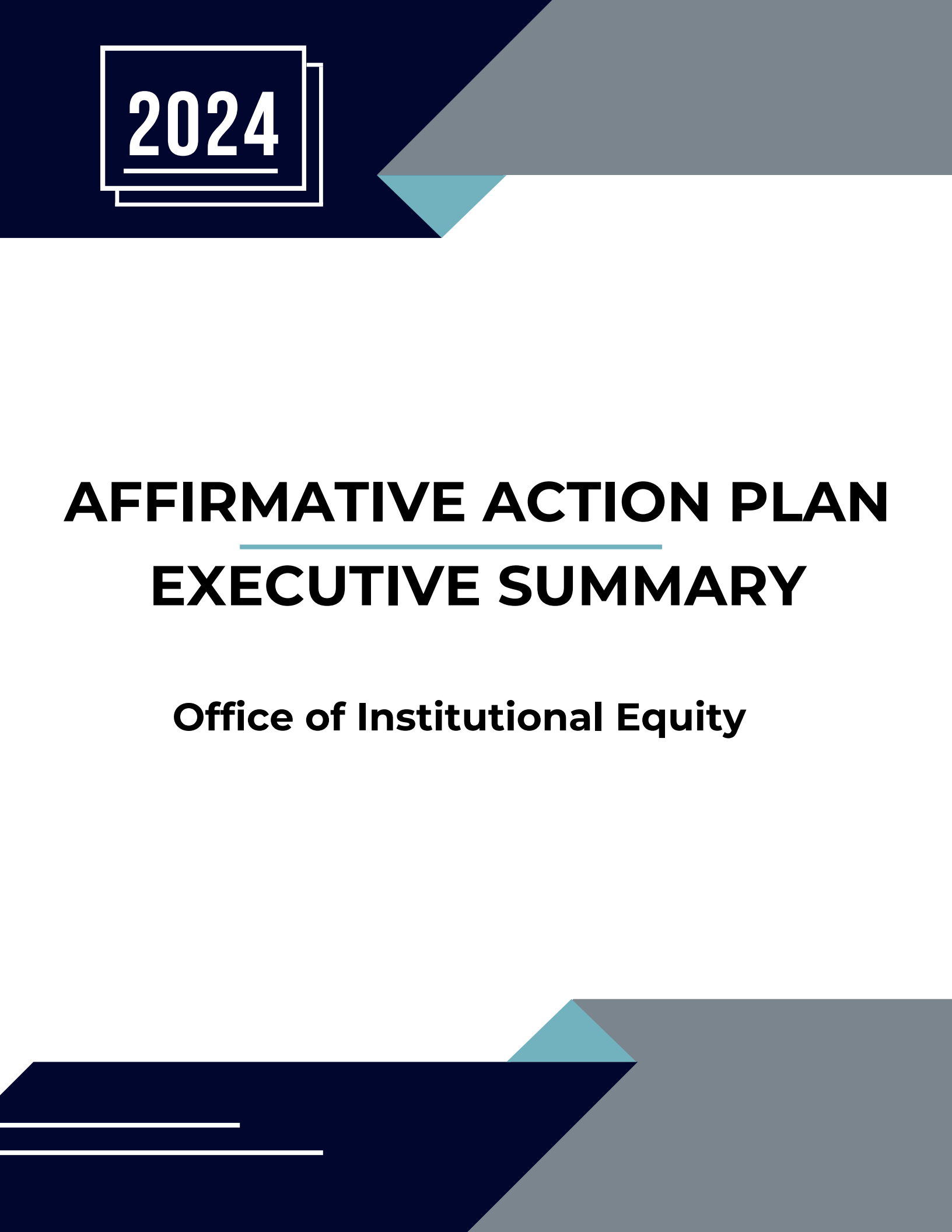


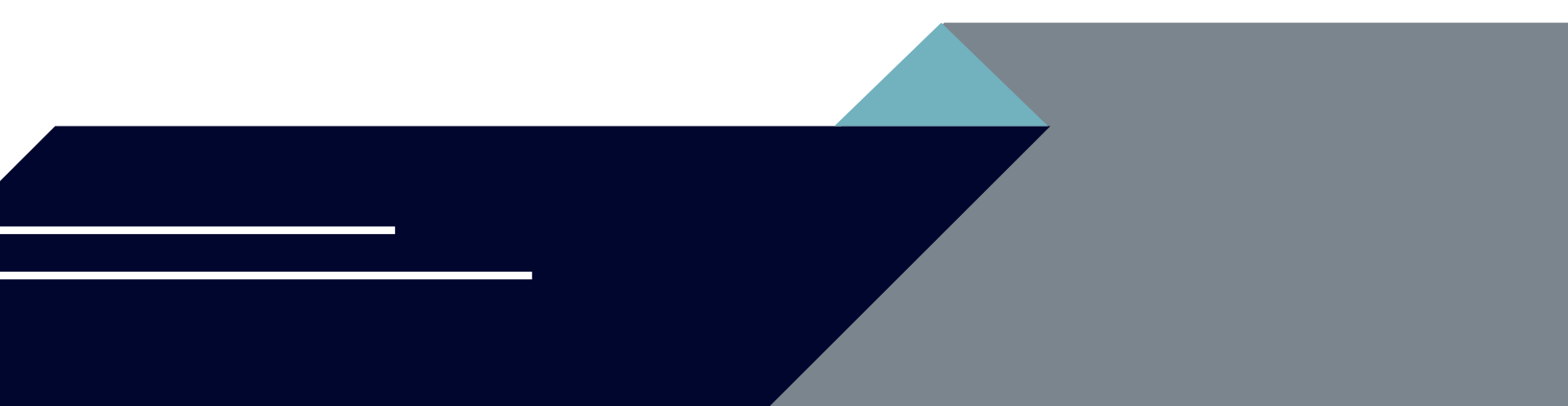


2024

AFFIRMATIVE ACTION PLAN

EXECUTIVE SUMMARY

Office of Institutional Equity



UConn Health

2024

Affirmative Action Plan



INTRODUCTION

The Office of Institutional Equity (OIE) completes UConn Health's Affirmative Action Plan for Employment (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).

THE PLAN

- Establishes hiring, promotional, and program goals that promote affirmative action and equal opportunity.
- Illustrates UConn Health's good faith efforts to achieve a workforce that is balanced and fully representational of the relevant labor market areas.
- Quantitatively and qualitatively measures UConn Health's degree of success in accomplishing hiring, promotion, and program goals.
- Examines and eliminates policies and employment practices that adversely affect members of protected classes throughout all aspects of the employment process.

2024 Plan Important Dates

- The 2024 Plan year runs from June 1, 2023, to May 31, 2024.
- Workforce data includes UConn Health employees as of May 31, 2024.
- The plan is due to CHRO by September 30, 2024.
- On December 11, 2024, the Commission will vote an approval of the Plan, based on CHRO reviewer recommendations

REVIEW & APPROVAL

Within ninety days of submission, CHRO reviewers are mandated to review and evaluate the Plan to ensure that it contains all required elements and is in compliance. The Commission formally votes for approval or disapproval of the Plan based on the reviewer's recommendations.

UConn Health's history of approvals has been based on CHRO's acceptance that UConn Health has demonstrated every good faith effort to meet goals, rather than goal achievement.

What is Good Faith Effort?

... 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.

Connecticut General Statutes Section 46a-68-75 (v)

Hiring & Promotional Goals

Remedy: Underutilization

Condition where the percentage of the representation of a protected class in a job category is less than the percentage of individuals possessing the skills, abilities and qualifications necessary for the job in the relevant job market or recruitment area

Achieve: Parity

Condition where the percentage of the representation of a protected class in a job category equals the percentage of qualified individuals in the relevant job market or recruitment area

Hiring and promotional goals are set to remedy underutilization and achieve parity resulting in a balanced and representational workforce.

