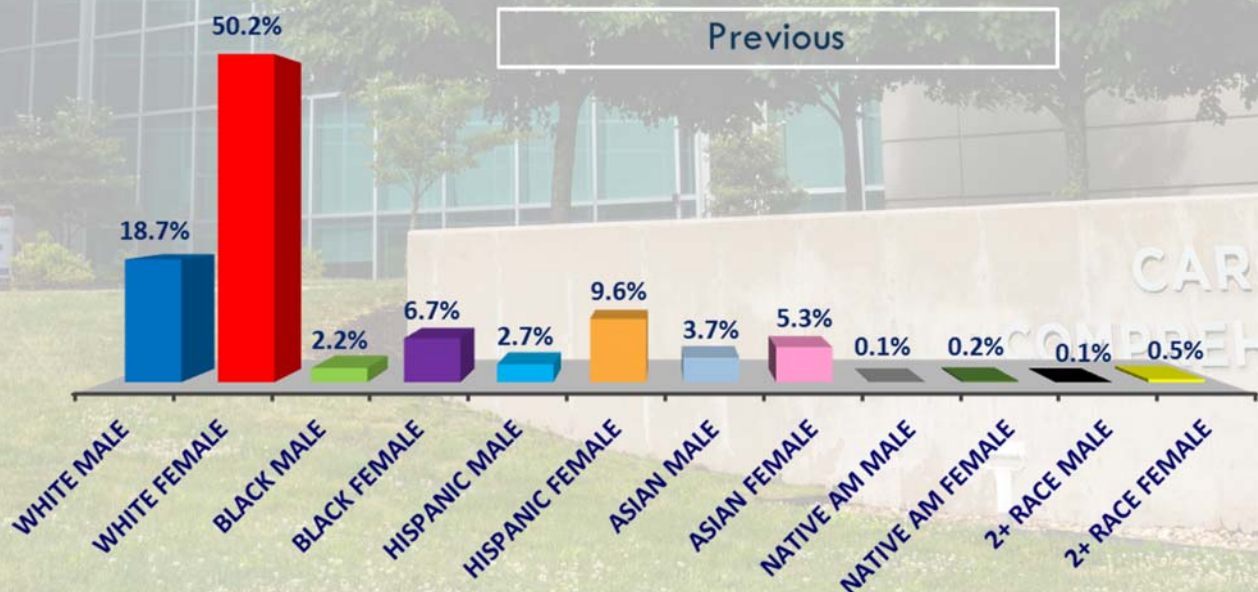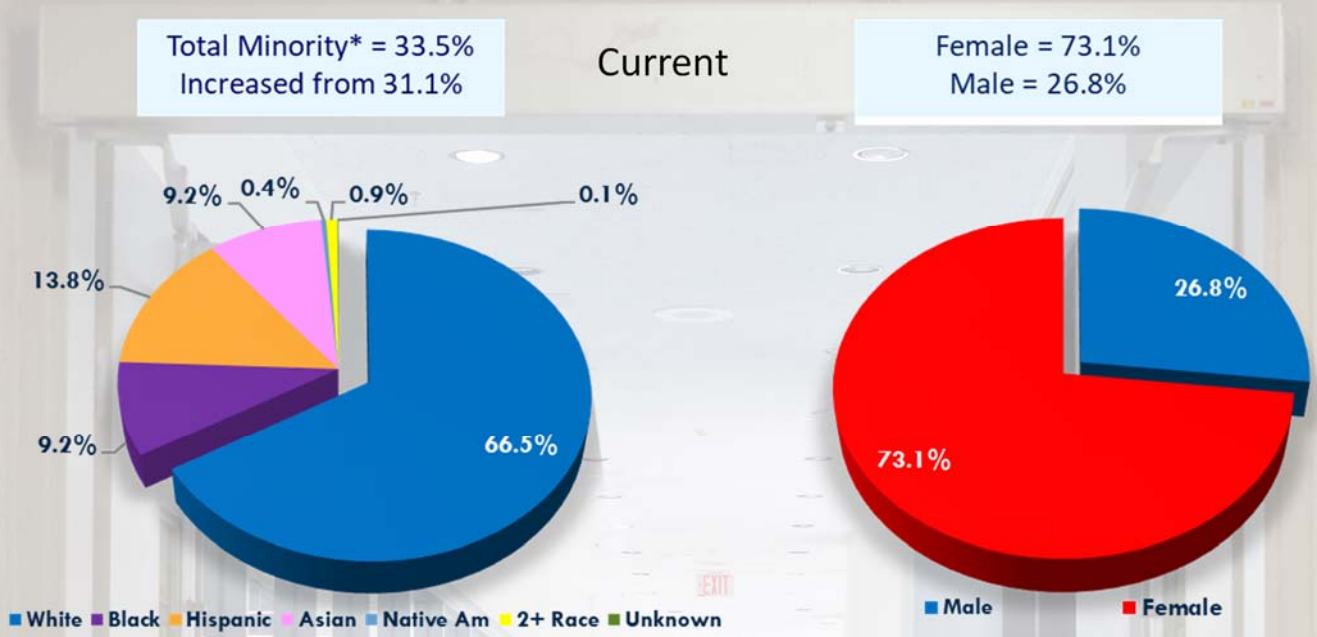
- The total minority* workforce increased from 22.8% to 23.9%

    - Has been increasing at approximately 1.0—2.0% annually for the last five years

    - The Hispanic category has experienced the largest and steadiest growth annually

    - All other groups have minor fluctuations annually

- Females have historically made up more than 70% of the workforce.

