WORKFORCE ANALYSIS
Section 46a-68a-83

The race and sex composition of the full time workforce is included in the required format. A separate analysis has been calculated for part-time and disabled employees, as well as age groups in five year increments.

The Workforce Analysis inventories the following:

1. Total workforce by occupational category

2. Total workforce by position(s) within each occupational category

3. Workforce in each labor market area by position within each occupational category

4. Workforce in each labor market area by position within each occupational category

5. The age grouping, in five-year groupings, of the university's full-time workforce by occupational category

6. The number of physically disabled employees

Notes:

After consultation with the CHRO reviewer on March 6, 2013, the University has removed all coaching positions out of the faculty titles and created a separate EEO category (coaching) and a separate analysis was conducted in all numerical sections of the plan.

When new faculty hires have not completed their terminal degrees, they are hired at the instructor level until they obtain the degree required; therefore, after consultation with the CHRO reviewer on March 6, 2013 the instructor category has been consolidated into the Assistant Professor category.

In the 2013 AA Plan review, this section was found to be in compliance with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding section 46a-68-40, utilization analysis, the category of protective services has been modified solely based on EEO category designation and not numerical analysis. The category of protective services has been taken out of the EEO 7 category and separated into its own category.

In the 2016 submission, ODE, in consultation with CHRO, consolidated the administrative assistant analysis into the clerical all titles category. For the past four submissions there have been fewer than 25 administrative assistant positions. In the 2016 submission, there were less than 20. It is unlikely this rank will reach the 25 titles or more to warrant a separate analysis.

Form #38A
FULL-TIME WORKFORCE
SUMMARY/OCCUPATIONAL CATEGORY

<u>WORKFORCE ANALYSIS</u>

DATE: <u>July 31, 2019</u>

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Management	32	20	12	13	9	5	1	1	2	1	0
		62.5%	37.5%	40.6%	28.1%	15.6%	3.1%	3.1%	6.3%	3.1%	0.0%
Faculty	440	249	191	178	148	21	14	14	11	36	18
		56.6%	43.4%	40.5%	33.6%	4.8%	3.2%	3.2%	2.5%	8.2%	4.1%
Professional/Non-Faculty	226	83	143	69	107	5	16	8	16	1	4
		36.7%	63.3%	30.5%	47.3%	2.2%	7.1%	3.5%	7.1%	0.4%	1.8%
Clerical/Secretarial	80	7	73	4	52	1	13	1	7	1	1
		8.8%	91.3%	5.0%	65.0%	1.3%	16.3%	1.3%	8.8%	1.3%	1.3%
Technical/ParaProfessional	15	6	9	4	6	0	2	2	0	0	1
		40.0%	60.0%	26.7%	40.0%	0.0%	13.3%	13.3%	0.0%	0.0%	6.7%
Skilled Crafts	11	10	1	10	1	0	0	0	0	0	0
		90.9%	9.1%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	82	66	16	46	9	6	0	14	7	0	0
		80.5%	19.5%	56.1%	11.0%	7.3%	0.0%	17.1%	8.5%	0.0%	0.0%
Protective Services	19	16	3	8	2	2	1	6	0	0	0
		84.2%	15.8%	42.1%	10.5%	10.5%	5.3%	31.6%	0.0%	0.0%	0.0%
TOTALS	905	457	448	332	334	40	47	46	43	39	24
	100.0%	50.5%	49.5%	36.7%	36.9%	4.4%	5.2%	5.1%	4.8%	4.3%	2.7%

Form #38A
FULL-TIME WORKFORCE
SUMMARY: National and Statewide LMA

WORKFORCE ANALYSIS

DATE: July 31, 2019

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Management	32	20	12	13	9	5	1	1	2	1	0
Faculty	440	249	191	178	148	21	14	14	11	36	18
Professional/Non-Faculty	226	83	143	69	107	5	16	8	16	1	4
Clerical/Secretarial	0	0	0	0	0	0	0	0	0	0	0
Technical/ParaProfessional	0	0	0	0	0	0	0	0	0	0	0
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0	0	0	0
TOTALS	698	352	346	260	264	31	31	23	29	38	22
	100.0%	50.4%	49.6%	37.2%	37.8%	4.4%	4.4%	3.3%	4.2%	5.4%	3.2%

EEO1- Executive/Administrative
Position/Occupational Category
Labor Market Area: National and Statewide

DATE: July 31, 2019

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Adm.	21	13	8	10	7	3	0	0	1	0	0
Adm VIII	0	0	0	0	0	0	0	0	0	0	0
Adm VII	11	7	4	3	2	2	1	1	1	1	0
GRAND TOTALS	32	20	12	13	9	5	1	1	2	1	0
	100.0%	62.5%	37.5%	40.6%	28.1%	15.6%	3.1%	3.1%	6.3%	3.1%	0.0%