- Utilization Analysis compares UConn Health's workforce to the availability in the market.
- Labor market availability is determined by an analysis of data from the US Census and IPEDS which are weighted in accordance with their significance to the title in each job category.
- Hiring goals are set when underutilization has been identified for a race/gender group in a job category.
- Promotional goals are set in lieu of or in addition to hiring goals, based on historical patterns of filling specific positions.
- Due to the changing workforce and labor market data, analyses are conducted annually and goals are updated.

2024 Goal Achievement

- Combined goal achievement has seen a decline in the last three Plans (2022-2024).
- Starting with the 2022 Plan, the CHRO provided new census data (2014-2018) to assess underrepresentation and availability, replacing the outdated 2000 census data, affecting hiring and promotional goals.
- Additionally, the CHRO and UConn Health previously agreed to consider only 75.0% of the promotional pool in goal calculations for reasons that are now unclear. However, the 2024 Plan will utilize entire promotional pools. With a combined goal achievement of 19.0% in last year's Plan, OIE meticulously compared current titles to census codes and analyzed IPEDS data for job categories.
- OIE will continue monitoring goal achievement to ensure precise calculations and will explore other factors such as recruitment strategies, applicant evaluations, and training for search committees.

Job Category	Hires	Goals Met	Percentage	Promotions	Goals Met	Percentage
Executive Managerial	14	3	21.4%	33	8	24.2%
Faculty	71	35	49.3%	43	13	30.2%
Professional	214	35	16.4%	58	7	12.1%
Secretarial/Clerical	118	5	4.2%	37	10	27.0%
Tech/Paraprofessional	127	29	22.8%	22	2	9.1%
Qualified Craft Worker	3	0	0.0%	2	1	50.0%
Service/Maintenance	16	6	37.5%	1	0	0.0%
Total	563	113	20.1%	196	41	20.9%

2024 WORKFORCE

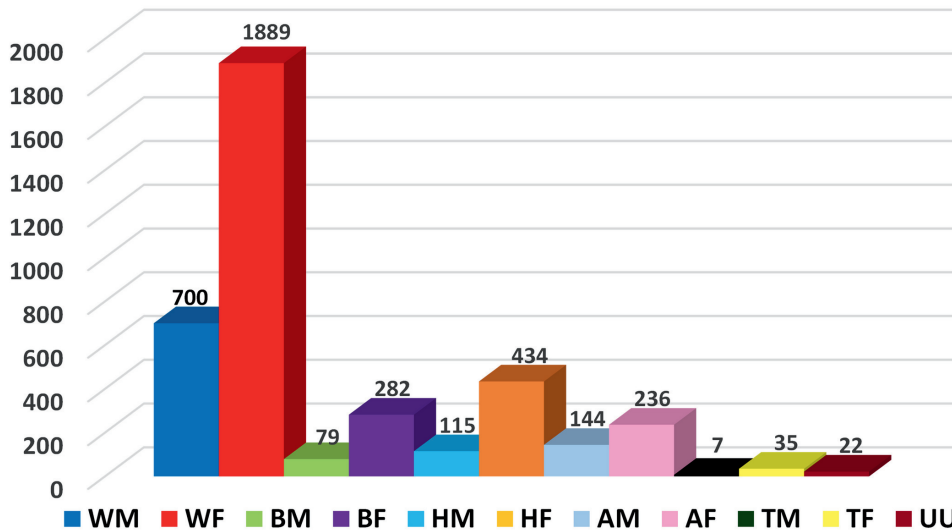
The Workforce Analysis section of the AA Plan examines the full-time workforce at UConn Health by job category and labor market.