    - Females are:

        - 78.8% of Staff

        - 72.0% of Executive/Management *

        - 45.2% of Faculty

Total Minority* = 31.1%
Increased from 28.8%

Previous

Female = 72.5%
Male = 27.5%

8.9% 0.3%   0.5%

12.3%

8.8%   68.9%

27.5%

72.5%

■ White ■ Black ■ Hispanic ■ Asian ■ Native Am ■ 2+ Race

■ Male   ■ Female

2023

62.1%
25.6%
1.9%   5.7%   0.0%   1.9%   0.5%   1.9%   0.0%   0.0%   0.0%   0.5%

	Male	Female	Total
White	54	131	185
Black	4	12	16
Hispanic	0	4	4
Asian	1	4	5
Native Amer	0	0	0
2+ Race	0	1	1
Total	59	152	211

28.0% male   72.0% female

12.9% minority**

2022

63.3%
24.1%
2.0%   6.0%   0.0%   1.5%   0.5%   1.5%   0.0%   0.0%   0.5%   0.5%

	Male	Female	Total
White	48	126	174
Black	4	12	16
Hispanic	0	3	3
Asian	1	3	4
Native Amer	0	0	0
2+ Race*	1	1	2
Total	54	145	199

33.7% male   66.3% female

9.8% minority**

2018

60.2%
31.3%
2.3%   4.0%   0.0%   1.1%   1.1%   0.0%   0.0%   0.0%   0.0%   0.0%
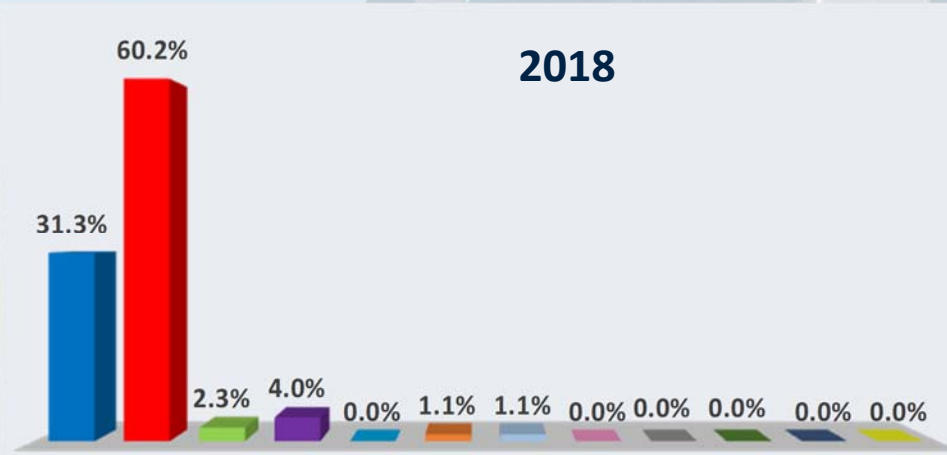
	Male	Female	Total
White	55	106	161
Black	4	7	11
Hispanic	0	2	2
Asian	2	0	2
Native Amer	0	0	0
2+ Race*	0	0	0
Total	61	115	176

34.7% male   65.3% female

8.5% minority**

Legend:
- 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
- Unknown
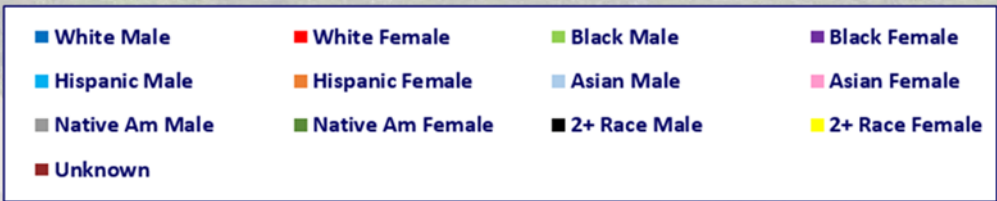
Data as of May 31, 2023

2023
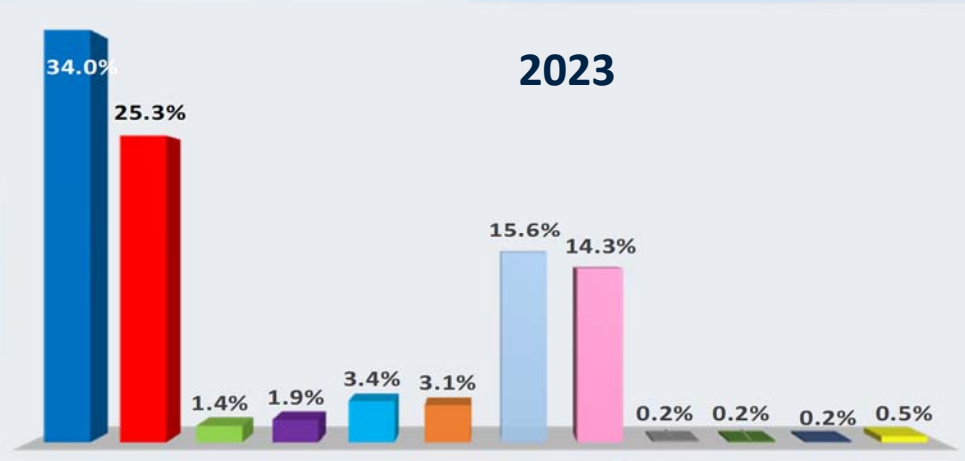
	Male	Female	Total
White	200	149	349
Black	8	11	19
Hispanic	20	18	38
Asian	92	84	176
Native Amer	1	1	2
2+ Race	1	3	4
Total	322	266	588

