AVAILABILITY ANALYSIS
Section 46a-68-84

As a preparatory step in determining whether protected classes are fully and fairly utilized in the workforce, Central Connecticut State University conducted an analysis by occupational category to determine the availability base of protected group members for employment. The purpose of the analysis was:

(1)   To examine the job content of each office position and position classification within an occupational category
(2)   To identify a relevant labor market area
(3)   To match each office position and position classification within an occupational category, or, where appropriate, a position classification with the most nearly parallel job title contained in the data source consulted

In calculating availability, the following information and data sources were consulted and utilized:

(1)   Employment data – Census 2014-2018, EEO data tool. (US, Connecticut, and Hartford County LMA)
(2)   Unemployment data – This is no longer a source used in the Affirmative Action Plan.
(3)   Digest of Educational Statistics – November 2021 (all faculty ranks) and September 2021 (degrees conferred)
(4)   US Dept. Ed. National Center for Education Statistics, IPEDS, February 2022
(5)   Race and sex composition of employees in promotable and/or transferable positions.

Note:

After consultation with the CHRO reviewer on March 6, 2013, the University has removed all coaching titles out of the faculty category 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 comply 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 five 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.

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY / JOB TITLE:	EEO 1 - Executive/Administrative All Titles	REPORTING DATE:	07/31/22	LABOR MARKET AREA:	Statewide/National

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	35.2	10	3.5	64.8	10	6.5	25.9	10	2.6	45.2	10	4.5	4.0	10	0.4	8.9	10	0.9	3.3	10	0.3	6.7	10	0.7	1.4	10	0.1	2.7	10	0.3
2. Unemployment in Applicable LMA	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
3. Promotable/Transferable Percentage	60.6	10	6.1	39.4	10	3.9	46.8	10	4.7	29.6	10	3.0	1.9	10	0.2	3.2	10	0.3	3.7	10	0.4	2.3	10	0.2	6.3	10	0.8	3.7	10	0.4
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Trng Figures																														
7. Other Source (Specify)	42.3	80	33.8	57.7	80	46.2	33	80	26.4	42.2	80	33.8	3.9	80	3.1	7.1	80	5.7	2.8	80	2.2	4.5	80	3.6	2.2	80	1.8	3.0	80	2.4
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			43.4			56.6			33.7			41.3			3.7			6.9			2.9			4.5			2.7			3.1

Employment Data - Census 2014-2018, EEO Data Tool, US Total, Education Administrators (11-9030/0230)

	11-9030/0230	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
11-9030/0230	947350	333815	613535	245495	428570	37935	83960	31005	63595	13005	25150
Title	0	0	0	0	0	0	0	0	0	0	0
Total	947350	333815	613535	245495	428570	37935	83960	31005	63595	13005	25150
Percentage	100.0%	35.2%	64.8%	25.9%	45.2%	4.0%	8.9%	3.3%	6.7%	1.4%	2.7%

Promotable/Transferable Pool - 07/31/2022

		TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Prof Non-Fac V & VI	45	24	21	23	16	0	1	1	3	0	1
Professor	171	107	64	78	48	4	6	7	2	18	7
Total	216	131	85	101	64	4	7	8	5	18	8
Percentage	100.0%	60.6%	39.4%	46.8%	29.6%	1.9%	3.2%	3.7%	2.3%	8.3%	3.7%

US Dept. Ed. National Center for Education Statistics, IPEDS, February 2022 - Management Table 314.40

		TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Management	255575	108215	147360	84249	107965	10046	18215	7113	11413	5522	7611
	0	0	0	0	0	0	0	0	0	0	0
Total	255575	108215	147360	84249	107965	10046	18215	7113	11413	5522	7611
Percentage	100.0%	42.3%	57.7%	33.0%	42.2%	3.9%	7.1%	2.8%	4.5%	2.2%	3.0%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2014-2018, EEO Data Tool, US Total, Education Administrators (11-9030/0230)	The hiring area is Nationwide for this job category. Education administrators chosen as titles at the University EEO 1 level are highly competitive and are often recruited Nationally from similar positions/functions.	10% value weight as Executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area			This is no longer a data source available to use for the Affirmative Action plan.
Promotable Transferable	CCSU Workforce Analysis by Job Classification: Professional Non-Faculty Ranks V & VI and Professor.	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur typically from the level of Administrator V and VI; Professors added due to number of academic dean searches.	10% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of Administrator V & VI and Professors.
OTHER SOURCE	US Dept. of Ed IPEDS Data Nov 2019-Table 314.40: Management-February 2022	The hiring area is Nationwide for this job category. Education administrators chosen as titles at the University EEO 1 level are highly competitive and are recruited Nationally from similar positions/functions.	80% Value weight as Executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches and are often currently employed at the University level.

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

OCCUPATIONAL CATEGORY: EEO 2 - Faculty
JOB TITLE: Professor
REPORTING DATE: 07/31/22
LABOR MARKET AREA: Statewide/National

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIAN/NHPI MALE			AAIAN/NHPI FEMALE			TWO OR MORE MALE			TWO OR MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	48.4	0	0.0	51.6	0	0.0	36.2	0	0.0	37.9	0	0.0	1.7	0	0.0	3.8	0	0.0	2.4	0	0.0	2.4	0	0.0	7.2	0	0.0	6.4	0	0.0	0.9	0	0.0	1.1	0	0.0
2. Unemployment in Applicable LMA	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
3. Promotable/Transferable Percentage	53.7	95	51.0	46.3	95	44.0	35.1	95	33.3	33.6	95	31.9	3.0	95	2.9	3.0	95	2.9	1.5	95	1.4	5.2	95	4.9	14.2	95	13.5	4.5	95	4.3	0.0	95	0.0	0.0	95	0.0
4. Pop. in the LMA																																				
5. Client Pop. Figures																																				
6. Educ/Tech'ng Figures																																				
7. Other Source (Specify)	64.8	5	3.2	35.2	5	1.8	50.9	5	2.5	27.8	5	1.4	2.3	5	0.1	1.7	5	0.1	2.5	5	0.1	1.6	5	0.1	8.7	5	0.4	3.7	5	0.2	0.4	5	0.0	0.3	5	0.0
8. Other Source (Specify)																																				
FINAL AVAILABILITY BASE PERCENTAGE			54.2			45.8			35.8			33.3			3.0			3.0			1.5			5.0			13.9			4.5			0.0			0.0