EEO1 - EXECUTIVE/ADMINISTRATIVE
Position/Occupational Category 1
Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Assoc VP Academic Affairs	2	2	0	1	0	1	0	0	0	0	0
Assoc VP Enrollment Mgmt	1	0	1	0	1	0	0	0	0	0	0
Assoc VP, Marketing & Comm.	0	0	0	0	0	0	0	0	0	0	0
Assoc VP for Plan & Inst Effectiveness	1	0	1	0	1	0	0	0	0	0	0
Assoc VP/AA & Dean, Grad Stud	0	0	0	0	0	0	0	0	0	0	0
Asst. Chief Admin Ofcr/Director	1	1	0	1	0	0	0	0	0	0	0
Chief Administrative Officer	1	1	0	0	0	1	0	0	0	0	0
Chief Diversity Officer	0	0	0	0	0	0	0	0	0	0	0
Chief Financial Officer	1	0	1	0	1	0	0	0	0	0	0
Chief Human Resources Officer	1	0	1	0	1	0	0	0	0	0	0
Chief Information Officer	1	1	0	1	0	0	0	0	0	0	0
Chief of Police/Director of Public Safety	1	1	0	0	0	1	0	0	0	0	0
Dean, School of A & S	1	1	0	1	0	0	0	0	0	0	0
Dean, School of Business	1	1	0	1	0	0	0	0	0	0	0
Dean, School of Ed & Prof. Studies	1	0	1	0	1	0	0	0	0	0	0
Dean, School of Engineering & Technology	0	0	0	0	0	0	0	0	0	0	0
Dir. Employment and Labor	1	1	0	1	0	0	0	0	0	0	0
Executive Director, CPP&SR	1	1	0	1	0	0	0	0	0	0	0
Human Resources Administrator	1	0	1	0	1	0	0	0	0	0	0
President	1	0	1	0	0	0	0	0	1	0	0
Provost & Vice President	1	1	0	1	0	0	0	0	0	0	0
University Counsel	1	0	1	0	1	0	0	0	0	0	0
Vice President Institutional Advancement	1	1	0	1	0	0	0	0	0	0	0
Vice President Student Affairs	1	1	0	1	0	0	0	0	0	0	0
SUB-TOTALS	21	13	8	10	7	3	0	0	1	0	0
	100.0%	61.9%	38.1%	47.6%	33.3%	14.3%	0.0%	0.0%	4.8%	0.0%	0.0%

EEO1 - EXECUTIVE/ADMINISTRATIVE
Position/Occupational Category Adm VII & Admin VIII
Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator VII											
Associate Dean, Arts & Sciences	1	1	0	1	0	0	0	0	0	0	0
Associate Dean, Business	1	1	0	0	0	0	0	0	0	1	0
Associate Dean, Education	0	0	0	0	0	0	0	0	0	0	0
Associate Dean, Engr. & Tech.	0	0	0	0	0	0	0	0	0	0	0
Associate Dean, Student Affairs	1	1	0	0	0	0	0	1	0	0	0
Controller	1	0	1	0	1	0	0	0	0	0	0
CSCU Athletic Director	1	1	0	1	0	0	0	0	0	0	0
Director, Acad. Artic. & Partnerships	1	0	1	0	0	0	0	0	1	0	0
Director, Grad Rec & Admissions	1	0	1	0	0	0	1	0	0	0	0
Director, Public Relations	1	0	1	0	1	0	0	0	0	0	0
Director, Recruitment & Admissions	1	1	0	0	0	1	0	0	0	0	0
Director, Center for International Ed.	1	1	0	0	0	1	0	0	0	0	0
Director, Library Services	1	1	0	1	0	0	0	0	0	0	0
Admin VII Total	11	7	4	3	2	2	1	1	1	1	0
Administrator VIII											
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
Admin VIII Total	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTALS	11	7	4	3	2	2	1	1	1	1	0
	100.0%	63.6%	36.4%	27.3%	18.2%	18.2%	9.1%	9.1%	9.1%	9.1%	0.0%

EEO2 - FACULTY
Labor Market Area: National and Statewide

WORKFORCE ANALYSIS   DATE: July 31, 2019

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
PROFESSOR	197	121	76	93	60	7	6	10	3	11	7
ASSOCIATE PROFESSOR	132	67	65	44	52	4	3	2	4	17	6
ASSISTANT PROFESSOR	81	39	42	25	29	4	4	2	4	8	5
INSTRUCTOR	0	0	0	0	0	0	0	0	0	0	0
COACHING STAFF	30	22	8	16	7	6	1	0	0	0	0
TOTALS	440	249	191	178	148	21	14	14	11	36	18
	100.0%	56.6%	43.4%	40.5%	33.6%	4.8%	3.2%	3.2%	2.5%	8.2%	4.1%