54.8% male   45.2% female

40.6% minority**

2022
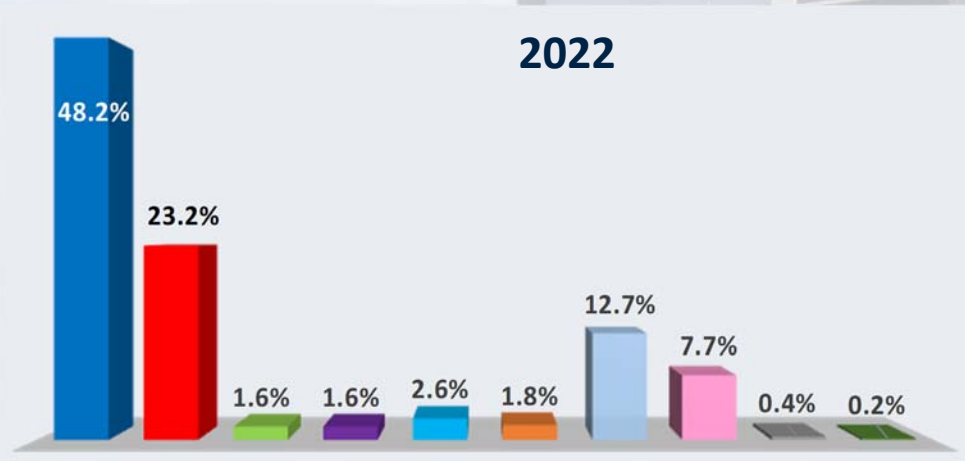
	Male	Female	Total
White	201	148	349
Black	9	11	20
Hispanic	20	16	36
Asian	84	79	163
Native Amer	0	2	2
2+ Race*	1	1	2
Total	315	257	572

61.6% male   38.4% female

33.1% minority**

2018
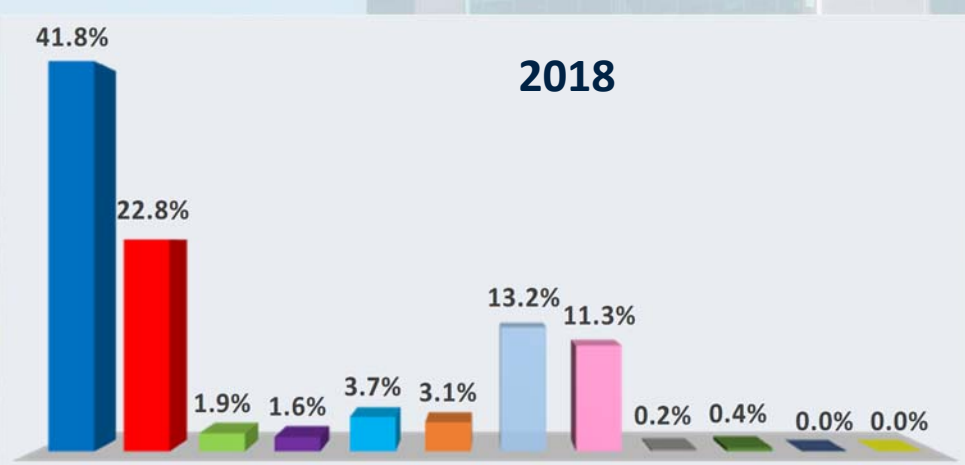
	Male	Female	Total
White	215	117	332
Black	10	8	18
Hispanic	19	16	35
Asian	68	58	126
Native Amer	1	2	3
2+ Race*	0	0	0
Total	313	201	514

60.9% male   39.1% female

35.4% 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
- Unknown

Data as of May 31, 2023

2023

52.2%

14.2% 2.2% 8.4% 3.0% 13.1% 1.6% 3.9% 0.1% 0.4% 0.1% 0.9% 0.1%
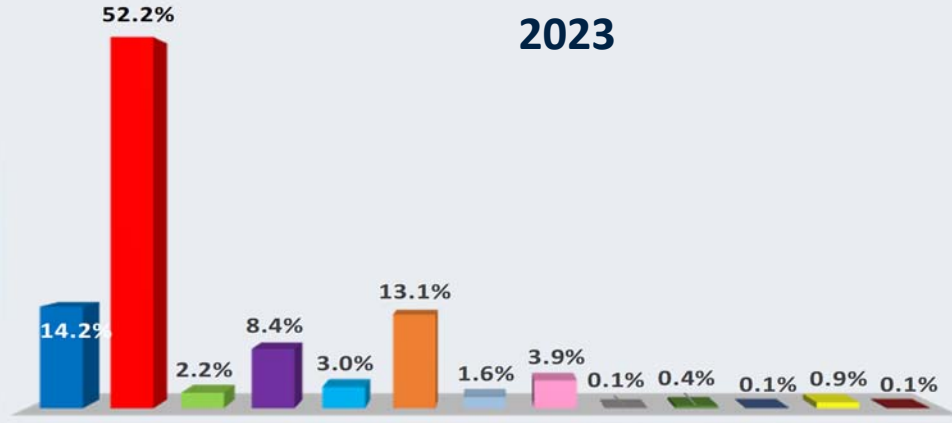
	Male	Female	Total
White	416	1527	1943
Black	64	245	309
Hispanic	88	383	471
Asian	46	115	161
Native Amer	2	11	13
2+ Race	3	25	15
Unknown	0	0	3
Total	619	2306	2912