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000/2205)

	Total	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIAN/NHPI MALE	AAIAN/NHPI FEMALE	TWO OR MORE MALE	TWO OR MORE FEMALE
SOC 251000/2205	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
Title		0	0	0	0	0	0	0	0	0	0	0	0
Total	19955	9660	10295	7225	7555	345	755	485	485	1430	1285	175	215
Percentage	100.0%	48.4%	51.6%	36.2%	37.9%	1.7%	3.8%	2.4%	2.4%	7.2%	6.4%	0.9%	1.1%

Promotable/Transferable Pool - 07/31/2022

		TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIAN/NHPI MALE	AAIAN/NHPI FEMALE	TWO OR MORE MALE	TWO OR MORE FEMALE
Associate Professor	134	72	62	47	45	4	4	2	7	19	6	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	134	72	62	47	45	4	4	2	7	19	6	0	0
Percentage	100.0%	53.7%	46.3%	35.1%	33.6%	3.0%	3.0%	1.5%	5.2%	14.2%	4.5%	0.0%	0.0%

Digest of Ed. Statistics, Table 315.20, November 2021: Professor

		TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIAN/NHPI MALE	AAIAN/NHPI FEMALE	TWO OR MORE MALE	TWO OR MORE FEMALE
Professors	183594	118967	64627	93511	51101	4211	3186	4577	2982	15914	6805	754	553
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	183594	118967	64627	93511	51101	4211	3186	4577	2982	15914	6805	754	553
Percentage	100.0%	64.8%	35.2%	50.9%	27.8%	2.3%	1.7%	2.5%	1.6%	8.7%	3.7%	0.4%	0.3%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000/2205)	The hiring area is Nationwide for this job category. However, a small percentage if any may be recruited from within the state of Connecticut employment pool from other universities, specifically other state universities.	0% value weight as professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches. No value weight is given as most positions are filled via promotion.
Unemployment in Applicable Labor Market Area			This is no longer a data source for the Affirmative Action Plan.
Promotable/Transferable	2022 CCSU Workforce Analysis by Job Classification: Associate Professor	Precise figures for computing racial and sexual composition of persons in promotable positions. The majority of these positions are filled by promotion annually via collective bargaining and the the promotional and tenure process.	95% value weight. Value weight is higher for promotions due to promotional and tenure processes in place at the university.
OTHER SOURCE	Digest of Ed. Statistics, Table 315.20, November 2021: Professor	The Hiring area is Nationwide for this job category. Persons currently employed at the professor level are a common recruitment pool.	5% value weight. Professor positions at CCSU require advanced degrees and significant relevant/current experience. A small value weight is given as most positions are filled via promotion. Occasionally a hire may occur through national searches. Table number changed from 264 to 315.20 for the Digest.

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY / JOB TITLE: EEO 2 - Faculty / Associate Professor

REPORTING DATE: 07/31/22

LABOR MARKET AREA: Statewide/National

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	48.4	5	2.4	51.6	5	2.6	36.2	5	1.8	37.9	5	1.9	1.7	5	0.1	3.8	5	0.2	2.4	5	0.1	2.4	5	0.1	7.2	5	0.4	6.4	5	0.3
2. Unemployment in Applicable LMA	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
3. Promotable/Transferable Percentage	46.6	70	32.6	53.4	70	37.4	24.1	70	16.9	37.9	70	26.5	3.4	70	2.4	5.2	70	3.6	3.4	70	2.4	1.7	70	1.2	15.5	70	10.9	8.6	70	6.0
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	52.9	25	13.2	47.1	25	11.8	39.3	25	9.8	35	25	8.8	2.8	25	0.7	3.4	25	0.9	2.8	25	0.7	2.5	25	0.6	7.6	25	1.9	5.7	25	1.4
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			48.2			51.8			28.5			37.2			3.2			4.7			3.2			1.9			13.2			7.7

Employment Data - Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000/2205)

		TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
SOC 251000/2205	19955	9660	10295	7225	7555	345	755	485	485	1430	1285
Title	0	0	0	0	0	0	0	0	0	0	0
Total	19955	9660	10295	7225	7555	345	755	485	485	1430	1285
Percentage	100.0%	48.4%	51.6%	36.2%	37.9%	1.7%	3.8%	2.4%	2.4%	7.2%	6.4%

Promotable/Transferable Pool - 07/31/2022
Digest of Ed. Statistics, Table 315.20, November 2021: Associate Professor

		TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Assistant Professor	58	27	31	14	22	2	3	2	1	9	5
Title	0	0	0	0	0	0	0	0	0	0	0
Total	58	27	31	14	22	2	3	2	1	9	5
Percentage	100.0%	46.6%	53.4%	24.1%	37.9%	3.4%	5.2%	3.4%	1.7%	15.5%	8.6%

