Office of Institutional Equity

2024

EXECUTIVE SUMMARY

AFFIRMATIVE ACTION PLAN

University of Connecticut

2024 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.*

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.

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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, consisting of similar job titles. For each job category, a Utilization Analysis is conducted to compare the University'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 the University'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: 28.1%

Total Promotional Goal Achievement: 34.6%

- Hiring goal achievement decreased from 28.7% in the previous *Plan*.
- Promotional goal achievement increased from 25.4% in the previous *Plan.*
- The Executive Managerial category had the highest combined goal achievement.
- The Qualified Craft Worker category had the lowest combined goal achievement.

* Promotional Goals are not set for promotions within job category for Professionals.

Job Category	Hires	Goals Met	Percentage	Promotions	Goals Met	Percentage
Executive Managerial	6	4	66.7	10	8	80.0
Faculty	142	51	35.9	52	27	51.9
Professional *	359	91	25.3	91	17	18.7
Secretarial/Clerical	3	1	33.3	0	0	0.0
Tech/Paraprofessional	0	0	0.0	0	0	0.0
Qualified Craft Worker	26	4	15.4	0	0	0.0
Protective Services	25	7	28.0	5	4	80.0
Service/Maintenance	12	3	25.0	4	0	0.0
Total	**573**	**161**	**28.1**	**162**	**56**	**34.6**

THE DATA—DEFINITIONS

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, 2023.

Executive: University Director and above.

Faculty*: Instructors and Assistant, Associate and Full Professors, Clinical, In-Residence and Extension faculty.

Not included: Lectures, *Visiting, Research, and Adjunct faculty.*

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 Services.

Not included: *Research assistant and associates, postdoctoral fellows, special payroll employees, graduate assistants, and UConn Health employees.*

New Hires

Employees hired in the Executive, Faculty and Staff categories defined above between December 1, 2022 - November 30, 2023.

Applicants

The data includes applicant information for searches resulting in a hire into the employee categories defined above, between December 1, 2022 - November 30, 2023.

***Clinical and In-Residence faculty are included as of this**

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.

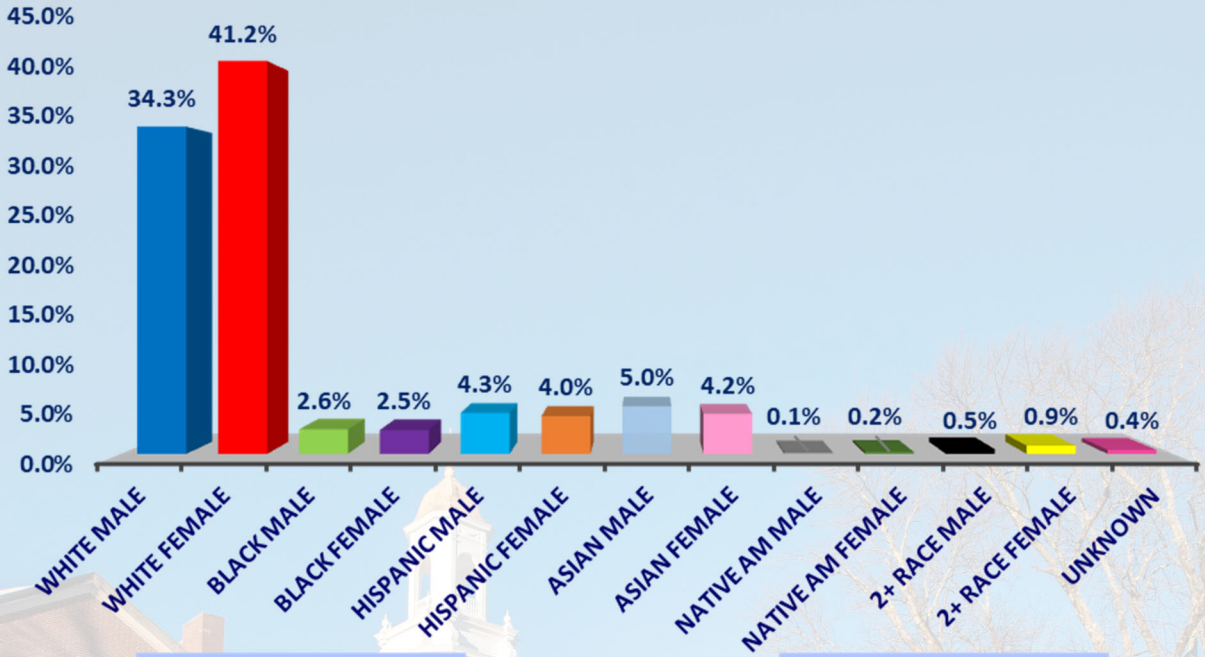
Black (Not of Hispanic Origin): All people having origins in any of the Black racial groups of Africa.

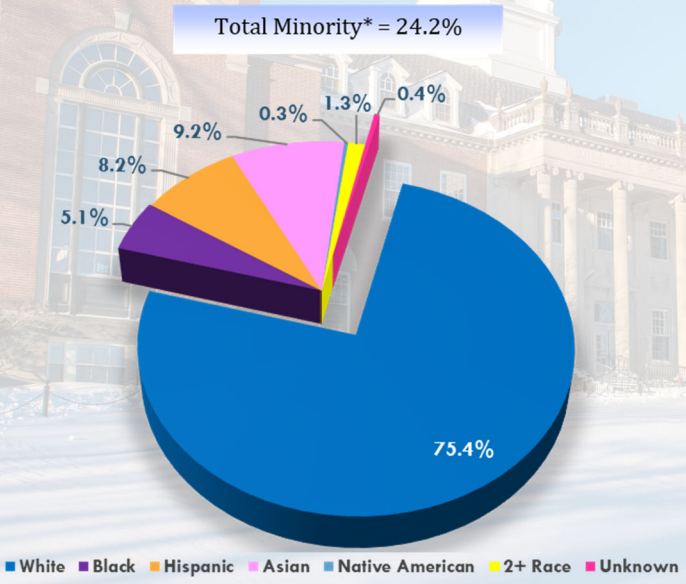
Hispanic or Latino: All people having Puerto Rican or Mexican origins, or all people of Cuban, Central, or South American, or other Spanish culture or origin, regardless of race.

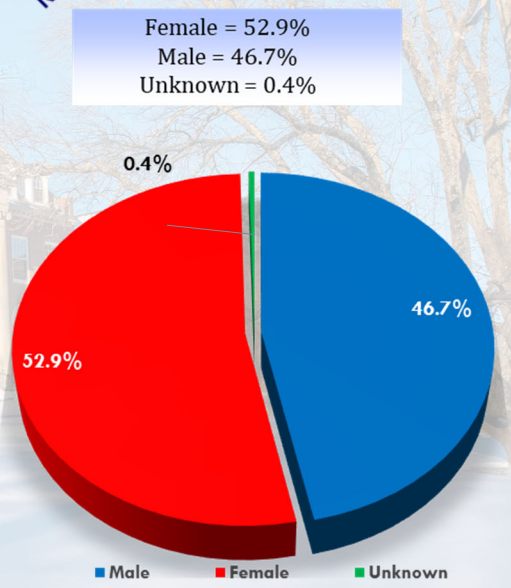
Asian: All people in the groups of Asian/Pacific Islander; Asian (all people having origins in any of the original peoples of China, Japan, Korea, Eastern Asia, Southeast Asia, the Indian subcontinent (including Pakistan) or the Pacific Islands including the Philippines and Samoa.)

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.)