21.3% male   79.2% female

33.5% minority**

2022

58.2%

18.3% 2.6% 8.8% 2.0% 5.7% 1.2% 3.0% 0.1% 0.1%
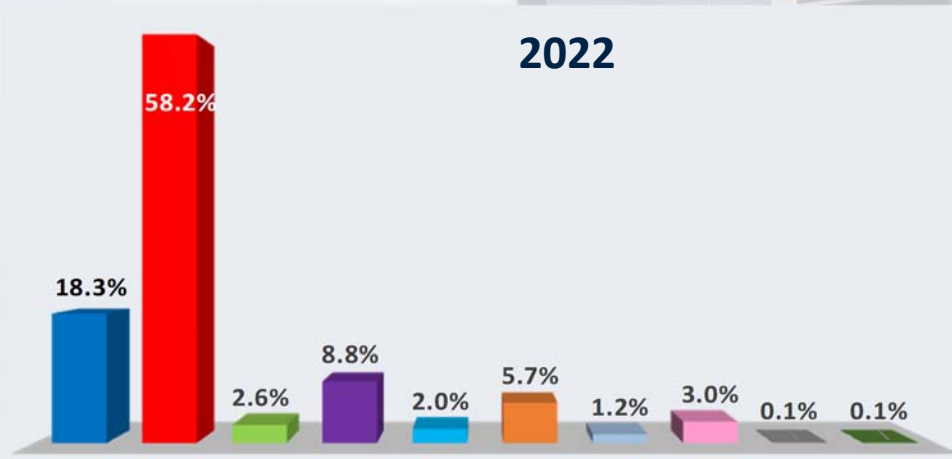
	Male	Female	Total
White	410	1491	1901
Black	63	212	275
Hispanic	75	320	395
Asian	46	106	152
Native Amer	2	6	8
2+ Race*	1	14	15
Total	597	2149	2738

23.6% male   76.4% female

27.2% minority **

2018

56.0%

16.5% 2.4% 9.7% 2.2% 8.2% 1.4% 3.4% 0.1% 0.2% 0.0% 0.0%
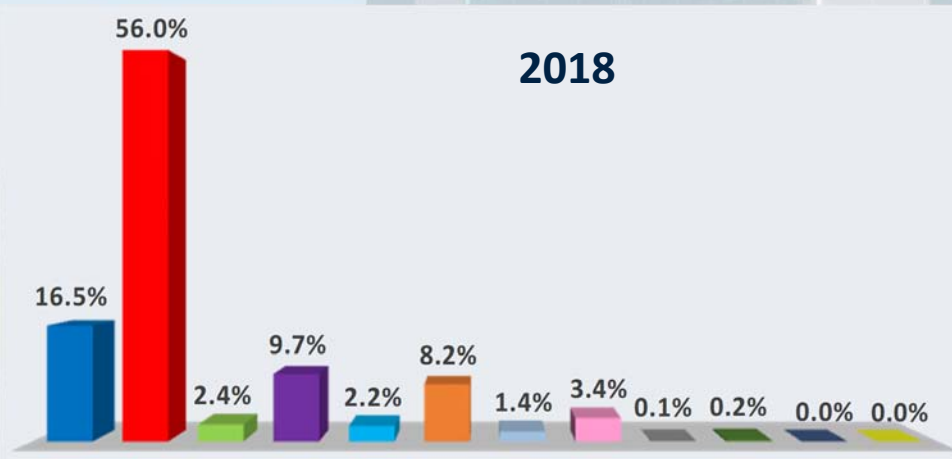
	Male	Female	Total
White	504	1710	2214
Black	74	295	398
Hispanic	68	250	355
Asian	43	103	146
Native Amer	2	6	8
2+ Race*	0	0	0
Total	691	2664	3055

22.6% male   77.4% female

27.5% 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
- Unknown
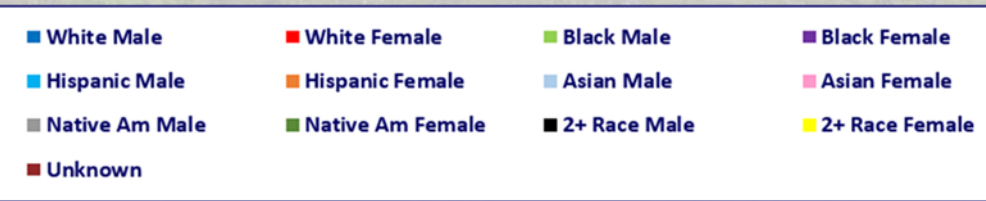
Data as of May 31, 2023

THE 2023 NEW HIRES

TOTAL NEW HIRES: 589

Bar chart values:
- WHITE MALE: 13.9%
- WHITE FEMALE: 40.4%
- BLACK MALE: 2.2%
- BLACK FEMALE: 10.4%
- HISPANIC MALE: 4.1%
- HISPANIC FEMALE: 16.1%
- ASIAN MALE: 3.4%
- ASIAN FEMALE: 5.4%
- NATIVE AM MALE: 0.2%
- NATIVE AM FEMALE: 1.2%
- 2+ RACE MALE: 0.3%
- 2+ RACE FEMALE: 1.9%
- UNKNOWN: 0.5%

