

WORKFORCE ANALYSIS

(Section 46a-68-83)

March 2024

INTRODUCTORY NOTES

This section was in compliance in the previous filing, and there were no proposals or recommendations.

As discussed in the October 17, 2023, technical assistance meeting with CHRO AA Supervisor Neva Vigezzi and HRO Trainee Jase Olavarria, two new Faculty job categories are added in EEO 2 to this year's analysis: Clinical Faculty and In-Residence Faculty.

Clinical Faculty titles are used in the Schools of Pharmacy, Nursing and Law for non-tenure track appointments to provide clinical instructions and supervision on site. Employees in these titles, after serving a probationary period of one year, are eligible for annual appointments up to a maximum of five one-year appointments. Beginning with the seventh year, these employees receive multi-year between three and five years.

In Residence Faculty titles are used for non-tenure track appointments paralleling each of the four regular faculty ranks. Faculty members in these titles may be asked to conduct all aspects of the faculty role, teaching, research, and service, and must meet the same professional criteria as the tenure track faculty, as specified in the By-Laws of the University of Connecticut. Their appointment may include serving as the Principal Investigator on sponsored research projects. After a probationary period of one year, employees in these positions are eligible for annual appointments up to a maximum of five one-year appointments. Beginning with the seventh year (i.e., upon the completion of an initial successful probationary year plus five one-year appointments) these employees are awarded three-year or five-year contracts.

Additionally, a new category for analysis was created for the University Staff Professional 1 (USP 1) title. The University Staff Professional (USP) titles are Management/Confidential with levels 1-5. University Staff Professionals 2 and 3 have been analyzed in separate categories due to exceeding twenty-five employees in each title. USP 1 was grouped with USP 4 and 5 in the USP All Other category in previous *Plans*. As USP 1 is the lowest level of this series, analyzing this title with the highest levels is inaccurate. The qualifications, recruitment and potential applicant pools for these titles are dissimilar. Thus, creating a separate category for the USP 1 allows for an accurate and meaningful analysis.

In the Professional Professor category, the Distinguished Professor title is separated from the Professor title. The Distinguished Professor is the highest honor that the University bestows on a faculty member who has demonstrated excellence in teaching, research, and outreach/service. It is purely an honorary title bestowed on existing faculty and does not reflect additions to the workforce or promotional advancement.

The workforce numbers are based upon all employees appearing in the CORE-CT as of November 30, 2023.

Subsection (a)

The analyses included in this section display the racial and sexual composition of the total full-time workforce for each office, position and position classification identified in the job title study. Analyses were performed for part-time and durational titles. The analyses include a detailed breakdown of the individual titles and separate demographic profiles. The workforce analysis inventories the:

- Total agency workforce by occupational category with percentages of race and sex groups calculated for each occupational category
- Total agency workforce by office, position, and position classification within each occupational category
- Agency workforce in each relevant labor market area by occupational category
- Agency workforce in each relevant labor market area by office, position, and position classification within each occupational category

Labor markets are equated with campuses.

Subsection (b)

The analyses in this section report the age groups of the full-time work force by occupational category in five (5) year increments.

Subsection (c)

The analyses in this section report by occupational category and the number of employees in the full-time workforce who have identified as physically disabled.