THE WORKFORCE





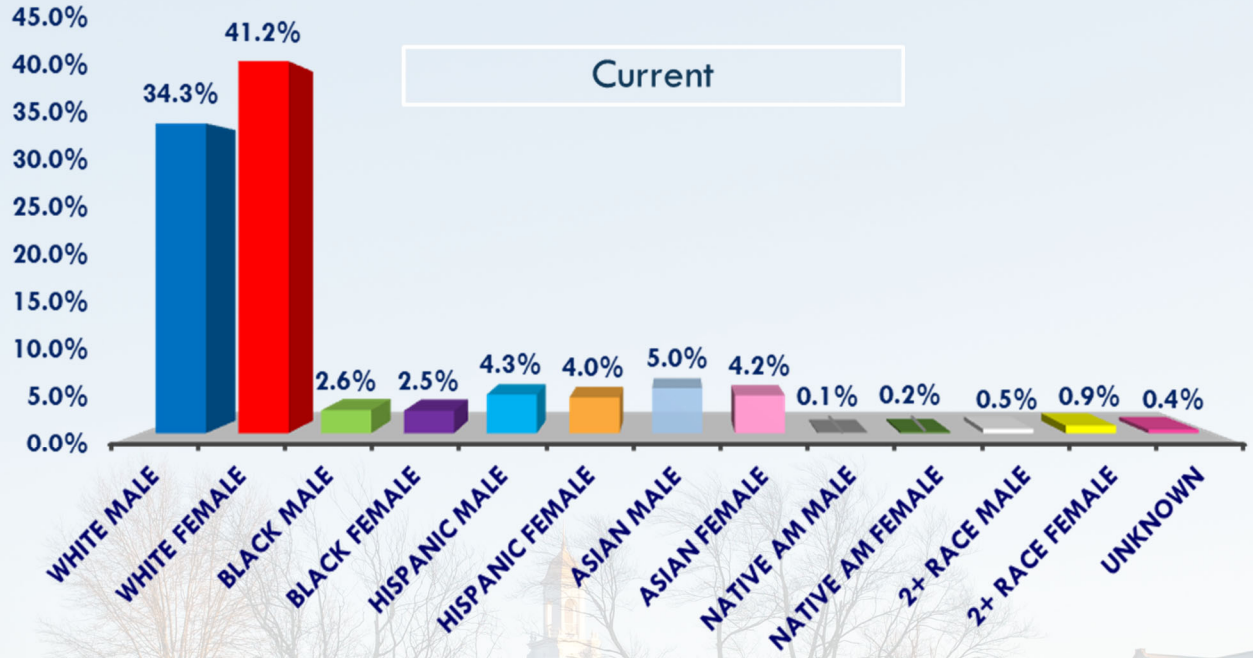


The combined workforce** totals 4692 employees.

- 64.8% are Staff.
- 33.3% are Faculty:
  - 23.4% Non Tenure Track (Clinical and In-Residence)
  - 76.6% Tenure Track
- 1.9% are Executive/Managerial.
- 75.4% of the workforce is white, which is the largest group.
- Females are 52.9% of the workforce, with white females as the largest group at 41.2%.
- Native Americans, Two or more races and black employees are the smallest groups.
- 0.4% not reported race and/or gender, labeled as Unknown.
- Total minority workforce is 24.2%, slowly increasing annually.

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

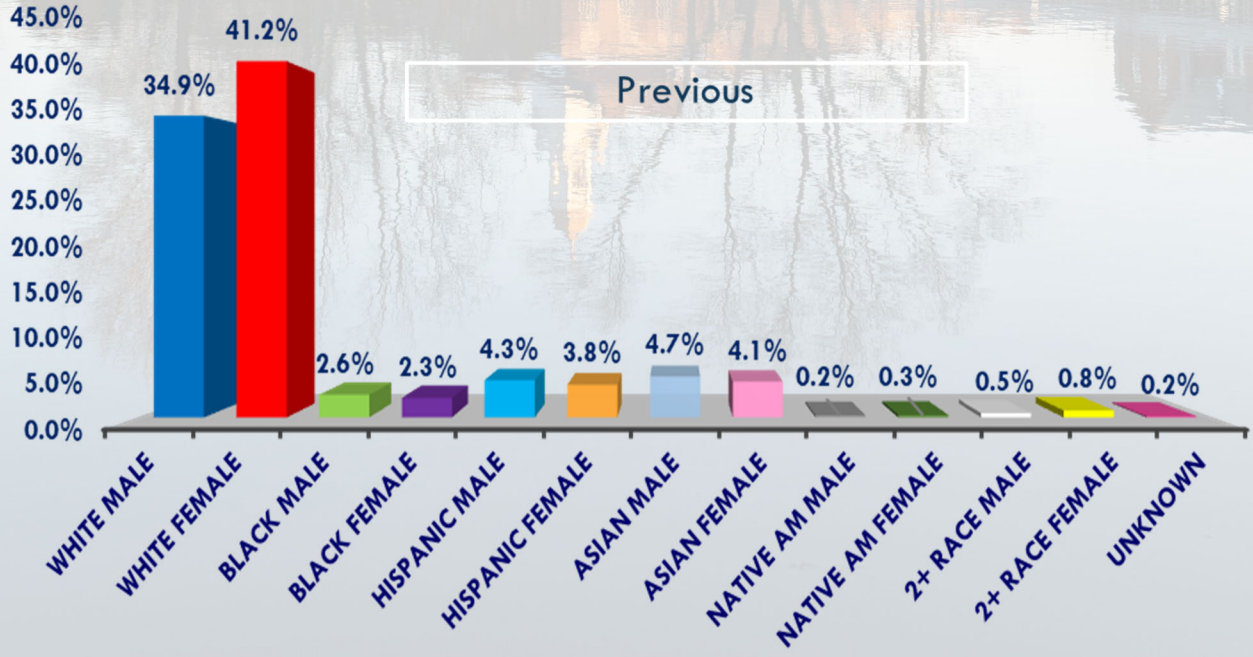
THE WORKFORCE – PREVIOUS AND CURRENT YEAR



The total workforce decreased from 4456 to 4326, a decrease of 2.9%.

The composition of the workforce has not changed significantly since last year. Increases and decreases to individual race groups ranged from 0.1% to 0.6%:

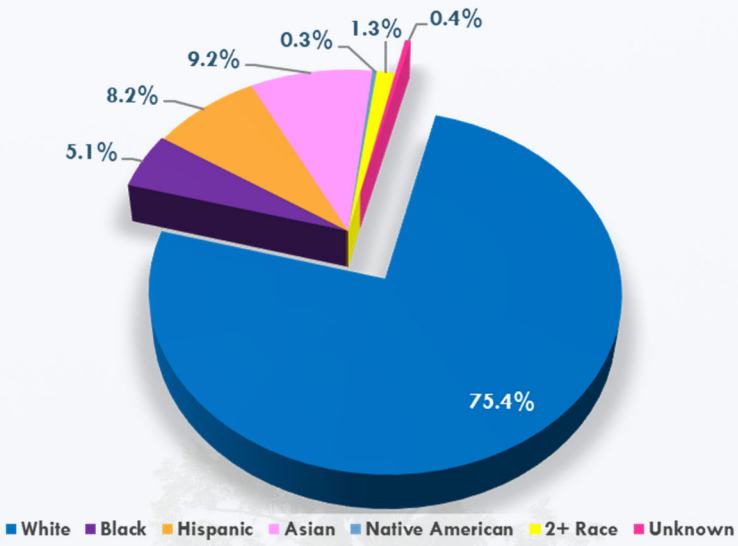
- Black increased from 4.9% to 5.1%.
- Hispanic increased from 8.1% to 8.3%.
- Unknown increased from 0.2% to 0.4%.
- 2+ Races increased from 1.3% to 1.4%.
- Asian increased from 8.8% to 9.2%.
- White decreased from 76.1% to 75.5%.
- Native American decreased from 0.5% to 0.3%.



