

Where are we?

The Status of Latinas/os at UConn



4th Annual Faculty & Staff Luncheon
October 15, 2008
University of Connecticut

Presentation Overview

- ALFAS
- CT Board of Governors Mandate
- UConn Strategic & Academic Plans
- Latino Educational Status in Nation and State
- UConn Latino Data (Student, Faculty, and Staff)
- Goals for the Future
- Discussion & Questions

Association of Latina/o Faculty & Staff

- ALFAS was established in 2004, and as part of its mission, is devoted to representing, addressing the needs and raising awareness about issues pertaining to Latinos at UConn.
- In keeping with ALFAS's mission, this report aims to present the status of Latinos at the University of Connecticut, provide a forum for discussion, and disseminate relevant information.
- ALFAS seeks to make a difference at UConn and be an active partner in supporting the University's strategic and academic goals with tangible, positive and attainable solutions.

CT Board of Governors: Diversity Mandate

- The Board of Governors for Higher Education in Connecticut was created in 1983 by legislative mandate.
- By statute, the Board is charged to ensure students, faculty, administrators and staff at each public institution are representative of racial and ethnic diversity of the total population of the state of Connecticut.
- Board of Governors receives yearly reports from public higher education institutions with data about minority student enrollment and parity among its professional workforce (officials, administrators, faculty members and professional staff).

UConn Strategic & Academic Plans

- The University of Connecticut's Strategic Plan seeks to recruit and retain diverse students, faculty and staff in keeping with multicultural objectives.
- In Diversity Goal 4, Academic Plan 2009-2014 "Our World, Our People, Our Future" outlines strategic steps to improve recruitment and retention in both student enrollment and workforce from underrepresented groups.
- Public yearly reviews of the Academic Plan will chart, by way of metrics, UConn's success in meeting its goals.

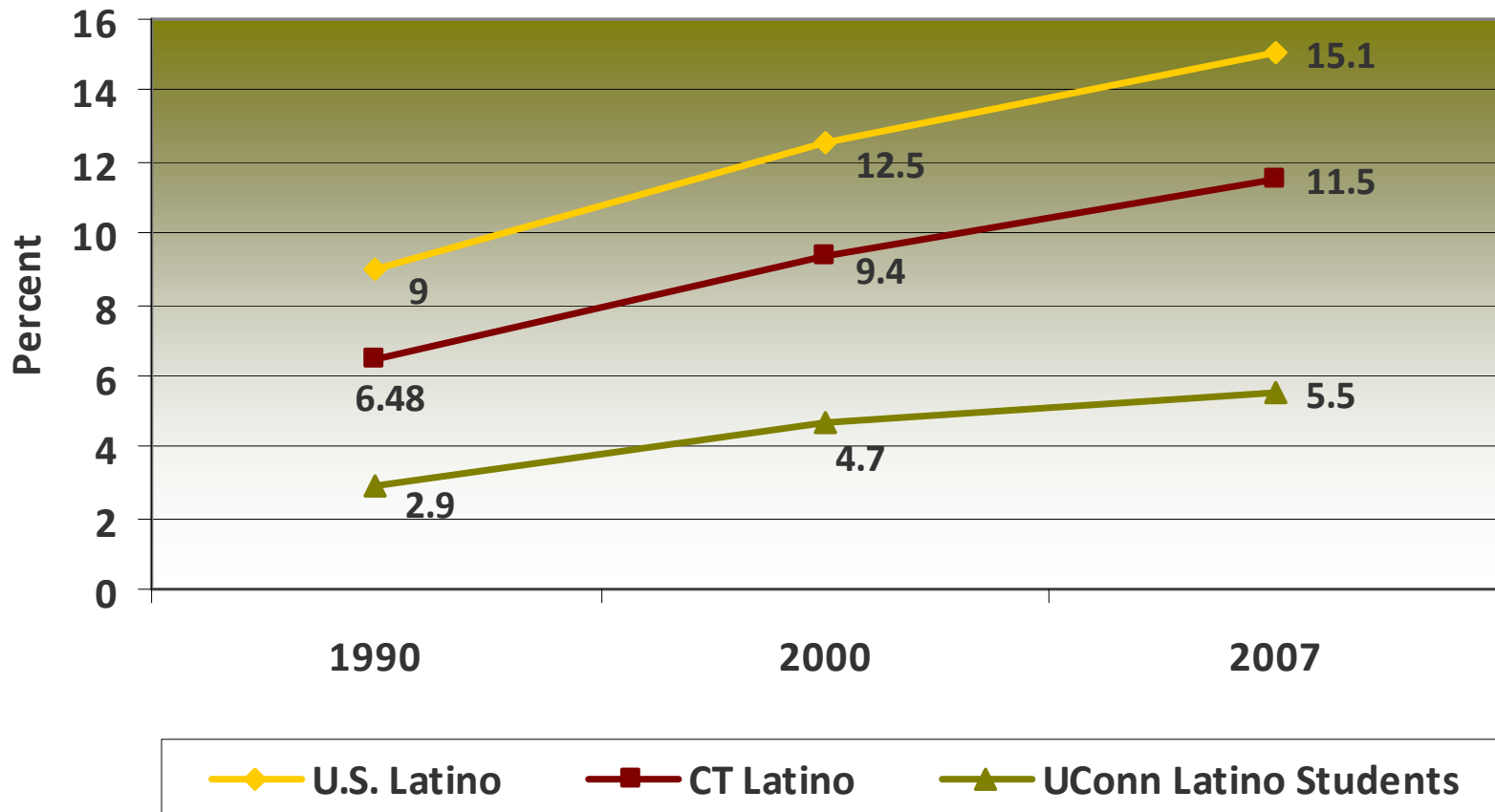
Latino Educational Status in Nation

- Latinos are now the largest minority group in the United States. In the U.S., 45.5 million or 15.1% of the total population is Latino (U.S. Census Bureau, 2007 American Community Survey).
- In 2007, 12.7% of Latinos 25 years and older had a Bachelor's degree or higher (U.S. Census Bureau, 2007 Annual Social and Economic Supplement).
- In the last ten years, Latino student enrollment (K-12) increased by 68%, while White students enrollment decreased by 10% during the same time period (Pew Hispanic Center Research Report, October 5, 2006).

