

**Response to the
Commission on Human Rights and Opportunities Critique**

Pursuant to the Regulations of Connecticut State Agencies, Central Connecticut State University accepts the Commission on Human Rights and Opportunities' recommendation as voted on at its February 2016 meeting and officially documented on a letter dated on March 22, 2016 regarding the University's 2015 Affirmative Action Plan. This response addresses all proposals and/or recommendations made by the Commission.

Section 46a-68-91 Career Mobility

PRESENT SUBMISSION: In compliance

RECOMMENDATIONS: Section 46a-68-91 Career Mobility. In future filings provide the occupational category, race and sex of the person's receiving career counseling.

**UNIVERSITY
RESPONSE:** This section has been modified to incorporate this recommendation.



State of Connecticut
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

Central Office --25 Sigourney Street, 7th Floor, Hartford, CT 06106

Promoting Equality and Justice for all People

SENT VIA EMAIL

March 22, 2016

Mr. John W. Miller, Ph.D., President
Central Connecticut State University
1615 Stanley St.
New Britain, CT 06053

RE: 2015 Affirmative Action Plan –Approved

Dear Dr. Miller:

Pursuant to Section 46a-68(d) of the general statutes, the Commission on Human Rights and Opportunities has reviewed the proposed affirmative action plan submitted by Central Connecticut State University on November 30, 2015. The Commission at its regular meeting on February 10, 2016 voted that the plan be **Approved**.

The review and analysis of the proposed affirmative action plan was performed in accordance with Section 46a-68-103 (formerly 46a-68-60) and is transmitted herewith. **THE SCHEDULED DATE FOR YOUR NEXT FILING IS November 30, 2016.**

The Commission requests that the attached evaluation be thoroughly reviewed to ensure that all deficiencies, omissions, and errors identified in the Evaluation be addressed.

Failure to correct deficiencies may result in a recommendation to disapprove the plan.

For technical assistance or if you have any questions you may contact Neva Elaine Vigezzi, Affirmative Action Program Analyst at 860-541-4706.

Sincerely,

Tanya A. Hughes
Executive Director

Attachment

C: Rosa Rodriguez, Chief Diversity Officer
Neva Elaine Vigezzi, Affirmative Action Program Analyst

STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
AFFIRMATIVE ACTION PLAN EXECUTIVE SUMMARY

Central Connecticut State University
AGENCY
(National Statewide and Local Labor Market Areas)

Commission Meeting Date February 10, 2016

Previous A.A. Plan Status/Date Approved/September 10, 2014

A.A. Plan Filing Date November 30, 2015

Date A.A. Plan Received November 30, 2015

90-Day Expiration Date February 28, 2016

Filing Status Annual

Date(s) Analyst Reviewed A.A. Plan December 1-3, 8-9, 11, 14, 15, 17-18
21-24, 2015 January 4-5, 2016

Date(s) of On-Site Review N/A

Next Filing Date November 30, 2016

RECOMMENDATION:

- Approved Retain Biennial Filing
 Conditionally Approved Retain Annual Filing Status
 Disapproved Semi-Annual Filing Status

Neva Elaine Viguzzi
Reviewer: Neva Elaine Viguzzi
Affirmative Action Program Analyst

January 5, 2016
Date

We have reviewed the summary and concur with the recommended finding.

Alvin K. Bingham
Alvin K. Bingham, Supervisor
Affirmative Action/Contract Compliance

Tanya A. Hughes
Tanya A. Hughes
Executive Director

EXECUTIVE SUMMARY OF REVIEW AND RECOMMENDATIONS

AGENCY: Central Connecticut State University

AGENCY APPOINTING AUTHORITY: John W. Miller, Ph.D., President

AFFIRMATIVE ACTION PERSON: Rosa Rodriguez, Chief Diversity Officer

INTRODUCTION:

The Central Connecticut State University is located in New Britain. The proposed affirmative action plan covers the reporting period of March 1, 2014 through July 31, 2015 and was filed timely. The previous submission was filed timely and was approved by the Commission on September 10, 2014.