Note: Figures do not include Special Appointments. All faculty positions related to athletics (Coaches, trainers, and faculty) counted separately under coaching
Note: Instructor category combined with Assitant Professor in the 2013 AA Plan submission

EEO2 - FACULTY COACHING
Labor Market Area: National & Statewide

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COACHING											
SU Coach A	9	7	2	4	1	3	1	0	0	0	0
SU Coach 1	4	4	0	2	0	2	0	0	0	0	0
SU Coach 2	3	1	2	1	2	0	0	0	0	0	0
SU Coach 3	2	1	1	1	1	0	0	0	0	0	0
SU Coach 4	9	7	2	6	2	1	0	0	0	0	0
SU Athletic Trainer	2	2	0	2	0	0	0	0	0	0	0
SU Head Athletic Trainer	1	0	1	0	1	0	0	0	0	0	0
COACHING TOTALS	30	22	8	16	7	6	1	0	0	0	0
	100.0%	73.3%	26.7%	53.3%	23.3%	20.0%	3.3%	0.0%	0.0%	0.0%	0.0%

EEO3 - PROFESSIONAL/NON-FACULTY
Labor Market Area: National and Statewide

DATE: July 31, 2019

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator I	0	0	0	0	0	0	0	0	0	0	0
Administrator II	32	12	20	10	13	1	5	1	1	0	1
Administrator III	55	12	43	9	36	2	4	1	3	0	0
Administrator IV	54	24	30	17	21	0	2	6	5	1	2
Administrator V	34	18	16	18	13	0	0	0	2	0	1
Administrator VI	16	12	4	11	3	1	0	0	1	0	0
MISCELLANEOUS	35	5	30	4	21	1	5	0	4	0	0
GRAND TOTAL	226	83	143	69	107	5	16	8	16	1	4
	100.0%	36.7%	63.3%	30.5%	47.3%	2.2%	7.1%	3.5%	7.1%	0.4%	1.8%

EEO3 - PROFESSIONAL/NON-FACULTY
Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2019

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator I											
Athletics Communications Trainee	0	0	0	0	0	0	0	0	0	0	0
Administrator I Sub-Total	0	0	0	0	0	0	0	0	0	0	0
MISCELLANEOUS											
Administrative Operations Assistant	1	0	1	0	1	0	0	0	0	0	0
Assistant Counselor	2	0	2	0	0	0	0	0	2	0	0
Assistant Director of HR	1	0	1	0	1	0	0	0	0	0	0
Assistant Librarian	2	1	1	1	1	0	0	0	0	0	0
Associate Counselor	1	0	1	0	1	0	0	0	0	0	0
Associate Librarian	4	1	3	1	3	0	0	0	0	0	0
Counselor	2	1	1	0	1	1	0	0	0	0	0
CSU Administrative Assistant	6	0	6	0	2	0	3	0	1	0	0
Diversity Associate	1	0	1	0	0	0	1	0	0	0	0
Drafter 1	2	1	1	1	0	0	0	0	1	0	0
Executive Assistant to the President	1	0	1	0	1	0	0	0	0	0	0
Human Resources Assistant	2	0	2	0	1	0	1	0	0	0	0
Human Resources Associate	2	0	2	0	2	0	0	0	0	0	0
Librarian	4	0	4	0	4	0	0	0	0	0	0
Payroll Officer 2	1	0	1	0	1	0	0	0	0	0	0
Special Project Administrator	1	0	1	0	1	0	0	0	0	0	0
University Archivist	1	0	1	0	1	0	0	0	0	0	0
Video Engineering Specialist	1	1	0	1	0	0	0	0	0	0	0
Miscellaneous Sub-Total	35	5	30	4	21	1	5	0	4	0	0
Administrator I & Misc. TOTAL	35	5	30	4	21	1	5	0	4	0	0
	100.0%	14.3%	85.7%	11.4%	60.0%	2.9%	14.3%	0.0%	11.4%	0.0%	0.0%