Latino Educational Status in State

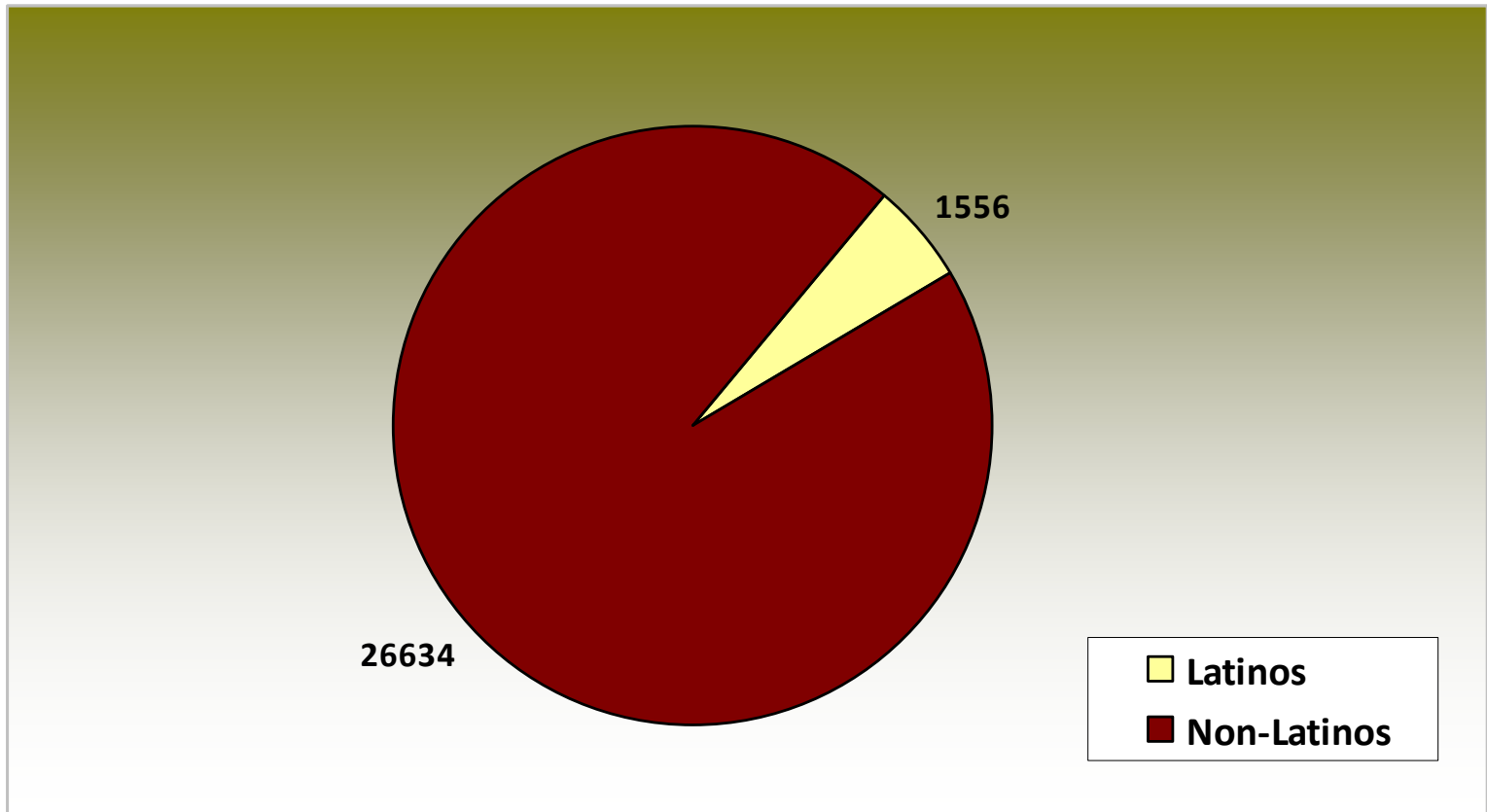
- In Connecticut, Latinos represent 11.5% (403,375) of the population (U.S. Census Bureau, 2007 American Community Survey).
- Latinos comprise 33.3% of the population in Hartford county, 25.6% in New Haven county and 22.9% in Fairfield county (Latino and PR Affairs Commission, 2007 Socio-Economic Study). These percentages also indicate that there is a high concentration of Latino pupils in these areas.
- In the City of Hartford, Latino students make almost 70% of the student body (Latino and PR Affairs Commission, 2007 Socio-Economic Study).

Latino Growth Comparison



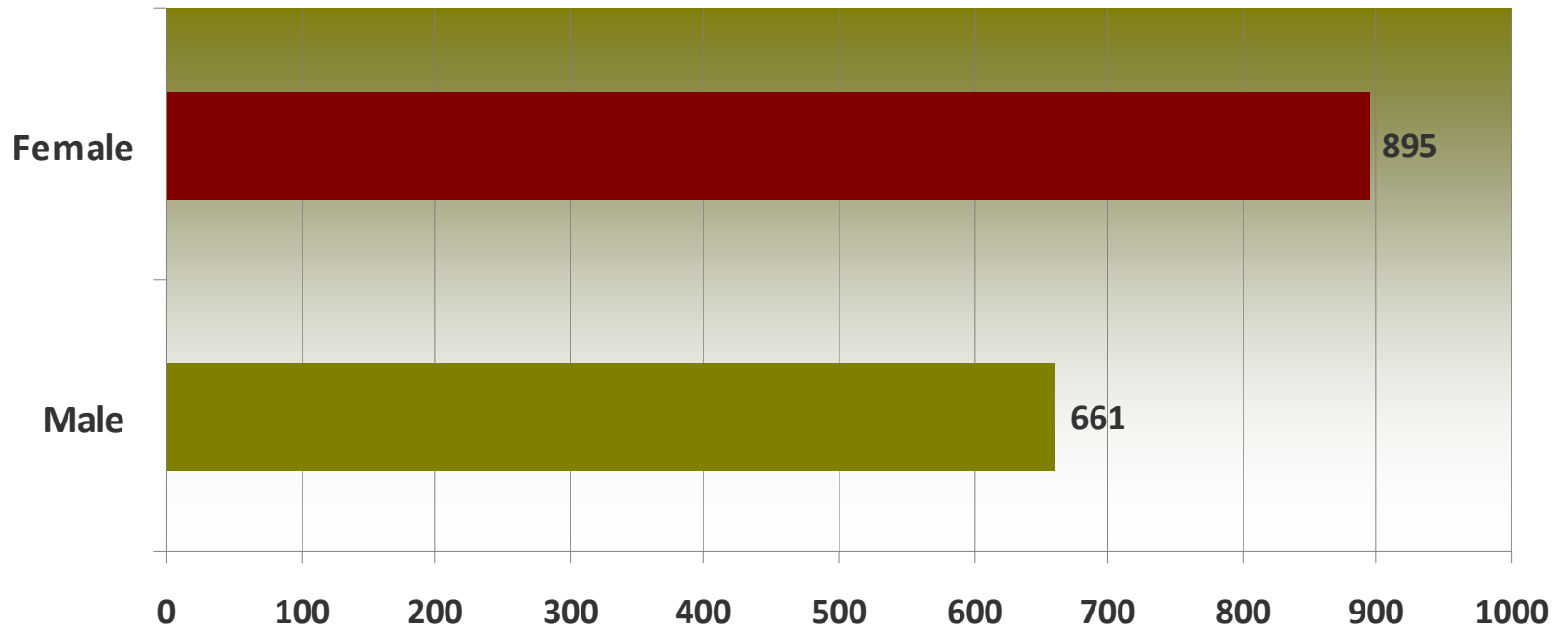
Source: OIR, Total University Enrollment Fall 1990, 2000, & 2007; US Census 2007 American Community Survey

