Executive Summary

Introduction

Signedinto

(22.62% and 47.40% respective)lyThe percentage of female employees for the campus has remained fairly consistent over the past three plan years, while the percentage of minority employees has increased the past two plan years from 19.71% in 2017.

Figure 1 displays the representation of minorities and women in the employee population by officers/administration, faculty, research faculty, classified staff, and university staff. Minorities include the total of both women and men who selfidentify as Hispanic, Native Ameriçaksian, Black, Pacific Islander, or two or more racesThese racial/ethnic categories adesignated by the federal government or purposes of statistical trackintigure 2 breaks down the employee population by women and the individual minority populations.

Figure 2: Employee Population Demographics

Total	Women	Minorities	Asian	Black	Hispanic	Am	Pacific	Two or More
						Indian	Islander	Races
8,458	4,110	1,955	858	149	661	42	12	233
%	48.59%	23.11%						

Placement Goals

For women and minorities, the Plan identifiese as of underrepresentation by setting placement goals. Placement goals determined annually by calculating differences between the

faculty positions ofhe natural sciences in the College of Arts & Scientæsevell as minorities in senior researchassociates in the natural sciences, a rate sufficient to meet the placement goal from last year, placement goals for these groups still exist this yeabased on current employmentemographics

In other job groups, though, women and/or minorities were hired and promoted in sufficient numbers that the placement goals no longer exist. Thus, placement goals no longer exist forultiple job groups, including/omen in the College of Musitenured and tenuretrack faculty and Information Technology professionals, two groups which have had such placement goals for several years Overall, CUBoulder was able to eliminate the placement goals in nine job groups from last year However, the fact that four new placement goals arose means CU Boulder must continue to monitor its hiring and promotions of women and minorities.

Applicants and Selections

One way CU Bouldean effectively measure outreach efforts is to examine the demographics of the applicant pools to the hires it has made during the plan year. Annually, the affirmative action plan analyzes the applicant pools to identify any potentialbarriers to equabpportunity in the hiring process and termine if outreach efforts have been successful in increasing the number of qualified minorities and women. Moreover, applicant pools are compared withdidate "selections" to identify where differences rates of hiremay exist. Selections from the applicant data include all applicants (external and internal) that have been hired or offered a position for employmentithin CU Boulder's applicant tracking systems. Due to a time between the hire decision and start date of the employee, the number of selections des not exactly match the number of new hiresidentified during the pan year daterange.

Figure 4: Applicant Analysis

Total	Women	Total Minorities	Asian	Black	Hispanic	Native American	Pacific Islander	

selected at a lower rate thawhich they applied-

New Hires and Promotions

The next two figures Figure 5 and Figure 6) show the breakdown officw hires and promotions during the plan year "New Hires" includes those employees who are new to CU Boulder and who have not previously been CU Boulder employees. This number is lower than the number of "Selections" listed above in the applicant analysis because that number included all successful applicants, including current and past CU employe exerall, the general pattern of men amongstnew hires reflects the same trends as the "Selections" described above. For minorities, while there are a higher percentage of minority new hires amongst

Figure 6: Promotions

Total	Women	Minorities	Asian	Black	Hispanic	Native American	
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as well.Minorities, however,left employmentat CU Boulder at a 2.48 higher rate than their presence in the employee population number offsets the selection rate of minorities 5.8% higher than their respective representation in the employee population, meaning the overall increase in percentage of minority employees was lower than would be indicated by looking at selection rates alone.

Protected Veterans and Individuals with Disabilities

SinceMarch 2014, federal contractors ave been required to meethiring targets for protected veterans each year and individuals with disabilities. Similar to minorities and women, if the goal or representation is not met, CU Boulder must engage in effective outreach efforts to attract and employ both groups.

The federal government annually establishes the protected veteran hiring benchmarkusing the anual national percentage of veterans in the civilian labor force. For this past plan year, the benchmark was 6.7% all hires Between November 1, 2017 and October 31, 2018U Bouldehired 2.27% protected veterans, a slight decrease of 005% from the prior year. However, protected veterans accounted for only 2.% of the total applicant pool, slightly lower than the selection rate. This datandicates that veterans are being hired at approximately the same ta at which they apply for jobsWhile the hiring benchmark for the upcoming year has been decreased to 6.4%, CU Boulder's hiring of veterans has not approached thederal benchmarksince its inception in 2014 While veterans are being hired at thete approximately equal to which they apply, meaning there does not appear to be any barriers in the selection process Cself, Boulder is not attracting protected veterans to apply for jobs at a rate necessary to meet the federal benchmark. Further, only 1%7of employeeat CU Boulder self identified as being a protected veteran. Thus, the campus seed ocus on targeted outreach to attract and employ protected veteransts workforce

During the same time period, 3.5% of applicants hired at CU Boulder identified as an individual with a disability, a slightly lower rate thanthe representation in the applicant pool (4.2%). The percentage of hires of applicants with a disability is almost exactly the same as the prior plan year (3.59%), while the federal hiring benchmark is 7%. Similarly, only 319 employees (3.7%) of the current workforce identify as having a disability. However, this has been an increase from 125 last plan year and 46 the plan year before that. This increase has been

alumniveterans complete all of the requirements of the mentorship program, they receive a free suit to wear during the jointerview process. During the upcoming plan year, HR and the Affirmative Action Officer will continut work with Career Services, Laceby, and other veteraffiliated organizations or efforts to increase the hiring and retention of veterans in the CU Boulder workforce.

As noted last year