EEO3 - PROFESSIONAL/NON-FACULTY
Labor Market Area: National & Statewide

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator II											
Administrative Coordinator	2	1	1	1	1	0	0	0	0	0	0
Administrative Support Coordinator	1	0	1	0	1	0	0	0	0	0	0
Asst in Fiscal Affairs	6	1	5	0	4	0	1	1	0	0	0
Asst in Payroll/Accts Payable	1	0	1	0	0	0	0	0	0	0	1
Asst to Director/Area Coordinator	2	1	1	1	1	0	0	0	0	0	0
Asst to Director/Residence Hall Director	5	3	2	2	0	1	2	0	0	0	0
Athletic Equipment Manager	1	1	0	1	0	0	0	0	0	0	0
Billing Administrator	1	0	1	0	1	0	0	0	0	0	0
Degree Auditor	3	1	2	1	1	0	1	0	0	0	0
Desktop Support Assistant	1	0	1	0	1	0	0	0	0	0	0
Envir. Health & Safety Assist.	1	0	1	0	1	0	0	0	0	0	0
Media Technician	1	1	0	1	0	0	0	0	0	0	0
Program Assistant	1	0	1	0	1	0	0	0	0	0	0
Project Assistant, School of Ed.	1	0	1	0	1	0	0	0	0	0	0
Registrar Services Assistant	1	0	1	0	0	0	1	0	0	0	0
Server Support Assistant	1	1	0	1	0	0	0	0	0	0	0
Sports Information Assistant	1	1	0	1	0	0	0	0	0	0	0
Technical Support Assistant	1	1	0	1	0	0	0	0	0	0	0
Veteran Retention Assistant	1	0	1	0	0	0	0	0	1	0	0
TOTALS	32	12	20	10	13	1	5	1	1	0	1
	100.0%	37.5%	62.5%	31.3%	40.6%	3.1%	15.6%	3.1%	3.1%	0.0%	3.1%

EEO3 - PROFESSIONAL/NON-FACULTY
Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2019

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator III											
Academic Advising Specialist	1	0	1	0	1	0	0	0	0	0	0
Access & Security Coordinator	1	1	0	1	0	0	0	0	0	0	0
Accounting and Budget Assistant	3	1	2	0	2	1	0	0	0	0	0
Advising & Career Expl. Specialist	7	2	5	1	3	1	2	0	0	0	0
Advising & Student Support Specialist	5	0	5	0	4	0	0	0	1	0	0
Assistant Bursar	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of Admissions	6	3	3	2	2	0	1	1	0	0	0
Assistant Director of Advancement Services and Operations	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of Continuing Education	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of Financial Aid	1	0	1	0	1	0	0	0	0	0	0
Assistant Director of Graduate Studies	1	0	1	0	0	0	0	0	1	0	0
Assistant Director of Marketing & Communication	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Student Center Operations	2	0	2	0	2	0	0	0	0	0	0
Assistant Director Student Conduct	1	0	1	0	1	0	0	0	0	0	0
Assistant Property Control Coordinator	1	1	0	1	0	0	0	0	0	0	0
Assistant Registrar	2	0	2	0	2	0	0	0	0	0	0
Budget & Accounting Assistant, Facilities Mgmt	1	0	1	0	1	0	0	0	0	0	0
Budget Assistant	1	0	1	0	1	0	0	0	0	0	0
Business Development Coordinator	1	0	1	0	1	0	0	0	0	0	0
Campus One Card System Specialist	1	1	0	1	0	0	0	0	0	0	0
College Health Nurse	1	0	1	0	1	0	0	0	0	0	0
Coordinator of School & Community Partnerships	1	0	1	0	1	0	0	0	0	0	0
Customer Support Center Lead	1	0	1	0	1	0	0	0	0	0	0
Desktop Support Technician	1	1	0	1	0	0	0	0	0	0	0
Digital Media Production Coordinator	1	1	0	1	0	0	0	0	0	0	0
Grants Specialist	1	0	1	0	1	0	0	0	0	0	0
Instructional Coordinator	1	0	1	0	1	0	0	0	0	0	0
Networking/Telecommunication Specialist	1	0	1	0	1	0	0	0	0	0	0
Operations & Database Support Specialist	1	0	1	0	1	0	0	0	0	0	0
Property & Inventory Control Coord.	1	0	1	0	0	0	1	0	0	0	0
Recreation Specialist	1	1	0	1	0	0	0	0	0	0	0
Science Technical Specialist	2	0	2	0	2	0	0	0	0	0	0
Sexual Assault and Violence Prevention Specialist	1	0	1	0	1	0	0	0	0	0	0
Team Advisor	2	0	2	0	1	0	0	0	1	0	0
TOTALS	55	12	43	9	36	2	4	1	3	0	0
	100.0%	21.8%	78.2%	16.4%	65.5%	3.6%	7.3%	1.8%	5.5%	0.0%	0.0%