Pie chart (race):
- White: 54.3%
- Black: 12.6%
- Hispanic: 20.2%
- Asian: 8.8%
- Native Am: 1.4%
- 2+ Race: 2.2%
- Unknown: 0.5%

Pie chart (gender):
- Male: 24.2%
- Female: 75.8%
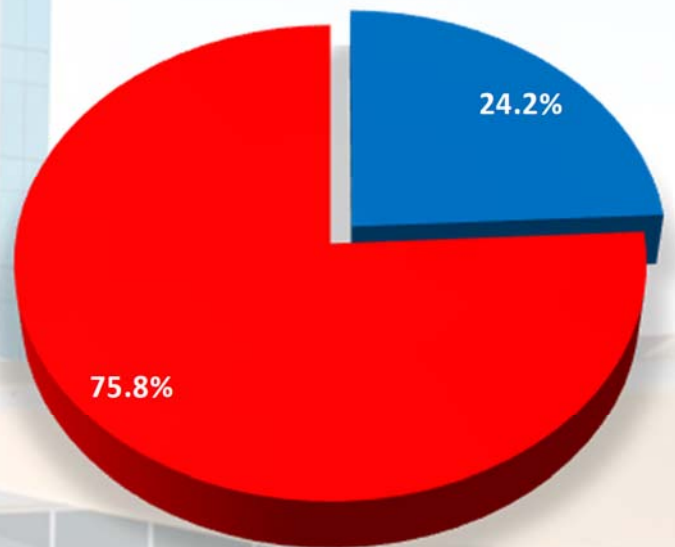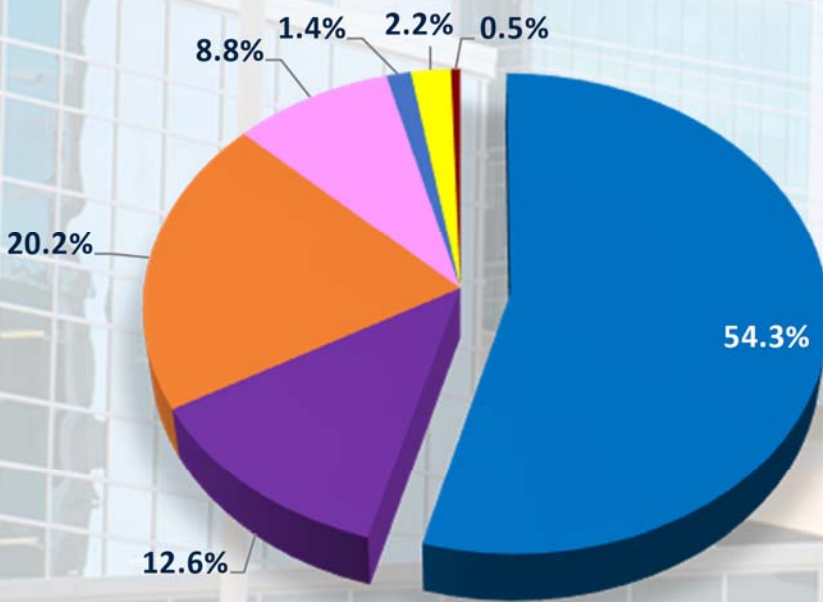
Legend: ■ White ■ Black ■ Hispanic ■ Asian ■ Native Am ■ 2+ Race ■ Unknown   ■ Male ■ Female

- ♦ New hires* for the 2022 Plan year totaled 589 an increase from 517 in 2022, a 13.0% increase.

- ♦ The new hires were predominately white, 54.3% and female, 75.8% and similar in composition to the current workforce.

- ♦ White females made up the majority of the new hires, with 40.4%.

- ♦ The minority** new hires were 45.0%, an increase from 41.0% in 2022, with the Black, Hispanic and Native American race/gender categories higher than the current workforce composition.

- ♦ Unknown race/gender hires were 0.5%.

Executive
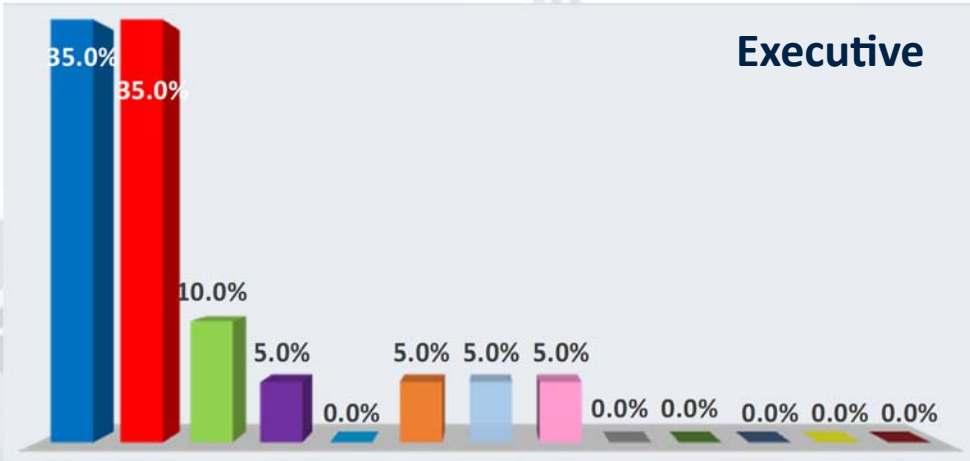
	Male	Female	Total
White	7	7	14
Black	2	1	3
Hispanic	0	1	1
Asian	1	1	2
Native Amer	0	0	0
2+ Race	0	0	0
Total	10	10	20