EEO Category	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF	UU	Total
1-Executive/Managerial	58	149	5	12	2	8	1	5	0	2	1	243
2-Faculty	203	158	9	14	23	23	95	89	1	3	2	620
3-Professional Non-Faculty	252	841	27	81	25	94	34	95	4	12	3	1468
4-Secretarial/Clerical	16	349	5	100	10	151	6	17	1	9	3	667
5-Technical/Paraprofessional	87	351	18	71	24	139	6	27	1	8	12	744
6-Qualified Craft	28	1	2	0	4	0	0	0	0	0	0	35
7-Service Maintenance	56	40	13	4	27	19	2	3	0	1	1	166
Total Workforce	700	1889	79	282	115	434	144	236	7	35	22	3943

The analyses concentrate on full-time, permanent employees

Additional analyses include part-time and duration status, age, and disability.

Demographic information regarding race and gender is gathered through voluntary self-identification.



RACE/ETHNICITY DEFINITIONS

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

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

HM, HF - 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.

AM-AF (AAIANHNPI) Combines the Asian and Native American categories (per CHRO)

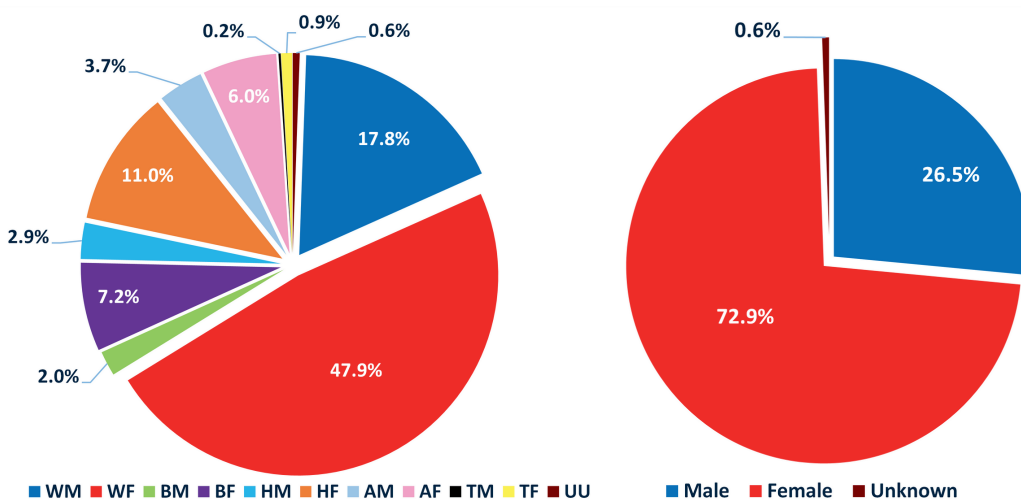
Asian: All people in the groups of Asian/Pacific Islander; Asian (all people having origins in any of the original peoples of China, Japan, Korea, Eastern Asia, Southeast Asia, the Indian subcontinent (including Pakistan) or the Pacific Islands including the Philippines and Samoa.)

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.)

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

UU - Unknown: Persons who have chosen not to provide their demographic profile.

Source: Equal Employment Opportunity Commission (EEOC)



The 2024 Plan reports a workforce of **3943** employees, a **5.6%** increase from **3727** in 2023. As the workforce has increased annually, the demographic composition has not significantly changed from previous Plan years. Any changes in race/gender groups have been **0.5%** or less. The workforce is **65.7% White** and **72.9% female**. **White females** are the largest group at **47.9%**, with **Black males** the smallest at **2.0%**. Employees choosing not to self-identify their demographic information, categorized as **Unknown**, has increased to **0.6%**.