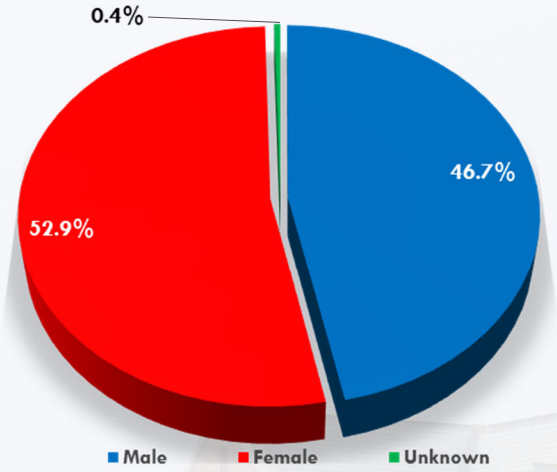
THE WORKFORCE– PREVIOUS AND CURRENT YEAR

Current

Total Minority* = 24.2%

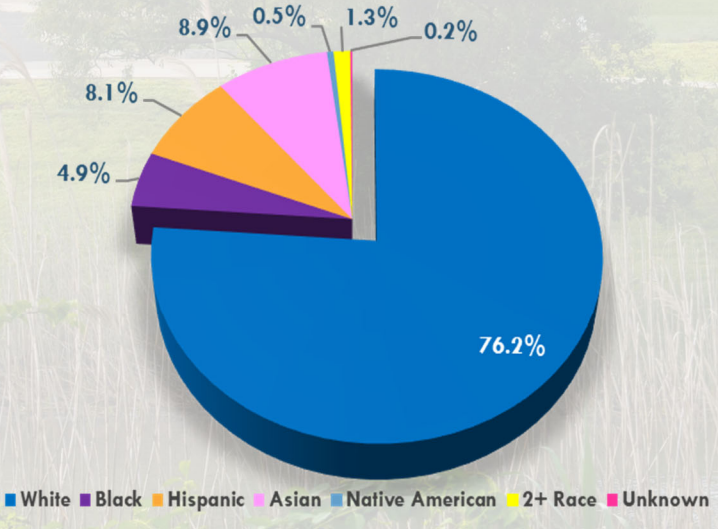


Female = 52.9%
Male = 46.7%
Unknown = 0.4%

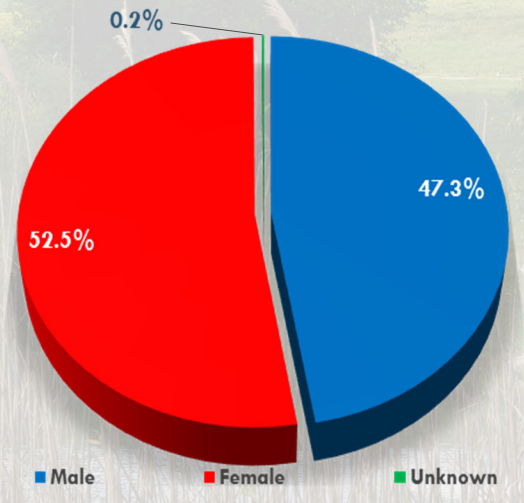


- The total minority* workforce increased from 23.8% to 24.2%.
  - Has been increasing up to 1.0% annually for the last five years.
  - Hispanic has steadily increased annually.
  - All other groups have minor fluctuations annually.
- Females have historically made up more than 50% of the workforce.
  - Females are:
    - 69.0% of Staff
    - 53.3% of Executive/Management
    - 46.2% of Faculty

Total Minority* = 23.8%



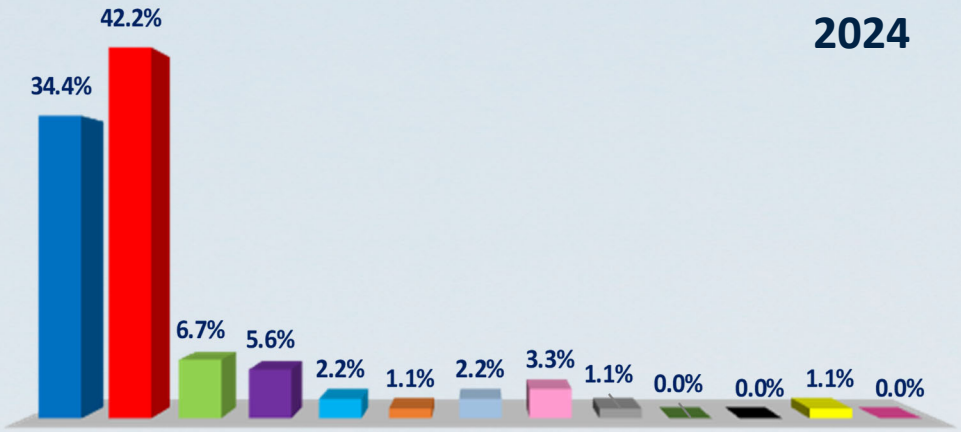
Female = 52.5%
Male = 47.3%
Unknown – 0.2



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

WORKFORCE ANALYSIS EXECUTIVE PAST AND PRESENT

2024

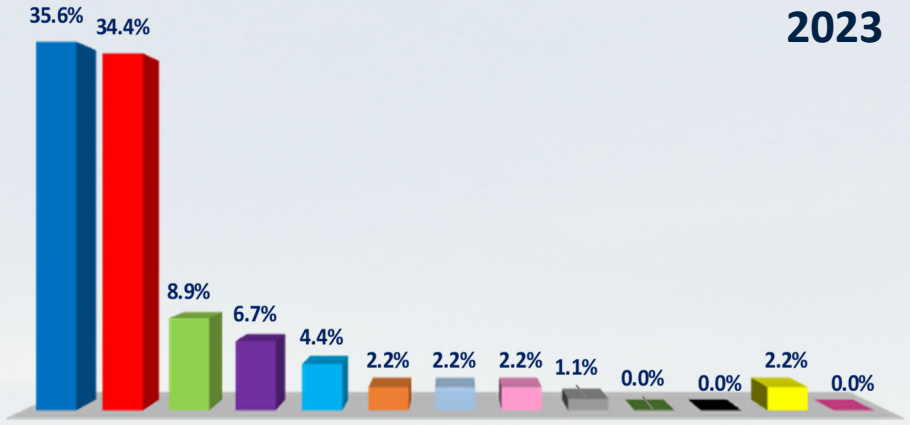


	Male	Female	Total
White	31	38	69
Black	6	5	11
Hispanic	2	1	3
Asian	2	3	5
Native Amer	1	0	1
2+ Race	0	1	1
Unknown			0
Total	42	48	90

46.7% male 53.3% female

23.3% minority

2023

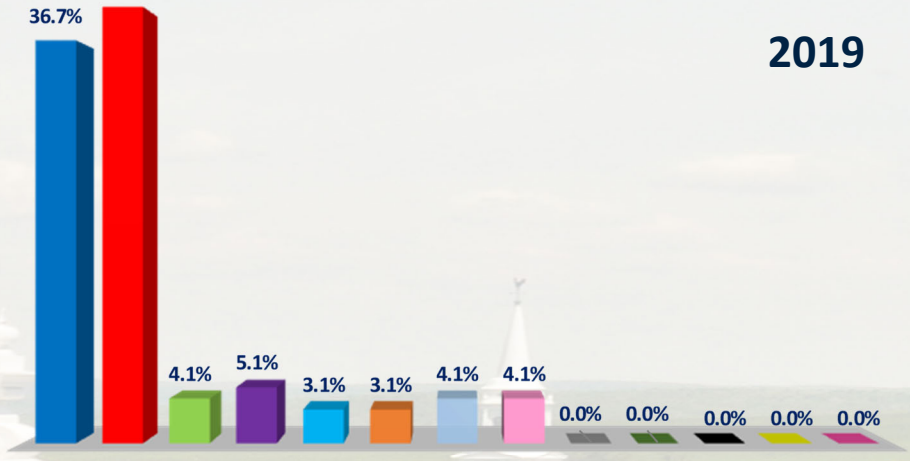


	Male	Female	Total
White	32	31	63
Black	8	6	14
Hispanic	4	2	6
Asian	2	2	4
Native Amer	1	0	1
2+ Race	0	2	2
Unknown			7
Total	47	43	90

