

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

WORKFORCE ANALYSIS

DATE: **July 31, 2017**

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Executive/Management	33	19	14	13	10	5	1	1	3	0	0	
		57.6%	42.4%	39.4%	30.3%	15.2%	3.0%	3.0%	9.1%	0.0%	0.0%	
Faculty	443	258	185	194	145	16	13	12	9	36	18	
		58.2%	41.8%	43.8%	32.7%	3.6%	2.9%	2.7%	2.0%	8.1%	4.1%	
Professional/Non-Faculty	225	92	133	74	100	7	15	9	14	2	4	
		40.9%	59.1%	32.9%	44.4%	3.1%	6.7%	4.0%	6.2%	0.9%	1.8%	
Clerical/Secretarial	93	9	84	3	60	2	14	3	9	1	1	
		9.7%	90.3%	3.2%	64.5%	2.2%	15.1%	3.2%	9.7%	1.1%	1.1%	
Technical/ParaProfessional	17	7	10	4	5	0	2	3	1	0	2	
		41.2%	58.8%	23.5%	29.4%	0.0%	11.8%	17.6%	5.9%	0.0%	11.8%	
Skilled Crafts	12	11	1	11	1	0	0	0	0	0	0	
		91.7%	8.3%	91.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Service/Maintenance	67	56	11	44	7	4	0	8	4	0	0	
		83.6%	16.4%	65.7%	10.4%	6.0%	0.0%	11.9%	6.0%	0.0%	0.0%	
Protective Services	18	16	2	7	1	4	1	5	0	0	0	
		88.9%	11.1%	38.9%	5.6%	22.2%	5.6%	27.8%	0.0%	0.0%	0.0%	
TOTALS	908	468	440	350	329	38	46	41	40	39	25	
		100.0%	51.5%	48.5%	38.5%	36.2%	4.2%	5.1%	4.5%	4.4%	4.3%	2.8%

Form #38A

FULL-TIME WORKFORCE

SUMMARY: National and Statewide LMA

WORKFORCE ANALYSIS

DATE: July 31, 2017

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive/Management	33	19	14	13	10	5	1	1	3	0	0
Faculty	443	258	185	194	145	16	13	12	9	36	18
Professional/Non-Faculty	225	92	133	74	100	7	15	9	14	2	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	701	369	332	281	255	28	29	22	26	38	22
	100.0%	52.6%	47.4%	40.1%	36.4%	4.0%	4.1%	3.1%	3.7%	5.4%	3.1%

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

DATE: July 31, 2017

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.	22	11	11	8	9	3	0	0	2	0	0
Adm VIII	2	1	1	1	0	0	1	0	0	0	0
Adm VII	9	7	2	4	1	2	0	1	1	0	0
GRAND TOTALS	33	19	14	13	10	5	1	1	3	0	0
	100.0%	57.6%	42.4%	39.4%	30.3%	15.2%	3.0%	3.0%	9.1%	0.0%	0.0%

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

WORKFORCE ANALYSIS

DATE: July 31, 2017

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Assoc. Dir. Employment and Labor (RC)	1	0	1	0	1	0	0	0	0	0	0
Assoc to VP, Instit. Advancement	0	0	0	0	0	0	0	0	0	0	0
Assoc VP Academic Affairs	2	2	0	1	0	1	0	0	0	0	0
Assoc VP/AA & Dean, Grad Stud	1	0	1	0	1	0	0	0	0	0	0
Assoc VP, Marketing & Comm.	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	1	0	1	0	0	0	0	0	1	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	0	0	0	0	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	0	1	0	1	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	1	0	1	0	0	0	0	0	0	0
Dean, School of Engineering & Technology	0	0	0	0	0	0	0	0	0	0	0
Director, Institutional Research	1	0	1	0	1	0	0	0	0	0	0
Assoc VP ITBD	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 Instit. Advancement	1	1	0	1	0	0	0	0	0	0	0
Vice President Student Affairs	1	0	1	0	1	0	0	0	0	0	0
SUB-TOTALS	22	11	11	8	9	3	0	0	2	0	0
	100.0%	50.0%	50.0%	36.4%	40.9%	13.6%	0.0%	0.0%	9.1%	0.0%	0.0%

