

Office of Diversity & Equity  
[www.ode.uconn.edu](http://www.ode.uconn.edu)

# Faculty and Staff Diversity Update

## February 11, 2016

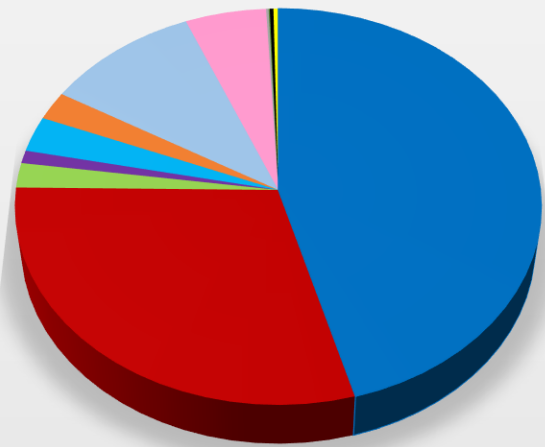
### ALFAS

# Faculty Diversity at-a glance

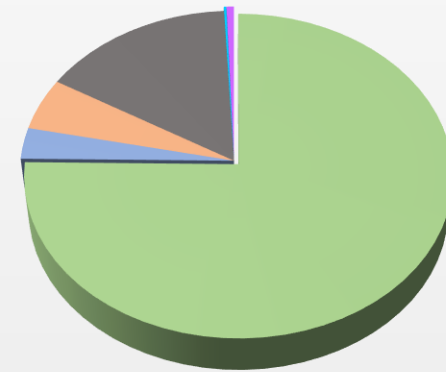
- 24.8% of Faculty (tenure-track and clinical) from minority groups:
  - 15.7% Asian
  - 5.2% Hispanic
  - 3.1% Black
  - 0.6% Two More Races
  - 0.2% Native American
- 38.7% Female:
  - Increase from 37.6% in 2014
  - Minority Female: 9.1%