EEO3 - PROFESSIONAL/NON-FACULTY
Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator IV											
Advanced Practice Registered Nurse	1	0	1	0	1	0	0	0	0	0	0
Assistant Dean Graduate Studies	1	0	1	0	1	0	0	0	0	0	0
Assistant Dean School of Arts and Sciences	1	0	1	0	1	0	0	0	0	0	0
Assistant Dean, Prof. Programs & Certification Officer	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, CIE/Int'l Student and Scholar Services	1	0	1	0	0	0	1	0	0	0	0
Assoc Dir, Financial Aid	2	1	1	1	1	0	0	0	0	0	0
Assoc Dir, Pre-Collegiate & Access Services	1	1	0	0	0	0	0	1	0	0	0
Assoc Dir, Recruit & Admissions	1	1	0	0	0	0	0	1	0	0	0
Assoc Dir, Residence Life	2	1	1	1	0	0	0	0	1	0	0
Assoc Dir, Student Activities Leadership Dev.	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Student Center	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Student Wellness Services	1	0	1	0	0	0	0	0	1	0	0
Associate Bursar	1	1	0	1	0	0	0	0	0	0	0
Associate Registrar	2	1	1	1	1	0	0	0	0	0	0
Associate Registrar for CAPP	1	0	1	0	1	0	0	0	0	0	0
Asst Dir,Athl Admin & Student Services	1	0	1	0	1	0	0	0	0	0	0
Asst Dir,Athl Comm & Media Services	1	1	0	1	0	0	0	0	0	0	0
Asst Mgr Internet Services	1	1	0	1	0	0	0	0	0	0	0
Capital Budget Administrator	1	0	1	0	1	0	0	0	0	0	0
Contract Compliance Specialist	1	0	1	0	0	0	0	0	1	0	0
Coord, Clin Placement and Lab Learning	1	0	1	0	1	0	0	0	0	0	0
Coord, Community Engagement	1	0	1	0	0	0	0	0	1	0	0
Coord, Design and Publications	1	0	1	0	1	0	0	0	0	0	0
Coord, University Construction & Facilities Mgmt	1	1	0	0	0	0	0	1	0	0	0
Coord, Wellness Education	1	1	0	1	0	0	0	0	0	0	0
Coord, Women's Center	1	0	1	0	0	0	1	0	0	0	0
Coord,Student Fin Ltrcy & Advising	1	0	1	0	0	0	0	0	1	0	0
Desktop Engineer	1	1	0	1	0	0	0	0	0	0	0
Grants Administration Manager	1	0	1	0	1	0	0	0	0	0	0
Institutional Research Specialist	2	0	2	0	1	0	0	0	0	0	1
Institutional Review Board Administrator	1	0	1	0	1	0	0	0	0	0	0
Instr Design & Tech Research Center Supervisor	1	0	1	0	1	0	0	0	0	0	0
International Education Coord	1	0	1	0	1	0	0	0	0	0	0
Manager, CT Sentencing Commission	1	1	0	1	0	0	0	0	0	0	0
Media Technology Manager	1	1	0	1	0	0	0	0	0	0	0
Operations Coordinator	1	0	1	0	1	0	0	0	0	0	0
Programmer Specialist	4	2	2	1	1	0	0	0	0	1	1
Project Manager	2	1	1	1	1	0	0	0	0	0	0
Purchasing Manager	1	1	0	1	0	0	0	0	0	0	0
Server Administrator	4	4	0	3	0	0	0	1	0	0	0
Technical Support Specialist	1	1	0	1	0	0	0	0	0	0	0
Trio Grant Coodinator	1	1	0	0	0	0	0	1	0	0	0
Veterans Affairs Coordinator	1	1	0	0	0	0	0	1	0	0	0
TOTALS	54	24	30	17	21	0	2	6	5	1	2
	100.0%	44.4%	55.6%	31.5%	38.9%	0.0%	3.7%	11.1%	9.3%	1.9%	3.7%

EEO3 - PROFESSIONAL/NON-FACULTY
Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2019

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator V											
Assoc Dir of Accounting	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir of Athletics Administration	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir of Athletics External Services	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir of Business Services	2	0	2	0	2	0	0	0	0	0	0
Assoc Dir of Counseling	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir of Education and Professional Studies	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir of Engineering & Science Technology	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir of Fac Sup Svcs	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir of Sports Performance	1	1	0	1	0	0	0	0	0	0	0
Budget Director	1	0	1	0	1	0	0	0	0	0	0
Bursar	1	0	1	0	1	0	0	0	0	0	0
Campus Architect	1	1	0	1	0	0	0	0	0	0	0
Customer Support Ctr Manager	1	0	1	0	0	0	0	0	1	0	0
Desktop Engineer Manager	1	1	0	1	0	0	0	0	0	0	0
Director of Acad Ctr Student Athletes	1	1	0	1	0	0	0	0	0	0	0
Director of Advancement Services	1	1	0	1	0	0	0	0	0	0	0
Director of Alumni Affairs	1	0	1	0	1	0	0	0	0	0	0
Director of Auxillary Services (IT)	1	1	0	1	0	0	0	0	0	0	0
Director of Continuing Education	1	0	1	0	1	0	0	0	0	0	0
Director of Evironmental Health and Safety	1	0	1	0	1	0	0	0	0	0	0
Director of Inst Municipal & Regional Pol	1	1	0	1	0	0	0	0	0	0	0
Director of New Student Programs	1	0	1	0	1	0	0	0	0	0	0
Director of Pre-Collegiate/Access Svcs	1	0	1	0	0	0	0	0	1	0	0
Director of Student Disabilty Services	1	0	1	0	1	0	0	0	0	0	0
Facilities Operations Manager	1	1	0	1	0	0	0	0	0	0	0
Manager of Confucius Institute	1	0	1	0	0	0	0	0	0	0	1
Manager of Contract Cmpl & Procurement Svcs	1	1	0	1	0	0	0	0	0	0	0
Manager of Exp Cntrl and Career Success Ctr	1	1	0	1	0	0	0	0	0	0	0
Manager of Support Services	1	1	0	1	0	0	0	0	0	0	0
Manager of University Internet Services	1	1	0	1	0	0	0	0	0	0	0
Network Security Manager	1	1	0	1	0	0	0	0	0	0	0
Project Manager, IT Administrative Tech.	1	1	0	1	0	0	0	0	0	0	0
Student Tech. Resources Manager	1	0	1	0	1	0	0	0	0	0	0
TOTALS	34	18	16	18	13	0	0	0	2	0	1
	100.0%	52.9%	47.1%	52.9%	38.2%	0.0%	0.0%	0.0%	5.9%	0.0%	2.9%

