Workforce and Hiring Diversity Data Update

University of Connecticut Office of Diversity and Equity

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Introduction

This report is intended to assist the University’s ongoing efforts to diversify its workforce. Beginning in 2012, the Office of Diversity and Equity (ODE) published reports with detailed demographic information organized by race and gender about the faculty workforce, new hires, applicants and recruitment efforts. In subsequent years, the reports were updated with the addition of comparisons to peer institutions, 10-year UConn comparisons and detailed applicant analyses. The reports were expanded in 2014 to include the same detailed data for staff. These reports are presently accessible online, under Diversity on the ODE website.

This 2015 update contains similar data and analysis in a summarized format. It includes the faculty and staff workforce, new hires (2014-2015), recruitment efforts and for the first time, separations. After compiling several years of detailed and data-intensive reports, it was evident that the data was not changing significantly every year. Basically, “the needle was not moving” enough to continue the compilation of copious volumes. This more succinct report updates the critical data and provides analysis and insight.

About the data

The data includes demographic information organized by race and gender. The demographic profiles are obtained through voluntary self-identification by employees and applicants. The data specific to hiring and separations reflects the time period of October 1, 2014—September 30, 2015. The information in this report is compiled by ODE utilizing data from the Department of Human Resources GENESYS system.

Key Definitions:

Faculty: Instructors and Assistant, Associate and Full Professors. Clinical faculty are included for the Schools of Pharmacy and Nursing. Adjunct faculty and non-tenure positions are not included.

Staff: Management, UCPEA, University Educational Assistant (UEA), University Staff Professionals (USP), Academic Assistants, Extension Educators, Athletic Specialists and Classified staff including Secretarial/Clerical, Service/Maintenance, Paraprofessional, Qualified Craft worker and Protective Service employees. Part-time staff is included.

Research assistant and associates, postdoctoral fellows, special payroll employees and graduate assistants are not included.

Workforce: Faculty or staff (as defined above) employed as of September 30, 2015.

New Hires: Faculty or staff hired within the 12 month period of October 1, 2014—September 30, 2015.

Separations: Faculty or staff leaving employment due to retirement, resignation, termination or death within the period of October 1, 2010—September 30, 2015.

Race and Ethnicity Definitions*

- **White (Not of Hispanic Origin):** All people having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- **Black (Not of Hispanic Origin):** All people having origins in any of the Black racial groups of Africa.
- **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.
- **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). Note: Native American data is not included in applicant data due to the not statistically significant number of applicants self-identifying as Native American.
- **Two or More Races:** All persons identifying with 2 or more of the following races: White, Black, Asian, Native American.

*Taken from the Equal Employment Opportunity Commission (EEOC) regulations*
The Workforce

Of the combined workforce of 4292:
- 68.9% are Staff
- 28.9% are Faculty
- 2.2% are Executive/Management

The combined workforce is:
- 82.0% White
- 4.3% Black
- 6.2% Hispanic
- 6.8% Asian
- 0.3% Native American
- 0.3% Two or More Races.

- 52.5% female and 47.5% male
- White females are 43.8%, the largest group

Faculty

1170 tenure and tenure-track track and 72 clinical faculty

The faculty workforce of 1242 is:
- 75.2% White
- 3.1% Black
- 5.2% Hispanic
- 15.7% Asian
- 0.2% Native American
- 0.6% Two or More Races

- 308 minority faculty comprise 24.8% of the total faculty workforce
- 38.7% female and 61.3% male
- White males constitute 45.7%, the largest group
- Black females are the least represented at 1%.

Staff

The staff workforce of 2957 is:
- 84.9% White
- 4.6% Black
- 6.8% Hispanic
- 3.1% Asian
- 0.3% Native American
- 0.3% Two or More Races

- 58.6% female and 41.4% male
- White females constitute 50%, the largest group
- 447 minority staff comprise 15.12% of the staff workforce
- Custodians comprise 37% of the 202 Hispanic staff

*Minority includes Black, Hispanic, Asian, Native American and Two or more races
Executive/Management

The executive/management workforce of 93 is:
- 81.7% White
- 9.7% Black
- 1.1% Hispanic
- 6.5% Asian
- 1.1% Native American
- 45.2% female and 54.8% male
- White males are 45.2%, the largest group
- 17 minority executives comprise 18.3% of the Executive/Management workforce
- There has not been a Hispanic male in this category since 2004**

Hispanic faculty are not represented in the School of Fine Arts and Hispanic males are not represented in the Schools of Social Work or Nursing

Where is our diversity?

- The Executive/Management category has the highest representation of Black (9.7%) and Native American (1.1%) employees
- Asian is the largest percentage of faculty after White at 15.7% but the lowest for staff at only 3.1%
- The highest concentration of Hispanics is within staff at 6.8%.
- Blacks represent 3.1% of the faculty, the lowest percentage as compared with staff and Executive/Management
- 1 female is the sole Hispanic in the Executive/Management category
- There are 38 Black faculty members, 136 staff and 9 Executive/Management for a total of 183.