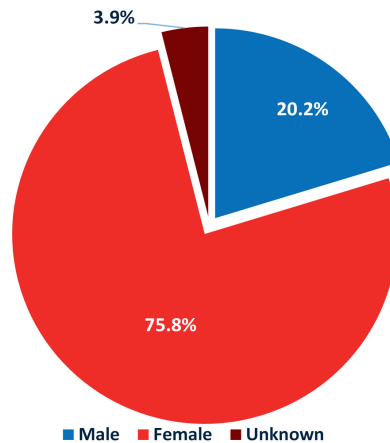
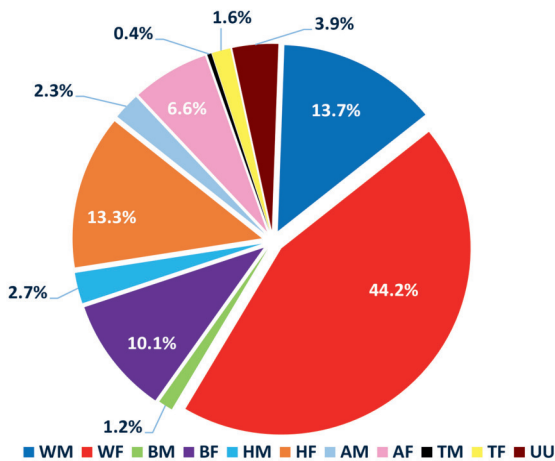
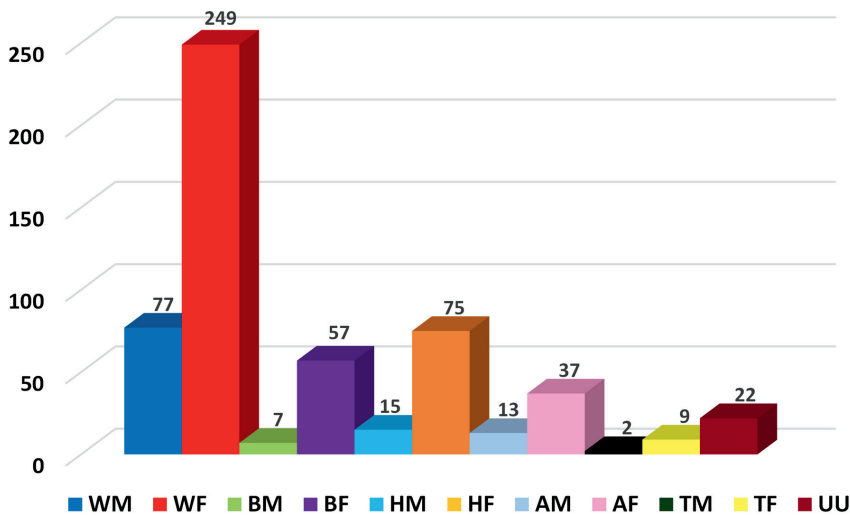
2024 NEW HIRES

The Hiring Goals Analysis section includes a detailed narrative for each new hire, outlining the qualifications posted, the recruitment strategies employed, and an overview of the applicant pool, along with justifications for how each applicant was evaluated.

EEO Category	WM	WF	BM	BF	HM	HF	AM	AF	TM	TF	UU	Total
1-Executive/Managerial	4	6	1	0	1	1	0	0	0	0	1	14
2-Faculty	18	18	1	4	4	5	7	11	0	1	2	71
3-Professional Non-Faculty	30	110	2	20	5	16	5	18	1	4	3	214
4-Secretarial/Clerical	4	54	0	20	3	26	1	4	1	2	3	118
5-Technical/Paraprofessional	12	57	3	12	1	25	0	4	0	1	12	127
6-Qualified Craft	3	0	0	0	0	0	0	0	0	0	0	3
7-Service Maintenance	6	4	0	1	1	2	0	0	0	1	1	16
Total New Hires	77	249	7	57	15	75	13	37	2	9	22	563

Narratives show both Unqualified and Qualified applicants, providing the rationale behind their evaluations.