RECOMMENDATION:

That the proposed affirmative action plan for Central Connecticut State University filed on November 30, 2015 be **APPROVED**.

SECTION 46a-68-59. STANDARD OF REVIEW

- (a) To receive approved status, a plan must contain all elements required by Sections 46a-68-31 through 46a-68-74, inclusive.
- (b) Additionally, a plan shall be approved only if:

- (1) the work force, considered as a whole and by occupational category, is in parity with the relevant labor market area; or
- (2) the agency has met all or substantially all of its hiring, promotion and program goals; or
- (3) the agency has demonstrated every good faith effort to achieve such goals and despite these efforts has been unable to do so; and
- (4) the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews in accordance with Section 46a-68-62(c).

JUSTIFICATION FOR THE RECOMMENDATION:

That Central Connecticut State University's proposed affirmative action plan be **APPROVED** based on compliance with Sections 46a-68-59 (b)(3), and (b)(4). Specifically:

SECTION 46a-68-59(a)

The proposed affirmative action plan contains all elements required by Sections 46a-68-31 through 46a-68-74, inclusive.

SECTION 46a-68-59(b)(1)

The work force considered as a whole and by occupational category is not at parity with the relevant labor market area. The race/sex ratios of agency employees are not equivalent to those generally available in the appropriate labor markets.

SECTION 46a-68-59(b)(2)

The agency has not met all or substantially all of its hiring and promotion goals. Program goals have been all met (see attached charts).

An analysis of the agency's hires during the eighteen-month reporting period indicates that in the areas where hires occurred the agency met:

25 out of 52 possible short-term goals or 48.1%
0 out of 2 possible long-term goals or 0%
25 out of 54 total goals or 46.3%

In addition,

13 out of 22 promotion goals were met or 59.1%
4 out 4 program goals or 100%

SECTION 46a-68-59(b)(3)

Central Connecticut State University has demonstrated good faith effort to achieve its goals. This is evidenced by the following personnel activity:

Central Connecticut State University's affirmative action plan Section 46a-68-48 Goals Analysis analyses the hiring, promotion and program goals that were established in the prior affirmative action plan. Each goal has been separately addressed and the prior affirmative action plan. Each goal has been separately addressed and the discussion of action taken, thereof, is detailed, searching and complete. These explanations were thoroughly reviewed and are in compliance with the affirmative action Regulations.

Central Connecticut State University recruitment activities include advertising, sending letters with the position description to appropriate institutions, including those that have significant populations of minorities, recruiting potential minority applicants through professional organizations and at professional meetings, and networking with individuals who are likely to have contact with underutilized members. In addition, the Office of Diversity and Equity established personal relationships with colleges and universities with doctoral degree programs, including historically black colleges and universities, Hispanic-granting institutions as well as institutions awarding doctoral degrees to significant numbers of minority students, designed to increase the diversity of applicant pools.

Faculty and administrative employment opportunities were advertised locally as well as nationally in order to attract large and diverse pools of applicants. Advertisements were placed in local newspapers, such as the Hartford Courant and the New Britain Herald.

The Office of Diversity and Equity posted employment opportunities from the University, other Connecticut State Universities, State agencies, local municipalities, and private sector employers on bulletin boards adjacent to its office.

Continuous contact was made with recruiting sources and organization capable of recruiting underutilized group members for employment. The list of recruiting sources was annually updated. Members of the University met with officials from community, social and religious organizations to discuss community building, which included recruitment for employment opportunities.

The following publications and organizations are representative of those used for the publication of classified advertisements, notices posted on web pages, and distribution of employment opportunity announcements:

- Career Builder – www.careerbuilder.com
- DAS
- Chronicle of Higher Education
- HigherEd.com
- Hispanic Outlook
- Diversejobs.net
- Mechanical Engineering Magazine
- <http://engineering.academickeys.com>
- Journal of Higher Ed
- ASEE List serve
- Diverse
- <http://eims.ams.org>
- CSCE (Connecticut Society of Civil Engineering)
- Latinos in Higher Education
- HigherJobs.com
- American Counseling Association
- Science