# Total Faculty Workforce

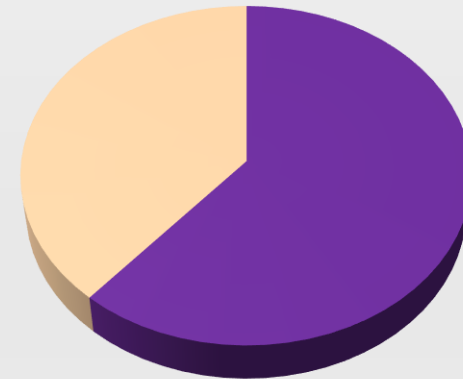
## September 30, 2015



- 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



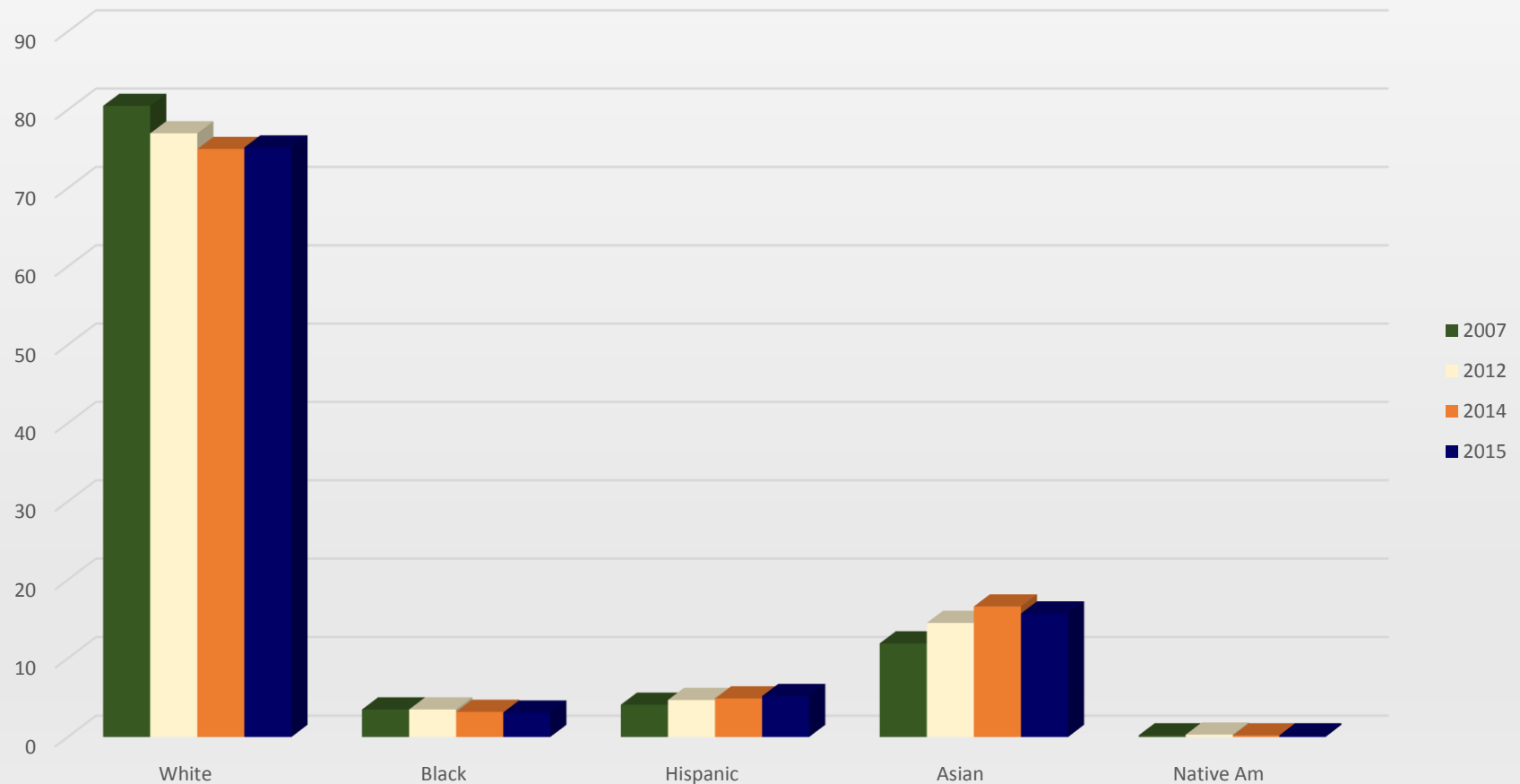
- White
- Black
- Hispanic
- Asian
- Native Am
- 2+ Races