Digest of Ed. Statistics, Table 315.20, November 2021: Associate Professor

		TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Associate Professor	155059	82087	72972	60873	54272	4343	5199	4269	3803	11821	8865
Title	0	0	0	0	0	0	0	0	0	0	0
Total	155059	82087	72972	60873	54272	4343	5199	4269	3803	11821	8865
Percentage	100.0%	52.9%	47.1%	39.3%	35.0%	2.8%	3.4%	2.8%	2.5%	7.6%	5.7%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, CT Total, Post Secondary Teachers (251000/2205)	The hiring area is nationwide for this job category. However, a small percentage may be recruited from within the state of Connecticut employment pool from other universities.	5% value weight as associate professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area			This data source is no longer used for the Affirmative Action Plan.
Promotable/Transferable	2022 CCSU Workforce Analysis by Job Classification: Assistant Professor Rank (Does not include instructor)	Precise figures for computing racial and sexual composition of persons in promotable positions. About half of these positions are filled by promotion from the Assistant Professor level annually via collective bargaining and the promotional and tenure process.	70% value weight. Value weight is higher for promotions due to the promotional and tenure process in place at the university.
OTHER SOURCE	Digest of Ed. Statistics, Table 315.20, November 2021: Associate Professor	The hiring area is Nationwide for this job category. Persons currently employed at the associate professor level are a common recruitment pool.	25% value weight. Associate Professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY:	EEO 2 - Faculty	REPORTING DATE:	07/31/22
JOB TITLE:	Assistant Professor (including Instructor)	LABOR MARKET AREA:	Statewide/National

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI* MALE			AAIANHNPI* FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	48.4	10	4.8	51.6	10	5.2	36.2	10	3.6	37.9	10	3.8	1.7	10	0.2	3.8	10	0.4	2.4	10	0.2	2.4	10	0.2	7.2	10	0.7	6.4	10	0.6
2. Unemployment in Applicable LMA	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
3. Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	45.4	30	13.6	54.6	30	16.4	31.8	30	9.5	38.3	30	11.5	2.9	30	0.9	4.9	30	1.5	2.8	30	0.8	3.2	30	1.0	7.2	30	2.2	7.2	30	2.2
8. Other Source (Specify)	42.5	60	25.5	57.5	60	34.5	28.7	60	17.2	36.2	60	21.7	3.1	60	1.9	6.4	60	3.8	3.7	60	2.2	5.2	60	3.1	5.7	60	3.4	7.7	60	4.6
FINAL AVAILABILITY BASE PERCENTAGE			43.9			56.1			30.3			37.0			3.0			5.7			3.2			4.3			6.3			7.4

Employment Data – Census 2014-2018 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000/2205)

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
SOC 251000/2205	9660	10295	7225	7555	345	755	485	485	1430	1285
Title	0	0	0	0	0	0	0	0	0	0
Total	9660	10295	7225	7555	345	755	485	485	1430	1285
Percentage	48.4%	51.6%	36.2%	37.9%	1.7%	3.8%	2.4%	2.4%	7.2%	6.4%

Promotable/Transferable Pool

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Title	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0

Digest of Ed. Statistics, Table 315.20, November 2021: Assistant Professor

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Assistant Professors	71666	86187	50234	60438	4554	7696	4489	5108	11328	11436
Total	71666	86187	50234	60438	4554	7696	4489	5108	11328	11436
Percentage	45.4%	54.6%	31.8%	38.3%	2.9%	4.9%	2.8%	3.2%	7.2%	7.2%

Digest of Ed. Statistics, Table 324.20 Doctoral Degrees, September 2021

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
National Data	70728	95500	47673	60180	5149	10576	6187	8681	9470	12815
Total	70728	95500	47673	60180	5149	10576	6187	8681	9470	12815
Percentage	42.5%	57.5%	28.7%	36.2%	3.1%	6.4%	3.7%	5.2%	5.7%	7.7%

(SOC 251000/2205 Total: 19955, 100.0%; Assistant Professors Total: 157853, 100.0%; National Data Total: 166228, 100.0%)

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, CT Total, Post Secondary Teachers (251000/2205)	The hiring area is nationwide for this job category. However, a small percentage may be recruited from within the state of Connecticut employment pool from other universities.	10% value weight as assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area			This data source is no longer used in this Affirmative Action Plan.
Promotable/ Transferable	There is no longer a promotable pool for this category as instructor positions are now a part of this category	N/A	0% value weight as there is no available promotable pool.
Digest of Educational Statistics	Digest of Ed. Statistics, Table 315.20. Assistant Professor. Fall 2021. Table prepared November 2021.	The hiring area is nationwide for this job category. Persons currently employed at the assistant professor level are a common recruitment pool.	30% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Digest of Educational Statistics	Digest of Educational Statistics Table 324.20: Doctoral degrees conferred 2019-2020 data.	The hiring area is nationwide for this job category. Most positions are filled by candidates who currently possess their terminal degrees; most often a Ph.D. in a related field.	60% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY:	EEO 2 - Faculty	REPORTING DATE:	07/31/22
JOB TITLE:	Coaching	LABOR MARKET AREA:	Statewide/National(NCAA)

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	60.9	10	6.1	39.1	10	3.9	48.4	10	4.8	32.5	10	3.3	4.2	10	0.4	2.4	10	0.2	5.0	10	0.5	2.1	10	0.2	1.4	10	0.1	1.3	10	0.1
2. Unemployment in Applicable LMA	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
3. Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng. Figures																														
7. Other Source (Specify)	74.1	90	66.7	25.9	90	23.3	56.7	90	51.0	20.4	90	18.4	13.3	90	12.0	3.8	90	3.4	3.0	90	2.7	1.2	90	1.1	1.0	90	0.9	0.5	90	0.5
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			72.8			27.2			55.8			21.7			12.4			3.6			3.2			1.3			1.0			0.6

Employment Data - Connecticut Occupational Statistics, 2014-2018 Athletes, Coaches, Umps & Related Workers (27-2020/2721); Ent. & Perf Sports & Rel. Workers (27-20XX/2700)

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
27-2020/2721	4900	1805	2385	1570	335	105	180	35	70	80
27-20XX/2700	6299	2574	3035	2065	135	160	385	200	85	69
Total	11199	4379	5420	3635	470	265	565	235	155	149
Percentage	100.0%	39.1%	48.4%	32.5%	4.2%	2.4%	5.0%	2.1%	1.4%	1.3%