Central Connecticut State University

- <http://acsm.healthjobsplus.com>
- AAHPERD Career Link
- American Psychological Association (www.apa.org)
- Phil Jobs/Jobs for Philosophers
- American Anthropological Association (www.aaanet.com)
- Jobs.com
- SIGG CCSU Listserv
- Association of Black Psychologists (www.abpsi.org)
- EYE listserv
- www.swe.com
- <http://mathjobs.org>
- AACN Website
- Networking
- Conference Attendance Distribution
- Email to nursing graduate programs
- Hispanic Outlook in higher education
- Hartford Courant
- LinkedIn
- DAS website
- MLA Job offering list
- CCSU Website
- Connecticut Library Association, Connecticut Library Consortium
- Simmons College
- American Accounting Association
- Financial Management Association
- Academy of Management
- Association for Information Services
- Department of Administrative Services
- International Personal Managers Association CT Chapter
- Educause
- Connecticut Distance Learning Consortium – CTDLC email distribution
- College Health listserv
- Share it with CT Chapter, IPMA-HR
- Association of Psychological Science (www.psychologicalscience.org)
- USLacross.org
- Association for Journalism and Mass Communication AEJMC (Aejmc.com)
- Broadcast Education Association (CCA) newsletter
- NASPA Conference
- National Society of Black Physicists
- Area Division J. Post-Secondary Institution Listserv
- National Association of Student Personal Administration
- American Education Research Association, Division I Administration
- Connecticut Association of Latinos of Higher Education
- Psychotherapy Network magazine

- Connecticut Association of Public School Superintendents CAPSS
- American Educational Research Association Social Justice SIG and LGBT Sig
- Communication of ACM
- SIGSCE mailing list
- Chemical and Engineering News
- Lister messages to Connecticut Valley American Chemical Society
- Targeted emails to colleagues at PhD granting institution Engineering technology listerv
- Monster-www.monster.com
- <http://nsbe.org>
- National Latina/o Psychological Association (www.nlpa.ws)
- Connecticut Association of Educational Opportunity Programs
- National College Learning Center Association Conference
- Annual student success conference
- Connecticut Counseling Association (CCA)
- Connecticut School Counselors Association (CSCA)
- American School Counselors Association (ASCA)
- Advance Lister for advancement professional's nation wide
- AIAA, ASME, ASCE, IEEE conferences, SE&T website
- ATMAE Lister, ISA Lister, ETD Lister
- American Association for marriage and Family therapy website
- Connecticut Association of Schools (CT Principals)
- Writing Program Administration Lister
- WPA Job Board
- Council on Basic Writing Lister
- Area Division A Administration Organization and Leadership
- Mailing to all intuitional advancement department heads in CR colleges and university
- ASME-Hartford new letter
- American Society of Criminology

Members of the Office of Diversity and Equity staff attended and/or addressed various conferences training seminars and workshops, outside of CCSU, such as:

- Annual True Colors Conference (March 2015) ConnSACS Sexual Assault Crisis Training April 7, 2015
- BOR Title IX Training April 8, 2015
- CADEP Annual Meeting September 12, 2015
- BOR Title IX Train the Trainer Program
- DOJ Panel on Sexual Assault Laws October 17, 2015
- Effective Response to Sexual Violence Claims November 7, 2015
- Sexual Violence on College Campuses January 9, 2015
- 23rd Annual Conference on serving Adults with Disabilities Conference April 30, 2015
- AAUW Annual Conference
- CHRO/PCSW Update Training June 10, 2015

Central Connecticut State University

- CHRO AA Plan Training June 18, 2015
- ATIXA Civil Rights Investigator Level Two Certification Course June 2015
- YWCA Training- Certification for Sexual Assault Crisis Counselor.48 hour training-Spring 2015)
- Clery CSA Training- June 2015

Scholarship funds are available to assist classified employees and their dependent children with educational goals at Central Connecticut State University. The Central Connecticut State University Foundation designates funds for both the dependent children and the employees enrolled in courses. Each semester, the Human Resources Office sends mass mailings to all classified staff to notify them of this opportunity. During the reporting period the foundation awarded \$13,000 to thirteen (13) recipients.