Total University Enrollment



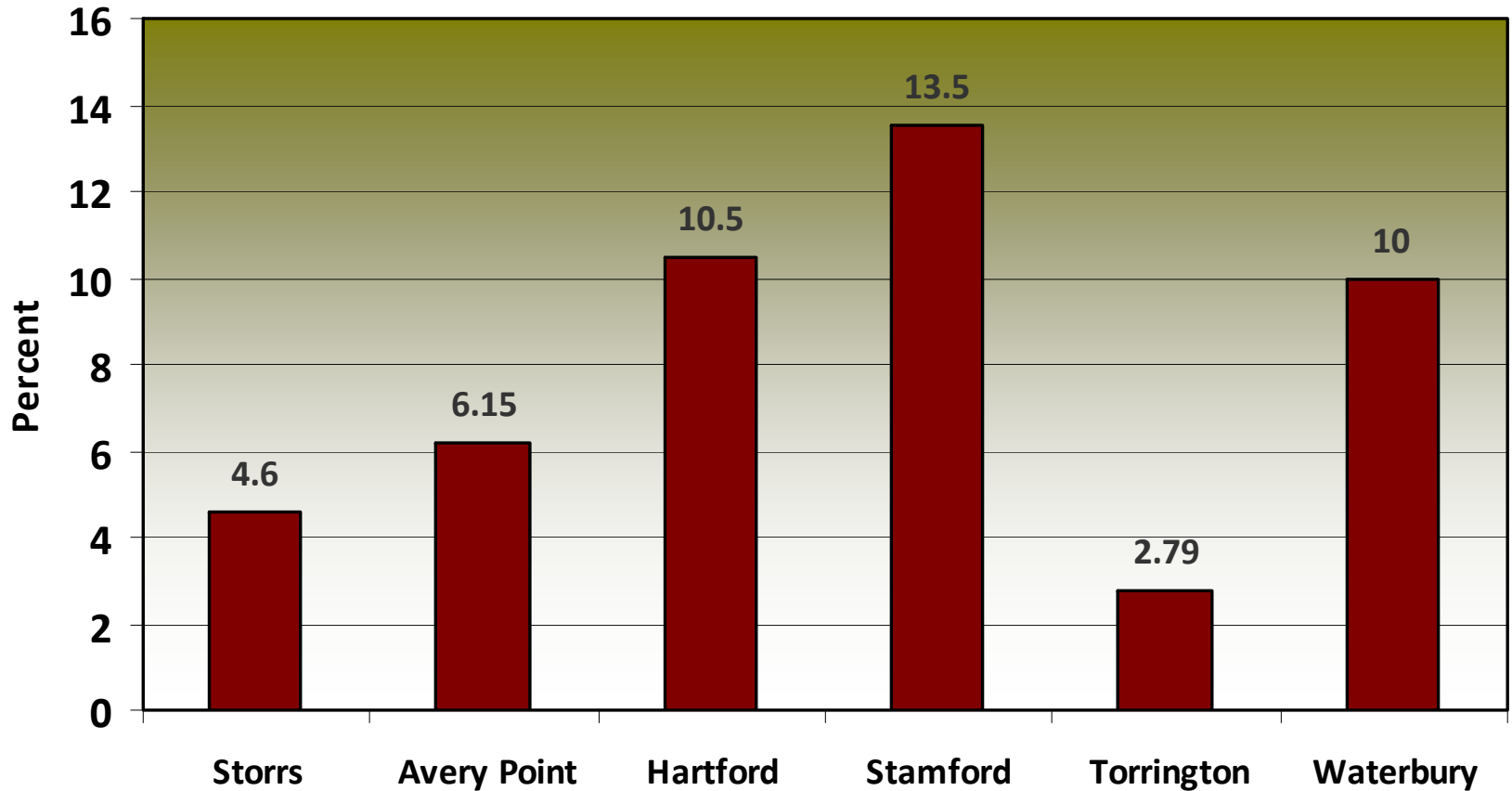
Source: OIR, Total University Enrollment, Fall 2007

Latino Enrollment by Gender



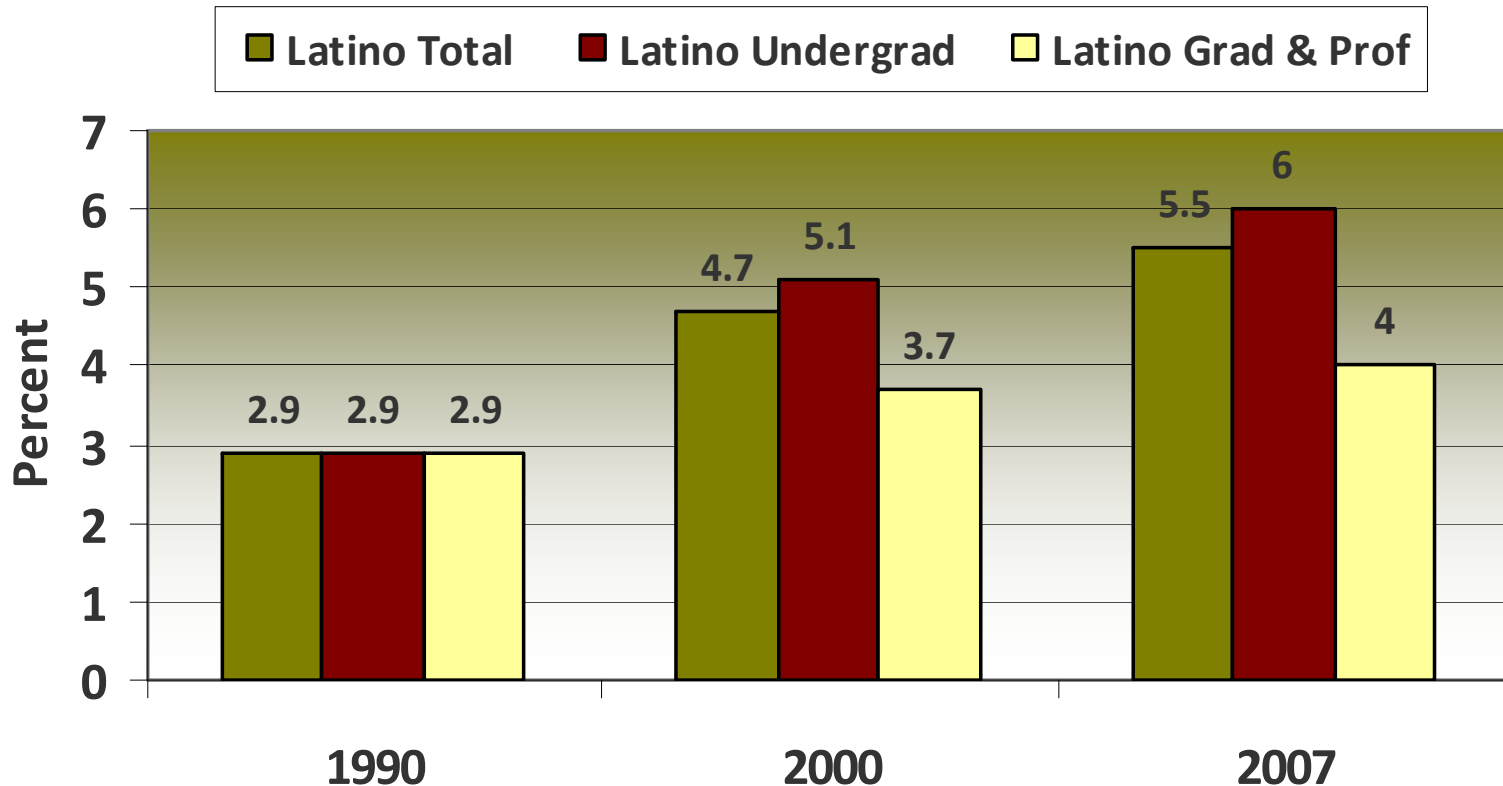
Source: OIR, Total University Enrollment, Fall 2007