Promotable/Transferable Pool

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0

NCAA Data - All head coaches and assistant coaches in related sports 2019-2020 data

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Coaching	9266	3242	7097	2557	1665	478	376	147	128	60
	12508	0	0	0	0	0	0	0	0	0
Total	9266	3242	7097	2557	1665	478	376	147	128	60
Percentage	74.1%	25.9%	56.7%	20.4%	13.3%	3.8%	3.0%	1.2%	1.0%	0.5%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Connecticut Occupational Statistics, 2014-2018 Athletes, Coaches, Umps & Related Workers (27-2020/2721); Ent. & Perf Sports & Rel. Workers (27-20XX/2700)	The hiring area is typically nationwide for this job category; however, positions are filled from local recruitment efforts within the state. Division 1 coaching related positions are highly competitive and require prior experience.	10% value weight as Division 1 coaching related positions at CCSU require relevant/current experience. A lower value weight is give as most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area			Information not provided for this Affirmative Action plan period.
Promotable/ Transferable	N/A	Promotions would be filled within the category due to number of positions within the category resulting in all titles being evaluated together.	0%
NCAA - Division 1 - Coaching	NCAA Division 1 - Race and Demographics Search (Head Coaches and Assistant Coaches in Related Sports) 2019-2020 Data	Recruitment for Division 1 positions comes from those with experience in Division 1 sports and sports related fields.	90% value weight as most positions filled in the University's coaching ranks are filled by those who are currently coaching Division 1 sports.

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY:	EEO 3 - Professional Non-Faculty	REPORTING DATE:	07/31/22
JOB TITLE:	All Titles	LABOR MARKET AREA:	Statewide/National

FACTOR	TOTAL MALE RS	VW	WF	TOTAL FEMALE RS	VW	WF	WHITE MALE RS	VW	WF	WHITE FEMALE RS	VW	WF	BLACK MALE RS	VW	WF	BLACK FEMALE RS	VW	WF	HISPANIC MALE RS	VW	WF	HISPANIC FEMALE RS	VW	WF	AAIANHNPI MALE RS	VW	WF	AAIANHNPI FEMALE RS	VW	WF	TWO OR MORE MALE RS	VW	WF	TWO OR MORE FEMALE RS	VW	WF
1. Employment data in the applicable LMA	38.1	30	11.4	61.9	30	18.6	29.2	30	8.8	50.3	30	15.1	3.2	30	1.0	3.8	30	1.1	3.2	30	1.0	5.2	30	1.6	1.5	30	0.5	1.9	30	0.6	1.1	30	0.3	0.6	30	0.2
2. Unemployment in Applicable LMA	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
3. Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
4. Pop. in the LMA																																				
5. Client Pop. Figures																																				
6. Educ/Tech Trng Figures																																				
7. Other Source (Specify)	40.9	70	28.6	59.1	70	41.4	29.4	70	20.6	39.8	70	27.9	3.6	70	2.5	6.7	70	4.7	3.5	70	2.5	5.8	70	4.1	3.7	70	2.6	5.6	70	3.9	0.7	70	0.5	1.1	70	0.8
8. Other Source (Specify)																																				
FINAL AVAILABILITY BASE PERCENTAGE			40.0			60.0			29.4			43.0			3.5			5.8			3.5			5.7			3.1			4.5			0.8			1.0

Employment Data - 2014-20108 CENSUS, Statewide Connecticut: Education Administrators (11-9030/0230)

	Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Male	Two or More Female
11-9030/0230	13949	5315	8634	4070	7020	445	535	440	730	205	264	155	85
	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	13949	5315	8634	4070	7020	445	535	440	730	205	264	155	85
Percentage	100.0%	38.1%	61.9%	29.2%	50.3%	3.2%	3.8%	3.2%	5.2%	1.5%	1.9%	1.1%	0.6%

Promotable/Transferable Pool - 07/31/2022

	Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Male	Two or More Female
	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

US Dept. Ed. National Center for Education Statistics, IPEDS: Professional Staff (Non-Faculty)

	Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	Two or More Male	Two or More Female
Bus & Fin Operations	218069	58449	159620	41452	107215	5677	19527	5937	16859	4379	13149	1004	2870
Comp, Eng & Science	217238	129182	88056	93300	57042	8194	7445	10649	7669	14814	14189	2225	1711
Comm, Soc Svc, Legal, Arts, Design, Ent, Sports & Media	178960	77371	101589	57645	71838	9647	12070	6038	10401	2709	5050	1332	2230
Healthcare Practitioners & Techs	106565	29832	76733	19435	51005	2652	9334	2672	6933	4568	8189	505	1272
Total	720832	294834	425998	211832	287100	26170	48376	25296	41862	26470	40577	5066	8083
Percentage	100.0%	40.9%	59.1%	29.4%	39.8%	3.6%	6.7%	3.5%	5.8%	3.7%	5.6%	0.7%	1.1%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	2014-2018 CENSUS, Statewide Connecticut: Education Administrators (11-9030/0230)	The hiring area is statewide for this job category. Professional non-faculty and related positions are highly competitive and are often recruited statewide from other universities or state agencies, and/or nationally from similar positions/functions.	30% value weight as professional non-faculty positions at CCSU often require advanced degrees and relevant/current (college level) experience. Most hires occur from those currently employed.
Unemployment in Applicable Labor Market Area			This data source not used during this Affirmative Action Plan period.
Promotable/ Transferable	CCSU Workforce Analysis by Job Classification: Due to the level of skills, degree requirements and previous experience in related positions or field; opportunities for promotions do not exist.	Since nearly 100% of these positions are filled through hires, no promotional group has been identified.	0% value weight. Nearly all positions are filled via hiring of outside persons currently performing related functions.
OTHER SOURCE - IPEDS 2022	US Dept. Ed. National Center for Education Statistics, IPEDS, February 2022: Table 314.40. Bus & Fin Operations, Comp, Eng & Science, Comm, Soc Svc, Legal, Arts, Design, Entertainment, Sports & Media, & Healthcare Practitioners & Techs.	The hiring area is statewide/nationwide for this job category. Professional non-faculty and related positions are highly competitive and are often recruited nationwide from other universities and from similar positions/functions.	70% value weight as professional non-faculty positions at CCSU often require advanced degrees and relevant/current experience. Most hires occur from those currently employed and most often with university/college experience.