The Connecticut State University System (CSU) reinstated the agreement with AFSCME Council 4 to provide a tuition waiver program to clerical employees, through June 30, 2016. Members of the Administrative Clerical bargaining unit, who are permanent and work at least 20 hours weekly, may take up to two courses per semester at any of the four state universities, tuition free. During the fall 2014 semester, seven CCSU employees benefitted from this program: three (3) White females, two (2) Black females, one (1) Hispanic female, and one (1) Hispanic male. During the spring 2015 semester five (5) CCSU employees benefitted from this program: two (2) White females, one (1) Black female, one (1) Hispanic female, and one (1) Hispanic male.

The Office of the Vice President for Student Affairs at Central Connecticut State University is dedicated to collaborating with community organizations whose mission is to expose young students to higher education. Over the past several years, Student Affairs has sponsored several Career Beginnings Programs which support the University's initiative to diversify the campus. This organization consists of three programmatic elements: "5th Graders Go to College", "8th Graders Go to College", and the "High School/Mentorship Program". Each spring semester, the University has hosted the "5th Graders Go to College" an "8th Graders Go to College" programs in an effort to increase early awareness of higher education to students in the Greater Hartford Area. Students are provided an opportunity to tour the campus, eat lunch on the green, visit the gymnasium and planetarium, and hear from college students and personnel. In, addition, the Students Affairs Office has sponsored the Career Beginnings Mentorship Program by providing workshops on topics such as the financial aid process, the admission process, and strategies in succeeding in college.

To continue to enhance the recruitment program, the Office of Diversity and Equity and Human Resources work with the SUOAF/AFSCME Minority Recruitment and Mentoring Committee (MRMC) and AAUP Minority Recruitment and Retention Committee (MRRC) to develop strategies to attract a diversified pool of applicants for employment. The AAUP MRRC is changed with the responsibility of assisting search committee to recruit members of minority and other protected groups; to assist the University in retaining such members; and to engage in such other actions as will effectuate the above purposes. Last year \$21,638.00 was awarded to four (4) males and seven (7) female minority faculty in Economics, Modern Languages, Nursing, Educational Leadership,

Policy and Instructional Technology, Counselor Education and Family Therapy, Counseling and Wellness Center, Computer Electronics and Graphic Technology, Sociology, Finance, Geography and Psychology.

The SUOAF/AFSCME MRM/C is charged with the responsibility for identifying and recommending qualified minority candidates to search committees after the promotional process has been followed. The committee ensures that mentoring arrangements are available for newly appointed minority employees. The mentors are charged with responsibility for enhancing the professional development of minority employees during the first 1-6 years of their appointments and during the first 3 years in 2 new positions or reassignment. The program eligibility was changed from 3 to 6 years and also includes employees who are promoted to a higher level position. During the reporting period ten (10) members attended an MRM/C Mentoring Luncheon and six (6) members of color were funded to participate in professional development activities.

The Educational Opportunity Program has been in place at Central Connecticut State University for over 40 years. It offers a wide range of opportunities for students graduating from high schools across CT and wanting to attend the university. The Educational Opportunity Program is a five week summer program designed for students who have the potential and the desire to do college-level work, but do not meet Central Connecticut State University's regular admissions standards. The Educational Opportunity Program students live on campus in Central Connecticut State University residence halls during the summer with all expenses paid including books, tuition, room, and board. Graduates of the summer program are admitted to Central Connecticut State University as full-time matriculated students.

The Connecticut Collegiate Awareness Preparation Program identifies potential college prospects in grades 7-12 of the New Britain school system. The program provides services to one hundred and twenty (120) students annually. Students who remain in the program receive academic support and participate in educational activities during the year. Over 2,200 students have participated in Central Connecticut State University's ConnCAP program, which has an average program retention rate of 90% and a college-going rate well above the national average.