EEO3 - PROFESSIONAL/NON-FACULTY
Labor Market Area: National and Statewide

WORKFORCE ANALYSIS   DATE: July 31, 2019

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrator VI											
Computer Facilities Manager	1	1	0	1	0	0	0	0	0	0	0
Director of Accounting Adminstrative	1	1	0	1	0	0	0	0	0	0	0
Director of Admin Technical Svcs	1	1	0	1	0	0	0	0	0	0	0
Director of Client Services	1	0	1	0	1	0	0	0	0	0	0
Director of Engineering Services	1	1	0	1	0	0	0	0	0	0	0
Director of Financial Aid	1	1	0	1	0	0	0	0	0	0	0
Director of Grants & Funded Research	1	1	0	1	0	0	0	0	0	0	0
Director of Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0
Director of IT Strategic Initiatives & Special Projects	1	1	0	1	0	0	0	0	0	0	0
Director of IT Technical Services	1	1	0	1	0	0	0	0	0	0	0
Director of Learning Center	1	0	1	0	1	0	0	0	0	0	0
Director of Op. Logistics & Event Mgt	1	1	0	1	0	0	0	0	0	0	0
Director of Residence Life	1	0	1	0	0	0	0	0	1	0	0
Director of Student Activities & Leadership Dev	1	1	0	1	0	0	0	0	0	0	0
Registrar	1	1	0	1	0	0	0	0	0	0	0
Senior Associate Athletics Director	1	1	0	0	0	1	0	0	0	0	0
TOTALS	16	12	4	11	3	1	0	0	1	0	0
	100.0%	75.0%	25.0%	68.8%	18.8%	6.3%	0.0%	0.0%	6.3%	0.0%	0.0%

Form #38A
FULL-TIME WORKFORCE
SUMMARY: Hartford LMA

WORKFORCE ANALYSIS   DATE: July 31, 2019

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Management	0	0	0	0	0	0	0	0	0	0	0
Faculty	0	0	0	0	0	0	0	0	0	0	0
Professional/Non-Faculty	0	0	0	0	0	0	0	0	0	0	0
Clerical/Secretarial	80	7	73	4	52	1	13	1	7	1	1
Technical/ParaProfessional	15	6	9	4	6	0	2	2	0	0	1
Skilled Crafts	11	10	1	10	1	0	0	0	0	0	0
Service/Maintenance	82	66	16	46	9	6	0	14	7	0	0
Protective Services	19	16	3	8	2	2	1	6	0	0	0
TOTALS	207	105	102	72	70	9	16	23	14	1	2
	100.0%	50.7%	49.3%	34.8%	33.8%	4.3%	7.7%	11.1%	6.8%	0.5%	1.0%

EEO4 - SECRETARIAL/CLERICAL

Labor Market Area: Hartford County

WORKFORCE ANALYSIS   DATE: July 31, 2019

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Administrative Assistant	19	1	18	1	14	0	3	0	1	0	0
Clerk Typist	1	0	1	0	0	0	1	0	0	0	0
Head Clerk	1	0	1	0	1	0	0	0	0	0	0
Office Assistant	6	0	6	0	2	0	4	0	0	0	0
Payroll Clerk	2	1	1	0	1	0	0	1	0	0	0
Processing Technician	2	0	2	0	1	0	1	0	0	0	0
Secretary 1	4	0	4	0	3	0	0	0	1	0	0
Telecom Dispatcher	6	3	3	1	3	1	0	0	0	1	0
Sub-Total*	41	5	36	2	25	1	9	1	2	1	0
Secretary 2	39	2	37	2	27	0	4	0	5	0	1
TOTALS	80	7	73	4	52	1	13	1	7	1	1
	100.0%	8.8%	91.3%	5.0%	65.0%	1.3%	16.3%	1.3%	8.8%	1.3%	1.3%