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: EEO 4 - Clerical / All Titles except Sec 2
JOB TITLE:

REPORTING DATE: 07/31/22
LABOR MARKET AREA: Hartford County

FACTOR	TOTAL MALE RS	VW	WF	TOTAL FEMALE RS	VW	WF	WHITE MALE RS	VW	WF	WHITE FEMALE RS	VW	WF	BLACK MALE RS	VW	WF	BLACK FEMALE RS	VW	WF	HISPANIC MALE RS	VW	WF	HISPANIC FEMALE RS	VW	WF	AAIANHNPI MALE RS	VW	WF	AAIANHNPI FEMALE RS	VW	WF	TWO OR MORE FEMALE RS	VW	WF	TWO OR MORE RS	VW	WF
1. Employment data in the applicable LMA	25.2	50	12.6	74.8	50	37.4	15.3	50	7.7	49.2	50	24.6	4.6	50	2.3	11.8	50	5.9	3.3	50	1.7	9.2	50	4.6	1.5	50	0.8	2.5	50	1.3	0.3	50	0.2	2.2	50	1.1
2. Unemployment in Applicable LMA	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
3. Promotable/Transferable Percentage	3.1	50	1.6	96.9	50	48.5	3.1	50	1.6	65.6	50	32.8	0	50	0.0	15.6	50	7.8	0	50	0.0	15.6	50	7.8	0	50	0.0	0	50	0.0	0	50	0.0	0	50	0.0
4. Pop. in the LMA																																				
5. Client Pop. Figures																																				
6. Educ/Tech Tng Figures																																				
7. Other Source (Specify)	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																																				
FINAL AVAILABILITY BASE PERCENTAGE			14.2			85.9			9.3			57.4			2.3			13.7			1.7			12.4			0.8			1.3			0.2			1.1

Employment Data – 2014-2018 CENSUS, Hartford County: Other Office and Admin, Support Workers (43-9000/5810)

	Total	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	TWO OR MORE FEMALE	TWO OR MORE
SOC 43-9000/5810	10754	2705	8049	1650	5290	500	1265	355	985	165	274	35	235
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	10754	2705	8049	1650	5290	500	1265	355	985	165	274	35	235
Percentage	100.0%	25.2%	74.8%	15.3%	49.2%	4.6%	11.8%	3.3%	9.2%	1.5%	2.5%	0.3%	2.2%

Promotable/Transferable Pool – 07/31/2022

	Total	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	TWO OR MORE FEMALE	TWO OR MORE
Secretary 2	32	1	31	1	21	0	5	0	5	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	32	1	31	1	21	0	5	0	5	0	0	0	0
Percentage	100.0%	3.1%	96.9%	3.1%	65.6%	0	15.6%	0	15.6%	0	0	0	0

OTHER SOURCE

	Total	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	TWO OR MORE FEMALE	TWO OR MORE
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Hartford County LMA, Other Office and Admin, Support Workers (43-9000/5810)	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the University. Some clerical titles require state examination certification which often requires work history and are often currently employed. Some hires come from those in the same title form other state agencies.	50% value weight as clerical positions require a great deal of clerical skills and experience and most often come from those who are currently employed at the title or with qualifying experience. Modified to reflect increased promotional pool with addition of admin assistants to this eeo category.
Unemployment in Applicable Labor Market Area			
Promotable/Transferable	CCSU Workforce Analysis by Job Classification:Secretary 2	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by Hires in this job title. Some promotions do occur; typically from the level of Secretary 2.	50% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of Secretary 2.
OTHER SOURCE			

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY:	EEO 4 - Clerical	REPORTING DATE:	07/31/22
JOB TITLE:	Secretary 2	LABOR MARKET AREA:	Hartford County

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	5.4	70	3.8	94.6	70	66.2	3.5	70	2.5	71.9	70	50.3	0.5	70	0.4	7.4	70	5.2	0.8	70	0.6	11.0	70	7.7	0.6	70	0.4	2.3	70	1.6
2. Unemployment in Applicable LMA	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
3. Promotable/Transferable Percentage	0	30	0.0	100	30	30.0	0	30	0.0	80	30	24.0	0	30	0.0	20	30	6.0	0	30	0.0	0	30	0.0	0	30	0.0	0	30	0.0
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			3.8			96.2			2.5			74.3			0.4			11.2			0.6			7.7			0.4			1.6

Employment Data - 2014-2018 CENSUS - Hartford County Line: Secretaries and Administrative Assistants (43-6010/5710)

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
SOC 43-6010/5710	9940	9400	350	7150	45	735	75	1095	55	225
Title	0	0	0	0	0	0	0	0	0	0
Total	9940	9400	350	7150	45	735	75	1095	55	225
Percentage	100.0%	94.6%	3.5%	71.9%	0.5%	7.4%	0.8%	11.0%	0.6%	2.3%