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

DATE: July 31, 2017

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											
Asst. Chief Admin Ofcr/Director	1	1	0	1	0	0	0	0	0	0	0
Associate Dean, Arts & Sciences	1	1	0	1	0	0	0	0	0	0	0
Associate Dean, Business	1	1	0	1	0	0	0	0	0	0	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
Director, Acad. Artic. & Partnerships	1	0	1	0	0	0	0	0	1	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	9	7	2	4	1	2	0	1	1	0	0
Administrator VIII											
Physician	1	0	1	0	0	0	1	0	0	0	0
Director, Athletics	1	1	0	1	0	0	0	0	0	0	0
Admin VIII Total	2	1	1	1	0	0	1	0	0	0	0
SUB-TOTALS	11	8	3	5	1	2	1	1	1	0	0
	100.0%	72.7%	27.3%	45.5%	9.1%	18.2%	9.1%	9.1%	9.1%	0.0%	0.0%

EEO2 - FACULTY

Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2017

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
PROFESSOR	194	120	74	90	58	8	5	10	3	12	8
ASSOCIATE PROFESSOR	126	71	55	55	47	2	2	1	1	13	5
ASSISTANT PROFESSOR	91	45	46	30	31	3	5	1	5	11	5
INSTRUCTOR	1	1	0	1	0	0	0	0	0	0	0
COACHING STAFF	31	21	10	18	9	3	1	0	0	0	0
TOTALS	443	258	185	194	145	16	13	12	9	36	18
	100.0%	58.2%	41.8%	43.8%	32.7%	3.6%	2.9%	2.7%	2.0%	8.1%	4.1%

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

DATE: July 31, 2017

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	27	13	14	12	8	1	4	0	1	0	1
Administrator III	56	13	43	10	36	2	4	1	3	0	0
Administrator IV	64	28	36	18	26	1	3	7	4	2	3
Administrator V	29	19	10	19	9	0	0	0	1	0	0
Administrator VI	16	13	3	10	2	2	0	1	1	0	0
MISCELLANEOUS	33	6	27	5	19	1	4	0	4	0	0
GRAND TOTAL	225	92	133	74	100	7	15	9	14	2	4
	100.0%	40.9%	59.1%	32.9%	44.4%	3.1%	6.7%	4.0%	6.2%	0.9%	1.8%

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

WORKFORCE ANALYSIS

DATE: July 31, 2017

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											
Assistant Director of HR	1	0	1	0	1	0	0	0	0	0	0
Assistant in Human Resources 1	3	0	3	0	2	0	1	0	0	0	0
Assistant Librarian	4	0	4	0	4	0	0	0	0	0	0
Assistant Counselor	1	0	1	0	0	0	0	0	1	0	0
Associate Counselor	1	1	0	0	0	1	0	0	0	0	0
Associate in Diversity & Equity	1	1	0	1	0	0	0	0	0	0	0
Associate in Human Resources	2	0	2	0	1	0	0	0	1	0	0
Associate Librarian	3	1	2	1	2	0	0	0	0	0	0
Counselor	1	0	1	0	1	0	0	0	0	0	0
CSU Administrative Assistant	6	0	6	0	2	0	3	0	1	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
Librarian	4	1	3	1	3	0	0	0	0	0	0
Payroll Officer 2	1	0	1	0	1	0	0	0	0	0	0
University Archivists	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	33	6	27	5	19	1	4	0	4	0	0
Administrator I & Misc. TOTAL	33	6	27	5	19	1	4	0	4	0	0
	100.0%	18.2%	81.8%	15.2%	57.6%	3.0%	12.1%	0.0%	12.1%	0.0%	0.0%