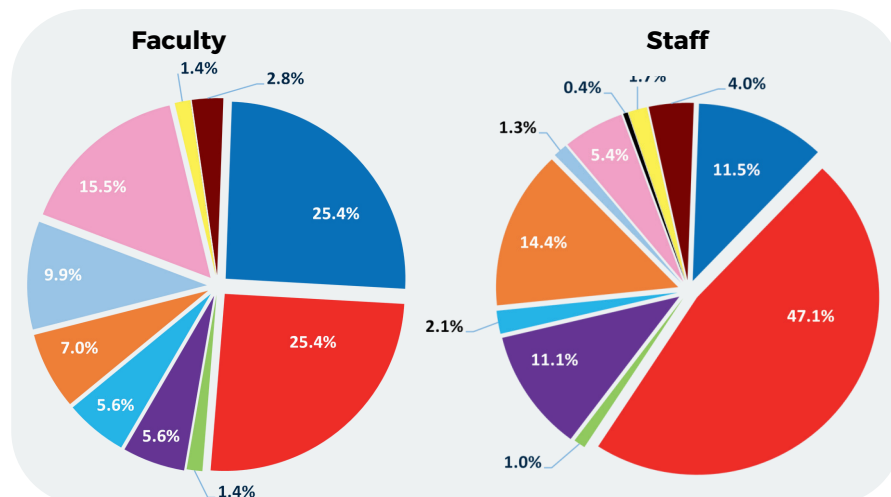
The narratives detail the outcomes for the interviewed applicants, outlining who was hired and who was not, along with the reasons behind these decisions.



The 2024 Plan reports a **563** new hires, a **4.5%** decrease from **589** in 2023. As in previous Plans, the new hires are predominately **White**, **57.9%** and **female**, **75.8%**. Similar to the workforce, **Black males** are the smallest group at **1.2%**. Applicants choosing not to self-identify their demographic information, categorized as **Unknown**, has increased significantly from **0.5%** in 2023 to **3.9%**. New hire demographics do not vary significantly from Plan to Plan or from the composition of the workforce.

The recent **faculty** hires include **1 Black male** and **4 Black females**, accounting for **1.4%** and **5.6%** of the total, respectively. In contrast, **White males** and **females** represent **50.8%** of the new hires, an increase from **36.7%**. Meanwhile, the percentage of **AAIANHPI males (AM)** has decreased from **25%**.

The demographic composition of **staff** mirrors that of the overall workforce across most race/genders. Notably, the representation of **Black** and **Hispanic males** has declined, dropping from **2.2%** and **4.1%**, respectively.



2024 Applicants

The Applicant Flow Analysis section examines the pools of applicants for each job category, as they progress through the search process, covering stages from application to evaluation, interview, selection, rejection, offer, and hire.

A total of **591** candidates applied for **faculty** positions, leading to **71** successful hires. The demographics of the applicant pool mirror those seen in previous reports. However, as candidates progress through the search process, the representation of various race and gender groups within the pool shows inconsistencies.

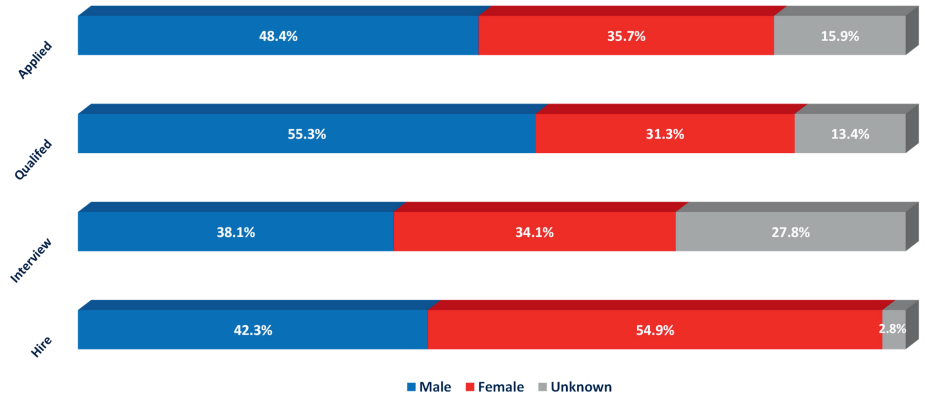
- **White females** from Interview to Hire
- **Black males** Qualified to Interview and Hire
- **Hispanic males** from Interview to Hire
- **Hispanic females** and **AAIANHPI males** from Application to Hire
- **AAIANHPI females** from Interview to Hire

Additionally, the number of applicants opting not to self-identify has been consistently rising each year.