52.2% male 47.8% female

30.0 % minority

2019



	Male	Female	Total
White	60	114	174
Black	4	11	15
Hispanic	0	2	2
Asian	1	1	2
Native Amer	0	0	0
2+ Race	0	0	0
Unknown			0
Total	65	128	193

33.7% male 66.3% female

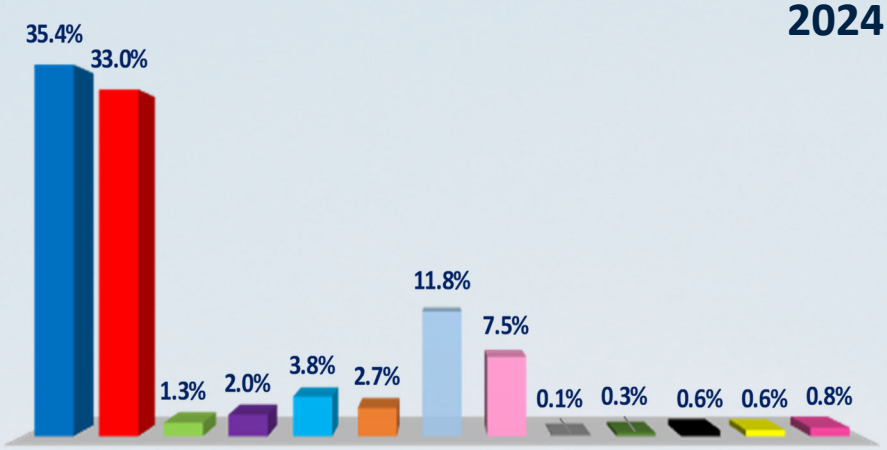
9.8% minority

White Male | White Female | Black Male | Black Female
Hispanic Male | Hispanic Female | Asian Male | Asian Female
Native American Male | Native American Female | 2+ Race Male | 2+ Race Female
Unknown

Data as of November 30, 2023

WORKFORCE ANALYSIS FACULTY PAST AND PRESENT

2024

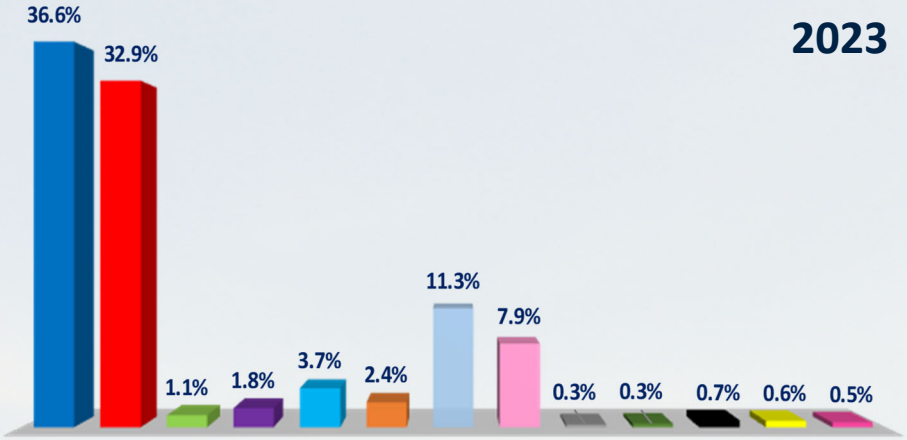


	Male	Female	Total
White	553	516	1069
Black	20	32	52
Hispanic	59	42	101
Asian	185	118	303
Native Amer	2	5	7
2+ Race	9	9	18
Unknown			13
Total	828	722	1563

53.0% male 46.2% female

30.8% minority

2023

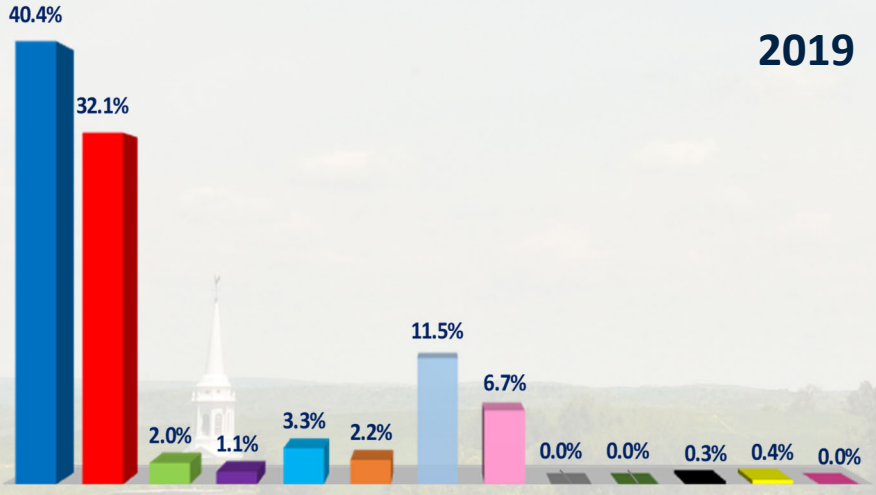


	Male	Female	Total
White	544	489	1033
Black	17	27	44
Hispanic	55	35	90
Asian	168	118	286
Native Amer	4	5	9
2+ Race	10	9	19
Unknown			7
Total	798	683	1488

53.6% male 46.4% female

31.0% minority

2019



	Male	Female	Total
White	601	477	1078
Black	29	17	46
Hispanic	49	33	82
Asian	171	100	271
Native Amer	0	0	0
2+ Race	4	6	10
Unknown			0
Total	854	633	1487

57.4% male 42.6% female

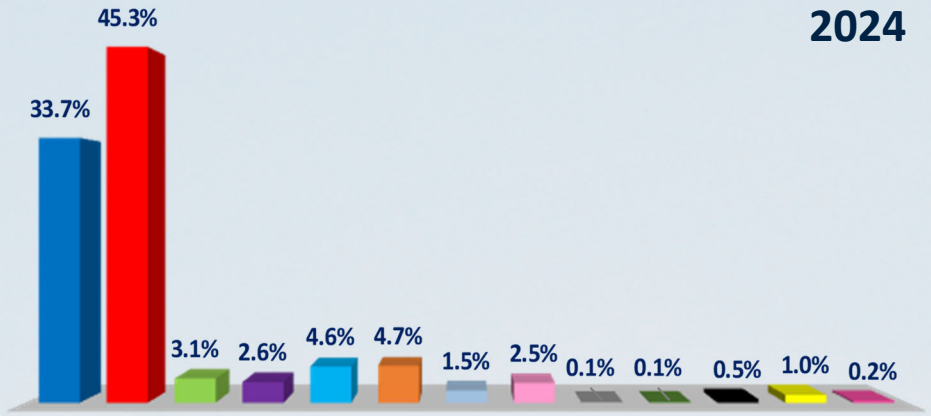
27.5% minority

White Male, White Female, Black Male, Black Female
Hispanic Male, Hispanic Female, Asian Male, Asian Female
Native American Male, Native American Female, 2+ Race Male, 2+ Race Female
Unknown