Promotable/Transferable Pool - 07/31/2022

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Secretary 1	2	2	0	2	0	0	0	0	0	0
Processing Technician	1	1	0	0	0	1	0	0	0	0
Secretary 1 (PT)	2	2	0	2	0	0	0	0	0	0
Secretary 2 (PT)	0	0	0	0	0	0	0	0	0	0
Total	5	5	0	4	0	1	0	0	0	0
Percentage	100.0%	100.0%	0	80.0%	0	20.0%	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Hartford County LMA Total, Secretaries and Administrative Assistants (43-6010/5710)	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the university. Secretary 2 positions are often hired from other state agencies who are already employed as secretary 2 - but presently employed at a lower clerical rank.	70% value weight. Most hiring in this category comes from the employed population.
Unemployment in Applicable Labor Market Area			This source is not used during this Affirmative Action period.
Promotable/ Transferable	CCSU Workforce Analysis by Job Classification: Secretary 1, Secretary 2 & Processing Technicians	Precise figures for computing racial and sexual composition of persons in promotable positions. Typically positions are filled by hires in this job title; however, promotions do occur from the level of Secretary 1, Processing Technicians and/or PT Secretary 1's & 2's move into full-time positions.	30% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of Secretary 1 & Processing Technicians. Or employees will move from part-time to full-time.
OTHER SOURCE			

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY / JOB TITLE: EEO 5 - Technical/Paraprofessional — All Titles

REPORTING DATE: 07/31/22
LABOR MARKET AREA: Hartford County

FACTOR	TOTAL MALE RS	TOTAL MALE VW	TOTAL MALE WF	TOTAL FEMALE RS	TOTAL FEMALE VW	TOTAL FEMALE WF	WHITE MALE RS	WHITE MALE VW	WHITE MALE WF	WHITE FEMALE RS	WHITE FEMALE VW	WHITE FEMALE WF	BLACK MALE RS	BLACK MALE VW	BLACK MALE WF	BLACK FEMALE RS	BLACK FEMALE VW	BLACK FEMALE WF	HISPANIC MALE RS	HISPANIC MALE VW	HISPANIC MALE WF	HISPANIC FEMALE RS	HISPANIC FEMALE VW	HISPANIC FEMALE WF	AAIAN/HNPI MALE RS	AAIAN/HNPI MALE VW	AAIAN/HNPI MALE WF	AAIAN/HNPI FEMALE RS	AAIAN/HNPI FEMALE VW	AAIAN/HNPI FEMALE WF	TWO OR MORE MALE RS	TWO OR MORE MALE VW	TWO OR MORE MALE WF	TWO OR MORE FEMALE RS	TWO OR MORE FEMALE VW	TWO OR MORE FEMALE WF
1. Employment data in the applicable LMA	26.8	100	26.8	73.2	100	73.2	17.4	100	17.4	49.3	100	49.3	3.8	100	3.8	11.1	100	11.1	3.6	100	3.6	8.9	100	8.9	1.7	100	1.7	2.2	100	2.2	0.2	100	0.2	1.7	100	1.7
2. Unemployment in Applicable LMA	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
3. Promotable/Transferable Percentage	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
4. Pop. in the LMA																																				
5. Client Pop. Figures																																				
6. Educ/Tech Tng Figures																																				
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																																				
FINAL AVAILABILITY BASE PERCENTAGE			26.8			73.2			17.4			49.3			3.8			11.1			3.6			8.9			1.7			2.2			0.2			1.7

Employment Data - 2014-2018 CENSUS, Hartford County: Library Workers (25-XXXX/2350) & Other Office and Admin. Support Workers (43-9000/5810)

	Total	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIAN/HNPI MALE	AAIAN/HNPI FEMALE	TWO OR MORE MALE	TWO OR MORE FEMALE
SOC 25-XXXX/2350	3599	1135	2464	850	1790	50	335	155	295	80	40	0	4
SOC 43-9000/5810	10754	2705	8049	1650	5290	500	1265	355	985	165	274	35	235
Total	14353	3840	10513	2500	7080	550	1600	510	1280	245	314	35	239
Percentage	100.0%	26.8%	73.2%	17.4%	49.3%	3.8%	11.1%	3.6%	8.9%	1.7%	2.2%	0.2%	1.7%

Promotable/Transferable Pool

	Total	TM	TF	WM	WF	BM	BF	HM	HF	AM	AF	2+M	2+F
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE													
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

SOURCE CONSULTED:
Census 2014-2018 EEO Data Tool, Hartford County LMA, Library Technicians (25-XXXX/2350) and Other Office and Admin Support Workers (43-9000/5810)

FACTOR:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	The hiring area is Hartford County for this job category as positions at this level are often recruited from areas closer to the university.	100% value weight as paraprofessional positions often require a specialty skill, most often acquired through work experience. Most of these positions are filled by those presently employed.
Unemployment in Applicable Labor Market Area	N/A	This data source was not used for this Affirmative Action Plan.
Promotable/ Transferable	There is no promotable/transferable pool identified	N/A
OTHER SOURCE		

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY: EEO 6 - Skilled Crafts
JOB TITLE: All Titles

REPORTING DATE: 07/31/22
LABOR MARKET AREA: Hartford County

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AA/AN/HI/NPI MALE			AA/AN/HI/NPI FEMALE			TWO OR MORE MALE			TWO OR MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	98.2	80	78.6	1.8	80	1.4	51.5	80	41.2	1.2	80	1.0	5.5	80	4.4	0.0	80	0.0	8.0	80	6.4	0.3	80	0.2	0.0	80	0.0	0.0	80	0.0	0.8	80	0.6	0.0	80	0.0
2. Unemployment in Applicable LMA	0.0		0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	1.0	0	0.0	0.0	0	0.0
3. Promotable/Transferable Percentage	83.3	20	16.7	16.7	20	3.3	50.0	20	10.0	16.7	20	3.3	16.7	20	3.3	0.0	20	0.0	16.7	20	3.3	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0	0.0	20	0.0
4. Pop. in the LMA																																				
5. Client Pop. Figures																																				
6. Educ/Tech Trng Figures																																				
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																																				
FINAL AVAILABILITY BASE PERCENTAGE			95.3			4.7			51.2			4.3			7.7			0.0			9.7			0.2			0.0			0.0			0.6			0.0