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

DATE: July 31, 2017

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 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	6	2	4	2	2	0	2	0	0	0	0
Athletic Equipment Manager	1	1	0	1	0	0	0	0	0	0	0
Customer Support Center Assistant	2	2	0	2	0	0	0	0	0	0	0
Degree Auditor	3	1	2	1	0	0	1	0	1	0	0
Desktop Support Assistant	1	0	1	0	1	0	0	0	0	0	0
Financial Aid Counselor	1	0	1	0	1	0	0	0	0	0	0
Media Technician	1	1	0	1	0	0	0	0	0	0	0
Procurement Specialist	1	1	0	0	0	1	0	0	0	0	0
Program Administrator	0	0	0	0	0	0	0	0	0	0	0
Project Assistant, School of Ed.	1	0	1	0	1	0	0	0	0	0	0
Property Control Assistant, Facilities Mgt.	1	1	0	1	0	0	0	0	0	0	0
Property Control Assistant, IT User Support Serv.	0	0	0	0	0	0	0	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
Systems Support Assistant	0	0	0	0	0	0	0	0	0	0	0
TRIO Project Assistant	0	0	0	0	0	0	0	0	0	0	0
Veteran Retention Assistant	1	0	1	0	0	0	1	0	0	0	0
TOTALS	27	13	14	12	8	1	4	0	1	0	1
	100.0%	48.1%	51.9%	44.4%	29.6%	3.7%	14.8%	0.0%	3.7%	0.0%	3.7%

EO3 - PROFESSIONAL/NON-FACULTY
 Labor Market Area: National and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2017

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
Academic Support 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
Accounting and Budget Specialist (athletics)	0	0	0	0	0	0	0	0	0	0	0
Advancement Services Specialist	0	0	0	0	0	0	0	0	0	0	0
Advising & Career Expl. Specialist	6	2	4	1	3	1	1	0	0	0	0
Advising & Student Support Specialist	5	0	5	0	4	0	0	0	1	0	0
Assistant Bursar	2	0	2	0	1	0	1	0	0	0	0
Assistant Director Admissions	5	2	3	1	2	0	1	1	0	0	0
Assistant Director Continuing Education	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Facilities Management	1	1	0	1	0	0	0	0	0	0	0
Assistant Director Financial Aid	2	1	1	1	0	0	0	0	1	0	0
Assistant Director Marketing & Communication	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Registrar	0	0	0	0	0	0	0	0	0	0	0
Assistant Director Residence Life	0	0	0	0	0	0	0	0	0	0	0
Assistant Director Student Act & Leadership	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Student Center	1	0	1	0	1	0	0	0	0	0	0
Assistant Director Student Conduct	1	0	1	0	1	0	0	0	0	0	0
Assistant Registrar	2	0	2	0	2	0	0	0	0	0	0
Asst. Dir./Coord, CASD Grant Program	0	0	0	0	0	0	0	0	0	0	0
Asst. Dir. Advancement Services and Operations	1	0	1	0	1	0	0	0	0	0	0
Asst. Dir. Development & Annual Giving	1	1	0	1	0	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
Conference Center Manager	0	0	0	0	0	0	0	0	0	0	0
ConnCAP Site Coordinator	0	0	0	0	0	0	0	0	0	0	0
Coord., School & Community Partnerships	1	0	1	0	1	0	0	0	0	0	0
Coordinator of Design & Publications	0	0	0	0	0	0	0	0	0	0	0
Customer Support Center Lead	2	1	1	1	1	0	0	0	0	0	0
Desktop Support Technician	0	0	0	0	0	0	0	0	0	0	0
Digital Media Production Coordinator	1	1	0	1	0	0	0	0	0	0	0
Environmental Health & Safety Coordinator	0	0	0	0	0	0	0	0	0	0	0
Instructional Coordinator	2	0	2	0	2	0	0	0	0	0	0
International Education Coordinator	1	0	1	0	1	0	0	0	0	0	0
Major Gifts Associate	0	0	0	0	0	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
Policy and Research Specialists	0	0	0	0	0	0	0	0	0	0	0
Program Administrator (IMRP)	0	0	0	0	0	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
Research Specialist, IMRP	0	0	0	0	0	0	0	0	0	0	0
Science Technical Specialist	2	0	2	0	2	0	0	0	0	0	0
Server Support Specialist	0	0	0	0	0	0	0	0	0	0	0
Sexual Assault and Violence Prevention Specialist	0	0	0	0	0	0	0	0	0	0	0
Team Advisor	2	0	2	0	1	0	0	0	1	0	0
TOTALS	56	13	43	10	36	2	4	1	3	0	0
	100.0%	23.2%	76.8%	17.9%	64.3%	3.6%	7.1%	1.8%	5.4%	0.0%	0.0%