Latino Enrollment by Campus



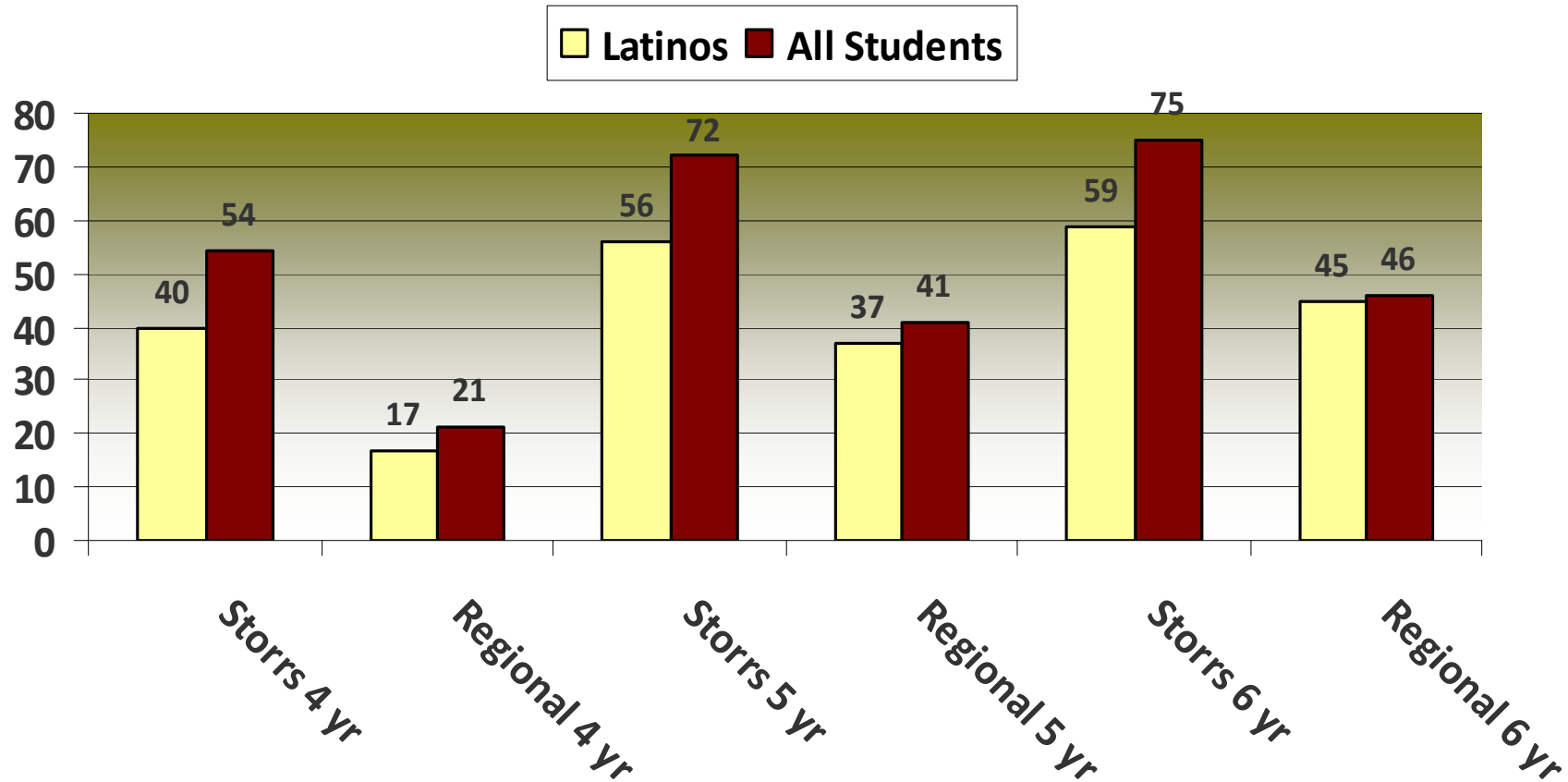
Source: OIR Fall 2007, Storrs Campus, Avery Point Campus, Hartford Campus, Stamford Campus, Torrington Campus, Waterbury Campus

Latino Students at UConn by Type & Year



Source: OIR, Total University (Excluding Health Center) Enrollment Headcount by Ethnicity and Gender Fall 1986-2007; Total University Undergrad Enrollment by Ethnicity & Gender Fall 1986-2007; Total University (excluding Health Center) Matriculated Grad and Prof Enrollment Fall 1986-2007

Student Retention & Graduation Rates Percentage



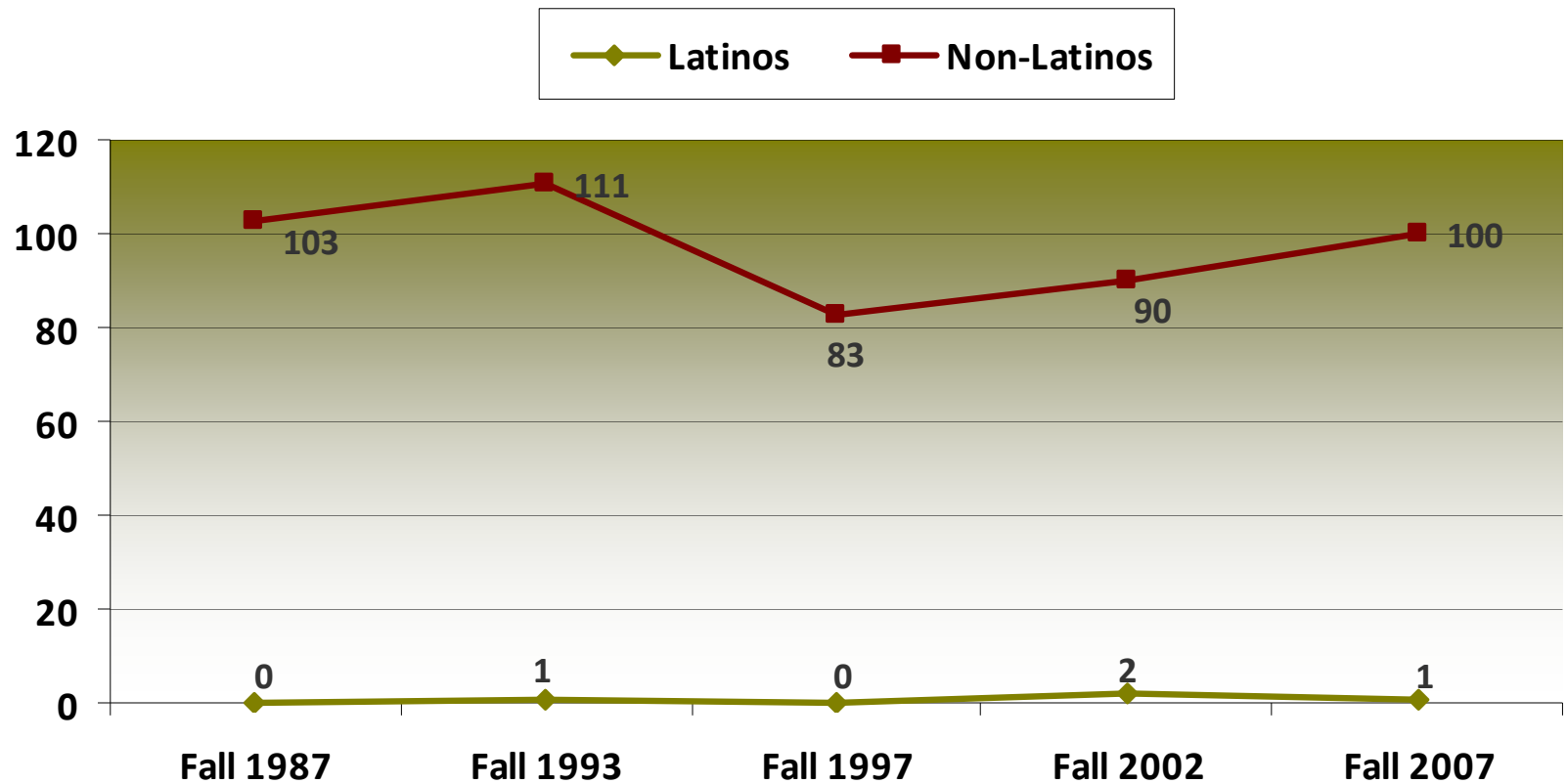
Source: OIR, Graduation rate data based on Fall 2001 entering freshmen cohort