50.0% male	50.0% female
	30.0% minority

Faculty
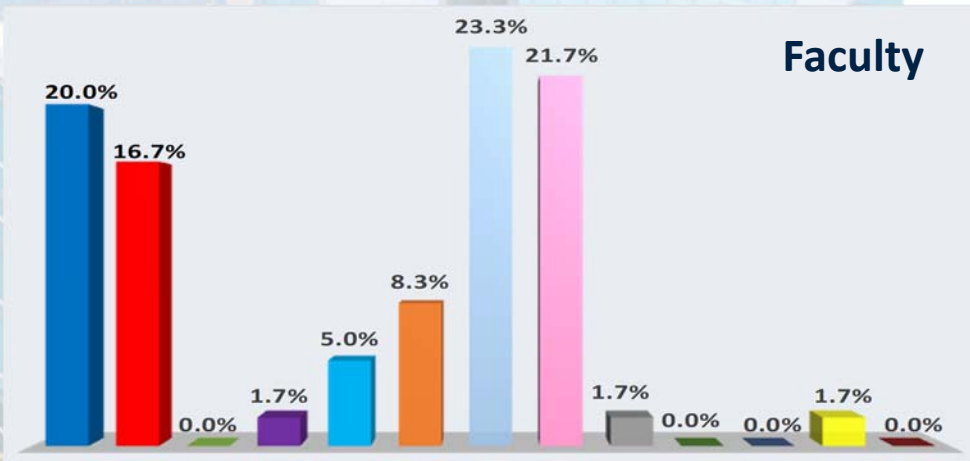
	Male	Female	Total
White	12	10	22
Black	0	1	1
Hispanic	3	5	8
Asian	14	13	27
Native Amer	1	0	1
2+ Race	0	1	1
Total	30	30	60

50.0% male	50.0% female
	63.3% minority

Staff
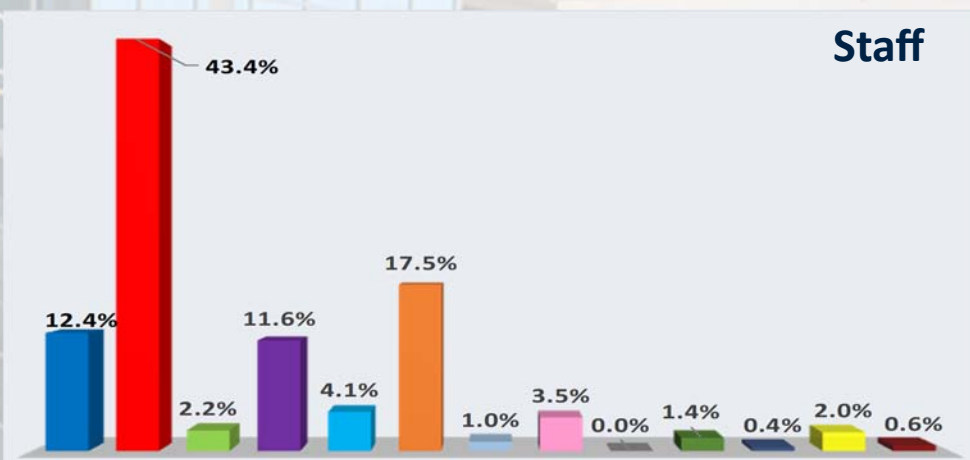
	Male	Female	Total
White	63	221	284
Black	11	59	70
Hispanic	21	89	110
Asian	5	18	23
Native Amer	0	7	7
2+ Race	2	10	12
Unknown	0	3	3
Total	142	444	589

20.2% male	79.8% female
	43.6% minority

Legend: 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 ■ Unknown ■
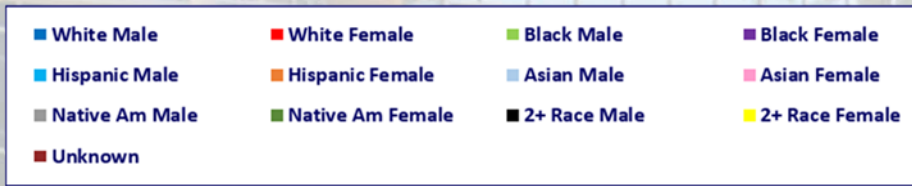
Executive

	Applied	Qualified	Interview	Hire
Total	**354**	**170**	**69**	**20**
White Male	99	51	22	7
White Female	117	59	21	7
Black Male	18	8	5	2
Black Female	37	16	7	1
Hispanic Male	8	2	1	0
Hispanic Female	19	5	2	1
Asian Male	16	8	3	1
Asian Female	9	5	1	1
2+ Race Male	3	1	0	0
2+ Race Female	9	4	2	0
Unknown	19	11	5	0
Male	144	70	31	10
Female	191	89	33	10

Applied: White Male 28.0%, White Female 33.1%, Black Male 5.1%, Black Female 10.5%, Hispanic Male 2.3%, Hispanic Female 5.4%, Asian Male 4.5%, Asian Female 2.5%, 2+ Race Male 0.8%, 2+ Race Female 2.5%, Unknown 5.4%