- Male
- Female

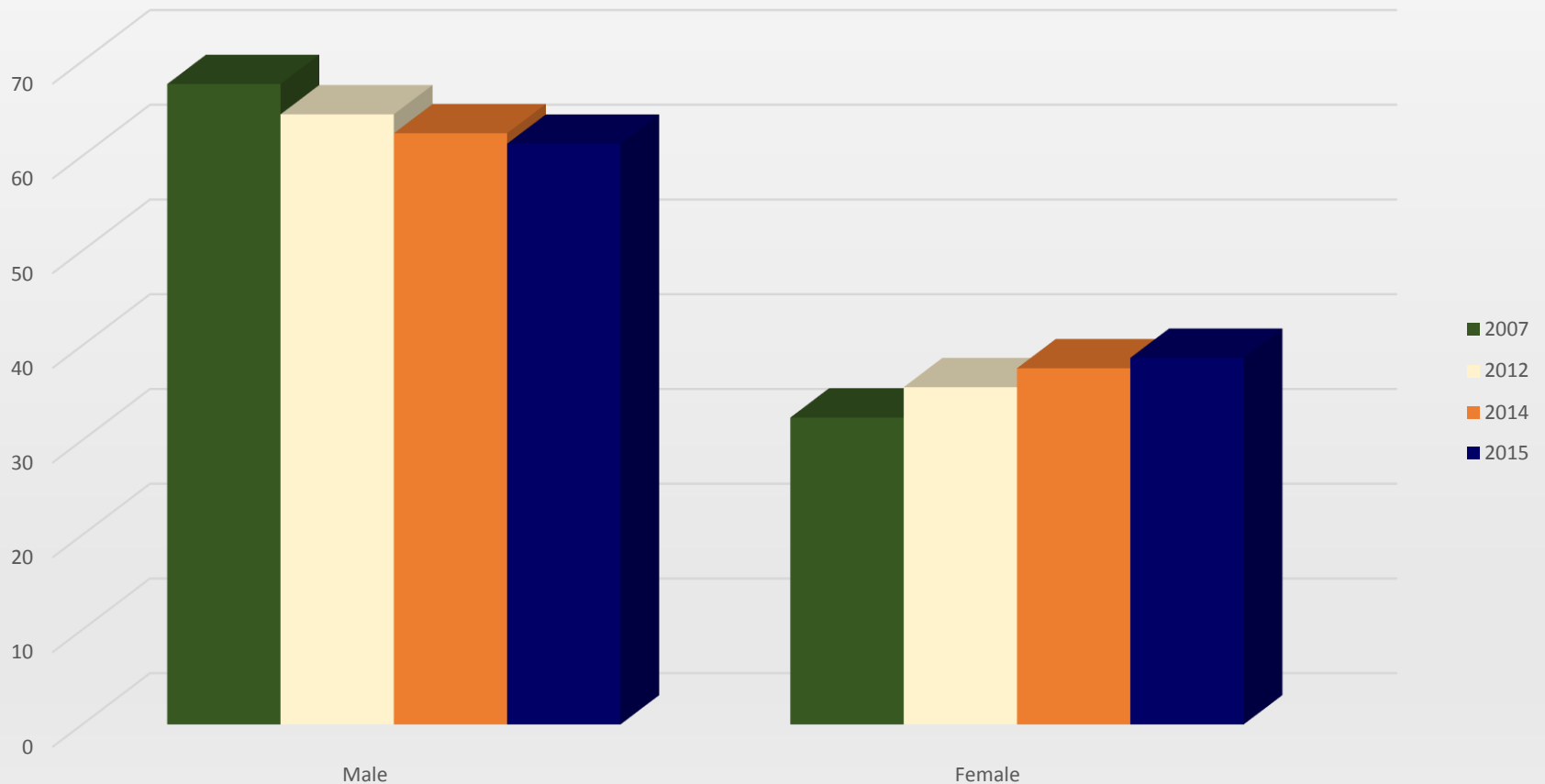
# Faculty Workforce Trends

by Race for 2007, 2012, 2014 and 2015



# Faculty Workforce Trends

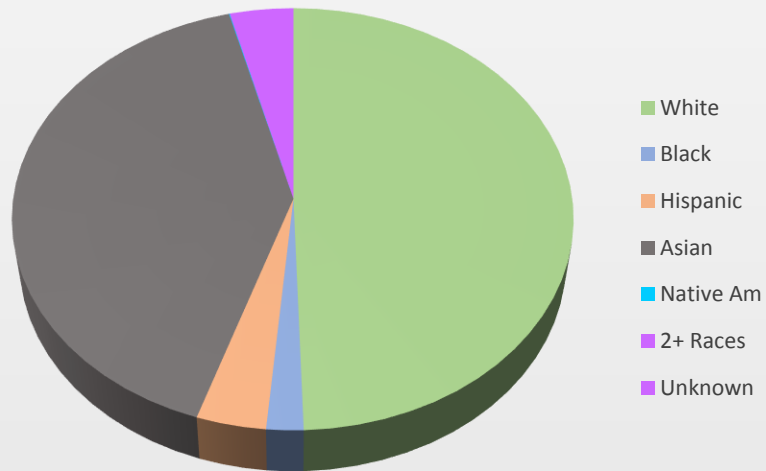
by Gender for 2007, 2012, 2014 and 2015



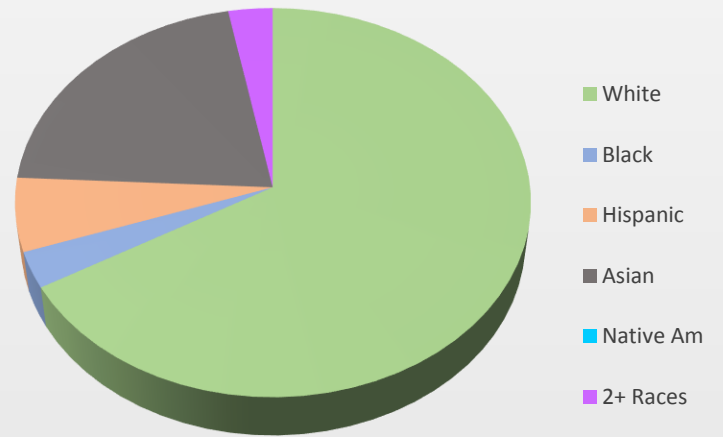
# Faculty New Hires and Applicants

- 33 Faculty hires in the 2015 hiring cycle:
  - 54.5% Female
  - 21.2% Asian
  - 6.1% Hispanic
  - 3.0% Black
  - 3.0% Two or More Races
- 2371 Applicants:
  - 40.9% Asian
  - 3.7% Hispanic
  - 1.9% Black
  - 0.2% Two or More Races
  - 3.8% Unknown
  - 36.5% Female