University Employment

	Non-Latinos	Latinos	Percent Latino
Executive/ Management	100	1	.9%
Professional	1830	65	3.4%
Faculty	1242	52	4.0%
Grad Assist	2211	103	4.5%
Classified	900	98	9.8%

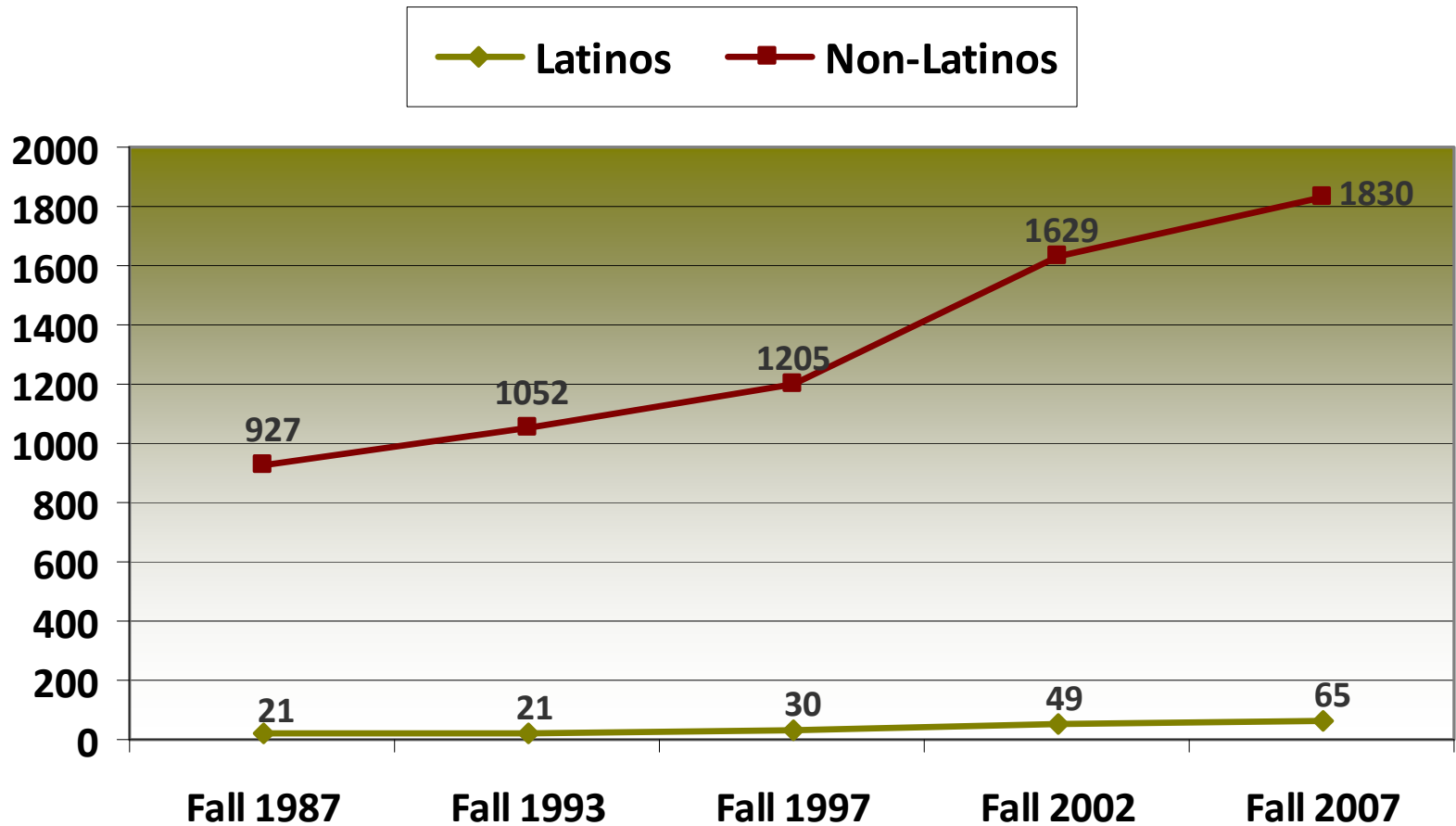
Source: OIR, University of Connecticut (Excluding Health Center) University Staff by Ethnic Group Fall 2007. Ethnic identity is counted regardless of citizenship status.