Employment Data - 2014-2018 Census Hartford County: Pipe Layers, Plumbers 47-2150/6441, Carpenters 47-2031/6230, Electricians 47-2111/6355

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AA/AN/HI/NPI MALE	AA/AN/HI/NPI FEMALE	TWO OR MORE MALE	TWO OR MORE FEMALE
47-2150/6441	1070	0	775	0	140	0	115	0	0	0	40	0
47-2031/6230	3590	105	2870	85	250	0	450	20	0	0	20	0
47-2111/6355	2295	20	1835	0	280	0	165	20	0	0	15	0
Total	6955	125	3645	85	390	0	565	20	0	0	60	0
Percentage	98.2%	1.8%	51.5%	1.2%	5.5%	0	8.0%	0.3%	0	0	0.8%	0

Promotable/Transferable Pool - 07/31/2022

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AA/AN/HI/NPI MALE	AA/AN/HI/NPI FEMALE	TWO OR MORE MALE	TWO OR MORE FEMALE
General Trades Workers	6	1	3	1	1	0	1	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0
Total	6	1	3	1	1	0	1	0	0	0	0	0
Percentage	100.0%	16.7%	50.0%	16.7%	16.7%	0	16.7%	0	0	0	0	0
OTHER SOURCE												
Title	0	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Hartford County, Pipe Layers, Plumbers 47-2150/6441, Carpenters 47-2031/6230, Electricians 47-2111/6355	The hiring area is Hartford County for this job category. Skilled laborers are most often recruited locally. The titles chosen closely reflect the duties and functions of skilled craft workers at CCSU.	80% value weight as skilled craft positions at CCSU require relevant and applied experience and specific skills. Most positions are filled by those already employed.
Unemployment in Applicable Labor Market Area			
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: General Trades Workers	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur from general trades workers	20% value weight. Most positions in this category are filled though hires. However, an occasional promotion can occur from general trades workers.
OTHER SOURCE			

CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS

OCCUPATIONAL CATEGORY:	EEO 7 - Service Maintenance, All Titles except Custodians
JOB TITLE:	
REPORTING DATE:	07/31/22
LABOR MARKET AREA:	Hartford County

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE			TWO OR MORE MALE			TWO OR MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1.Employment data in the applicable LMA	66.3	70	46.4	33.7	70	23.6	21.0	70	14.7	12.1	70	8.5	6.5	70	4.6	3.7	70	2.6	14.1	70	9.9	14.5	70	10.2	0.4	70	0.3	0.6	70	0.4	1.0	70	0.7	0.8	70	0.6
2.Unemployment in Applicable LMA	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
3.Promotable/Transferable Percentage	63.9	30	19.2	36.1	30	10.8	25.0	30	7.5	22.2	30	6.7	5.6	30	1.7	2.8	30	0.8	33.3	30	10.0	11.1	30	3.3	0.0	30	0.0	0.0	30	0.0	0.0	30	0.0	0.0	30	0.0
4.Pop. in the LMA																																				
5.Client Pop. Figures																																				
6.Educ/Tech Tng Figures																																				
7.Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8.Other Source (Specify)																																				
FINAL AVAILABILITY BASE PERCENTAGE			65.6			34.4			22.2			15.2			6.3			3.4			19.9			13.5			0.3			0.4			0.7			0.6

Employment Data - 2014-2018 Census, Hartford County: First Line Supervisors of Housekeeping and Janitorial Workers 37-1011/4200, Building Cleaning Workers 37-2010/4220, Grounds Maintenance Workers 37-3010/4251

	Total	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	TWO OR MORE MALE	TWO OR MORE FEMALE
37-1011/4200	929	655	274	405	160	30	4	210	110	0	0	10	0
37-2010/4220	11230	6330	4900	3005	1815	1025	600	2090	2255	60	100	150	130
37-3010/4251	4105	3805	300	2215	225	160	75	1355	0	40	0	35	0
Total	16264	10790	5474	3410	1975	1055	604	2300	2365	60	100	160	130
Percentage	100.0%	66.3%	33.7%	21.0%	12.1%	6.5%	3.7%	14.1%	14.5%	0.4%	0.6%	1.0%	0.8%

Promotable/Transferable Pool - 07/31/2022

	Total	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	TWO OR MORE MALE	TWO OR MORE FEMALE
Custodians	36	23	13	9	8	2	1	12	4	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	36	23	13	9	8	2	1	12	4	0	0	0	0
Percentage	100.0%	63.9%	36.1%	25.0%	22.2%	5.6%	2.8%	33.3%	11.1%	0.0%	0.0%	0.0%	0.0%
OTHER SOURCE													
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0	0

SOURCE CONSULTED:

Census 2000 EEO Data Tool, Hartford County, First Line Supervisors of Housekeeping and Janitorial Workers (37-1011/4200), Building Cleaning Workers (37-2010/4220), Grounds Maintenance Workers (37-3010/4251)

CCSU Workforce Analysis by Job Classification:Custodian

FACTOR:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions for service maintenance titles at CCSU.	70% value weight as these positions at CCSU require (often school environment) experience. Most positions are filled by those already employed.
Unemployment in Applicable Labor Market Area		No data source for this reporting period.
Promotable/Transferable	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by Hires in this job title. Some promotions do occur, typically from the level of custodian	30% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of custodian
OTHER SOURCE		