The gender composition of applicants for faculty positions is also not consistent as candidates progress through the search process.

- **Males** from Application to Hire, most significantly from Qualified to Interview.
- **Females** from Interview to Hire

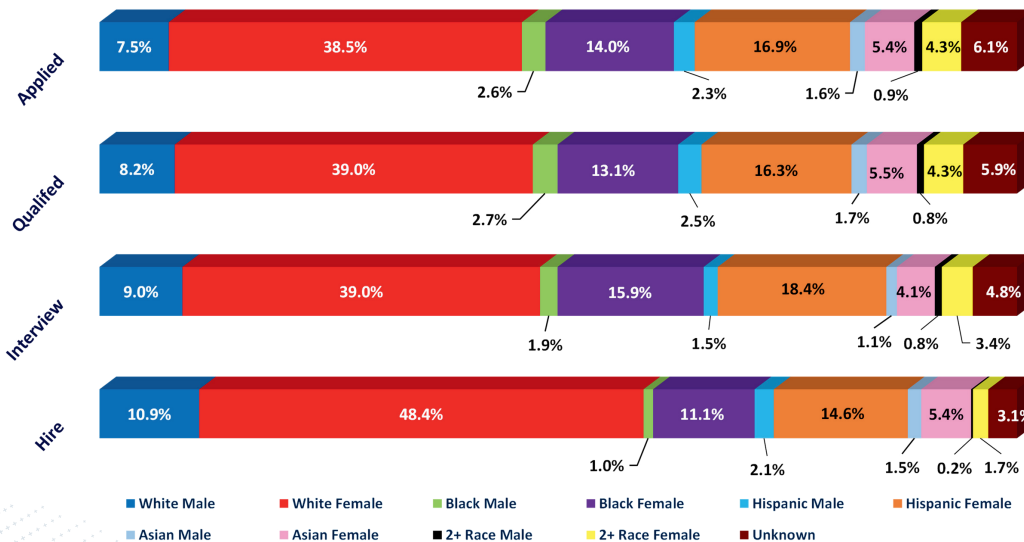
The effect of **Unknown** applicants cannot be assessed solely based on the data provided.



■ Male ■ Female ■ Unknown

A total of **11,126** candidates applied for staff positions, resulting in **478** successful hires. The demographics of the applicant pool align with those observed in earlier reports. Nonetheless, as candidates move through the selection process, there are noticeable inconsistencies in the representation of different race/gender groups.

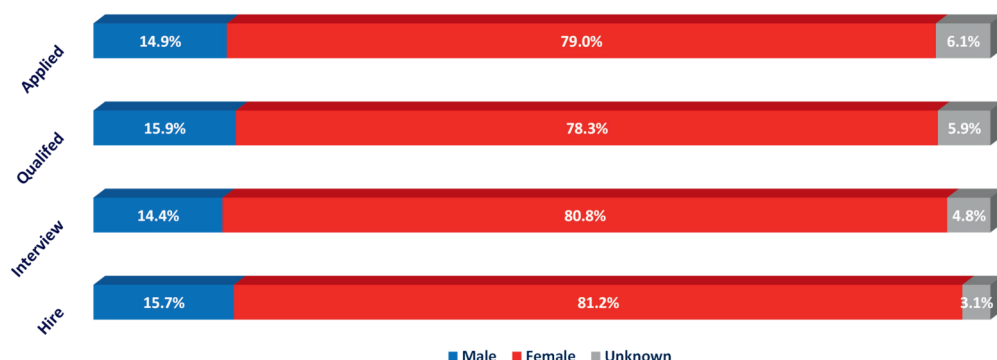
- **White males** from Application to Hire
- **White females** from Interview to Hire
- **Black males** Qualified to Interview and Hire
- **Black females** from Interview to Hire
- **Hispanic females** from Interview to Hire



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

The gender composition of applicants for faculty positions remains more consistent as candidates progress through the search process.

The effect of **Unknown** applicants cannot be assessed solely based on the data provided.



■ Male ■ Female ■ Unknown