Data as of November 30, 2023

WORKFORCE ANALYSIS STAFF PAST AND PRESENT

2024

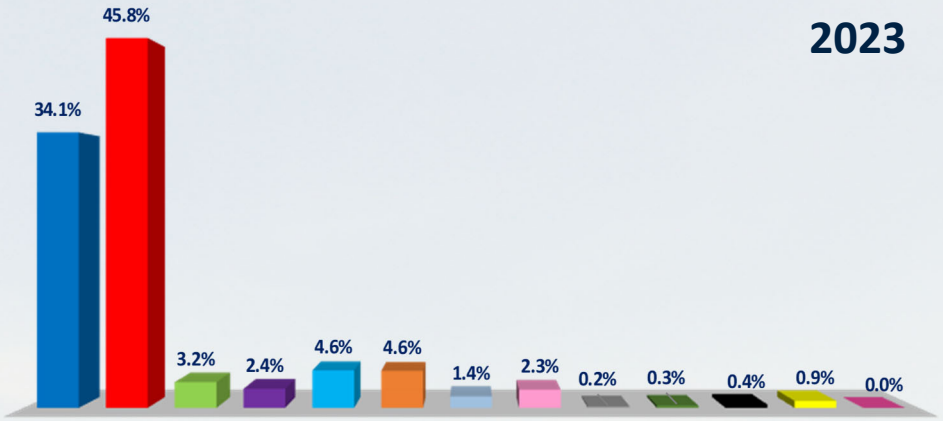


	Male	Female	Total
White	1024	1377	2401
Black	94	80	174
Hispanic	140	143	283
Asian	47	76	123
Native Amer	3	4	7
2+ Race	14	30	7
Unknown			7
Total	1322	1710	3039

43.5% male 56.5 female

20.8% minority

2023

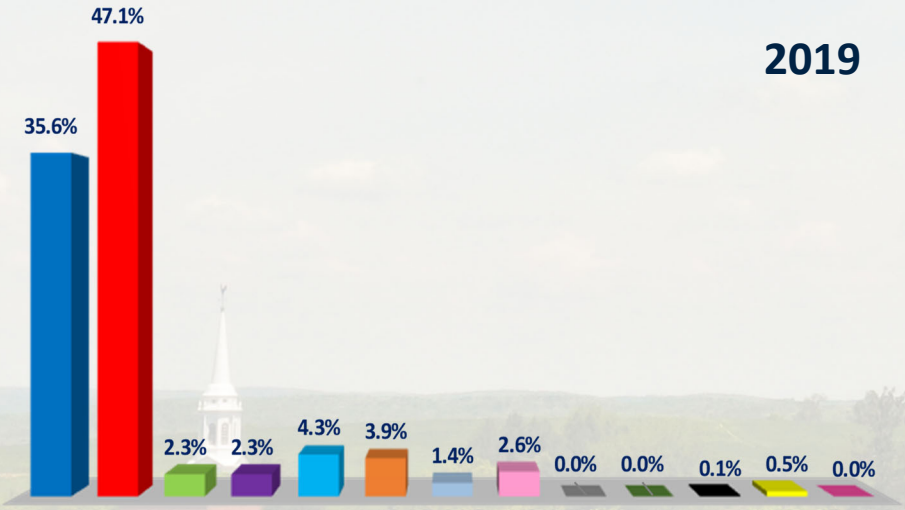


	Male	Female	Total
White	983	1320	2303
Black	92	68	160
Hispanic	134	132	266
Asian	41	65	106
Native Amer	5	8	13
2+ Race*	12	25	37
Unknown			0
Total	1267	1618	2885

43.9% male 56.1% female

20.2% minority

2019



	Male	Female	Total
White	1032	1365	2397
Black	66	66	132
Hispanic	125	114	239
Asian	40	74	114
Native Amer	0	0	0
2+ Race	3	15	18
Unknown			0
Total	1266	1634	2900

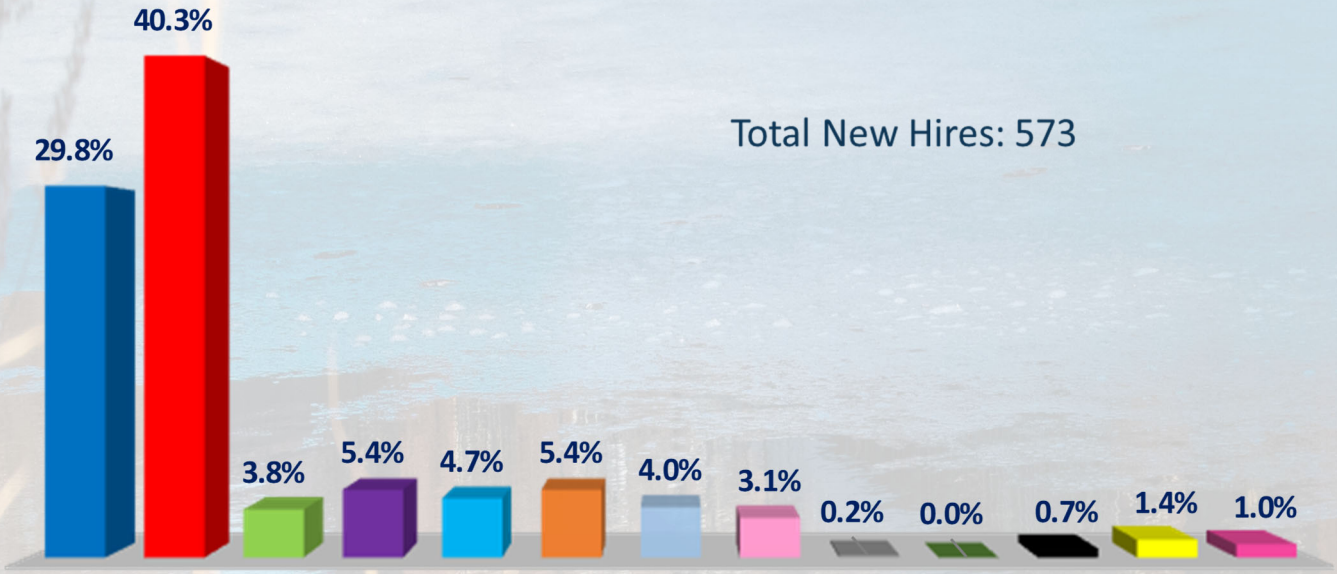
43.7% male 56.3% female

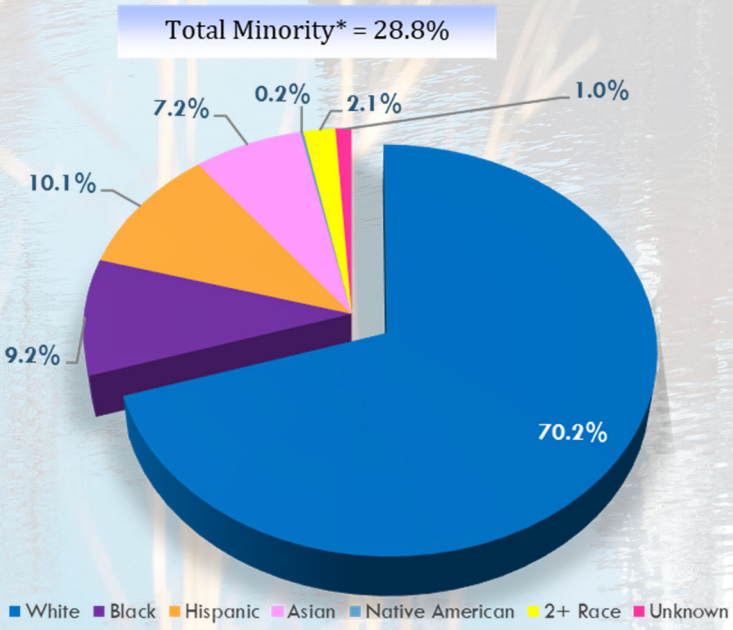
17.3% minority

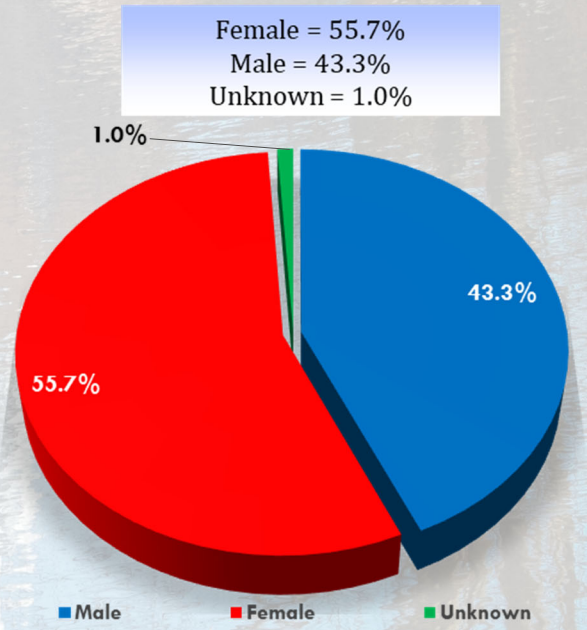
White Male, White Female, Black Male, Black Female
Hispanic Male, Hispanic Female, Asian Male, Asian Female
Native American Male, Native American Female, 2+ Race Male, 2+ Race Female
Unknown