Black male faculty are not represented in the Schools of Law, Pharmacy or Nursing

- Faculty is the only category where males outnumber females
- Black females constitute 1% of the faculty
- Females comprise 13.3% of Protective Services with 14 total
- Only 3.6% of Qualified Craft Workers are female while only 2.7% of clerical staff are male
- Athletics has the highest representation of Black male employees with 12
- Social Work has the highest representation of Black female employees with 10
- Facilities employs the highest number of Hispanic males and females, 57 and 27 respectively
- There are 51 Asian males in Engineering, the largest representation of Asian male faculty
- There are 25 Asian females in CLAS, the largest representation of Asian female faculty

** ODE began archiving compiled workforce data for AA Plan purposes in 2004. Historical data prior to 2004 is available in the Genesys system.
2015 New Hires

Faculty

- 33 new hires: 31 Tenure-Track and 2 Clinical
- 54.5% female and 45.5% male
- 1 Black female Clinical Associate Professor hired in the School of Nursing
- 14 White female hires comprised the largest group at 42.4%
- School of Education hired a Hispanic female and an Asian female
- Females were hired in Chemistry, Computer Engineering, Mechanical Engineering and Molecular Biology, areas with traditionally lower female representation
- 1 Hispanic male was hired as a Professor in Mathematics

Staff

- 261 new hires
- 79.3% of new hires were White
- 57.9% female and 42.1% male
- White females were the largest group at 46.0%
- 10 of 23 Hispanics hired were custodians
- 3 White females, 1 Hispanic female and 1 Asian female hired in Public Safety
- 1 Black male hired in Public Safety
- No males hired into clerical positions
- All 7 Qualified Craft Workers hired were White males

Executive/Management

- 5 new hires
- 80% White and 20% Asian
- 40% female and 60% male
- 1 Asian male hired

57.2% of the total 2015 new hires were female.

8.4% of the total new hires were Hispanic. Increasing by 1.3% from 2014
Applicants for 2015 Searches

Faculty

2371 total applicants:
- 49.5% White
- 1.9% Black
- 3.7% Hispanic
- 40.9% Asian
- 0.04% Native Am

Interviewed:
- 75.3% Male
- 24.7% Female

- 54.1% White
- 1.7% Black
- 2.1% Hispanic
- 35.2% Asian
- 0% Native Am

63.5% Male
36.5% Female

Female interview rate is higher than application rate
White interview rate is higher than application rate
Hispanic applicants are 3.7% of the total pool, 2.1% if the interview pool and 6.1% of hires

Staff

9274 total applicants:
- 70.2% White
- 9.2% Black
- 8.8% Hispanic
- 6.1% Asian
- 0.5% Native Am

Interviewed:
- 47.1% Male
- 52.9% Female

- 52.4% White
- 5.4% Black
- 4.8% Hispanic
- 5.6% Asian
- 0.4% Native Am

50.5% Male
49.5% Female

Female application rate is higher but Interview rate is lower than male
Interview rate for Hispanic applicants is 4.8% but 8.8% for hires
White applicants are 70.2% of the total pool, 52.4% of the interview pool and 79.3% of hires
In Residence Faculty

Workforce

149 In-Residence Faculty:
- 78.5% White
- 11.4% Asian
- 6.0% Hispanic
- 3.4% Black
- 0% Native American
- 0.7% Two or More Races

- 50.3% female and 49.7% male
- No Black female in-residence faculty
- 32 minority In-Residence faculty comprise 21.5% of the total In-Residence faculty

Total Combined Faculty

1391 Total Tenured, Tenure-track, Clinical and In Residence:
- 75.6% White
- 15.2% Asian
- 5.3% Hispanic
- 3.1% Black
- 0.2% Native American
- 0.7% Two or More Races

- 40.0% female and 60.0% male
- 340 minority faculty comprise 24.4% of the total combined faculty
New Hires-In Residence

24 new hires:
- 83.3% White (10 male, 10 female)
- 12.5% Asian (1 male, 2 female)
- 4.2% Hispanic (1 female)
- 0% Black
- 0% Native American

◆ 54.2% female and 45.8% male

Total Combined Faculty New Hires

57 new hires:
- 73.7% White (18 male, 24 female)
- 17.5% Asian (6 male, 4 female)
- 5.3% Hispanic (2 Male, 2 female)
- 1.8% Black (1 female)
- 0% Native American
- 1.8% Two or More Races (1 male)

◆ 54.4% female and 45.6% male
A Different View: Employee Separations

In previously published reports (2012-2014), the Office of Diversity and Equity (ODE) focused on workforce trends through analysis of new hires, applicants, and recruitment efforts. The detailed examination of both faculty and staff data allowed for a baseline (benchmark) assessment of workforce demographics. Charting new hires and applicants provided a quantitative picture of the effects of the search and recruitment process on the workforce. Capitalizing on the findings of these reports, efforts were taken to increase the diversity of applicant pools through emphasis on recruitment strategies, enhanced training on search committee obligations and individual school/college initiatives. Additionally, search committees and hiring managers continue to prioritize constructive discussions on non-traditional proactive recruitment efforts.

