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%
Faculty Workforce Trends
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
Hiring What We Look Like?
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%
Staff Too: Hiring What We Look Like?

2015 Workforce

2015 Hires
Retention - Total Workforce

The bar chart shows the retention rates for different ethnic groups: White, Black, Hispanic, Asian, and Native American. The vertical axis represents the total workforce size, ranging from 0 to 1200. The chart includes bars for hires (yellow) and separations (teal) for each group. The White group has the highest retention rate, with a significant number of hires and separations compared to other groups.
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

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

- EXECUTIVE: 1.06%
- ADMINISTRATIVE: 5.32%
- FACULTY: 4.46%
- PROFESSIONAL NON-FACULTY: 4.47%
- SECRETARIAL/CLERICAL: 25.00%
- TECHNICAL: 4.67%
- PARAPROFESSIONAL: 4.00%
- SKILLED CRAFT: 34.52%
- PROTECTIVE SERVICES: 4.47%
- SERVICE/MAINTENANCE: 25.00%
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 $