CCSU's Travelers EDGE Scholars Program is a mature, grant funded program offering full tuition, fees, and a book scholarships to program participants. Travelers EDGE leverages the strengths of the university with those of The Travelers Companies. Working with specific pipelines of students, the objectives are to retain students in business or business-friendly majors through to completion to degree attainment, while simultaneously developing career-ready qualified professionals to the insurance and Financial Services Industries. Travelers' goal is to build a pipeline of qualified workers while specifically targeting first-generation and underrepresented groups from Hartford and New Britain. A key element of the program is academic support and coaching, peer mentoring, and executive mentoring necessary to build the mindset and skills necessary to succeed in academics, internships, and on to career. Eligible students who meet GPA criteria earn the opportunity to interview for robust experiential learning via internships at Travelers.

Central Connecticut State University

An agreement with Pratt & Whitney Aircraft Quality Engineering Scholarship Program at CCSU continues. The scholarship will enhance a pipeline of qualified workers to the aircraft industry while building awareness of careers in the aerospace quality engineering field. A key element of the program is the recruitment of students from CCSU existing network of community and school-based collegiate awareness programs to insure that scholarship recipients represent diverse social, economic, educational and cultural backgrounds. A similar agreement was signed with Sikorsky Aircraft to support one student.

The CCSU Alumni Association continued to support the Anthropology Department for an oral history project of African Americans in New Britain, CT. The Association has started plans for an event and fundraising drive to celebrate the Educational Opportunity Program (EOP) 50th Anniversary in 2017. In addition, Institutional Advancement, promoting the CCSU Alumni Association, supported a program and fundraising drive to commemorate the birthday of Ebenezer Bassett, CCSU's first African-American graduate.

Lavender Graduation is a program that began in 1995 at the University of Michigan and now takes place in colleges and universities across the country. It celebrates the academic achievements of lesbian, gay, bisexual, transgender, queer, questioning, intersex, and ally (LGBTQI/A) undergraduate and graduate students. This event acknowledges the unique challenges, experiences and accomplishments that these students face during their pursuit of higher education and thanks them for their contributions to campus life, diversity and their fields of study. Having completed degrees in higher education and become positive role models for younger LGBT students, this ceremony also thanks them for their perseverance through sometimes turbulent and hostile life and school experiences.

This program was first brought to Central Connecticut State University as a capstone project by two students of the graduate program for Counseling in Student Development in Higher Education. It is now an Institutional effort offered annually by the CCSU LGBT Center and the Office of Student Activities and Leadership Development. Since 2010 CCSU has recognized 68 LBGTQ and Ally Students in our annual Lavender Graduation Ceremony. Each Lavender Graduate receives a certificate of recognition and a rainbow cord and tassel to wear during commencement exercises.

SECTION 46a-68-59(b)(4)

Central Connecticut State University had no deficient elements in the previous plan, therefore, is in compliance with the (b)(4) standard.

SECTION 46a-68-66. Letter of Commitment

Central Connecticut State University had no deficiencies in the prior plan, therefore, a Letter of Commitment was not required.

SUMMARY OF PROPOSALS/RECOMMENDATIONS:

No section is deficient or weak in the proposed affirmative action plan.

ADDITIONAL MANDATED REPORTING

Diversity Training

Central Connecticut State University is in compliance with the Diversity Training requirements of the statute.

CONTRACT COMPLIANCE

Central Connecticut State University has submitted all of the required reports, forms and correspondence regarding the Set-Aside Program.

Prior Fiscal Year: 2013/2014

Goals:	\$1,025,432.00
Achievement:	\$9,089,192.00
Percentage:	886.0%
	<u>SBE</u>
Goals:	\$ 256,358.00
Achievement:	\$ 2,403,692.00
Percentage:	938.0%
	<u>MBE</u>

Current Fiscal Year: 2014/2015 with 4 quarters reporting.