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

WORKFORCE ANALYSIS

DATE: July 31, 2017

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNP*	
				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 (School of Business)	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
Assoc Dir, Alumni Affairs	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Center for Social Research	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, CIE/Coordinator of IELP	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, Confucius Institute	1	0	1	0	0	0	0	0	0	0	1
Assoc Dir, Education and Professional Studies	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Engineering & Science Technology	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Financial Aid	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Graduate Studies	1	0	1	0	0	0	1	0	0	0	0
Assoc Dir, Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Pre-Coll/Access	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 Dean, Prof. Programs & Certification Officer	1	0	1	0	1	0	0	0	0	0	0
Asst Dean, Liberal Arts and Social Sciences	0	0	0	0	0	0	0	0	0	0	0
Asst Dean, School of Business	1	0	1	0	1	0	0	0	0	0	0
Asst Dir, Facil Supp Svcs	1	1	0	1	0	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
Business Manager	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	1	0	0	0	0	0	1	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
Customer Support Center Supervisor	1	0	1	0	0	0	0	0	1	0	0
Data Network Specialist	1	1	0	0	0	1	0	0	0	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
InstrDesign & TechResearch Center Supervisor	1	0	1	0	1	0	0	0	0	0	0
Manager 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	5	3	2	1	1	0	0	0	0	2	1
Project Coordinator	0	0	0	0	0	0	0	0	0	0	0
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	2	1	1	1	1	0	0	0	0	0	0
Trio Grant Coordinator	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
Voice Systems Specialist	0	0	0	0	0	0	0	0	0	0	0
TOTALS	64	28	36	18	26	1	3	7	4	2	3
	100.0%	43.8%	56.3%	28.1%	40.6%	1.6%	4.7%	10.9%	6.3%	3.1%	4.7%

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

WORKFORCE ANALYSIS

DATE: July 31, 2017

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, Accounting	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir, Athletics for Compliance	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Athletics/External Services	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir, Business Services	1	0	1	0	1	0	0	0	0	0	0
Assoc Dir, Ctr Advising & Career Explor.	1	1	0	1	0	0	0	0	0	0	0
Assoc Dir, International Education	0	0	0	0	0	0	0	0	0	0	0
Assoc Dir, Student Wellness Services	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
Business Development Manager	0	0	0	0	0	0	0	0	0	0	0
Campus Architect	1	1	0	1	0	0	0	0	0	0	0
Coordinator Capital Projects & Fac. Plng.	1	1	0	1	0	0	0	0	0	0	0
Coordinator Student Disability Services	1	0	1	0	1	0	0	0	0	0	0
Data Network Manager	1	1	0	1	0	0	0	0	0	0	0
Desktop Engineer Manager	1	1	0	1	0	0	0	0	0	0	0
Dir, Acad Ctr Student Athletes	1	1	0	1	0	0	0	0	0	0	0
Dir, Advancement Services	1	1	0	1	0	0	0	0	0	0	0
Dir, Auxillary Services (IT)	1	1	0	1	0	0	0	0	0	0	0
Dir, Continuing Education	1	0	1	0	1	0	0	0	0	0	0
Dir, Engineering	1	1	0	1	0	0	0	0	0	0	0
Dir, Environmental Health and Safety	1	0	1	0	1	0	0	0	0	0	0
Dir, IMRP	1	1	0	1	0	0	0	0	0	0	0
Dir, Pre-Collegiate/Access Svcs	1	0	1	0	0	0	0	0	1	0	0
Enterprise Res Planning Mgr	0	0	0	0	0	0	0	0	0	0	0
Facilities Operations Manager	1	1	0	1	0	0	0	0	0	0	0
Mgr, Contract Cmpl & Procurement Svcs	1	1	0	1	0	0	0	0	0	0	0
Manager, 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
Media Relations Officer	1	0	1	0	1	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
System Manager	0	0	0	0	0	0	0	0	0	0	0
TOTALS	29	19	10	19	9	0	0	0	1	0	0
	100.0%	65.5%	34.5%	65.5%	31.0%	0.0%	0.0%	0.0%	3.4%	0.0%	0.0%