As this update shows, the workforce demographics and new hires have not significantly changed. With increased scrutiny and attention to the recruitment and hire of diverse applicants, the question now is why are the numbers not changing?

One approach is to examine the other side of the hiring cycle: employee separations.

Separation data is included in the annual state and federal Affirmative Action Plans. The Plans utilize this data in the quantitative analysis of employment transactions. For this report, the data is compiled and formatted to follow the established patterns of previous reports.

The data presented in the next series of charts provides a broad overview of employee separations using the general categories of separation reasons.*** The date range of October 1, 2010 — September 30, 2015 was selected to provide a sufficient data sample for analysis.

From October 1, 2010 — September 30, 2015, 1527 new employees were hired:
- 365 Faculty
- 1121 Staff
- 41 Executive/Managerial

Of those 1527 employees hired, 1234 or 80.8% remain employed at the University.

These remaining 1234 employees are comprised of:

**Faculty:**
- 321 or 87.9% remain employed:
  - White: 88.5%
  - Black: 78.6%
  - Hispanic: 91.3%
  - Asian: 87.8%
  - Native American: 0%

**Staff:**
- 885 or 78.9% remain employed:
  - White: 79.3%
  - Black: 70.1%
  - Hispanic: 81.7%
  - Asian: 79.2%
  - Native American: 100%

**Executive/Managerial:**
- 35 or 85.4% remain employed:
  - White: 82.4%
  - Black: 100%
  - Hispanic: N/A
  - Asian: 100%
  - Native American: N/A

*** Reasons for separations are reported from Human Resources’ Genesys system.
Who’s leaving?

From October 1, 2010 — September 30, 2015, 1298 employees separated from employment:

- 243 Faculty
- 1004 Staff
- 49 Executive/Managerial

- In these 5 years, 30% of the total employee population separated
- 85% of the new hires replaced departing employees

What is a separation?

- Resignation
- Retirement
- Termination
- Transfer to another agency (staff only)
- Death

Employees hired from October 1, 2010 — September 30, 2015:

- 1181 White
- 94 Black
- 116 Hispanic
- 133 Asian
- 3 Native American
- 720 males
- 808 females

Hires Compared to separations by race/ethnicity—5 years

Employees separated from October 1, 2010 — September 30, 2015:

- 1053 white
- 92 black
- 84 Hispanic
- 66 Asian
- 3 Native American
- 639 males
- 659 females

Hires Compared to separations by gender—5 years
Faculty Separations

Executive/Management Separations

Staff Separations

Impact of Retention on Diversity

Faculty in five years (2011-2015):
- 365 hires
- 243 separations****
- 121 total minority faculty hires
- 57 total minority faculty separations
- 14 Black faculty hires and 12 separations
- 1 Native American hire and 1 separation
- Asian faculty had the greatest net gain: 82 hires and 33 separations
- For almost every 2 Hispanic faculty hired, 1 separated

Staff in five years (2011-2015):
- 1121 hires
- 1004 separations
- 220 total minority staff hires
- 181 total minority staff separations
- 77 Black staff hires and 73 separations
- 2 Native Americans hires and 2 separations
- White staff had the greatest net gain: 901 hires and 823 separations

Executive/Management in five years (2011-2015):
- 41 hires
- 49 separations
- More White executive separations (42) than hires (34)

****reflects any employee separating from employment regardless of hire date
Why are we leaving?

Faculty separations over 5 years

Faculty
Between October 1, 2010 - September 30, 2015:
- 110 retirements
- 112 resignations
- 12 terminations
- 9 deaths

- The largest reason for White faculty separations was retirement with 54.3%
- Resignation constituted the largest reason for Black (67.7%), Hispanic (72.7%), Asian (69.7) and Native American (100%) faculty separations

Staff separations over 5 years

Staff
Between October 1, 2010 - September 30, 2015:
- 397 retirements
- 447 resignations
- 85 terminations
- 63 transfers
- 12 deaths

- Retirements and resignations for White staff were equal at 42.8% each
- Resignations were the largest reason for separation for Asian and Black staff at 72.7% and 56.2% respectively

Executive/Managerial separations over 5 years

Executive/Managerial
Between October 1, 2010 - September 30, 2015:
- 17 retirements
- 26 resignations
- 4 terminations
- 1 transfer
- 1 death

- 61.9% of Executive/Managerial separations were resignations
- Resignations were 52.4% and 57.1% of White and Black executive separations, respectively