Goals:	\$1,364,823.00
Achievement:	\$9,857,265.00
Percentage:	722%
	<u>SBE</u>
Goals:	\$ 341,206.00
Achievement:	\$2,141,234.00
Percentage:	628%
	<u>MBE</u>

HIRING GOAL ANALYSIS

HIRING GOALS FOR THE PERIOD March 1, 2014 THROUGH July 31, 2015

OCCUPATIONAL CATEGORY/CLASS	SHORT OR LONG	NO.	RACE/SEX	HIRES	GOAL ACHIEVEMENT	
					ST	LT
Executive/Administrative Managerial	S	2 2 1 1	WF BM OM OF	1 WM 2 BM	0-3	
Faculty Professor	S	2 1	WF OM	0		
Associate Professor	S	2 2 1	BF HF OF	4 WM 1 WF 2 OM	0-5	
Assistant Professor	S	5 1 2 1	WF BF HM OF	11 WF 2 BF 1 HM 1 OF 13 WM 2 BM 1 HF 9 OM	8-9	
Coaches	S	4 1 1 1	BM BF HF OM	3 BM 4 WM 1 WF	3-7	
Professional	S	2 3 2 2	WM BF OM OF	6 WM 3 BF 11 WF 2 HM 2 HF	5-9	
	L	2	OF			0-2

HIRING GOAL ANALYSIS

HIRING GOALS FOR THE PERIOD March 1, 2014 THROUGH July 31, 2015

OCCUPATIONAL CATEGORY/CLASS	SHORT OR LONG	NO.	RACE/SEX	HIRES	GOAL ACHIEVEMENT
Office/Clerical	S	2	WM	1 BF	1-5
	L	2	OF	4 WF	
Administrative Assistant	S	1	HF	1 HF	1-2
Secretary 2	S	1	WF	3 WF	3-4
		2	BF	2 BF	
Technical/Paraprofessional	S	2	WF	1 WF	3-3
		1	BF	1 BF	
		1	HF	1 HF	
Skilled Craft	S	1	BM	4 WM	0-2
Service/Maintenance	S	1	WF	1 BM	1-1
		2	BM		
		1	HM		
		1	HF		
Custodian	S	1	OM	1 WM	0-2
		2	WF		
		1	WF		
		1	HF		
		1	OM		
Protective Services	S	2	WM	0	
	L	2	OM		

PROMOTION GOAL ANALYSIS

PROMOTION GOALS FOR THE PERIOD March 1, 2014 THROUGH July 31, 2015

OCCUPATIONAL CATEGORY/CLASS	NO.	RACE/SEX	PROMOTIONS	GOAL ACHIEVEMENT
<u>Executive/Administrative/Managerial</u>	0		1 HM	
<u>Faculty Professor</u>	11 4	WF OM	9 WF 3 OM 7 WM 1 BM	12-15
<u>Associate Professor</u>	1 1 2 2	BM BF HF OF	1 OF 10 WM 6 WF 4 OM	1-6
<u>Office/Clerical Administrative Assistant</u>	0		1 WF	
<u>Secretary 2</u>	0		2 WF	
<u>Service/Maintenance</u>	1	WF	2 WM	0-1

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

WORKFORCE ANALYSIS

DATE: July 31, 2015

CATEGORY OR CLASS	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		OTHER	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Management	36	22	14	16	12	5	0	1	2	0	0
		61.1%	38.9%	44.4%	33.3%	13.9%	0.0%	2.8%	5.6%	0.0%	0.0%
Faculty	450	272	178	203	138	18	14	14	10	37	16
		60.4%	39.6%	45.1%	30.7%	4.0%	3.1%	3.1%	2.2%	8.2%	3.6%
Professional/Non-Faculty	227	94	133	74	101	9	13	9	15	2	4
		41.4%	58.6%	32.6%	44.5%	4.0%	5.7%	4.0%	6.6%	0.9%	1.8%
Clerical/Secretarial	97	10	87	3	63	3	12	3	11	1	1
		10.3%	89.7%	3.1%	64.9%	3.1%	12.4%	3.1%	11.3%	1.0%	1.0%
Technical/ParaProfessional	18	7	11	4	6	0	2	3	1	0	2
		38.9%	61.1%	22.2%	33.3%	0.0%	11.1%	16.7%	5.6%	0.0%	11.1%
Skilled Crafts	13	12	1	12	1	0	0	0	0	0	0
		92.3%	7.7%	92.3%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	74	61	13	47	9	5	0	9	4	0	0
		82.4%	17.6%	63.5%	12.2%	6.8%	0.0%	12.2%	5.4%	0.0%	0.0%
Protective Services	21	19	2	10	1	4	1	5	0	0	0
		90.5%	9.5%	47.6%	4.8%	19.0%	4.8%	23.8%	0.0%	0.0%	0.0%
TOTALS	936	497	439	369	331	44	42	44	43	40	23
		53.1%	46.9%	39.4%	35.4%	4.7%	4.5%	4.7%	4.6%	4.3%	2.5%