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

WORKFORCE ANALYSIS

DATE: July 31, 2017

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNP1*	
				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, Accounting Administrative	1	1	0	1	0	0	0	0	0	0	0
Director, Admin Technical Svcs	1	1	0	1	0	0	0	0	0	0	0
Director, Client Services	1	0	1	0	1	0	0	0	0	0	0
Director, Ctr Advising & Career Exploration	0	0	0	0	0	0	0	0	0	0	0
Director, Financial Aid	1	1	0	1	0	0	0	0	0	0	0
Director, Grants & Funded Research	1	1	0	1	0	0	0	0	0	0	0
Director, Institutional Advancement	1	0	1	0	1	0	0	0	0	0	0
Director, IT Strategic Initiatives & Special Projects	1	1	0	1	0	0	0	0	0	0	0
Director, Learning Center	0	0	0	0	0	0	0	0	0	0	0
Director, Op. Logistics & Event Mgt	1	1	0	1	0	0	0	0	0	0	0
Director, Residence Life	1	0	1	0	0	0	0	0	1	0	0
Director, Student Activities & Lead Develop	1	1	0	1	0	0	0	0	0	0	0
Director, Student Center	1	1	0	0	0	0	0	1	0	0	0
Director, Student Conduct	1	1	0	0	0	1	0	0	0	0	0
Director, Technical Services	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	13	3	10	2	2	0	1	1	0	0
	100.0%	81.3%	18.8%	62.5%	12.5%	12.5%	0.0%	6.3%	6.3%	0.0%	0.0%

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

WORKFORCE ANALYSIS

DATE: July 31, 2017

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	93	9	84	3	60	2	14	3	9	1	1
Technical/ParaProfessional	17	7	10	4	5	0	2	3	1	0	2
Skilled Crafts	12	11	1	11	1	0	0	0	0	0	0
Service/Maintenance	67	56	11	44	7	4	0	8	4	0	0
Protective Services	18	16	2	7	1	4	1	5	0	0	0
TOTALS	207	99	108	69	74	10	17	19	14	1	3
	100.0%	47.8%	52.2%	33.3%	35.7%	4.8%	8.2%	9.2%	6.8%	0.5%	1.4%

EEO4 - SECRETARIAL/CLERICAL

Labor Market Area: Hartford County

WORKFORCE ANALYSIS

DATE: July 31, 2017

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
Administrative Ops Assistant	0	0	0	0	0	0	0	0	0	0	0
Clerk Typist	2	0	2	0	1	0	1	0	0	0	0
Collection Agent	1	0	1	0	1	0	0	0	0	0	0
Financial Clerk	0	0	0	0	0	0	0	0	0	0	0
Head Clerk	1	0	1	0	1	0	0	0	0	0	0
Office Assistant	13	3	10	0	4	1	5	2	1	0	0
Payroll Clerk	2	1	1	0	1	0	0	1	0	0	0
Processing Technician	4	0	4	0	2	0	1	0	1	0	0
Secretary 1	3	0	3	0	3	0	0	0	0	0	0
Telecom Dispatcher	6	3	3	1	3	1	0	0	0	1	0
Unit Supervisor	0	0	0	0	0	0	0	0	0	0	0
Sub-Total*	51	8	43	2	30	2	10	3	3	1	0
Secretary 2	42	1	41	1	30	0	4	0	6	0	1
TOTALS	93	9	84	3	60	2	14	3	9	1	1
	100.0%	9.7%	90.3%	3.2%	64.5%	2.2%	15.1%	3.2%	9.7%	1.1%	1.1%