Data as of November 30, 2023

THE 2024 NEW HIRES





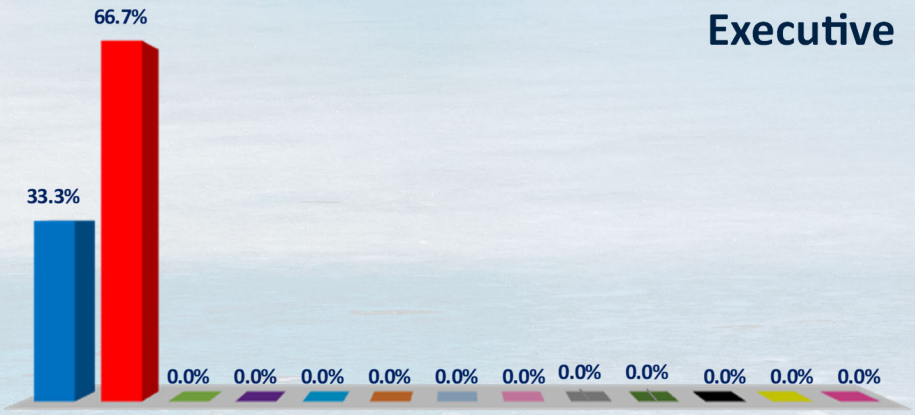


- 573 new hires reported:
  - 74.2% are Staff
    24.8% are Faculty
    1.0% are Executive/Managerial
- Increased from 526 in 2023 (8.9% increase.)
- 70.2% of the new hires are white, which is the largest group.
- Females are 55.7% of the new hires with white females as the largest group at 40.3%.
- Native American, Two or more races and Asian employees are the smallest groups.

2024 NEW HIRES

DECEMBER 1, 2022-NOVEMBER 30, 2023

Executive

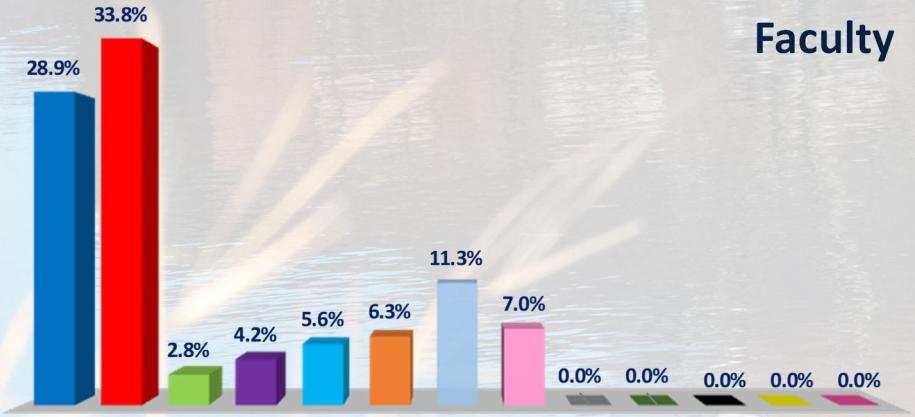


	Male	Female	Total
White	2	4	6
Black	0	0	0
Hispanic	0	0	0
Asian	0	0	0
Native Amer	0	0	0
2+ Race	0	0	0
Unknown	0	0	0
Total	2	4	6

33.3% male 66.7% female

0.0% minority

Faculty

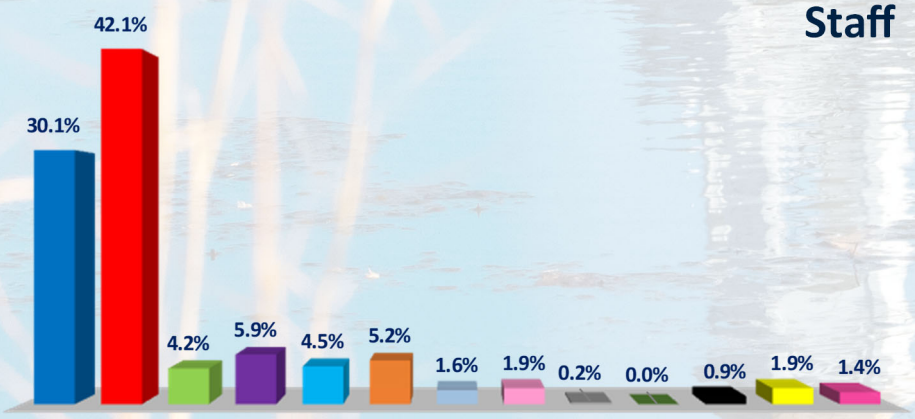


	Male	Female	Total
White	41	48	89
Black	4	6	10
Hispanic	8	9	17
Asian	16	10	26
Native Amer	0	0	0
2+ Race	0	0	0
Unknown	0	0	0
Total	69	73	142

49.3% male 50.7% female

37.3% minority

Staff



	Male	Female	Total
White	128	179	307
Black	18	25	43
Hispanic	19	22	41
Asian	7	8	15
Native Amer	1	0	1
2+ Race	4	8	12
Unknown	0	0	6
Total	177	242	425

43.1% male 56.9% female

26.4% minority

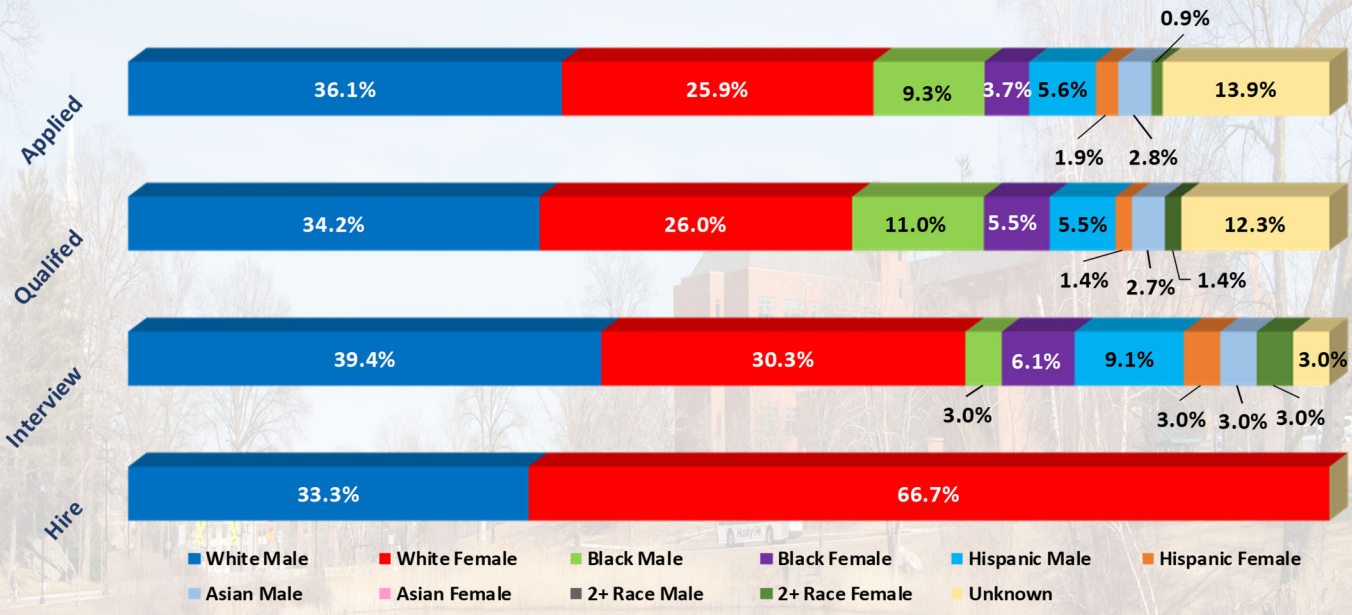
White Male | White Female | Black Male | Black Female
Hispanic Male | Hispanic Female | Asian Male | Asian Female
Native American Male | Native American Female | 2+ Race Male | 2+ Race Female
Unknown