*Secretary/clerical, all titles except Secretary 2
Administrative Assistant combined with Clerical All Titles as numbers for past several years have been below 25 employees (okayed by CHRO through conversation with Neva Vigezzi)

Note: EEO4 minus Sec2 =   41   5   36   2   25   1   9   1   2   1   0
                                100.0%   12.2%   87.8%   4.9%   61.0%   2.4%   22.0%   2.4%   4.9%   2.4%   0.0%

EEO5 - TECHNICAL PARAPROFESSIONAL
Labor Market Area: Hartford County

WORKFORCE ANALYSIS   DATE: July 31, 2019

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Assistant Accountant	1	0	1	0	0	0	1	0	0	0	0
Fiscal Administrative Assistant	3	0	3	0	1	0	1	0	0	0	1
Lead Univ Research Tech	1	1	0	1	0	0	0	0	0	0	0
Library Technician	5	1	4	0	4	0	0	1	0	0	0
Library Technical Assistant	2	2	0	2	0	0	0	0	0	0	0
Planetarium Technician	1	0	1	0	1	0	0	0	0	0	0
Univ Research Tech 2	2	2	0	1	0	0	0	1	0	0	0
TOTALS	15	6	9	4	6	0	2	2	0	0	1
	100.0%	40.0%	60.0%	26.7%	40.0%	0.0%	13.3%	13.3%	0.0%	0.0%	6.7%

EE06 - SKILLED CRAFTS
Labor Market Area: Hartford County

WORKFORCE ANALYSIS   DATE: July 31, 2019

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
QCW (Carpy)	3	2	1	2	1	0	0	0	0	0	0
QCW (Elecl)	4	4	0	4	0	0	0	0	0	0	0
QCW (HVACR)	0	0	0	0	0	0	0	0	0	0	0
QCW (Lock)	3	3	0	3	0	0	0	0	0	0	0
QCW (Plmn &Stmfr)	1	1	0	1	0	0	0	0	0	0	0
TOTALS	11	10	1	10	1	0	0	0	0	0	0
	100.0%	90.9%	9.1%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

EEO7 - PROTECTIVE SERVICE
Labor Market Area: Statewide

<div align="center">WORKFORCE ANALYSIS</div>

DATE: July 31, 2019

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Detective	0	0	0	0	0	0	0	0	0	0	0
Police Lieutenant	1	1	0	1	0	0	0	0	0	0	0
Police Officer	8	6	2	2	1	0	1	4	0	0	0
PS Trainee	3	2	1	1	1	0	0	1	0	0	0
Police Sergeant	6	6	0	3	0	2	0	1	0	0	0
Fire Lieutenant	1	1	0	1	0	0	0	0	0	0	0
TOTALS	19	16	3	8	2	2	1	6	0	0	0
	100.0%	84.2%	15.8%	42.1%	10.5%	10.5%	5.3%	31.6%	0.0%	0.0%	0.0%

EEO7 - SERVICE/MAINTENANCE
All Categories
Labor Market Area: Hartford County

WORKFORCE ANALYSIS

DATE: July 31, 2019

GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Building Maintenance Supv	1	1	0	1	0	0	0	0	0	0	0
Building Superintendent 1	1	1	0	1	0	0	0	0	0	0	0
Duplicating Technician 2	1	1	0	1	0	0	0	0	0	0	0
General Trades Worker	7	7	0	5	0	1	0	1	0	0	0
Landscape Technician (GTW)	1	1	0	1	0	0	0	0	0	0	0
Lead Custodian	4	2	2	2	1	0	0	0	1	0	0
Lead Power Plant Op. Energy Ctr.	2	2	0	2	0	0	0	0	0	0	0
Mail Handler	2	2	0	2	0	0	0	0	0	0	0
Mail Services Supv 1	1	0	1	0	1	0	0	0	0	0	0
Maintainer	2	2	0	0	0	2	0	0	0	0	0
Maint Supv 1 (Elect)	1	1	0	1	0	0	0	0	0	0	0
Maint Supv 1 (Gen)	1	1	0	1	0	0	0	0	0	0	0
Maint Supv 1 (Lock)	1	1	0	1	0	0	0	0	0	0	0
Maint Supv 2 (Genl)	0	0	0	0	0	0	0	0	0	0	0
Maint Supv 2 (Plmn&Stmfr)	1	1	0	1	0	0	0	0	0	0	0
Power Plant Op. Energy Ctr. (RC)	8	8	0	8	0	0	0	0	0	0	0
Skilled Maintainer	3	3	0	2	0	0	0	1	0	0	0
Storekeeper	6	6	0	6	0	0	0	0	0	0	0
Storekeeper Assistant	3	3	0	2	0	0	0	1	0	0	0
Supervising Custodian	0	0	0	0	0	0	0	0	0	0	0
Sub Total	46	43	3	37	2	3	0	3	1	0	0
Custodians	36	23	13	9	7	3	0	11	6	0	0
TOTALS	82	66	16	46	9	6	0	14	7	0	0
	100.0%	80.5%	19.5%	56.1%	11.0%	7.3%	0.0%	17.1%	8.5%	0.0%	0.0%