*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 =

51	8	43	2	30	2	10	3	3	1	0
100.0%	15.7%	84.3%	3.9%	58.8%	3.9%	19.6%	5.9%	5.9%	2.0%	0.0%

EE05 - TECHNICAL PARAPROFESSIONAL
Labor Market Area: Hartford County

WORKFORCE ANALYSIS

DATE: July 31, 2017

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	4	0	4	0	1	0	1	0	1	0	1
Lead Univ Research Tech	1	1	0	1	0	0	0	0	0	0	0
Library Technician	7	2	5	1	4	0	0	1	0	0	1
Library Technical Assistant	1	1	0	0	0	0	0	1	0	0	0
Planetarium Technician	1	1	0	1	0	0	0	0	0	0	0
Univ Research Tech 2	2	2	0	1	0	0	0	1	0	0	0
TOTALS	17	7	10	4	5	0	2	3	1	0	2
	100.0%	41.2%	58.8%	23.5%	29.4%	0.0%	11.8%	17.6%	5.9%	0.0%	11.8%

EEO7 - PROTECTIVE SERVICE
 Labor Market Area: Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2017

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Detective	1	1	0	0	0	1	0	0	0	0	0
Police Lieutenant	2	2	0	2	0	0	0	0	0	0	0
Police Officer	12	10	2	2	1	3	1	5	0	0	0
PS Trainee	0	0	0	0	0	0	0	0	0	0	0
Police Sergeant	2	2	0	2	0	0	0	0	0	0	0
Fire Lieutenant	1	1	0	1	0	0	0	0	0	0	0
TOTALS	18	16	2	7	1	4	1	5	0	0	0
	100.0%	88.9%	11.1%	38.9%	5.6%	22.2%	5.6%	27.8%	0.0%	0.0%	0.0%

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

WORKFORCE ANALYSIS

DATE: July 31, 2017

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNP*	
				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
Custodian	27	18	9	12	6	1	0	5	3	0	0
Duplicating Technician 2	1	1	0	1	0	0	0	0	0	0	0
General Trades Worker	5	5	0	3	0	1	0	1	0	0	0
Landscape Technician (GTW)	1	1	0	1	0	0	0	0	0	0	0
Lead Custodian	4	3	1	3	0	0	0	0	1	0	0
Lead Power Plant Op. Energy Ctr.	1	1	0	1	0	0	0	0	0	0	0
Mail Handler	2	2	0	2	0	0	0	0	0	0	0
Mail Services Supv 1	2	1	1	1	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
Materials Storage Specialist	0	0	0	0	0	0	0	0	0	0	0
Power Plant Op. Energy Ctr. (RC)	7	7	0	7	0	0	0	0	0	0	0
Skilled Maintainer	2	2	0	1	0	0	0	1	0	0	0
Storekeeper	6	6	0	6	0	0	0	0	0	0	0
Storekeeper Assistant	1	1	0	0	0	0	0	1	0	0	0
Supervising Custodian	0	0	0	0	0	0	0	0	0	0	0
TOTALS	67	56	11	44	7	4	0	8	4	0	0
	100.0%	83.6%	16.4%	65.7%	10.4%	6.0%	0.0%	11.9%	6.0%	0.0%	0.0%

Note: EEO7 minus custodians =

40	38	2	32	1	3	0	3	1	0	0
100.0%	95.0%	5.0%	80.0%	2.5%	7.5%	0.0%	7.5%	2.5%	0.0%	0.0%