Full-Time Executive/Management Staff



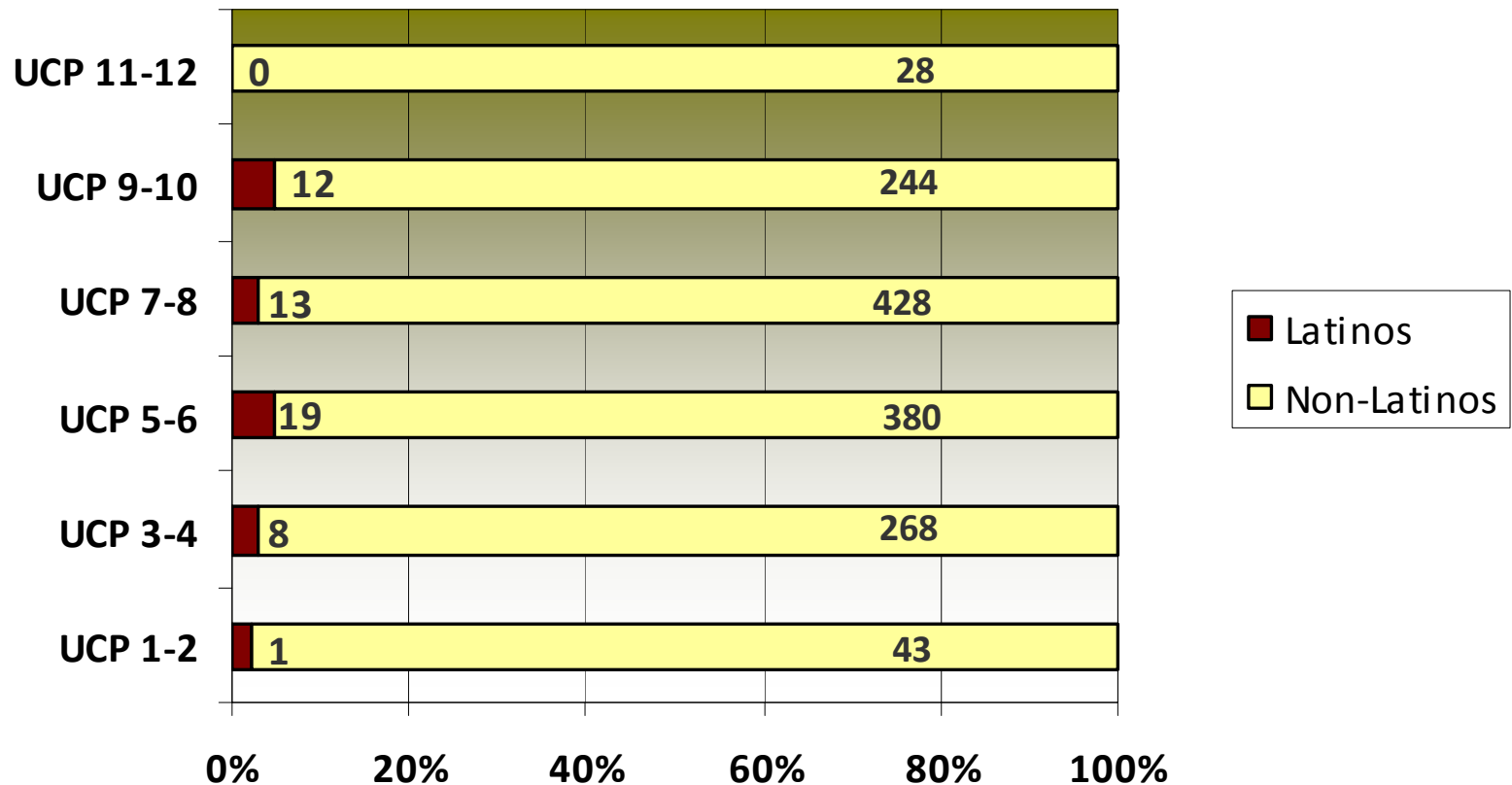
Source: OIR, Total University (Excluding Health Center) Full-Time Executive/Managerial Staff Selected Years, Fall 1975-2007

Full-Time Professional Staff (Non-Faculty) by Year



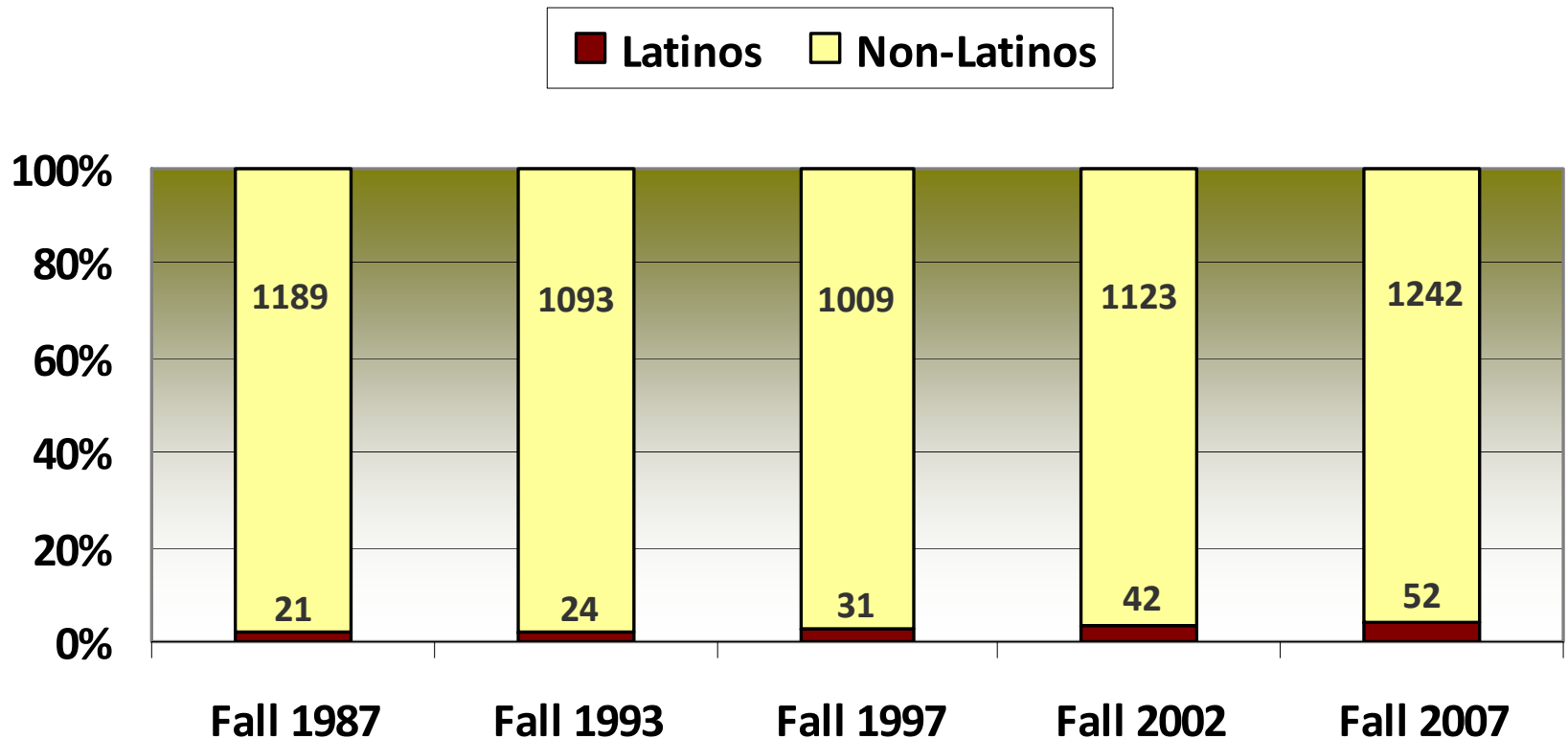
Source: OIR, Total University (Excluding Health Center) Full-Time Non-Faculty Professional Staff Selected Years, Fall 1975-2007