Qualifed: White Male 30.0%, White Female 34.7%, Black Male 4.7%, Black Female 9.4%, Hispanic Male 1.2%, Hispanic Female 2.9%, Asian Male 4.7%, Asian Female 2.9%, 2+ Race Male 0.6%, 2+ Race Female 6.5%, Unknown 2.4%

Interview: White Male 31.9%, White Female 30.4%, Black Male 7.2%, Black Female 10.1%, Hispanic Male 1.4%, Hispanic Female 2.9%, Asian Male 4.3%, Asian Female 1.4%, 2+ Race Female 7.2%, Unknown 2.9%

Hire: White Male 35.0%, White Female 35.0%, Black Male 10.0%, Black Female 5.0%, Hispanic Female 5.0%, Asian Male 5.0%, Asian Female 5.0%

Legend: ■ White Male ■ White Female ■ Black Male ■ Black Female ■ Hispanic Male ■ Hispanic Female ■ Asian Male ■ Asian Female ■ 2+ Race Male ■ 2+ Race Female ■ Unknown

Applied: Male 43.0%, Female 57.0%
Qualifed: Male 44.0%, Female 56.0%
Interview: Male 48.4%, Female 51.6%
Hire: Male 50.0%, Female 50.0%

Legend: ■ Male ■ Female

Faculty

	Applied	Qualified	Interview	Hire
Total	857	791	208	60
White Male	192	175	49	12
White Female	147	129	40	10
Black Male	18	17	0	0
Black Female	10	10	3	1
Hispanic Male	27	27	12	3
Hispanic Female	28	25	10	5
Asian Male	227	220	42	15
Asian Female	90	84	26	13
2+ Race Male	4	4	1	0
2+ Race Female	4	3	1	1
Unknown	110	97	24	0
Male	468	443	104	30
Female	279	251	80	30
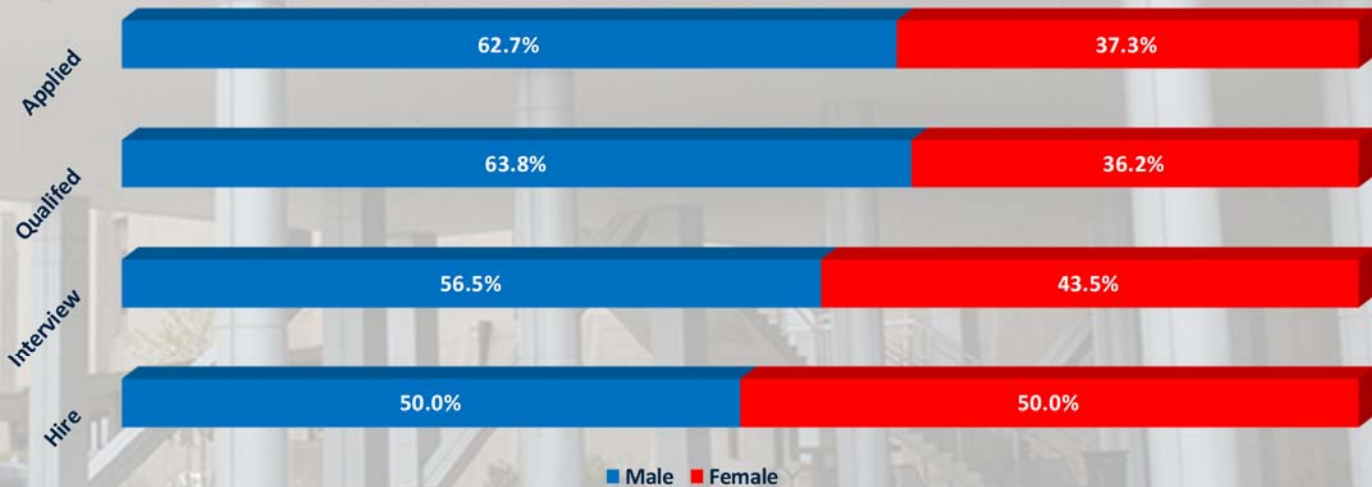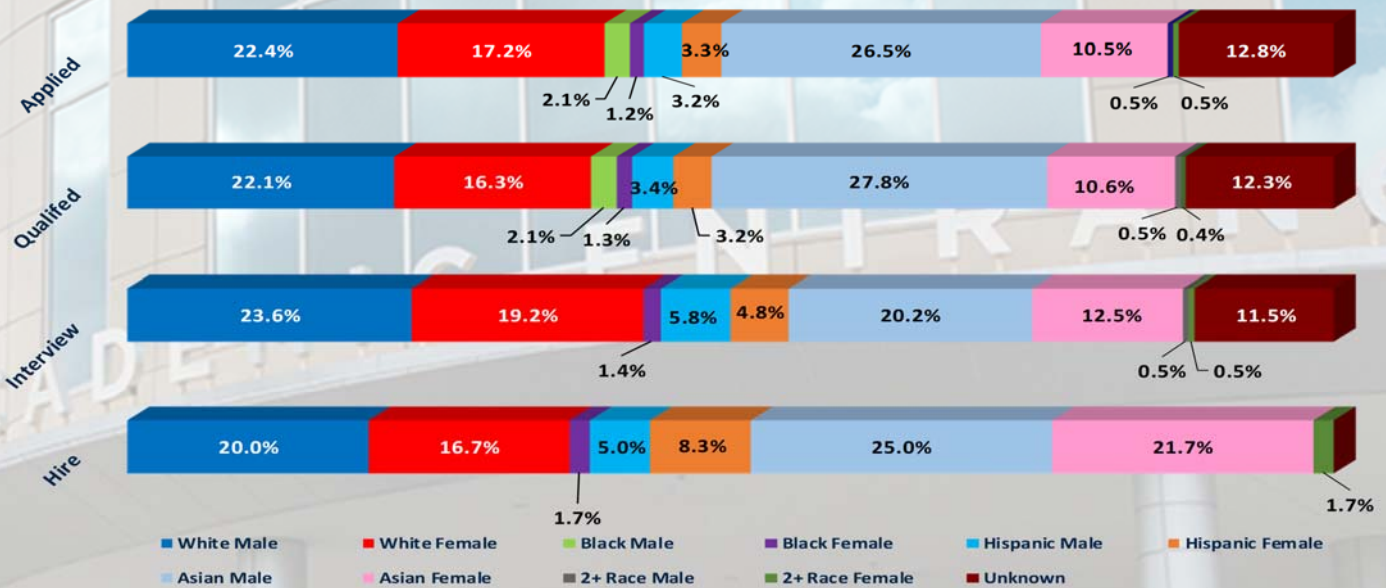
Staff