# Applicants and Hires

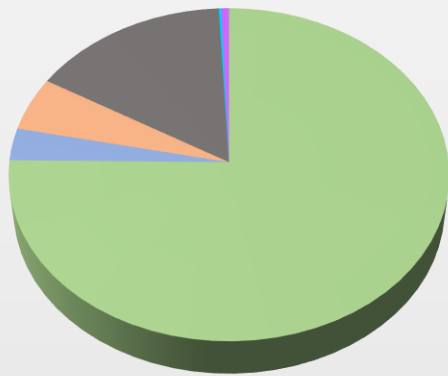


2015 Applicants

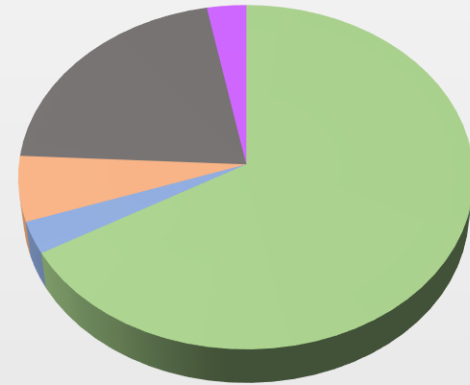


2015 Hires

# Hiring What We Look Like?



- White
- Black
- Hispanic
- Asian
- Native Am
- 2+ Races



- White
- Black
- Hispanic
- Asian
- Native Am
- 2+ Races

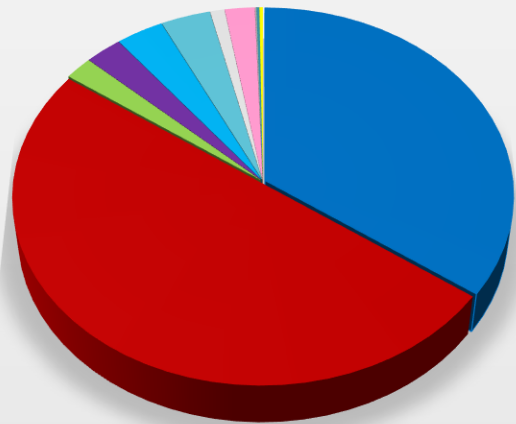


# Staff Diversity at-a glance

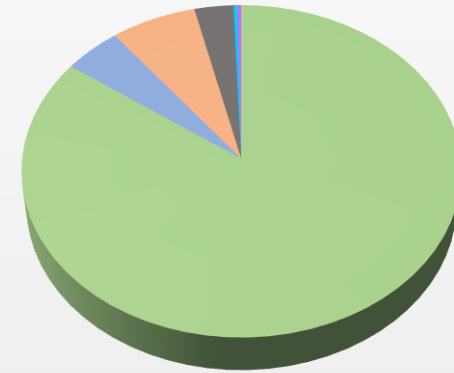
- 15.1% of Staff from minority groups:
  - 6.8% Hispanic
  - 4.6% Black
  - 3.1% Asian
  - 0.3% Two More Races
  - 0.3% Native American
- 58.6% Female:
  - No significant change from 2014
  - Minority: 8.6%