OCCUPATIONAL CATEGORY: EEO 7 - Service Maintenance
JOB TITLE: Custodian

REPORTING DATE: 07/31/22
LABOR MARKET AREA: Hartford County

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIAN/HNPI MALE			AAIAN/HNPI FEMALE			TWO OR MORE MALE			TWO OR MORE FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	56.4	100	56.4	43.6	100	43.6	26.8	100	26.8	16.2	100	16.2	9.1	100	9.1	5.3	100	5.3	18.6	100	18.6	20.1	100	20.1	0.3	100	0.5	0.9	100	0.9	1.3	100	1.3	1.3	100	1.2
2. Unemployment in Applicable LMA	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
3. Promotable/Transferable Percentage	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
4. Pop. in the LMA																																				
5. Client Pop. Figures																																				
6. Educ/Tech Tng Figures																																				
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																																				
FINAL AVAILABILITY BASE PERCENTAGE			56.4			43.6			26.8			16.2			9.1			5.3			18.6			20.1			0.5			0.9			1.3			1.2

Employment Data – Connecticut Occupational Statistics, 2014-2018, Hartford County, Building Cleaning Workers (37-2010/4220)

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIAN/HNPI MALE	AAIAN/HNPI FEMALE	TWO OR MORE MALE	TWO OR MORE FEMALE
37-2010/4220	11230	4900	3005	1815	1025	600	2090	2255	60	100	150	130
Title	0	0	0	0	0	0	0	0	0	0	0	0
Total	11230	4900	3005	1815	1025	600	2090	2255	60	100	150	130
Percentage	100.0%	43.6%	26.8%	16.2%	9.1%	5.3%	18.6%	20.1%	0.5%	0.9%	1.3%	1.2%
Promotable/Transferable Pool												
Title	0	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0
OTHER SOURCE												
Title	0	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2014-2018 EEO Data Tool, Hartford County, Building Cleaning Workers (37-2010/4220)	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	100% value weight as custodian positions at CCSU require relevant (often school environment) exp. Most positions are filled by those already employed. Reduced as census data is over 20 years old.
Unemployment in Applicable Labor Market Area			This data was not used in the Affirmative Action Plan.
Promotable/ Transferable	There are no promotable positions into this category.	N/A	N/A
OTHER SOURCE			

OCCUPATIONAL CATEGORY: Protective Service

JOB TITLE: All Titles

REPORTING DATE: 07/31/22

LABOR MARKET AREA: Hartford County

FACTOR	TOTAL MALE RS	TOTAL MALE VW	TOTAL MALE WF	TOTAL FEMALE RS	TOTAL FEMALE VW	TOTAL FEMALE WF	WHITE MALE RS	WHITE MALE VW	WHITE MALE WF	WHITE FEMALE RS	WHITE FEMALE VW	WHITE FEMALE WF	BLACK MALE RS	BLACK MALE VW	BLACK MALE WF	BLACK FEMALE RS	BLACK FEMALE VW	BLACK FEMALE WF	HISPANIC MALE RS	HISPANIC MALE VW	HISPANIC MALE WF	HISPANIC FEMALE RS	HISPANIC FEMALE VW	HISPANIC FEMALE WF	AAIANHNPI MALE RS	AAIANHNPI MALE VW	AAIANHNPI MALE WF	AAIANHNPI FEMALE RS	AAIANHNPI FEMALE VW	AAIANHNPI FEMALE WF	TWO OR MORE M RS	TWO OR MORE M VW	TWO OR MORE M WF	TWO OR MORE F RS	TWO OR MORE F VW	TWO OR MORE F WF
1. Employment data in the applicable LMA	81.8	100	81.8	18.2	100	18.2	62.0	100	62.0	7.8	100	7.8	8.9	100	8.9	5.5	100	5.5	10.4	100	10.4	3.8	100	3.8	0.5	100	0.5	0.1	100	0.1	0.0	100	0.0	0.9	100	0.9
2. Unemployment in Applicable LMA	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
3. Promotable/Transferable Percentage	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
4. Pop. in the LMA																																				
5. Client Pop. Figures																																				
6. Educ./Tech Tng Figures																																				
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																																				
FINAL AVAILABILITY BASE PERCENTAGE			81.8			18.2			62.0			7.8			8.9			5.5			10.4			3.8			0.5			0.1			0.0			0.9

Employment Data - Connecticut Occupational Statistics, 2014-2018, Hartford County: First-Line Super./Mgr., Law Enforcement Workers (33-1010/3700), Police Officer (33-1050/3700) & Detectives & Criminal Invest. (33-3021/3820)

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	TWO OR MORE M	TWO OR MORE F
33-1010/3700	510 / 455	55	295	0	75	45	85	10	0	0	0	0
33-3050/3870	1794 / 1495	299	1195	190	160	65	125	15	15	4	0	25
33-3021/3820	445 / 300	145	215	25	10	40	75	80	0	0	0	0
Total	2749 / 2250	499	1705	215	245	150	285	105	15	4	0	25
Percentage	100.0% / 81.8%	18.2%	62.0%	7.8%	8.9%	5.5%	10.4%	3.8%	0.5%	0.1%	0	0.9%

Promotable/Transferable Pool - 07/31/2022

	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	TWO OR MORE M	TWO OR MORE F
Title	0 / 0	0	0	0	0	0	0	0	0	0	0	0
Total	0 / 0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0 / 0	0	0	0	0	0	0	0	0	0	0	0
Title	0 / 0	0	0	0	0	0	0	0	0	0	0	0
Title	0 / 0	0	0	0	0	0	0	0	0	0	0	0
Total	0 / 0	0	0	0	0	0	0	0	0	0	0	0
Percentage	0 / 0	0	0	0	0	0	0	0	0	0	0	0

SOURCE CONSULTED: Census 2000 EEO Data Tool, Hartford County Line: First-Line Super./Mgr., Law Enforcement Workers (33-1010/3700), Police Officer (33-3050/3870) & Detectives & Criminal Invest. (33-3021/3820)

FACTOR:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	100% value weight as protective service positions at CCSU require relevant and current experience. Most positions are filled by those already employed, and most often with local police departments.
Unemployment in Applicable Labor Market Area		This data source is no longer used in the Affirmative Action Plan.
Promotable/Transferable	There are no promotable positions into this category.	N/A
OTHER SOURCE	N/A	