FIVE YEAR HISTORY

Central Connecticut State University

FILING DATE	COMMISSION MEETING DATE	STAFF RECOMMENDATION	COMMISSION VOTE
6/30/2010	9/08/2010	Approved	Approved
6/30/2011	9/13/2011	Disapproved	Disapproved
6/30/2012	9/12/2012	Approved	Approved
6/30/2013	9/17/2013	Approved	Approved
6/30/2014	9/10/2014	Approved	Approved



State of Connecticut
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

Central Office --25 Sigourney Street, 7th Floor, Hartford, CT 06106

Promoting Equality and Justice for all People

PROPOSED AFFIRMATIVE ACTION PLAN

Central Connecticut State University
AGENCY

REVIEW AND ANALYSIS: A COMPARATIVE EVALUATION

INTRODUCTION

SECTION 46a-68-102. STANDARD OF REVIEW

- (a) To receive approved status, a plan must contain all elements required by Sections 46a-68-76 through 46a-68-114, inclusive.
- (b) Additionally, a plan shall be approved only if:
 - (1) the work force, considered as a whole and by occupational category, is in parity with the relevant labor market area; or
 - (2) the agency has met all or substantially all of its hiring, promotion and program goals; or
 - (3) the agency has demonstrated every good faith effort to achieve such goals and, despite these efforts, has been unable to do so; and
 - (4) the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews in accordance with Section 46a-68-62(c).

SECTION 46a-68-103. PLAN REVIEW AND ANALYSIS

As part of the review process, a written evaluation of the plan shall be prepared by Commission on Human Rights and Opportunities staff. Such evaluation shall:

- 1. assess the degree of procedural compliance with Regulations of CT State Agencies
- 2. identify and comment upon the deficiencies and weaknesses of the plan;
- 3. appraise the performance and effort of the agency in meeting its goals;
- 4. evaluate the effectiveness of the affirmative action program; and suggest remedial action in addition to or in lieu of that proposed in the plan to achieve a balanced workforce and eliminate discriminatory practices.

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Central Connecticut State University

SECTION 46a-68-79. Policy Statement

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-79. Internal Communication

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-80. External Communication and Recruitment Strategies

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-81. Assignment of Responsibility and Monitoring

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

Central Connecticut State University

SECTION 46a-68-82. Organizational Analysis

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X _____ In Compliance

SECTION 46a-68-83. Work Force Analysis

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X _____ In Compliance

SECTION 46a-68-84. Availability Analysis

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X _____ In Compliance

SECTION 46a-68-85. Utilization Analysis and Hiring and Promotion Goals

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X _____ In Compliance

Central Connecticut State University

SECTION 46a-68-86. Employment Analyses

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-87. Identification of Problem Areas

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-88. Program Goals

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-89. Discrimination Complaint Procedure

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

Central Connecticut State University

SECTION 46a-68-90. Goals Analysis

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

SECTION 46a-68-91. Career Mobility

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION:

This section is _____ Deficient _____ Weak X In Compliance

PROPOSALS/RECOMMENDATIONS:

In future filings provide the occupational category, race & sex of the persons receiving career counseling.

SECTION 46a-68-93. Innovative Programs

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION

This section is _____ Deficient _____ Weak X In Compliance

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SECTION 46a-68-94. Concluding Statement

PREVIOUS SUBMISSION:

This section was in compliance with the Regulations in the previous filing.

PRESENT SUBMISSION

This section is _____ Deficient _____ Weak X In Compliance

CONCLUSION:

The proposed affirmative action plan submitted by the Central Connecticut State University for the filing date of November 30, 2015 has been voted Approved.