# Total Staff Workforce

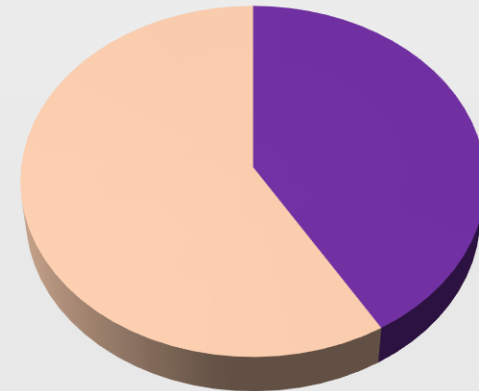
September 30, 2015



- White Male
- White Female
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- Hispanic Male
- Hispanic Female
- Asian Male
- Asian Female
- Native Am Male

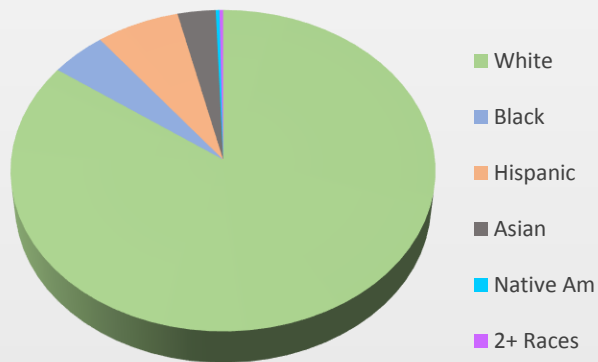


- White
- Black
- Hispanic
- Asian
- Native Am
- 2+ Races