Full-Time Professional Staff (Non-Faculty) by UCPEA Rank



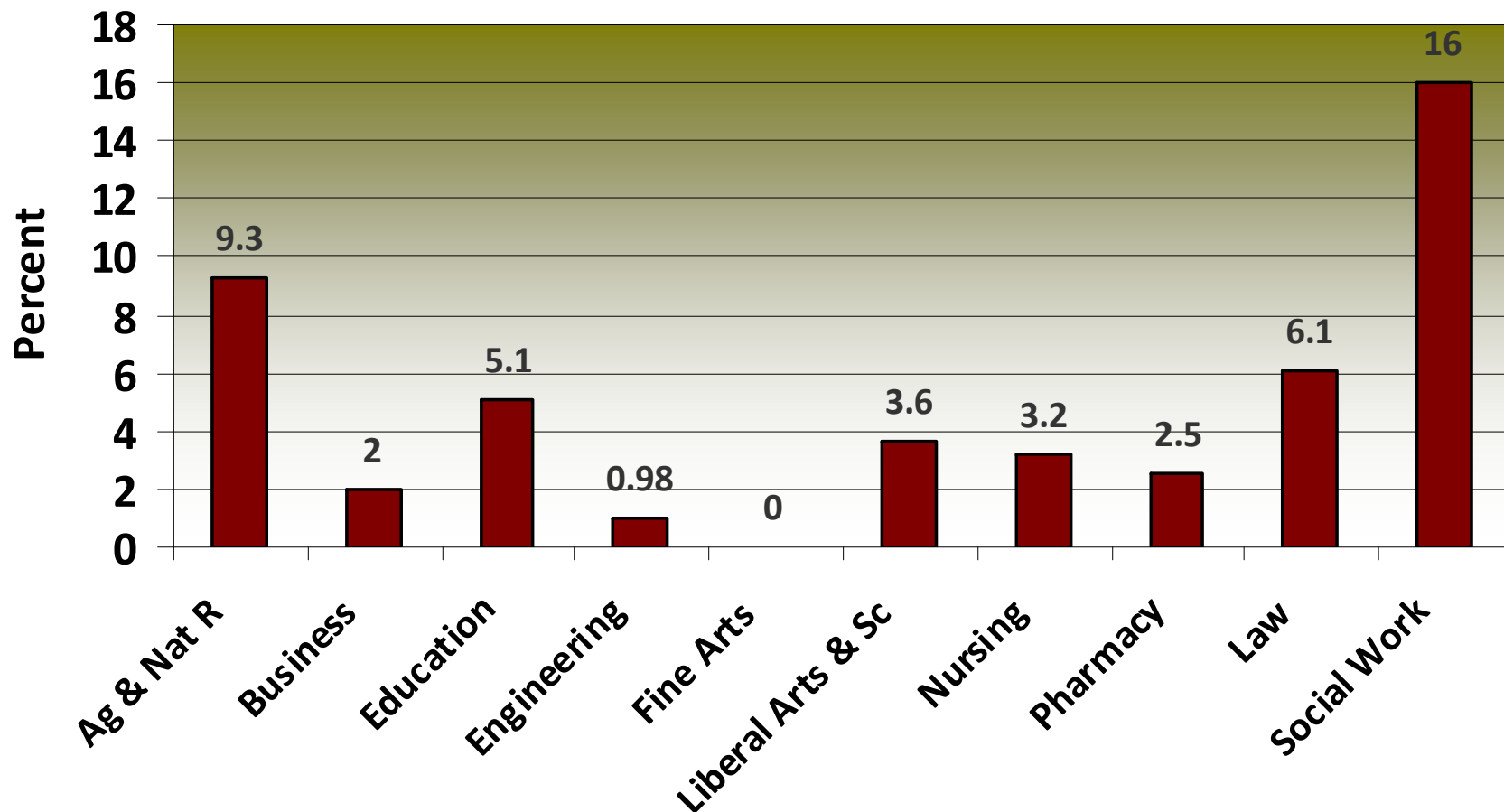
Source: UCPEA, Ethnic Makeup of UCPEA Membership at all UConn Campuses

Full-time Teaching Faculty by Year



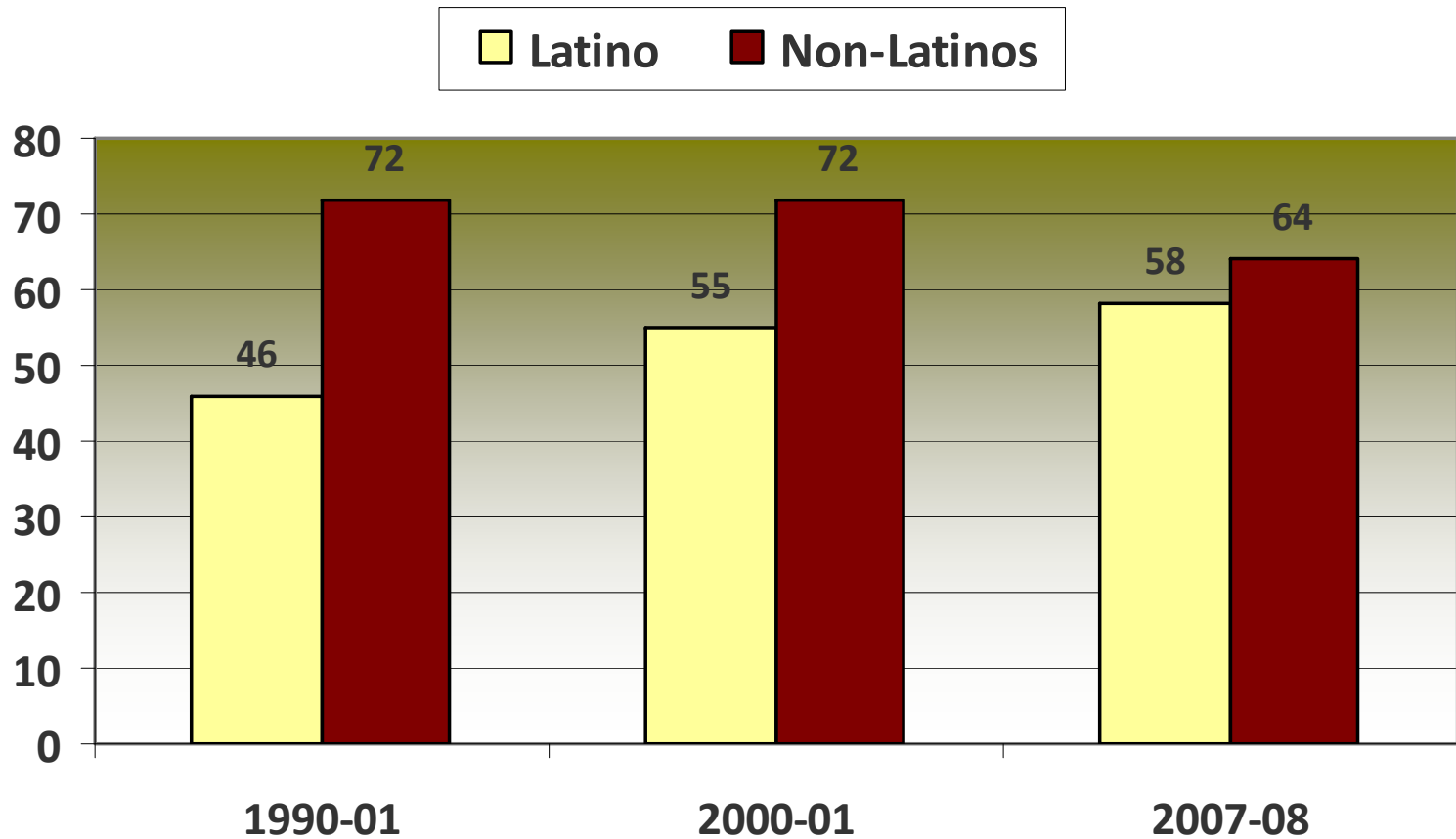
Source: OIR, University of Connecticut Total University
(Excluding Health Center) Full-Time Faculty Fall 1975-2007