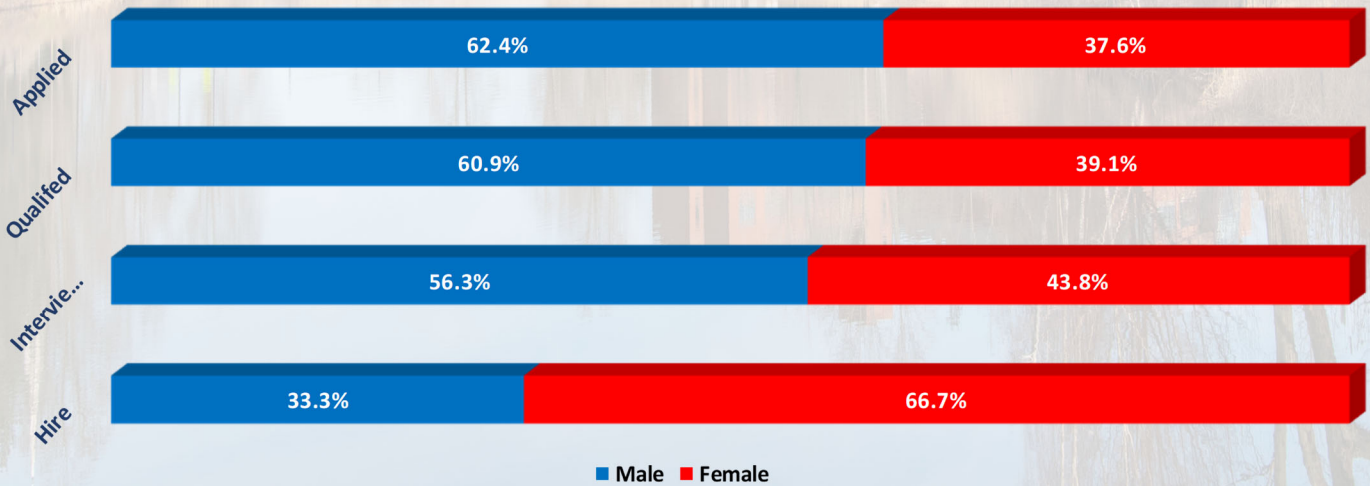
2024 APPLICANTS

December 1, 2022 - November 30, 2023

Executive

	Applied	Qualified	Interview	Hire
Total	**108**	**73**	**33**	**6**
White Male	**39**	**25**	**13**	**2**
White Female	**28**	**19**	**10**	**4**
Black Male	**10**	**8**	**1**	**0**
Black Female	**4**	**4**	**2**	**0**
Hispanic Male	**6**	**4**	**3**	**0**
Hispanic Female	**2**	**1**	**1**	**0**
Asian Male	**3**	**2**	**1**	**0**
Asian Female	**0**	**0**	**0**	**0**
2+ Race Male	**0**	**0**	**0**	**0**
2+ Race Female	**1**	**1**	**1**	**0**
Unknown	**15**	**9**	**1**	**0**
Male	**58**	**39**	**18**	**2**
Female	**35**	**25**	**14**	**4**