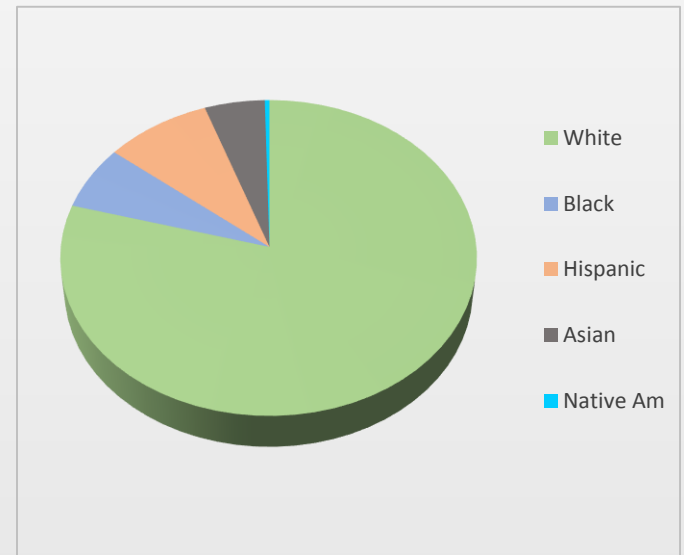


- Male
- Female

# Staff Too: Hiring What We Look Like?

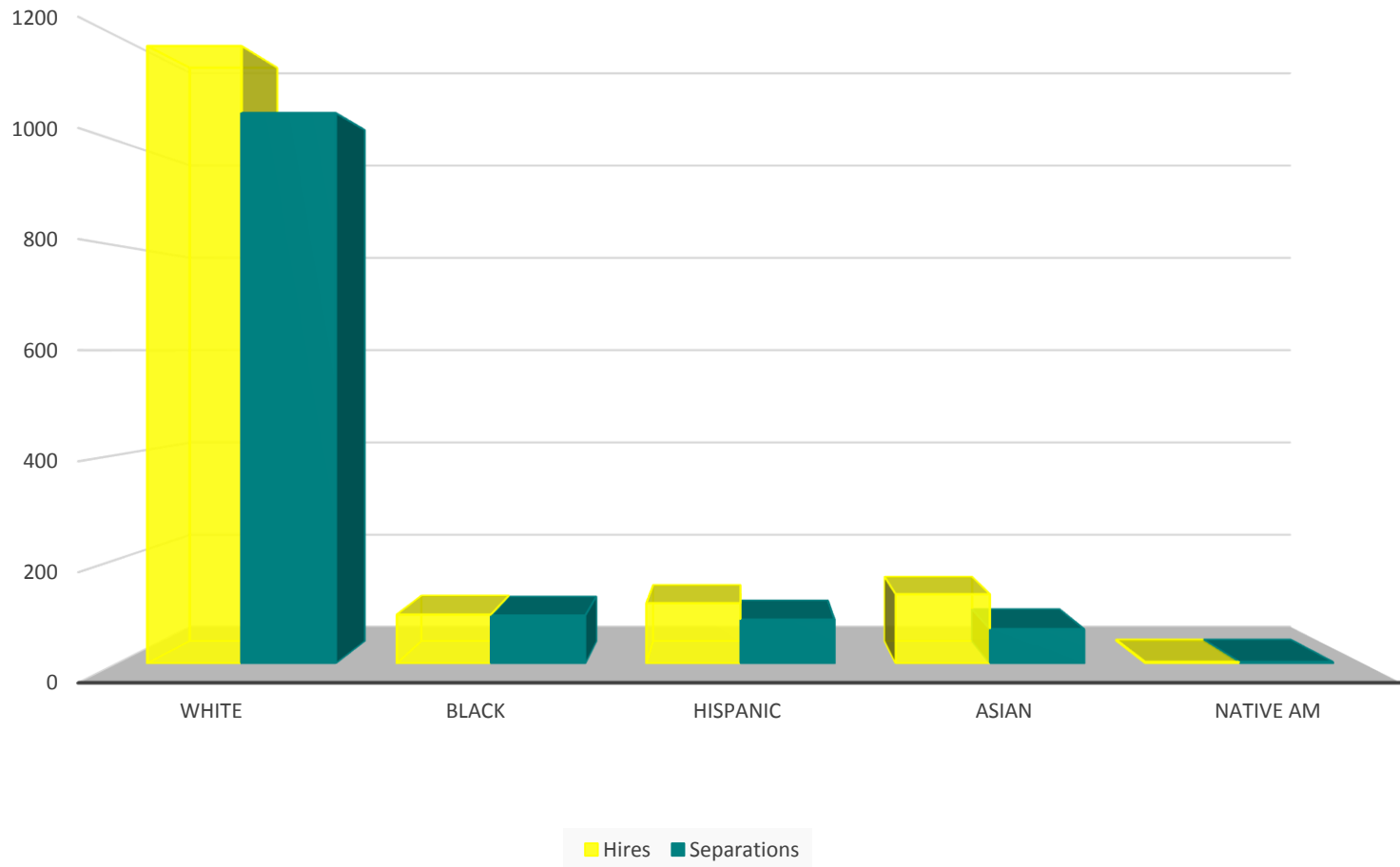


2015 Workforce



2015 Hires

# Retention- Total Workforce



# Hispanic Population: UConn, Connecticut & United States

UConn Employees:

- 6.23% of total Employee Population

In Connecticut:

- 14.3% (512,795) of the population.