PART-TIME

Labor Market Area: Local and Statewide

WORKFORCE ANALYSIS

DATE: July 31, 2017

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		UNKNOWN	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
FACULTY													
Lecturer	325	161	164	121	115	3	12	7	7	4	8	26	22
Lecturer Non Teaching	13	8	5	6	5	0	0	0	0	1	0	1	0
Graduate Assistant	53	13	40	9	24	2	3	2	4	0	2	0	7
SU Assistant Prof. Special Appts	35	16	19	10	11	1	1	2	4	1	2	2	1
TOTAL	426	198	228	146	155	6	16	11	15	6	12	29	30
Coaching/Athletics													
PT Coaches	16	15	1	12	1	1	0	0	0	0	0	2	0
TOTAL	16	15	1	12	1	1	0	0	0	0	0	2	0
PROFESSIONAL/NON-FACULTY													
Associate Accountant	1	0	1	0	1	0	0	0	0	0	0	0	0
Cooperative Education Intern	9	8	1	5	1	0	0	3	0	0	0	0	0
Graduate Intern	14	5	9	4	7	0	0	1	2	0	0	0	0
SU Admin 2	4	3	1	3	1	0	0	0	0	0	0	0	0
SU Admin 3	3	0	3	0	3	0	0	0	0	0	0	0	0
SU Admin 5	2	0	2	0	2	0	0	0	0	0	0	0	0
SU Assistant	66	24	42	16	33	3	3	3	3	2	2	0	1
SU Counselor PT	1	0	1	0	1	0	0	0	0	0	0	0	0
SU Librarian	7	1	6	0	5	0	0	0	0	0	0	1	1
TOTAL	107	41	66	28	54	3	3	7	5	2	2	1	2
CLERICAL/SECRETARIAL													
Clerk Typist	1	0	1	0	1	0	0	0	0	0	0	0	0
Office Assistant	1	0	1	0	1	0	0	0	0	0	0	0	0
Secretary 1	3	1	2	1	1	0	1	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	8	1	7	1	5	0	1	0	1	0	0	0	0
STUDENT WORKER POSITIONS													
	738	339	399	203	231	76	77	40	74	15	15	5	2
GRAND TOTAL	1287	593	694	389	441	86	96	58	94	23	29	37	34
	100.0%	46.1%	53.9%	30.2%	34.3%	6.7%	7.5%	4.5%	7.3%	1.8%	2.3%	2.9%	2.6%

FT Employee Age Report as of 7/31/2016 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	1	0	5	7	11	4	5	0	33
FACULTY	0	0	1	20	33	45	65	59	72	71	32	14	412
ATHLETICS/COACHING	0	0	2	4	5	7	4	6	3	0	0	0	31
PROFESSIONAL/NON-FACULTY	0	2	12	16	29	21	40	38	32	23	10	2	225
CLERICAL/SECRETARIAL	0	0	0	5	6	10	13	19	26	11	1	2	93
TECHNICAL/PARAPROFESSIONAL	0	0	0	2	0	2	3	1	3	2	4	0	17
SKILLED CRAFTS	0	0	0	0	0	0	1	6	1	4	0	0	12
SERVICE/MAINTENANCE	0	0	2	3	2	8	10	15	11	11	3	2	67
PROTECTIVE SERVICES	0	0	0	0	1	2	4	7	3	1	0	0	18
TOTALS	0	2	17	50	77	95	145	158	162	127	55	20	908
	0.0%	0.2%	1.9%	5.5%	8.5%	10.5%	16.0%	17.4%	17.8%	14.0%	6.1%	2.2%	100.0%

VIII. Workforce Analysis
PERSONS WITH DISABILITIES
IN FULL-TIME WORKFORCE BY OCCUPATIONAL CATEGORY
2015-2016

Executive Administrative	1
Faculty	6
Professional Non-Faculty	1
Clerical/Secretarial	1
Technical Paraprofessional	0
Skilled Craft	0
Service Maintenance	0