	Applied	Qualified	Interview	Hire
Total	**9236**	**5638**	**1864**	**509**
White Male	810	521	192	62
White Female	3549	2291	794	221
Black Male	213	120	38	11
Black Female	1373	759	236	59
Hispanic Male	262	165	54	21
Hispanic Female	1625	963	303	88
Asian Male	95	50	22	5
Asian Female	403	253	92	25
2+ Race Male	91	53	11	2
2+ Race Female	398	229	60	12
Unknown	417	234	62	3
Male	1471	909	317	101
Female	7348	5404	1802	506

Applied: White Male 8.8%, White Female 38.4%, Black Male 2.3%, Black Female 14.9%, Hispanic Male 2.8%, Hispanic Female 17.6%, Asian Male 1.0%, Asian Female 4.4%, 2+ Race Female 4.3%, Unknown 4.5% (1.0%)

Qualifed: White Male 9.2%, White Female 40.6%, Black Male 2.1%, Black Female 13.5%, Hispanic Male 2.9%, Hispanic Female 17.1%, Asian Male 0.9%, Asian Female 4.5%, 2+ Race Female 4.1%, Unknown 4.2% (0.9%)

Interview: White Male 10.3%, White Female 42.6%, Black Male 2.0%, Black Female 12.7%, Hispanic Male 2.9%, Hispanic Female 16.3%, Asian Male 1.2%, Asian Female 4.9%, 2+ Race Female 0.6%, Unknown 3.3% (3.2%)

Hire: White Male 12.2%, White Female 43.4%, Black Male 2.2%, Black Female 11.6%, Hispanic Male 4.1%, Hispanic Female 17.3%, Asian Male 1.0%, Asian Female 4.9%, Unknown 2.4%

Legend: White Male, White Female, Black Male, Black Female, Hispanic Male, Hispanic Female, Asian Male, Asian Female, 2+ Race Male, 2+ Race Female, Unknown

Applied: Male 16.7%, Female 83.3%

Qualifed: Male 16.8%, Female 83.2%

Interview: Male 17.6%, Female 82.4%

Hire: Male 20.0%, Female 80.0%

Legend: Male, Female

IN SUMMARY

Workforce

- Total workforce increased this year from 3517 to 3727, a 2.9% increase

- No significant changes in race/gender demographics.

- Changes to note are a 1.5% increase in Hispanic, 1.1% increase in 2+ Races and a 2.4% decrease in White.

- Females are largest group: 73.1%, no significant changes since 2018

- Race: 66.5% White followed by Hispanic 13.8, Asian 9.2%, Black 9.2%, 2+ Races 1.8%, Native Amer 0.4%

  - All job categories predominately White; Executive largest with 86.7%, Staff 72.5%, Faculty 55.3%

  - White females are the largest group at 48.5%

- Minority workforce slow increase annually: 33.5% (current), 31.1% (2021) from 27.7% (2018)

New Hires

- 589 new hires: 62 more hires than last year, a 13.0% increase

- Executive: 50% female and 30% minority.

- Faculty: 50% female. 1 Black female hired in faculty and no Black males (2019 last hired). 8 Hispanic hired.

  - Asian largest group with 44.0%, White 36.7% and Hispanic 13.8%

- Staff: White females continue to be largest percentage (43.4%) with increases in Hispanic male (21.6%) and Black (13.8%)

- Minority hires represented 45.0% of new hires, increased from 41.0% previous year.

Applicants

- Compared to 2022:

  - No significant changes in percentages of applicants for all race/gender groups and EEO categories.

  - Interview rates higher for Hispanic and Asian females in faculty but lower for black males

  - Interview rates for higher for Hispanic males and white females in staff but lower for Black females

- Comparing Interview to hire rates:

  - Faculty hire rates for females are significantly higher, specifically Hispanic females. Black males lower and Hispanic male higher. Asian females are significantly higher.

  - Staff rates are higher for Hispanic males and lower for Black females

- 2018-2023:

  - Faculty: Females, Hispanic males and females and white female hire rates are higher than interview

    - Black male pools are inconsistent and the smallest

  - Staff: Consistent rates throughout the process for most categories

    - Overall females are hired at a higher rate compared to interview