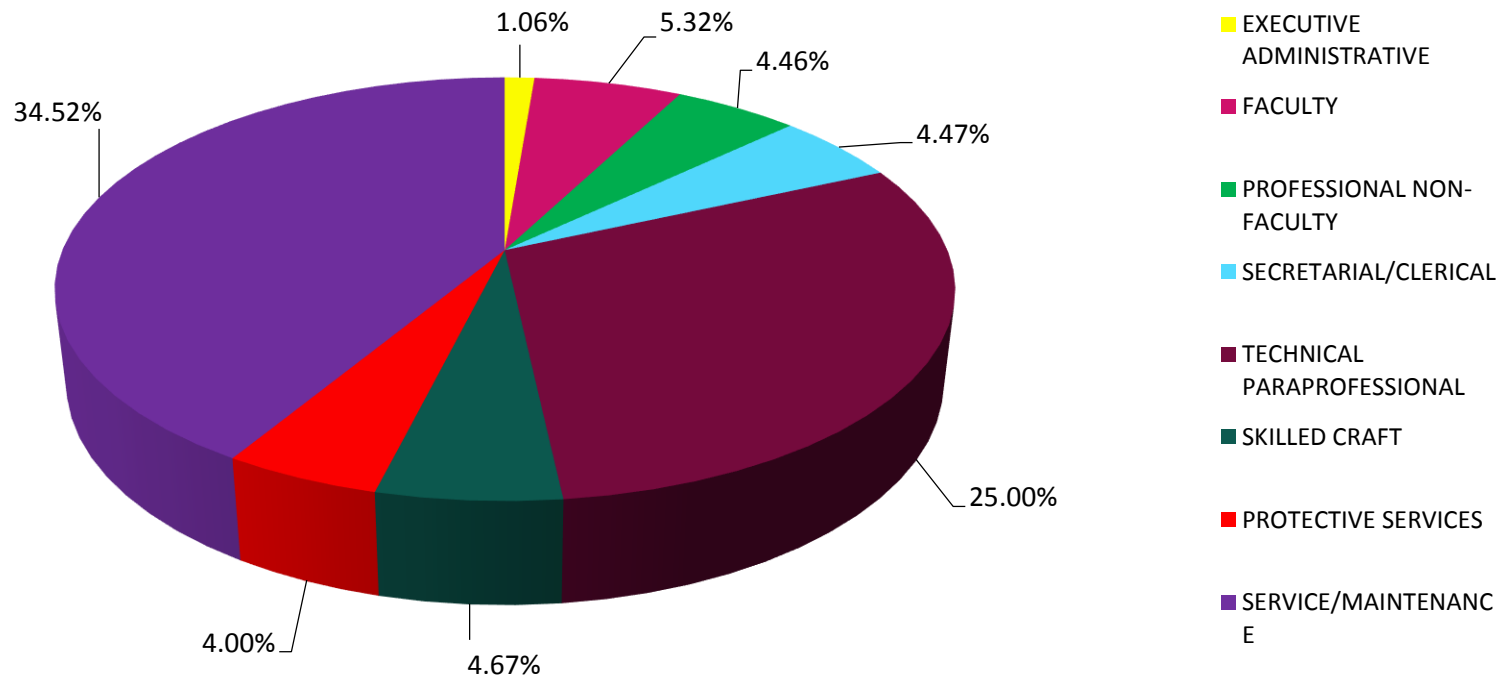
In the United States:

- 16.9% (53,070,096) of the population.

# Hispanic Employees at UConn

Category	GRAND TOTAL	Latino	Non Latino	% Latino
EXECUTIVE ADMINISTRATIVE	95	1	94	1.06%
FACULTY	1391	74	1317	5.32%
PROFESSIONAL NON-FACULTY	2155	92	2063	4.46%
SECRETARIA CLERICAL	187	8	179	4.47%
TECHNICAL PARAPROFESSIONAL	15	3	12	25.00%
SKILLED CRAFT	112	5	107	4.67%
PROTECTIVE SERVICES	104	4	100	4.00%
SERVICE MAINTENANCE	339	87	252	34.52%
<b>TOTAL</b>	<b>4398</b>	<b>274</b>	<b>4124</b>	<b>6.23%</b>

# Hispanic Workforce by Category



# In Summary: Your Next Steps

## **1. Aggressive, Tailored Recruitment**

- New Search Committee Trainings and Requirements

## **2. Climate and Retention Enhancements**

- Mentoring Programs
- Community/University Engagement and Support
- Professional Development Opportunities
- Continued Executive/Management Diversification
- It's not (just) about the \$