Latino Full-Time Faculty by School/College (N=52)



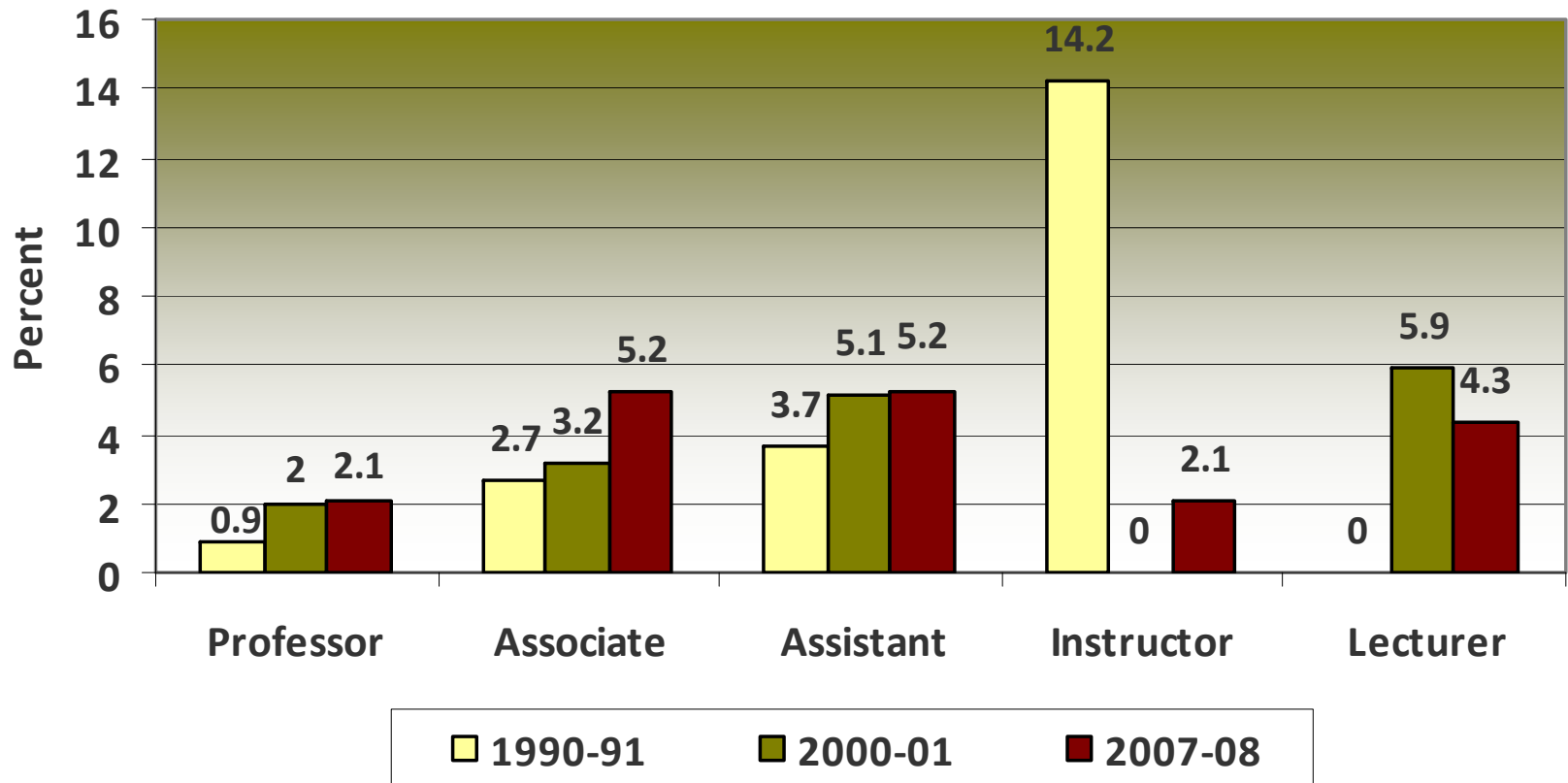
Source: OIR, Tenure Status of Full-Time Teaching Faculty, School/College/Campus 2007-08.

Full-Time Teaching Faculty with Tenure by Year (Percent)



Source: OIR, Tenure Status of Full-Time Teaching Faculty, by Rank 1990-1991, 2000-2001 & 2007-2008

Latino Full-time Faculty by Rank & Year



Source: OIR, Tenure Status of Full-Time Teaching Faculty, by Rank 1990-1991, 2000-2001 & 2007-2008

Summary

- Latino student enrollment at UConn has shown continuous modest increases and stands at 5.5 percent (OIR, Total University Enrollment, Fall 2007). However, this increase has not kept pace with State and National trends and the Board of Governor's mandate.
- In 2007, Latinos are underrepresented in all workforce areas and constitute only 3.28% of the professional workforce at UConn (OIR, University Staff by Ethnic Group, Fall 2007).
- Improving our efforts towards the recruitment and retention of Latino students, faculty and staff will contribute to a stronger and more diverse UConn and will ultimately be linked to a better future for all the citizens of the State and Nation.

Future Goals

- In keeping with the University of Connecticut's diversity goals as outlined in Academic Plan 2009-2014 "Our World, Our People, Our Future" we propose the following:
 - ALFAS
 - Setup an "expertise database" that provides a platform for areas of knowledge and interest of Latino student, faculty and staff. This would serve as a valuable tool in the recruitment and retention of Latinos at the University of Connecticut, and;
 - Provide a yearly "Status of Latinos at UConn Report," include it on our website, and disseminate it to University officials and departments.

Future Goals - cont

- University
 - Identify and target specific University units where Latino representation is especially low in order to enhance the active recruitment and retention of Latino faculty and staff;
 - Recommend best sources for hiring of Latino faculty and staff. The Office of Diversity and Equity currently provides an extensive list of recruitment sources. Identify sources within this list that specifically target Latinos;
 - Commitment to appointing Latino faculty and staff to search committees;

Future Goals - cont

- University
 - Foster an inclusive environment for Latino students, faculty and staff by increased public recognition of their accomplishments in all University communications (main web-page, campus media, magazines, etc.);
 - Enhance mentoring and research assistantship opportunities for Latino students;
 - Improve research and publication infrastructure for faculty retention especially in the regional campuses, and;
 - Enhance opportunities among faculties from different campuses to collaborate on research, grants and publications.