Note: EEO7 minus Custodians =

	46	43	3	37	2	3	0	3	1	0	0
	100.0%	93.5%	6.5%	80.4%	4.3%	6.5%	0.0%	6.5%	2.2%	0.0%	0.0%

WORKFORCE ANALYSIS   DATE: July 31, 2019

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI* MALE	AAIANHNPI* FEMALE	UNKNOWN MALE	UNKNOWN FEMALE
EXECUTIVE													
SU Interim VP/Diversity/ EEO Officer	1	0	1	0	0	0	0	0	0	0	0	0	1
TOTAL	1	0	1	0	0	0	0	0	0	0	0	0	1
FACULTY													
Lecturer	365	184	181	149	137	5	13	9	9	8	6	13	16
Lecturer Non Teaching	17	8	9	7	7	0	0	0	0	0	1	1	1
Graduate Assistant	49	15	34	9	21	2	4	2	4	1	4	1	1
SU Assistant Prof. Special Appts	20	15	5	7	0	1	1	1	2	5	2	1	0
SU Associate Prof. Special Appts	37	33	4	25	0	1	0	1	1	6	2	0	1
TOTAL	488	255	233	197	165	9	18	13	16	20	15	16	19
COACHING/ATHLETICS													
PT Coaches	11	9	2	8	2	1	0	0	0	0	0	0	0
TOTAL	11	9	2	8	2	1	0	0	0	0	0	0	0
PROFESSIONAL/NON-FACULTY													
Administrative Assistant	1	0	1	0	0	0	1	0	0	0	0	0	0
Associate Accountant	1	0	1	0	1	0	0	0	0	0	0	0	0
Cooperative Education Intern	6	5	1	3	1	0	0	1	0	1	0	0	0
Counselor PT	1	0	1	0	1	0	0	0	0	0	0	0	0
Graduate Intern	21	6	15	3	9	0	1	2	2	0	0	1	3
SU Assistant	94	37	57	27	40	3	4	4	9	2	4	1	0
SU Librarian	5	1	4	1	3	0	0	0	0	0	0	0	1
SU Retireee	12	6	6	5	4	0	1	1	1	0	0	0	0
TOTAL	141	55	86	39	59	3	7	8	12	3	4	2	4
CLERICAL/SECRETARIAL													
Office Assistant	1	0	1	0	1	0	0	0	0	0	0	0	0
Secretary 1	2	0	2	0	2	0	0	0	0	0	0	0	0
Secretary 2	2	0	2	0	1	0	0	0	1	0	0	0	0
University Helper	1	0	1	0	1	0	0	0	0	0	0	0	0
TOTAL	6	0	6	0	5	0	0	0	1	0	0	0	0
STUDENT WORKER POSITIONS	1179	548	631	301	324	126	141	87	118	25	33	9	15
GRAND TOTAL	1826	867	959	545	555	139	166	108	147	48	52	27	39
	100.0%	47.5%	52.5%	29.8%	30.4%	7.6%	9.1%	5.9%	8.1%	2.6%	2.8%	1.5%	2.1%

FT Employee Age Report as of 7/31/2019 Age Grouping of Full-time Workforce by Occupational Category

JOB CATEGORY	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	TOTAL
EXECUTIVE/ADMINISTRATIVE	0	0	0	0	0	5	3	6	6	7	4	1	32
FACULTY	0	0	1	11	43	51	62	61	76	62	50	23	440
PROFESSIONAL/NON-FACULTY	0	1	13	20	21	31	26	48	33	21	11	1	226
CLERICAL/SECRETARIAL	0	0	0	0	5	6	12	15	21	13	5	3	80
TECHNICAL/PARAPROFESSIONAL	0	0	0	0	0	0	3	2	1	6	3	0	15
SKILLED CRAFTS	0	0	0	0	1	0	1	3	2	3	1	0	11
SERVICE/MAINTENANCE	0	2	2	6	5	7	10	15	15	15	4	1	82
PROTECTIVE SERVICES	0	0	2	1	0	1	2	6	5	2	0	0	19
TOTALS	0	3	18	38	75	101	119	156	159	129	78	29	905
	0.0%	0.3%	2.0%	4.2%	8.3%	11.2%	13.1%	17.2%	17.6%	14.3%	8.6%	3.2%	100.0%

VIII. Workforce Analysis
PERSONS WITH DISABILITIES
IN FULL-TIME WORKFORCE BY OCCUPATIONAL CATEGORY
2018-2019

Executive Administrative	1
Faculty	5
Professional Non-Faculty	1
Clerical/Secretarial	1
Technical Paraprofessional	0
Skilled Craft	0
Service Maintenance	0