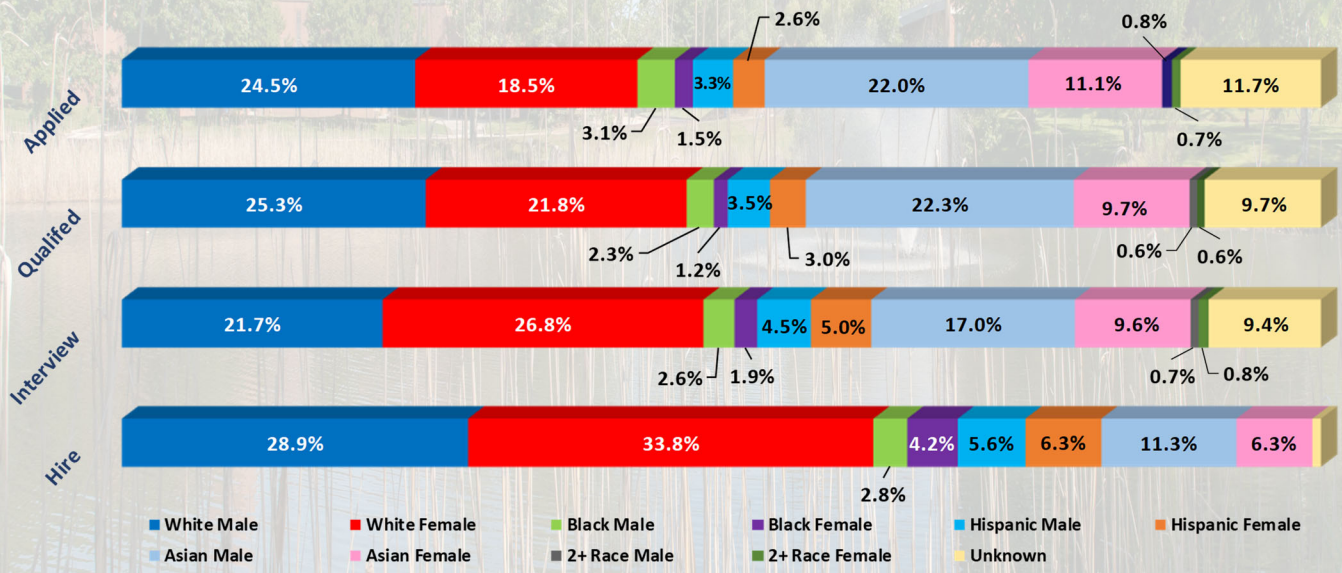


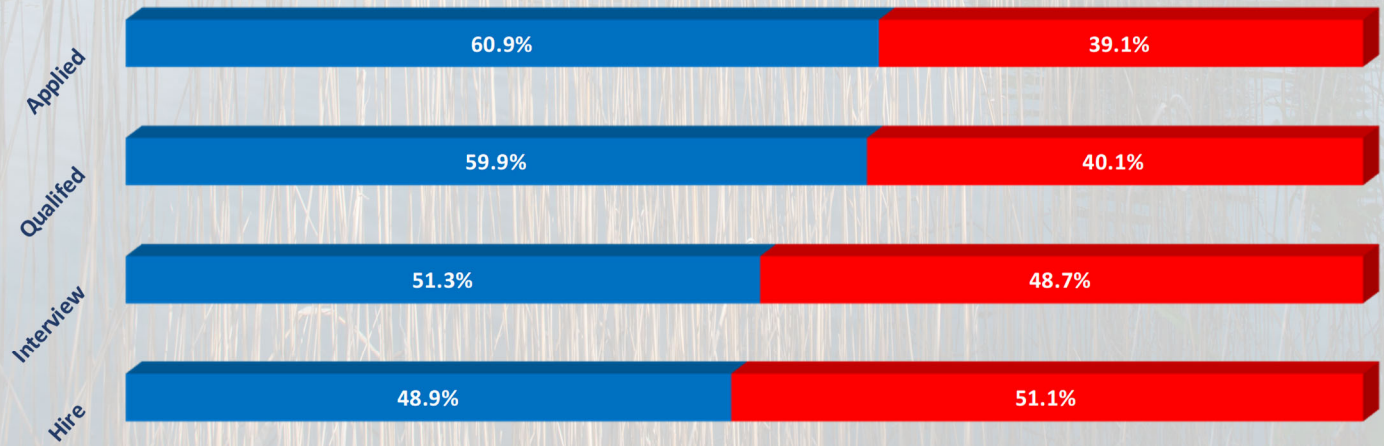
2024 APPLICANTS

December 1, 2022 - November 30, 2023

Faculty

	Applied	Qualified	Interview	Hire
Total	**4240**	**2072**	**736**	**142**
White Male	**1037**	**525**	**160**	**41**
White Female	**786**	**451**	**197**	**48**
Black Male	**132**	**47**	**19**	**4**
Black Female	**64**	**24**	**14**	**6**
Hispanic Male	**142**	**73**	**33**	**8**
Hispanic Female	**112**	**62**	**37**	**9**
Asian Male	**933**	**463**	**125**	**16**
Asian Female	**472**	**200**	**71**	**9**
2+ Race Male	**35**	**13**	**5**	**0**
2+ Race Female	**31**	**13**	**6**	**0**
Unknown	**496**	**201**	**69**	**1**
Male	**2279**	**1121**	**342**	**69**
Female	**1465**	**750**	**325**	**72**



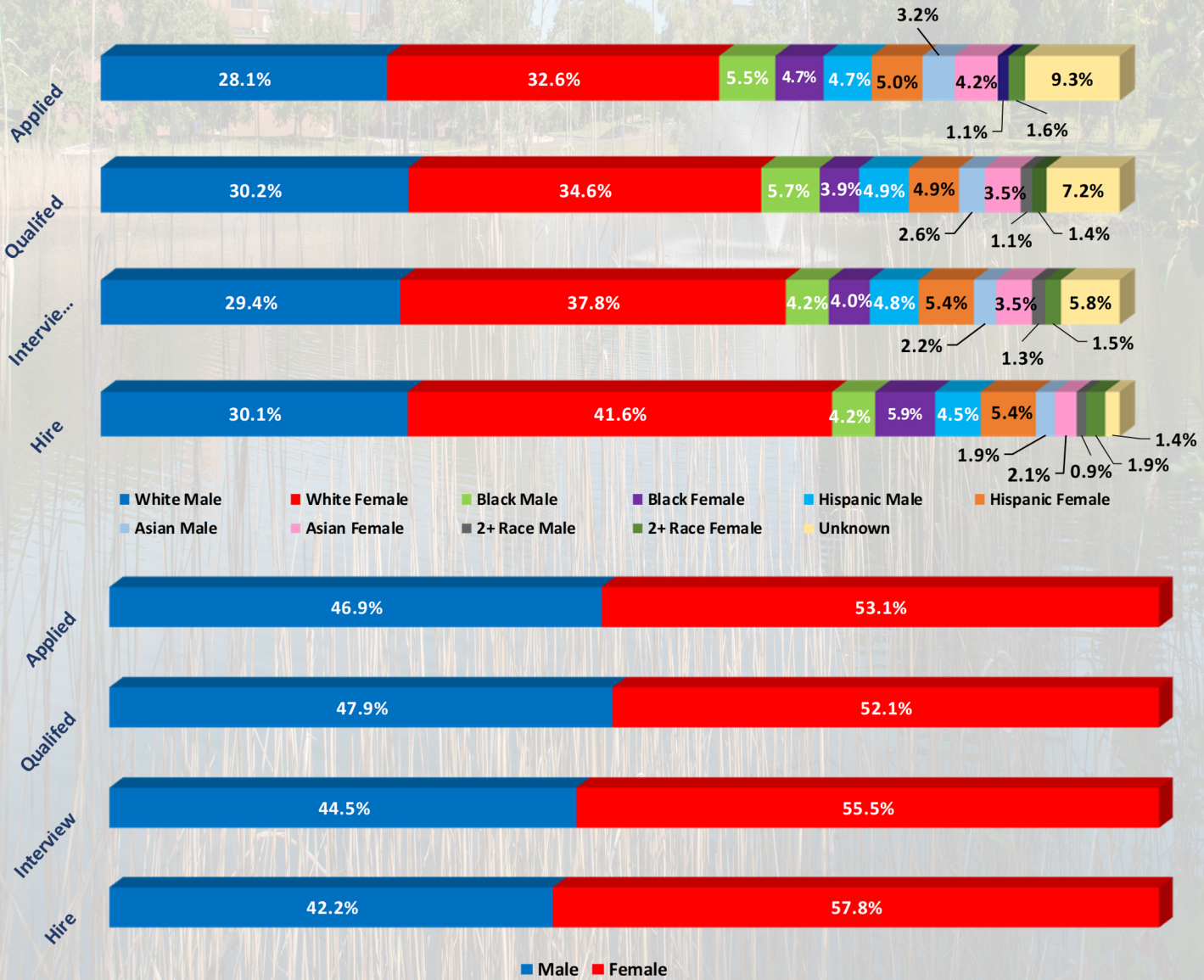


2024 APPLICANTS

December 1, 2022 - November 30, 2023

Staff

	Applied	Qualified	Interview	Hire
Total	8351	2663	1684	425
White Male	2347	804	495	128
White Female	2722	922	637	177
Black Male	459	153	71	18
Black Female	396	103	68	25
Hispanic Male	393	130	81	19
Hispanic Female	417	131	91	23
Asian Male	264	68	37	8
Asian Female	353	93	59	9
2+ Race Male	89	30	22	4
2+ Race Female	135	38	26	8
Unknown	776	191	97	6
Male	3552	1185	706	177
Female	4023	1287	881	242



IN SUMMARY

Workforce

- Total workforce decreased this year from 4456 to 4326 a 2.9% decrease.
- No significant changes in race/gender demographics.
- Females are largest group: 52.9%, no significant changes since 2017.
- Race: 75.4% White followed by Asian 9.2%, Hispanic 8.2%, Black 5.1%, Native Amer 0.3%, 2+ Races 1.3%.
    - All job categories predominately White; Staff largest with 79.0%, Executive 76.6%, Faculty 68.4%.
    - White females are the largest group at 41.2%.
- Minority workforce slow increase annually: 24.2 (current), 23.8% (2021) from 19.4% (2017.)

New Hires

- 573 new hires: 47 more hires than last year, a 8.9% increase.
- Executive: 66.7% female and 100% White.
- Faculty: 4 Black males and 6 Black females hired in faculty.
    - White females largest group with 33.8%.
- Staff: White females continue to be largest percentage (42.1%) with increases in Black female (5.9%). Black males, Hispanic males and females decreased.
- Minority hires represented 28.8% of new hires, decreased from 30.8% previous year.

Applicants

- Compared to 2023:
    - No significant changes in percentages of applicants for all race/gender groups and EEO categories.
        - Improved data for Executive category.
        - Decrease in male applicants for faculty and staff categories.
    - Faculty interview rates higher for White and Hispanic females and lower for Asian males and females.
    - Staff Interview rates higher for White females and lower for Black males
- Comparing Interview to hire rates:
    - Faculty hire rates for females are significantly higher, excluding Asian females and Hispanic males. Asian males are lower
    - Staff rates are higher for white and Black females and lower for Asian females.
- 2019-2024:
    - 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.